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INTERNATIONAL LABOUR OFFICE
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Industrial and Labour Development in June 1953.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JUNE 1953.

11. Political Situation and Administrative Action.

Government of India's Labour Policy: Mr.V.V.Giri's Statement.

Addressing a press conference at Madras on 14 June 1953, Mr. V.V. Giri, Minister of Labour, Government of India, covered important aspects of the country's labour policy. He indicated that the Government might bring forward shortly legislation on industrial relations, fair wages, shops and commercial establishments, labour welfare funds and for the amendment of Minimum Wages Act, 1948, and the Factories Act, 1948.

Industrial relations legislation.- Mr. Giri stated that it was his intention to bring a comprehensive legislation relating to "industrial relations" during the 1953 budget session of Parliament. It was similarly his desire ever since he took office that organisations of workers and employers should understand clearly the implications of Government of India's labour policy. In order to facilitate this objective, a detailed questionnaire was issued by the Labour Ministry on the subject of 'Industrial Relations' in June 1952, which was replied to by every responsible organisation of workers and employers in the country. A note was prepared on the basis of the replies received to the questionnaire which became the subject matter of discussions at the Tripartite Labour Conference held at Naini Tal in October 1952 wherein the central organisations of workers and employers and Labour Ministers representing different States took part. It was then considered that further discussions on the basis of the report of the Naini Tal Conference should be held by a 7-man committee attended by representatives of the workers' and employers' organisations and this committee met in December last. Thereafter discussions took place between the Labour Ministry and the other employing Ministries of the Central Government on their attitude. Mr. Giri indicated that as a result of the various discussions that were being held between the Labour Ministry and the employing Ministries, a unified labour policy was expected to emerge shortly. It was on account of these reasons that there was delay in the introduction of the Bill; he hoped, however, that there would be no further postponement.

Mr. Giri said that it was gratifying to note that the workers as well as the employers were realising the ~~para~~ paramount importance of putting greater emphasis on mutual negotiations and settlement of issues at the level of the industry as had been shown by settlement of disputes in the textile industry in Ahmedabad, the silk industry in Bombay and many other industries elsewhere in the country. There was still a justifiable feeling among workers representing organised trade unions of all ideologies that adjudication machinery should continue as a last resort if settlement is not reached by conciliation. There was a feeling among workers that employers were more anxious for the removal of the adjudication machinery than themselves so that once it was taken out of the statute, they may refuse to take part in a genuine manner in order that they may arrive at a settlement through methods of conciliation and internal settlement. Whether this fear was wellfounded or not, it should be the endeavour on the part of employers to remove that feeling. He was confident that ultimately, when both sides respected each other and mutual confidence restored, conciliation machinery would take the place of compulsory arbitration.

New legislation.- The Minister said that the Union Government had introduced an amendment to the Minimum Wages Act removing certain anomalies and making it easy to fix minimum wages in sweated industries. Minimum wages were intended to be ~~fixed~~ fixed in industries where workers had not got bargaining power regarding their conditions of service. It was also the Government's desire to have legislation regarding 'fair wages' for which a Bill was approved by the previous Cabinet and with such alterations as may be necessary, the same will also be introduced in Parliament as early as possible.

Certain useful amendments to the Factories Act had become necessary, and the same would be introduced in the next session. So also, the Payment of Wages Act which was passed in the year 1936 required a number of amendments to be consistent with the present trends in industries.

There were shops and establishments acts in different States which had undoubtedly ameliorated the conditions of shop assistants of all categories in different parts of the country. It was earnestly felt that an all-India act which would be acceptable generally to employers and workers was highly necessary so that there might be some uniformity in the conditions of service of shop assistants in the country, and he expected to place consolidated proposals before the standing committee of the Tripartite Labour Conference for its advice on this shortly.

Mr. Giri also indicated that it was proposed to have an All-India Act for establishing a labour welfare fund to be used for the benefit of labour under the management of a board represented by workers and employers. Many million of rupees are collected in the

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shape of fines from workers in different industries.

Regulation of retrenchment.- Mr. Giri said that there had been considerable agitation both inside ~~the~~ and outside Parliament and representations had been made pointing out that large number of workers were being retrenched. It was felt that the situation called for urgent measures. There were detailed provisions relating to retrenchment including retrenchment benefits in Chapter X of the Labour Relations Bill 1950, as approved by the Select Committee. These provisions were arrived at after prolonged consultations between the various ministries concerned and approved by the economic committee of the Cabinet and by the ~~same~~ Cabinet itself.

Mr. Giri stated that the clauses in the Labour Relations Bill on retrenchment had generally been accepted by employers' and workers' organisations and, for that reason, might now be deemed to be no longer controversial. The procedure for retrenchment and re-employment of employees as dealt with in clauses 88 and 90 of the Labour Relations Bill, provides that no employee who had been in continuous employment for not less than one year under an employer should be retrenched until he had been given one month's notice in writing or wages for the period of notice and gratuity at the rate of not less than 15 days' average pay for every completed year or service or any part thereof in excess of six months. Employees were ordinarily to be discharged on the principle of "last to come, first to go", and retrenched employees were entitled to preference over others in the matter of re-employment. Mr. Giri suggested that what applied to retrenchment should apply equally to the discharge of workers on closure of establishments or in any other circumstances otherwise than as a disciplinary measure or on termination of a specified period of employment.

Compensation for involuntary unemployment.- Mr. Giri pointed out that the question of payment of compensation for involuntary unemployment arising from temporary stoppage or reduction of work due to shortage of coal, power, raw material, etc. or over-production was closely linked with that of retrenchment. Though that matter was not covered by the Labour Relations Bill, it had been under the consideration of the Labour Ministry for the last many years. A scheme was evolved as a result of discussions which took place at the Indian Labour Conference in 1943 and 1945 and was recommended to employers for adoption on a voluntary basis. Involuntary unemployment or lay-off, as it was commonly called, was not a serious problem in normal times, but became important during periods when the employer was compelled to reduce the tempo of production or for other similar causes. The standing orders framed by the employers

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did not generally provide for payment of compensation for involuntary unemployment. Adjudicators had from time to time granted compensation often on the pattern of the scheme evolved by Government in 1945. This matter also was engaging the serious attention of the Labour Ministry and certain reasonable proposals and some uniform procedure would have to be evolved for settling this problem immediately.

(Press Note dated 14 June 1953,
issued by the Press Information Bureau,
Government of India)

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - JUNE 1953.

25. Wage Earners' Organisations.

Convention of All-India Railwaymen's Federation,
Mysore, 26-27 June 1953: Merger Agreement ratified.

A convention of the All-India Railwaymen's Federation was held at Mysore on 27 June. In the absence of Mr. Jayaprakash Narayan, Mr. G. Raghavan, Vice-President, presided.

The session ratified the agreement arrived at between the Federation and the Indian National Railway Workers' Federation to merge their respective organisations into a new organisation - the National Federation of Indian Railwaymen.

Mr. S. Guruswamy, General Secretary, told the session that the move for merger should not be regarded as a sign of weakness.

Mr. Peter Alvares, Assistant Secretary, moved the resolution seeking ratification of the merger. He said that the rivalry between the two unions had proved disastrous to the interests of the workers and has embittered their relations.

The session also elected three members - two vice-presidents and one assistant secretary - to the working committee of the new Federation, from among the employee members of the All-India Railwaymen's Federation. For the first time in the history of the Indian railway unions a kalasi (mazdoor) was elected to the Vice-Presidency. The election of Mr. Laximinarayan - the kalasi - and Mr. Dude, the two vice-presidents, and Mr. T.V. Anandan assistant secretary, was ~~unanimous~~ unanimous.

(The Times of India, 29 June 1953).

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Praja-Socialist Party favours United Trade Union
Movement: Committee ~~to~~ set up to effect
Unity.

A convention of Praja-Socialist Party trade union workers held at Betul on 19 June 1953, adopted a resolution suggesting ~~the formation of a united~~ "a united democratic trade union movement in the country free from any influence of party politics, employers and the Government".

The convention was presided over by Dr. Suresh Chandra Banerjee.

The resolution said that a united trade union movement should be based on the following principles: (1) Freedom of trade unions from domination of employees, Government and political parties, (2) right to strike as the last resort, (3) full autonomy in internal administration of union, (4) Solution of differences about parallel unions through referendum, and (5) acceptance of democratic socialist society as the objective.

The convention was satisfied that the process of unification in trade union movement had "already set in, as is evident from the merger of hitherto existing parallel unions in various public sections, such as railways, shipping and defence establishments".

While such unification strengthened the working class in its struggle, against their "class enemies", the resolution said, the unification process should be developed "consciously and in a planned way" without leading to "mutual suspicion and hostilities". At no period the resolution said, was the need for unity in trade union movement so imperative as today when employers, both collectively and individually, had embarked upon "a deliberate policy of retrenchment on the plea either of rationalisation or mechanisation or lowering of profits. Faith in a remedy through Government intervention, never very strong among workers in India, has been further shaken as both the Union and State Governments are seen retrenching their employees on a large scale".

The resolution added that "failure" of the Five Year Plan in increasing the quantum of employment, the possibility of new burdens being imposed upon workers following the big deficit in financing the Plan in the next two years and the prospect of any relaxation of ~~the~~ tension in the international situation being utilized by employers to intensify retrenchment had gone further to "exasperate" the workers."

The convention ~~was presided~~ appointed a committee consisting of Mr. Jai Prakash Narain, Mr. ^{Asoka} Mehta, Mr. Brij Kishore Shastri, Mr. Sibnath Banerjee and Dr. Suresh Chandra Banerjee to take "effective steps" to bring about such unity.

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Bombay: Working of the Indian Trade Unions Act,
1926, during the Year 1951-1952.

One hundred and fifty-eight new trade unions were registered during the year 1951-1952 in the State of Bombay, according to the report on the working of the Trade Unions Act, 1926, for the year 1951-1952, published by the Government of Bombay*.

Number of unions.- The report states that the sudden rise in the number of trade unions noticed in the year ~~1947-48~~ 1947-48 was a consequence of the legislative measures passed by the popular Governments, both at the Centre and in the State, to facilitate collective bargaining and peaceful settlement of industrial disputes. The subsequent years have witnessed a steady increase in the number of registered trade unions, which has more than doubled at the end of the year 1951-52 as compared with the figures for 1947-48. This increase is partly due to a greater consciousness among the workers to organise themselves with a view to improving their standard of living and also to the efforts made by the central organisations of labour to expand the field of organised labour. The following table gives information regarding the growth in the number of registered trade unions in the State since 1941-42:-

Year ending 31st March.	No. of register- ed unions at the begin- ning of the year.	No. of unions regis- tered during the year	No. of unions regist- ered whose registra- tion was cancelled or withdrawn during the year.	No. of registered unions at the end of the year.
1941-42	79	17	15	81
1942-43	81	21	17	85
1943-44	85	12	6	91
1944-45	91	19	8	101
1945-46	101	23	9	115
1946-47	115	80	11	184
1947-48	184	166	21	329
1948-49	329	149	36	442
1949-50	442	221	82	581
1950-51	581	155	101	635
1951-52	635	158	121	672

* ~~Printed~~ Annual Report on the Working of the Trade Unions Act, 1926, for the State of Bombay, 1951-1952. Obtainable from the Superintendent, Government Printing and Stationery, Bombay.

Of the 672 Unions on the Register at the end of the year under review, 631 unions were "State Unions" and 41 "Central Unions". These figures include two State federations and two Central Federations. The following table shows the variation in the membership of registered trade unions in the State since 1941-42:-

Year	No. of Registered Trade Unions.	No. of Unions included in the report.	Total membership of the Unions shown in column (3)			Average membership per Union included in the report	Percentage of female members to total membership.
			Males	Females	Total		
1941-42	81	65	135,105	7,254	142,359	2,190	5.10
1942-43	85	75	155,917	7,283	163,200	2,176	4.46
1943-44	91	77	176,277	8,030	184,307	2,394	4.36
1944-45	101	86	191,935	17,100	209,035	2,431	8.18
1945-46	115	87	210,700	15,684	226,384	2,602	6.93
1946-47	184	140	306,946	25,265	332,211	2,373	7.61
1947-48	329	261	350,283	24,511	383,794	1,470	6.39
1948-49	442	319	493,328	31,090	527,155*	1,659	5.88
1949-50	581	383	484,396	29,924	521,467*	1,361	5.74
1950-51	635	392	421,196	28,523	449,719	1,147	6.34
1951-52	672	408	411,384	26,876	440,507*	1,080	6.10

* Details regarding sex are not available in certain cases.

There were 635 registered unions in Bombay State at the end of the year 1950-51. Of these, the registration of 117 unions was cancelled for non-submission of the annual returns for 1950-51, the registration of one union was cancelled under section 10(a) of the Act and the dissolutions of three unions were registered during the year 1951-52. One hundred and fifty-eight unions were registered during the year. Thus, there were 672 registered unions at the end of the year under review. Out of these 672 unions, only 561 union submitted their returns - of which the returns of only 411 unions were accepted for the purposes of the report. Out of the 411 unions whose returns were accepted for the purpose of the report, 383 (including one federation) were "State Unions" i.e. trade unions whose activities are restricted to Bombay State only, and 28 unions (including two federations) were "Central Unions" i.e. the unions whose activities are not confined to Bombay State.

The report mentions that a large number of unions whose registration was cancelled for non-submission of the annual returns appear to have been formed for ~~the~~ securing certain specific advantages only and they cannot be said to be regularly functioning bodies.

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Further, the obligation under the Act to submit the annual return is still not adequately appreciated by a large number of unions as no annual returns were received from about 46 per cent of the total number of unions by the prescribed date and no improvement was noticed in the quality of the annual returns submitted by the unions, as a large majority of them had to be sent back to the unions for rectification in spite of the detailed instructions issued to them.

The distribution of the number and membership of the 383 unions (excluding one Federation) by occupation groups is given in the table below:-

Group	No. of Registered unions	No. of unions whose returns are included in the report	Membership at the		Total increase(x) or decrease (-)	Percentage increase(x) or decrease (-)
			Beginning of the year	End of the year		
Agriculture and allied activities.	9	6	8,763	8,163	-600	-6.85
Mining and Quarries.	1	1	969	4,169	x3200	x330.24
Manufacturing.	293	161	198,471	214,330	x15859	x7.99
Construction.	2	1	243	240	-3	-1.23
Electricity, Water Gas, Water and Sanitary services.	28	20	3,485	3,785	x300	x8.61
Commerce.	83	67	15,477	14,762	-715	-4.62
Transport, Storage and Communication.	79	42	42,046	46,873	x4827	x11.48
Services.	85	52	11,729	12,098	x369	x3.15
Miscellaneous.	49	32	11,615	12,495	x880	x7.88

Union finances.- The total income of all the unions was 1,260,823 rupees and the total expenditure 1,070,992 rupees with the result that the General Fund which stood at 1,075,054 rupees at the beginning of the year 1951-52 increased to 1,264,885 rupees at the end of the year. All the groups showed excess of income over expenditure. The following table shows an analysis of the total income from various sources:-

Items of income	Amount of income	Percentage to the total income
	Rs.	
Contribution from members.....	1,054,733	83.65
Donations.....	154,424	12.25
Sale of periodicals, Books, rules, etc.....	1,359	0.11
Interest on investments.....	3,590	0.28
Income from miscellaneous sources. @	46,717	3.71
Total.	1,260,823	100.00

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The average income of the unions was 3,301 during the year under report as compared with 3,590 rupees for the year 1950-51. As against this, the average expenditure was 2,804 rupees for the year under report while it was 3,425 rupees for the year 1950-51. An amount of 691,308 rupees representing 64.55 percent of the total expenditure was spent on salaries and expenses of officers and establishment. The "other expenses" amounting to 127,606 rupees and representing 11.91 per cent of the total expenditure included meeting expenses, miscellaneous expenses, unpaid subscriptions due which are irrecoverable and depreciation written off. Expenses on account of establishment charges of unions thus covered 76.46 per cent of the total expenditure. An amount of 53,988 rupees or 5.04 per cent of the aggregate expenditure constituted expenses incurred under Section 15(f) of the Act, which generally included contribution to the organisations to which the unions are affiliated, expenses of delegates to conference and donations to various other unions.

All the unions except four opened the year with credit balance. Two out of these four unions and four other unions ended the year with debit balances. The total assets of the unions were 910,160 rupees. The Textile Labour Association, Ahmedabad, and the Southern Command M.E.S. Employees' Union, Poona, were the only State Federations registered under the Act at the beginning of the year under ~~review~~ review. The registration of the Southern Command M.E.S. Employees' Union, Poona, was cancelled for non-submission of its annual return on 25 October 1952.

The assets of the Textile Labour Association, Ahmedabad, were made up of cash amounting to 352,032 rupees, securities worth 354,308 rupees and miscellaneous assets amounting to 914,665 rupees. The Association had a general fund of 248,137 rupees, political fund of 11,197 rupees, "Staff and School ~~Provident~~ Provident Fund" of 162,968 rupees, "Shahpur Housing Society Sinking Fund" of 57,081 rupees, "Sardas Smarak Fund" of 22,429 rupees, "Gujarat Famine Relief Fund" of 46,499 rupees, "Building Fund" of 307,254 rupees, etc., and other liabilities amounting to 765,440 rupees. Out of an income of 289,817 rupees during the year under review 220,230 rupees were realised by way of contributions from members, 53,939 rupees by way of donations, 13,054 rupees as interest on investments and the rest from miscellaneous sources. The amount of expenditure of the Association during the year was 302,221 rupees out of which 107,643 rupees were spent on administration. The Association paid 78,380 rupees by way of educational, social and religious benefits and 37,419 rupees by way of funeral, old age and sickness etc. benefits. The Association spent 32,451 rupees in conducting trade disputes and 42,193 rupees for publishing periodicals.

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Agricultural workers' unions.- The registration of the Karnatak Pranteek Rayat Committee, which was the only registered union of purely agricultural workers, was cancelled for non-submission of its annual return. The seven sugar workers' unions, which are registered under the Act, however, enrolled as their members, workers on sugar-cane farms adjoining the sugar factories. Information furnished by six out of the seven unions shows that 5,655 out of 8,438 members representing 67 per cent of their total members were engaged in agricultural operations.

Affiliation to all-India organisation.- The available information regarding the affiliation of the unions to the all-India central organisations of labour is given in the table below:-

Name of the Central Organisation of Labour.	No. of unions	Total strength report-on 31 March 1952 of the Unions mentioned in column 2.
Indian National Trade Union Congress.	100	176,551
Hind Mazdoor Sabha. -----	40	37,870
All India Trade Union Congress.-----	10	19,163
United Trade Union Congress.-----	1	860
Not affiliated. -----	164	46,763
Affiliation not known. -----	67	35,708
Total.	<u>382</u>	<u>316,915</u>

Central unions.- The total number of Central Unions (excluding two federations) registered under the Act was 39 at the end of the year under report, but the statistics of only 26 unions (excluding two federations) which sent in the corrected returns have been included in the report. The following table gives the occupational distribution of the unions and their membership.

Group	No. of Registered Trade Unions	No. of whose returns are included in the report	Membership at the		Increase (x) or Decrease (-)	Percentage Increase(x) or Decrease (-)
			Beginning of the year	End of the year		
Manufacturing	6	3	2,882	3,305	x423	x14.68
Construction	1	1	319	278	-41	-12.85
Commerce	3	3	1,994	2,666	x672	x33.70
Transport, Storage & Communication	25	18	94,848	116,553	x21,705	x22.88
Services	3	1	1,640	790	-850	-51.83
Miscellaneous	1	-	-	-	-	-

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In the year 1950-51, there were 10 unions with 1,119 female members and during the year under review also there were 10 unions with 1,107 female members.

The average income of the unions was 13,253 rupees during the year under review as compared with 11,913 rupees during the ~~preceeding~~ preceding year. As against the total income of 344,574 rupees the total expenditure during the year was 301,654 rupees with the result that the amount of general fund which was 174,331 rupees at the beginning of the year increased to 217,251 rupees. The average expenditure of the unions during the year was 11,602 rupees as compared with 11,339 rupees for the year 1950-51. An amount of 59,454 rupees representing 19.71 per cent of the total expenditure was spent on the salaries and expenses of officers, while 146,359 rupees or 48.52 per cent were spent on salaries, advances and expenses of establishment. Two thousand four hundred and four rupees or 0.80 per cent were ~~spent~~ spent for conducting trade disputes while compensation paid to members for loss arising out of trade disputes accounted for 1,871 rupees or 0.62 per cent of the total expenditure. Seven hundred and fifty rupees or 0.25 per cent were given as funeral, old age, sickness, unemployment benefits, etc. Cost of publishing periodicals amounted to 4,976 rupees or 1.65 per cent.

The principal liability of all the unions except one was the General Fund. The amount at the credit of the General Fund account of all the unions was 217,251 rupees and other liabilities amounted to 46,463 rupees as against the total assets amounting to 263,714 rupees including securities valued at 30,888 rupees. Out of this, the Maritime Union of India, Bombay, held securities worth 24,040 rupees.

An amount of 67,790 rupees i.e. 25.71 per cent of the total assets represents the amount of unpaid subscriptions due. Out of this amount, the Central Railway Mazdoor Panchayat, which had already written off 14,228 rupees during the year as irrecoverable subscriptions was responsible for 32,018 rupees. Of the other unions, the Maritime Union, of India, which had written off 6,742 rupees during the year as irrecoverable subscription, reported 14,333 rupees as unpaid subscriptions due and the Western Railway Employees' Union showed 6,054 rupees as outstanding subscriptions. An amount of 123,443 rupees from the total assets represents cash either in hand or in bank or banks or deposits with individuals. Of this amount, Western Railway ~~Union~~ Workers' Union, the Union of the staff of the Scindia and Associated Companies, Bombay, Indian Pilots Guild and the Jahazi Mazdoor Union, Bombay, accounted for 24,269 rupees, 15,133 rupees, 14,600 rupees and 9,712 rupees respectively. Of the other unions, the G.I.P. Railwaymen's Union, Bombay, All-India Air Line Radio Officers Association, the G.I.P. Railway Accounts Staff Union, Bombay, and Air India Employees' Union, Bombay had 7,014 rupees, 6,659 rupees, 6,599 rupees and 6,129 rupees respectively. An amount of 41,593 rupees out of the total assets is held by way of

Miscellaneous Assets. The head "Miscellaneous" in the Assets table includes items such as loans, goods and furniture and other assets.

The Federation of Bank Employees, Bombay, and the Federations ~~registered~~ of the Bank of India Staff Unions were the only two Central Federations registered under the Act. The Assets of the Federation of Bank Employees, Bombay, were made up of cash amounting to 1,033 rupees, securities worth 100 rupees and miscellaneous assets amounting to 2,551 rupees. The Federation had a General Fund of 3,623 rupees and other liabilities amounting to 61 rupees. The main source of income of the Federation was contributions from members which consisted of 3,478 rupees out of a total income of 5,100 rupees. The Federation had a Legal Fund of 778 rupees. The Federation reported an ~~aggregate~~ aggregate expenditure of 5,419 rupees of which 3,370 rupees were spent on establishment and 825 rupees as legal expenses.

The assets of the Federation of the Bank of India Staff Unions were made up of cash of 271 rupees. The Federation had no other fund except the general fund amounting to 240 rupees. The main source of income of the Federation was contributions from members, amounting to 733 rupees out of the total income of 842 rupees. The expenditure during the year was 602 rupees out of which 362 rupees were spent on administration of the Federation.

One union, namely, the Jahazi Mazdoor Union, Bombay, reported that it had a balance of 800 rupees as political fund at the beginning ~~of the~~ and end of the year.

Three other unions, maintained separate funds for specific purposes. The Maritime Union of India, maintained a "Building Fund" of 21,072 rupees. The Air India Employees' Union, Bombay, had a "Fighting Fund" of 2,820 rupees and an "Emergency Fund" of 1,703 rupees respectively. The Western Railway Employees' Union maintained an "Investment Fluctuating Fund" of 1,828 rupees.

The following table shows the affiliation of the 26 unions to all India Central Organisation, of Labour:-

(Please see the Table on the next page)

Name of the Central Organisation of Labour.	No. of affiliated Unions.	Membership of the Unions as on 31 March 1953.
Indian National Trade Union Congress.	1	41,685
Hind Mazdoor Sabha.	6	67,630
Not affiliated.	11	7,444
Affiliated not known.	8	6,835
<i>in</i>	Total.	26 123,592

(The annual report on the Working of the Act for the year 1950-1951 was reviewed at pages 5-12 of the report of this Office for June 1952).

(Labour Gazette, Vol. XXXII, No. 9, May, 1953).

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All-India Defence Employees' Federation formed:
Ordnance Workers Unite.

A convention of workers in defence installations was held at Kanpur on 23 and 24 May 1953. Dr. (Mrs) Maitri Bose presided. The convention was attended by Ordnance workers representing the three different federations in the country, namely, the All-India Ordnance Employees' Federation, the All-India Defence Services Civilian Employees' Federation, and the Uttar Pradesh and Madhya Pradesh Ordnance Employees' Federation. The convention decided to merge the three Federations into a single Federation to be known as the All-India Defence Workers' Federation.

Resolutions were passed condemning retrenchment in ordnance factories, urging speedy implementation of the Kalyanwala Committee Report and deploring the victimization policy of the Government officials towards trade union leaders.

The resolution on retrenchment in ordnance factories said that the retrenchment situation had not shown any improvement despite assurances given by the Government. The suggestions made by the unions in the past to solve this problem were also not given due consideration. "Almost all the trade unions have either taken a strike ballot or ~~have~~ served strike notices to resist this evil", the resolution said and hailed the determination of the workers and called upon the Government to make a sympathetic and constructive approach to the problem.

The resolution also called upon the Government to set up a work-load assessment committee, introduce civilian trade orders in ordnance factories and abolish contract system to build up national reserve of skilled artisans to meet the situation. It further called upon the ~~constituent~~ constituent unions to observe June 29 next as protest day against the retrenchment in ordnance factories by resorting to a one-day token strike.

The convention, by another resolution, expressed its grave concern over the failure of the Government to implement the recommendations of the Kalyanwala Committee in spite of repeated assurances to do so. It looked upon this delay as unjustifiable and said that the delay was creating a feeling among the workers that the Government were pursuing this policy deliberately in order to minimise their financial responsibilities.

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The Convention condemned the growing tendency on the part of the administration to harass, and, in several cases victimize active trade union workers in various defence installations and recorded its strong protest against the attitude of partiality and negligence on the part of the Government to render justice, in the case of some active union workers in defence establishments at Kanpur and Dehra Dun. The resolution urged for an impartial inquiry either through the industrial courts or through any other tribunal set up to investigate such cases of ~~the~~ harassment and victimization.

(The Indian Worker, May 30, 1953).

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34. Economic Planning, Control and Development.

India - June 1953.

Development of Indian Automobile Industry:
Government of India accepts Tariff Commission's
Proposals.

Measures for the protection and a speedy, systematic and co-ordinated growth of the Indian automobile industry were announced on 31 May 1953 by the Government of India. By a resolution dated 31 May 1953 the Government has generally accepted the Tariff Commission recommendations suggesting measures for the development of the automobile industry in India. The Commission has recommended that the demand for motor vehicles in the country should be concentrated on five firms which have a manufacturing programme.

The Commission submitted its report on 25 April 1953 and their main conclusions and recommendations are briefly summarised below.

(1) The chief obstacle in the way of the speedy development of the automobile industry is the comparative smallness of the annual demand which has been, during the last four years less than 20,000 vehicles of all types and categories. It is, therefore, extremely important to take steps to enlarge the volume of demand and for this there is great scope specially in regard to commercial vehicles. Both for developing the transport system of the country and for encouraging the automobile industry it would be desirable to simulate the demand for vehicles. For this purpose the Commission has suggested that Government should implement the recommendations of the Motor Vehicle Taxation Inquiry Committee. The Commission has also come to the conclusion that the present high rates of import duty - 94 1/2 per cent on certain components manufactured or expected to be manufactured in the country, 63 per cent and 31 1/2 per cent on other components - far from helping the automobile industry, have had the effect of raising the price of motor vehicles to the consumer. The Commission has, therefore, recommended that the import duty on all components should be reduced to a flat rates of ~~40~~ 40 per cent ad valorem.

(2) The Commission has recommended that simultaneously with steps to increase demand, the existing demand should be concentrated on firms with an approved manufacturing programme. There exist at present twelve firms with a total assembly capacity for over 84,000 vehicles. Of these, only five firms have a manufacturing programme and among them only Hindustan Motors Ltd., have made "comprehensive and substantial progress" towards the manufacture of major components. The Commission has recommended that future demand should be concentrated on these five firms, and the assembly operations of those without a manufacturing programme should cease within a period of three years.

(3) In order to concentrate demand on the five firms with a manufacturing programme and to provide for the progressive manufacture of the types of vehicles required by the country, the Commission has suggested a plan of manufacture of various types by different firms and a programme of progressive manufacture of these types.

(4) The Commission has also suggested a scheme of progressive manufacture of components during the next five years. It has also suggested the actual make scale of manufacture of such model from year to year, and the allocation of foreign exchange in accordance with that scale.

(5) The Commission does not consider that any of five manufacturers is likely to make jeep-type vehicles. It has recommended that, for the present, the requirements of jeeps, both civil and military, should be met by the existing assemblers of jeep-type vehicles.

(6) Regarding diesel vehicles, the Commission has come to the conclusion that on balance, they are more suitable for heavy transport and that the manufacture of a five-ton diesel vehicle should be encouraged, but that no diesel vehicles of lower tonnage should be allowed to be manufactured.

Government decisions. - The Government, ^{2 July} has after careful consideration of the report of the Commission, come to the following conclusions.

(1) The Government has agreed that for the quick development of the automobile industry it is essential to encourage the greater use of vehicles by bringing prices down. The Government, therefore, agrees with the Commission that the rate of import duty should be lowered. After careful consideration the Government has come to the conclusion that the best course would be to aim at an average level of approximately 40 per cent on a complete CKD pack as recommended by the Commission, but to maintain at a somewhat higher level the rates on components within the manufacturing programme. The necessary notifications giving effect to this decision are being published.

(2) The Government has agreed with the Commission that the present system of taxation of road transport by different authorities at different rates - sometimes very high - has been a powerful factor in reducing the demand for vehicles, particularly for transport vehicles. Any change in this requires discussion with the State Governments. The Government of India proposes to examine this question further in consultation with the State Governments in order to evolve a system of taxation which will be conducive to the development of motor transport.

(3) The Government of India has accepted the conclusion of the Commission that the demand for vehicles in the country should be concentrated on firms with a manufacturing programme.

(4) The Government has generally accepted the recommendations of the Commission regarding the types of vehicles to be manufactured and the firms which should undertake such manufacture.

(5) In regard to diesel vehicles, the Government has doubted whether any firm would find it economical to manufacture five-ton vehicles only. It would, therefore, be prepared to consider on merits any concrete plan of manufacture which would include, besides the five-ton diesel trucks, engines for lighter vehicles and possibly a light or medium vehicle of a type not included in the manufacturing programmes of the five units.

(6) The Government has suggested a detailed programme of progressive manufacture for each of the five firms and has recommended allocations of foreign exchange for specified numbers of vehicles for each of the next five years. While agreeing to the idea of such a programme, the Government considers that there should be some degree of flexibility, both as regards the pace of progress and as regards the number of vehicles for which components could be imported every year.

(7) Apart from the major recommendations dealt with above, the Commission has made various suggestions on other points such as the need to develop ancillary industries, the establishment of a Development Council for the automobile industry, the importance of greater co-operation between the manufacturing firms, etc. The Government ~~has~~ is in general agreement with the basic ideas underlying these recommendations and would take necessary action to implement them as far as possible.

(The Gasette of India, Extraordinary,
Part I, Section 1, 31 May 1953, pp.291-293).

Closure of Oorgaum Gold Mine in Mysore State:
Government of India accepts Enquiry Committee's
Recommendation.

The Government of India by a Resolution dated 25 May 1953 has accepted the recommendations of the Committee appointed in April 1953 under the chairmanship of Sri N. Madhava Rao to enquire into the proposed closure of the Oorgaum Gold Mining Company. The terms of the reference to the Committee were as follows: "Liquidation of the Oorgaum Mine, causes leading to the present crisis, whether the closure is inevitable or can be avoided or deferred, in the event of closure, recommendations in regard to the rehabilitation of labour, compensation to labour and assignment of leases to the Champion Reef Mines".

The Oorgaum mine leasehold extends over an area of 931 acres and is 3,350 feet in length along the strike of the auriferous veins. Messrs. John Taylor and Sons took over the management in the year 1880 and by March 1953 the workings had extended to a depth of 9,890 feet below the field datum. It is the ~~deepest~~ deepest mine in the Kolar Gold Field and probably the deepest in the world. The daily average number of persons employed is about 3,400 of whom over 2,000 are employed underground. It is served by four shafts from the surface, the deepest of which known as the Circular Shaft is 4,753 feet deep. From the bottom of these shafts, there are internal shafts to various horizons, viz. Oakely's Incline between the ~~21st~~ 21st and 32nd levels, Bullen's Incline between the 42nd and 88th levels, Auxiliary Shaft between the 52nd and 94th levels and Auxiliary Main Winze between the 94th and 104th levels.

The Committee came to the conclusion that owing to a serious and unavoidable decline in production and the steep fall in the price of gold, it is no longer practicable for the company to operate the mine profitably. Although it is impossible to work the mine as a viable unit, the Committee has recommended the transfer of its leases to the adjacent Champion Reef Gold Mines India Ltd. This, in its opinion, will enable the latter company to exploit the residuary ore in the former by extension of its own workings in accordance with the joint working plan evolved by the two companies in 1948 and, for that purpose, ~~the~~ to offer continued employment to 980 out of the 3,400 employees of the Oorgaum Company. The transfer of the lease, it is suggested, should be on the condition that any further recruitment of non-Indian should be subject to the prior approval of the State Government.

Elaborate recommendations regarding the payment of compensation to, and the rehabilitation of, the employees to whom re-employment cannot be offered have also been made by the Committee.

They include the giving of one month's notice of termination of service or one month's pay plus dearness allowance in lieu of notice and payment of compensation at the rate of half a month's ~~max~~ basic wages and dearness allowance for every completed year of service. There ~~is~~ are also other recommendations in regard to the disbursal of provident fund accumulations, payment of service gratuity and compensation under the Workmen's Compensation Act, and payment for involuntary unemployment to those who intimate their willingness to accept continuing employment in any of the Kolar Gold Field mines but cannot be offered employment immediately. Having regard to the present unsatisfactory financial position of the Company, the Government of India consider these proposals adequate. They also commended to the acceptance of the parties the various other recommendations made by the Committee in regard to compensation and rehabilitation.

(The Gazette of India, Part I, Section 1, Extraordinary, 26 May 1953, pp.231-266).

Community Projects Scheme: 4,800 More Villages to be included in 1953-1954.

Forty-eight more development blocks comprising about 4,800 villages will be taken under the community development programme during the year 1953-1954. A decision to this effect was taken recently by the Planning Commission in its capacity as the Central Committee for the community projects.

Shortly seven more blocks will be selected completing the total 55 development blocks for which a supplementary agreement was signed early this year with the U.S.A. under the Indo-U.S. Technical Co-operation Agreement.

These blocks will be in addition to the 81 blocks in 55 community project areas in which work started on 2 October 1952. When the programme was first launched it was decided that every year new blocks would be taken up as more trained personnel and resources became available.

The present decision to add 48 new development blocks is the second instalment in the process of spreading community development programme in different parts of the country. This is also linked up with the decision already taken by the Government to launch in October 1952 the comprehensive ~~com~~ national extension, service-cum-community development programme under which during the Plan period 120,000 villages covering nearly one-fourth of the rural population of India, will be covered partly under extension service and partly under intensive development programme. In this latter scheme ~~blocks~~ the aim is to take up 700 blocks under the

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intensive development programme, ~~textile~~ and 500 under the extension scheme during the plan period.

The blocks have been selected in most of the States of India in consultation with the State Governments, and their allocation is as follows: Assam 3, Bihar 1, Bombay 6, Madhya Pradesh 4, Madras 6, Orissa 2, Punjab 4, Uttar Pradesh 7, West Bengal 2, (composite type), Hyderabad 2, Madhyabharat 1, P.E.P.S.U. 1, Rajasthan 2, Saurashtra 1, Travancore-Cochin 1, Bhopal 1, Coorg 1, Vindhya Pradesh 2 and Bilaspur 1.

(The Hindustan Times, 8 June 1953).

The Air Corporations Act, 1953 (No. 27 of 1953):
Measure for Nationalisation of Air
Transport.

The Air Corporations Bill (vide page 9 of the report of this Office for April 1953), as passed by Parliament, received the assent of the President on 28 May 1953 and has been gazetted as Act No. 27 of 1953. The Act provides for the establishment of two Air Corporations known as "Indian Airlines Corporation" and "Air India International Corporation" to take over existing air companies. The function of each of the Corporation is mainly to provide safe, efficient, adequate, economical and properly co-ordinated air transport service.

The two Air Corporations will take over the undertakings of all existing air companies and all the personnel of those companies who were employed by them on 30 June 1952 ~~will~~ will be transferred to the Corporations and their terms and conditions of service, unless altered by the ~~same~~ Corporations, will continue to be the same. The compensation to be paid to existing air companies for the acquisition of their undertakings will be based on the valuation of their assets ~~making~~ after making due allowance for all liabilities. The principles of compensation are detailed in the schedule to the Act. Provision is made for the constitution of a special tribunal to determine compensation.

The Act also makes provision for certain incidental matters like the setting up of an air transport council to which matters of common interest to the two Corporations may be referred and constitution of a labour relations committee by each of the two Corporations for promoting and securing amity and good relations between employers and employees.

(The Gazette of India, Extraordinary, Part II,
Section 1, 28 May 1953, pp. 147-170).

The Tea Act, 1953: Measure for the Control of the Tea Industry.

The Tea Bill (vide pages 60-61 of the report of this Office for December 1952), as passed by Parliament, received the assent of the President on 28 May 1953, and has been gazetted as Act No.29 of ~~the~~ 1953. The Act provides for the control by the Union of the tea industry including the control of the cultivation of tea in and of the export of ~~the~~ tea from India.

Provision is made for the constitution of a statutory board called the Tea Board consisting of a chairman and such other members not exceeding forty in number representing owners of tea estates, employees in the tea estates, manufacturers of tea, dealers including both exporters and internal traders of tea, consumers, Parliament, the Governments of the Principal tea growing States and such other class of persons who in the opinion of the Government ought to be represented on the Board. The following are the more important functions of the Board: regulating the production and extent of cultivation of tea, the regulation and control of tea sold by auction or otherwise, improving the quality of tea, the registration and licensing of brokers and blenders, etc., securing better working conditions and the provision and improvement of amenities and incentives for workers. ~~Other~~ Other provisions of the Act deal inter alia with method of control of extension of tea cultivation, control over the export of tea and tea seed, control over wholesale and retail prices, power of Central Government to make rules, power of the board to make by-laws, etc.

(The Gazette of India, Extraordinary, Part II, Section 1, 30 May 1953, pp. 172-189)

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36. Wages.

India - June 1953.

Bombay: Minimum Wages for Employment in Salt Pan Industry fixed.

In exercise of the powers conferred under the Minimum Wages Act, 1948, and by a notification dated 16 June 1953 the Government of Bombay has fixed the rates of minimum wages payable to certain class of employees in the salt pan industry in the State of Bombay. The all-inclusive minimum rate of wage for salt manufacturer is 65 rupees per month for employees in zone 1, 46 rupees per month for employees in zone 2, and 56 rupees per month for employees in zone 3. The all-inclusive wage for a mud worker has been fixed at 2 rupees 6 annas a day in all the zones (zone I comprises of certain areas in Bassain Taluk, zone II comprises of the revenue limits of Pen Taluka and ~~Mank~~ Maroli village in Thana District and zone III comprises of all other places in the State).

By another notification the Government of Bombay has decided that till 1 October 1954 the provisions of the Minimum Wages Act shall not apply to employees in salt pan industry carried on in the Ratnagiri and Kanara Districts.

(The Bombay Government Gazette, Part IVA, 25 June 1953, pp. 456-457).

Travancore-Cochin: Minimum Wages Act to be applied to Employment in Cardamom Estates.

In exercise of the powers conferred under the Minimum Wages Act, 1948, and by a notification dated 25 May 1953 the Government of Travancore-Cochin has declared its intention to add employment in cardamom estates to Part I of the Schedule to the said Act by amending item 4 of Part I of the Schedule. For the words "tea or coffee" occurring in the item, the words "tea, coffee or cardamom" are proposed to be substituted. The proposed amendment is to be taken into consideration by the Government after 2 September 1953.

(Notification No. L1-4921-53-DD dated 25 May 1953, Travancore-Cochin Gazette, Part I, 2 June 1953, pp. 1134-1135).

37. Salaries.

India - June 1953.

Dearness Allowance to be withdrawn for High Paid Government Officials.

The Government of India, according to a press communique, has decided that the dearness allowance granted to their officers drawing salaries exceeding 1000 rupees a month should be withdrawn subject to necessary marginal adjustments. At present, dearness allowance is granted to officers drawing salaries between 1000 rupees and 2000 rupees at the rate of 10 per cent of salary, subject to a maximum of 150 rupees a month.

The Government has further decided that in order to avoid undue hardship, the allowance should be withdrawn in three equal instalments spread over a ~~period of two years~~ period of two years. The first reduction will be made from the pay for the month of June, 1953, the second a year later, and the third and the last at the expiry of two years. Thus, the allowance will be completely withdrawn from 1 June 1955.

This decision applies to all officers serving under the Government of India, including officers of the all-India Services, ~~as~~ ex-Secretary of State's Services and Armed Forces. It also applies to all-India Service officers serving under the State Governments.

Three thousand officers, it is learned, will be affected by this order. A saving of 4 million rupees is expected by the Government through the withdrawal of the dearness allowance.

(The Hindustan Times, 2 June 1953)

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38. Housing.

India - June 1953.

Building Cheaper Houses: Report of Study Group appointed by Madras Government.

At the instance of the Government of India, the Madras Government constituted a Study Group in December 1952 to go into the question of utilisation of local materials with a view to cheapening the cost of construction of houses, particularly for the low-income groups. The terms of reference were "to immediately go into the question of reducing costs of construction from the point of view of building cheap houses, particularly for the middle classes and the lower-income groups". The report of the Group has been published ~~recently~~ recently.

Approach to the problem.- At the first meeting of the Study Group it was agreed that all persons with an average income of 300 rupees and below could be considered to come under the lower-income group, and that persons with an average income of over 300 rupees per mensem could be taken as forming the middle class. The low income groups were classified as follows:-

Average Income of 300 rupees per month.....	Class	I.
Do. 200 Do	"	II.
Do. 100 Do	"	III.
Do. 50 Do	"	IV.
Working Classes below 50 rupees per month...	"	V.

The Group examined the problem from three main points of view. First, how much these five classes could afford to invest on a house and what comfort they could command at that price adopting normal methods of construction. Secondly, what it would cost to build a house for each of these five classes according to recognised standards of comfort adopting normal methods of construction. Lastly, how far the costs of construction could be reduced by adopting cheap devices on houses built according to recognised standards of comfort. Accordingly the Committee has devised 15 designs for houses, (for the five classes on the three different approaches namely, financial approach, minimum standard approach and cheap design approach). The details of the designs of the first two approaches are given below:-

First approach.-

Class.	Ceiling cost of house.	Floor area in square feet.	Average monthly rent now paid.	Amount to be paid per mensem to own the house on the expiry of 20 years, calculating interest at four per cent per annum and providing for rates, taxes, etc. at two per cent per annum on the capital value.	Amount to be paid per mensem to own the house on the expiry of 40 years, calculating interest at four per cent per annum and providing for rates, taxes, etc. at two per cent per annum on the capital value.
	Rs.			Rs.	Rs.
I.-----	7,000	534	45	54 12 0	41 0 0
II.-----	5,000	398	30	39 0 0	29 8 0
III.-----	3,000	306	20	23 8 0	17 12 0
IV.-----	2,000	264	12	15 12 0	11 12 0
V.-----	1,000	172	5	7 14 0	6 0 0

Second approach.-

Class	Cost of a house.	Floor area in square feet.	Amount to be paid per mensem to recover the cost of the house in 40 years, calculating interest at four per cent per annum and providing for rates, taxes, etc., at two per cent per annum on the capital value.	Amount to be paid per mensem to recover the cost of the house in 20 years, calculating interest at four per cent per annum and providing for rates, taxes, etc., at two per cent per annum on the capital value.
	Rs.		Rs.	Rs.
I.-----	8,400	692	49 4 0	65 8 0
II.-----	6,250	534	36 12 0	48 12 0
III.-----	5,900	483	34 12 0	46 0 0
IV.-----	4,300	368	25 4 0	33 8 0
V.-----	2,200	230	13 0 0	17 4 0

Houses of the variety will be built by ~~gover~~ government or housing boards or tenancy co-operative societies or private bodies or individual owners.

Third Approach.- The third approach aimed at cheapening the cost of construction in such a manner that the minimum standards of accommodation could be made available to the different classes of low-income groups, at the cost which they could afford, no matter whether the objective was ownership or only tenancy.

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Whereas the first and second approaches should yield designs as per standard specifications ensuring long life and durability for the houses, the third approach should aim at producing ~~of~~ designs utilising local materials and adopting not very rigorous specifications but incorporating cheapening devices in the method of construction, so as to bring down the cost as far as possible. The essential condition for evolving cheap designs should, however, be that economy should not be achieved at the cost of structural efficiency even though adoption of sub-standard specifications to some extent is inevitable.

Class	^a Cost of cheap house conforming to the recognised standards.	Floor area.	Amount that to be paid per mensem to own the houses on the expiry of 20 years, calculating interest at four per cent per annum and providing for rates and taxes at two per cent per annum on the capital value.			Amount of rent to be charged by the owner to amortise the capital outlay in 40 years, calcula- ting interest at four per cent per annum and providing for rates, taxes, etc. at two per cent per annum per on the capital value.		
	Rs.		Sq. Ft.	Rs.	A.	P.	Rs.	A.
I.-----	6,200	692	48	4	0	36	8	0
II.-----	4,800	534	37	8	0	28	4	0
III.-----	4,500	483	35	0	0	26	8	0
IV.-----	3,500	368	27	4	0	20	8	0
V.-----	1,800	230	14	4	0	10	12	0

we have / Rural housing. - As regards rural housing, the Group ~~MEMBERS~~ observes that "as the earning capacity of the rural population varies more than that of the urban population, ~~made~~ no attempt either to fix the minimum cost or minimum standards of accommodation. ~~we~~ Considered that the same plans could be utilised for the different classes of rural houses also, altering only the specifications for construction more widely so as to cheapen the cost. But in doing so it may be necessary to incur expenditure on periodical renewal of some materials used for cheaper construction".

The rural people are already used to the construction of mud walls and gravel floors for their residences. There is ample scope for improving their present methods by (i) the use of sun-dried bricks or clay blocks of regular shapes for walls, (ii) the use of soil cement (proportion of cement to soil as 1 to 12) plaster for the walls and flooring, (iii) the use of palmyra, casuarina or bamboo beams, joists and rafters which will be available cheaply in rural areas, and (iv) the use of soil cement or cement-mortar partitions reinforced with inter-woven bamboo chinks. Most villagers can help in the construction of houses themselves and thus reduce considerably labour costs involved in construction. Moreover, potters, carpenters, blacksmiths, bricklayers, etc., may advantageously adopt the barter system and built cheap houses.

Reducing cost of construction.- According to the Group the "break-up" of the cost of construction of houses, excluding the value of site, cost of amenities like water supply, drainage, electrical and sanitary installations, is roughly as follows:-

Foundation and basement -----	25 per cent of the total cost.
Superstructure -----	35 Do
Doors and Windows-----	20 Do
Roofing-----	20 Do

It has made a series of technical recommendations towards effecting economies in the cost of construction of a house, particularly relating to foundations, basement, superstructure, flooring, roofing and layout.

The Group has incorporated these suggestions in its five designs for the ~~first~~ third category. The houses built according to these designs will be cheaper than the second category houses by about 25 to 26 per cent respectively in the case of class I and II houses and 19 and 18 per cent respectively in the case of Class III and IV.

(Madras Information (Published by the Government of Madras), June 1953, pp. 18-26).

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

INDIA - JUNE 1953.

41. Agriculture.

Land Gift Movement in India: Over 1.3 Million Acres Contributed.

Land gifts totalling 1,362,484 acres had been made towards the bhoodan (land gift) movement, initiated by Acharya Vinobha Bhave, a follower of Mahatma Gandhi. This figure has been gathered from official reports submitted by 21 Bhoodan Pradesh Samithis (Regional Land Gift Committees) to their Central Organisation Akhil Bharat Sarva Seva Sangh, Sevagram.

Bihar and Uttar Pradesh lead other areas of the country with a total collection of 718,772 and 479,218 acres respectively, while West Bengal and Assam have collected 202 and 256 acres respectively.

The following are the official figures of land collections ~~as~~ as on June 12:

Assam 256; Andhra 7097; Uttar Pradesh 479,218; Orissa 7,535; Karnatak 595; Kerala 5,800; Gujerat 5,501; Tamil Nad 8,498; Delhi 1,124; Punjab (I) and PEPSU 1,719; Bihar 718,772; West Bengal 202. Madhya Pradesh 31,005; Madhya Bharat 2,491; Maharashtra 7,871; Mysore 470; Rajasthan 22,072; Vindhya Pradesh 2,382; Saurashtra 3,000; Himachal Pradesh 1,006; and Hyderabad 55,870.

(The Statesman, 26 June 1953).

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Bombay Personal Inams Abolition Act, 1952
(No. XLII of 1953): Measure to abolish all
Personal Inams or Unconditional Grants.

The Bombay ~~Government~~ Personal Inams Abolition Bill (vide page 22 of the report of this Office for June 1952) as passed by the Bombay Legislature received the assent of the President on 20 June 1953 and has been gazetted as Bombay Act No. XLII of 1953. The Act which extends to the whole of the State of Bombay excluding the merged territories extinguishes all ~~personal~~ personal inams (unconditional grants) and all legally subsisting rights in respect of personal inams. ~~and~~ All such inam lands and villages are made liable to the payment of land revenue under the provisions of the Land Revenue Code and rules thereunder. All roads, lanes and paths, all waste lands and all uncultivated lands excluding lands used for building or other non-agricultural purposes situated in any inam land or village shall vest in Government. Compensation is paid for the abolition of their rights in inam lands and for the abolition of other rights in the property. The Act, however, saves the subsisting rights of inamdars to mines and minerals.

(The Bombay Government Gazette, Part IV,
20 June 1953, pp. 175-180).

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44. Merchant Marine and Fisheries.

India - June 1953.

The Indian Merchant Shipping (Amendment) Act, 1953
(No. 23 of 1953): Measure to give Effect to
International Convention for the Safety of Life
at Sea.

The Indian Merchant Shipping (Amendment) Bill (vide page 81 of the report of this Office for December 1952) as passed by Parliament received the assent of the President on 21 May 1953 and has been gazetted as Act No. 23 of 1953. The Act amends the provisions of the Indian Merchant Shipping Act, 1923, relating to life-saving appliances, wireless and radio navigational aids and other matters affected by the International Convention for the Safety of Life at Sea, 1948, the requirements of which are to be brought into force in relation to Indian ships and foreign ships in India.

(The Gazette of India, Part II, Section 1,
Extraordinary, 25 May 1953, pp. ~~99-110~~ 99-110).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JUNE 1953.

50. General.

Working Conditions of Factory Labour in Bombay:
Industrial Conditions Enquiry Committee's
Recommendations: Reorganisation of Inspectorate
suggested.

A complete re-organisation of the Factory Inspectorate and the Welfare Department as at present constituted has been recommended by the Industrial Conditions Enquiry Committee appointed by the Government of Bombay, in its final report to the Government*. The Committee examined in detail the conditions obtaining in various industries for and amenities provided for the workers and made suggestions for labour code and including a number of amendments to the Factory Act and the Rules made thereunder in the light of its findings.

The Committee was appointed in November 1946, to examine the following questions:-

(i) Whether production in industries generally and in the cotton textile industry in particular has suffered recently as compared with the peak war year and with the pre-war period? If so, to what extent?

(ii) What are the factors responsible for the fall in production?

(iii) Whether absenteeism, indiscipline and violent behaviour on the part of the employees have increased and now prevail to an unusual extent?

(iv) To what extent are economic privations, lack of facilities and unfair treatment responsible for the recent manifestations of labour unrest? What other factors, if any, contribute to this unrest?

In December 1947, the following matters were added to the terms of reference:-

(1) Whether absenteeism, indiscipline and violent behaviour on part of the employees in the cotton textile industry in the Province of Bombay have increased?

* Final Report of the Industrial Conditions Enquiry Committee together with suggestions for a Labour Code Bombay State. pp.133.

(ii) Whether these matters have affected efficiency, employment and wages; and, if so, how and to what extent?

(iii) Whether wages and employment and the relations between employers and employees in the industry have been affected by changes in production and, if so, how?

(iv) To what extent are economic privations, lack of facilities and unfair treatment responsible for the recent manifestations of labour unrest in the cotton textile industry and estrangement between employers and employees?

In the course of its work, the Committee submitted two interim reports on the cotton textile industry in Khandesh and Bombay City and Suburbs.

Need for good industrial relations.- The Committee ~~says~~ says that its enquiries and studies have convinced it of the need for a re-orientation of social relationship and a correct approach to human values. The Committee also made a detailed study of existing legislation and as to how far such legislation has assisted the worker "out of the morass of most depressing conditions and ~~workers~~ environment", and came to the conclusion that "most provisions in this regard could easily be put to vastly better use if there was some change in outlook both among management and labour. In some instances, there is no doubt, much can be attributed to ignorance, and not necessarily calculated. We have come across managements that had no idea of the elementary needs and values in this regard. On the other hand and at the other end, there are quite a few honourable exceptions conscious of their responsibilities for the welfare and well-being of their workers". This attitude, the Committee ascribes to the following three factors:

i) The inroads that social activities in factories by employers would make on their immediate profits. Few seem to have been able to realise the long term effect and value of such measures.

ii) The anxious search for methods to nullify the social objectives of legislation intended to help the workers. In the first instance, efforts often are bent towards studying statutory provisions and the lowest minimum requirements, followed by efforts to keep as far below the minimum standards as is legally feasible and attempts to take away with the left hand what the right hand has been compelled to give. "Instances with regard to the recent holidays with pay legislation are examples in point. One management, which undoubtedly had made quite good profits during the past few years, had made a careful study of the legal provisions for holidays with pay and, we were informed that none of their workers have ever qualified for this privilege. Further questions revealed that in this concern a single day's absence without leave disqualified the worker".

iii) "The utter lack of any effort by management - barring a very few - to even consider possibilities of improving on the minimum legislative provisions. "Rarely has any representative of management been able to point out instances where extra measures to supplement statutory provisions have been taken. On the other hand, it was even pointed out that labour is cheap and plentiful whereas machinery was expensive and difficult to replace, hence it was necessary to devote attention to the proper storing of machinery and other materials. The storage place in this case was the major part of a dining shed".

~~While~~ While the general standard was low, however, in some of the establishments, large and small, visited by the Committee, the standard of welfare facilities and provision for amenities by the management was high - standard "very much down and above what is laid down by law or what is normally expected as part of the contractual benefits for which the workers may have bargained".

The Committee has recommended that all factories with 50 or more workers should be encouraged to develop health, hygiene and safety committees and services under the guidance of the statutory agencies for implementation of the different industrial legislation. At the same time the Committee thinks that there may be some reluctance on the part of the employers to set up such committees and consequent efforts to follow the law to the letter but to ignore the spirit. The Committee, therefore, recommends that the Inspectorate of Factories and other agencies should actively assist in making such employers realise the value of such committees in their own interest, while there should be active efforts to educate the workers towards their responsibility in this regard.

Causes of low production.- The Committee found that there had been a definite fall in the production of cloth and yarn as compared to the pre-war and peak-war years. The replies to the Committee's questionnaire indicated that a great majority of employers were inclined to attribute a part of the current fall in production to the reduction in working hours from 9 to 8 hours, and also to strikes, lockouts and hartals. The other reasons attributed towards the fall in production were (i) indiscipline and violent behaviour, (ii) fuel shortage and machinery breakdown, (iii) absenteeism, loitering and 'go-slow' tactics, (iv) shortage of skilled labour, (v) poor nutritional standards prevailing among workers, (vi) decline in labour efficiency, (vii) mechanical deterioration and deterioration in quality of materials, and (viii) the unsatisfactory attitude adopted by management towards labour and vice versa.

The Committee concludes that it is not possible to evaluate the individual effect of any of these suggested causes for the fall in production in recent years. Evidence before the Committee consisted mainly of generalisations and opinions not based on any adequate investigation and study. While there is no doubt that all these factors have played ~~their~~ their part, however small, in leading up to the present situation in industry, the Committee states, that much of these minor issues would automatically fall out, if the present trend of improved labour-management relations are maintained and adequate measures are introduced to improve working conditions.

Canteen facilities.- The Committee has stressed the need of the enforcement programme being reinforced with stringent measures and penalties and of sparing no efforts (a) to start canteens without delay and (b) to ensure that no loophole is left for the evasion of these provisions. The benefit of doubt, if it is felt, should not be given to offenders in this regard. The Factory Inspectorate, should, for this purpose, be adequately strengthened with qualified staff and the Government should lay down a deadline by which all establishments should be ready with their canteen premises. The Committee has also recommended initiation of measures to encourage voluntary construction of canteens by establishments employing between 100 and 250 workers. At present, the law provides for canteens in factories employing 250 workers or more. In important industrial centres like Bombay, Ahmedabad, Sholapur, Poona, etc., such employers should be encouraged to build common canteens on a co-operative basis and located conveniently.

The Committee says that standard plans and specifications for canteens should be laid down according to employment strength in factories and minimum number of utensils, crockery, furniture and other equipment. The number of employees per canteen and clothing for these employees should be specified.

Dining halls ~~and~~ and rest rooms.- The Committee is not satisfied with the conditions obtaining in the dining halls and rest rooms wherever they exist, and it, therefore, recommends that immediate steps should be taken to expedite the construction of the suitable premises for the purpose. The committee has suggested suitable amendments to the Rules for ensuring the minimum amenities in the dining halls and rest rooms.

Drinking water.- The Committee has found that in a majority of concerns the fundamental requisites with regard to drinking water in industrial establishments that it should be free from harmful bacteria - i.e. fit for drinking - and that it be served in a sanitary way to prevent contamination ~~are~~ are not adequately fulfilled. With regard to the source of supply, the provision that it shall be from taps connected to a public water supply system, in the Committee's opinion, is satisfactory. The Committee is, however, not satisfied that the provision for storage is sufficiently stringent to prevent contamination, while ~~was~~ in the case of water drawn from a public supply ~~system~~ system, particularly Bombay City, there should be adequate storage arrangements ~~to~~ to avoid shortage.

Washing facilities.- In the course of its visits to certain concerns, the Committee found that in many places drinking and washing water taps were practically next to each other, while in some other concerns these taps were in the open, without any shelter for the workers who may use them. The Committee recommends that washing facilities should not be near - and never adjacent to - drinking water facilities. These may be located near rest rooms and should consist of wash-basins as well as shower baths.

Sanitary facilities.- While legal requirements as to the number of lavatories are in most cases scrupulously observed by managements, scant respect by the Committee found, is paid to cleanliness, particularly in the mofussil areas where privies are provided in the absence of flushing water closets. The Committee recommends that in all cases the requirements of public health should be complied with and what constitutes minimum public health must be specifically described in the Rules.

Creches.- The Committee, in the course of its visits to a number of concerns, noticed widely varying conditions prevailing from establishment to establishment as regards provision of creches. The need for creches in factories employing 50 or more women is, however, recognised in the 1948 Act, while the draft rules thereunder are slightly more elaborate as regards the location of creches, open-air playgrounds, furniture and equipment, wash rooms, clothes for creche staff and supply of milk - at least half a pint per child per day. The Committee recommends that section 49 of the Factories Act should be amended to provide for the employment of qualified lady welfare officers in all factories where 50 or more women are ordinarily employed.

Ventilation.- The problem of ventilation, the Committee says, does not appear to have attracted much attention and from its experience of the units visited, it found that little thought had been given to the provisions for ventilation and temperature comfort to workers. In textile factories, the need for artificial humidification has resulted in some detailed legal minima concerning hygrometers and use of steam for

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artificial humidification. Since few employers are aware of these essentials to the well-being of their work-people, it is felt that the provision of Section 13 needs amplification under the rules and that the minimum standards of ventilation and temperature in work-places should be prescribed in definite terms. The Committee has invited the attention of the Government to the provisions relating to general ventilation contained in the I.L.O. Draft Model Safety Code for factories.

Lighting.- The Committee gives the details of minimum light requirements in a few industries in order to indicate how short of minimum requirements the provisions for lighting in factories are. It endorses the recommendation of the Sub-Committee on "Minimum Standards for Lighting" of the Post-War Planning Committee (Textile) appointed by the Government of India that the Government should arrange for an expert illumination engineer to study the subject and make suitable recommendations.

Safety of workers.- In recommending a positive move for the safety of workers, the Committee suggests that for purposes of classification and analysis of accidents, all employers should be asked to investigate and study each accident under various given headings and submit reports. The Committee recommends that there should be a specialised staff set up to ~~xxxxxx~~ analyse, study and advise factories on the basis of these reports. Analysed in this manner, the problem can be tackled by the employer, in the first instance, combating the mechanical and material faults which are within his control. Personal faults have to be dealt with on a different plane.

The Committee suggests that the standard colour scheme for safety adopted in some textile mills should be introduced in all mills and suitable adaptation made for other industries.

Medical facilities.- The Committee stated that it is necessary to clean up a number of factory dispensaries which are maintained in a very poor condition and the employers induced to keep pace with those who are more progressive, while, in general, certain minimum standards - higher than those existing now - should be laid down for the guidance of employers. The Committee is not satisfied with the mere provision of first aid boxes or cupboards for factories employing less than 500 workers. From its experience, the first aid box is a failure in a large number of small units. In its opinion, the ambulance room, with a medical officer and nurse or compounder, should be available in all factories employing 150 or more, while in those with 50 to 150 workers there should be an ambulance room, with a compounder in attendance. Alternatively, a member or members of the staff could be induced to train himself or themselves in first aid and the ambulance room should be in their charge. The Committee recommends that all factories with 50 to 150 workers could easily fit up an ambulance room, which is essentially simple and modest.

The Committee draws the attention of the Government to a course ~~is~~ for the teaching of industrial medicine, prepared by the Committee of Medical Education of the American Association of Industrial Physicians and Surgeons. It recommends that this should be examined carefully from the point of view of introducing a suitable course for medical practitioners.

Occupational diseases.- In its questionnaires circulated to factories, the Committee had asked for occupational diseases particular to each concern and the measures introduced to ~~safeguard~~ safeguard against them. The replies to these questions constituted an indication of the utter lack of awareness of the importance of this industrial problem. In the Committee's opinion, the Government should immediately initiate measures to collect statistical and other data concerning industrial diseases.

Factory premises.- The Committee recommends that Rules under the Factories Act should prescribe what should be the minimum standards for structural safety and soundness and the height from floor to ceiling. It is also necessary that the evenness of floors in work-rooms and other parts of the factory should be laid down. Usually, the Committee observes, the construction of the floor is such that there is much unevenness, besides holes and broken surfaces. As a result, dust and dirt accumulate and it is difficult to effectively clean floor surfaces. The Committee also says that the Government should direct proper spacing requirements between machines and process units to enable normal operations, adjustments and repairs.

The Committee's experience was that a number of factory compounds were left much to themselves, barring occasional ~~is~~ cleanings. In its opinion, a rule should be introduced with detailed directions as to how the compounds of factories should be laid out and maintained.

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Specialised Training in Industrial Problems:
Central Labour Institute to be set up.

The Central Government has approved a project for the establishment of a Central Labour Institute, which will function as a centre for research on problems involving the well-being of industrial labourers and for imparting specialised training in labour problems. This project has been made possible by an allotment of 100,000 dollars under the joint Indo-U.S.A. technical aid programme.

There has been a growing consciousness in this country for the need of an agency so designed as to afford facilities for a continuing and expanding programme of education in all aspects of industrial development as relating to the human factor and the needs of a developing economy. The Institute would, in effect, function as a socio-economic laboratory and a centre for specialised training in labour problems and would also provide a common platform for all groups concerned with the well-being of the industrial community.

The scheme envisaged is a composite one, comprising (1) a Museum of Industrial Safety, Health and Welfare, (2) an Industrial Hygiene Laboratory, (3) a Training Centre and (4) a Library-cum-Information Centre. The Planning Commission have considered this matter earlier and in their Five Year Plan have suggested that such an Institute should be established at an early date in a centrally situated industrial area.

The Museum of Industrial Safety, Health and Welfare is intended to explain and illustrate the ~~hazards~~ dangers to life and limb and health incidental to industrial processes and demonstrate the most effective ways and means of avoiding them. It will stimulate improvement in appliances and methods for ensuring safety and health and promoting welfare and, among other things, carry on research and education in the improvement of all aspects of working conditions in factories.

The Industrial Hygiene Laboratory would provide facilities for field investigations for the detection of health hazards, for the determination of environmental conditions as to exposures to various hazards and toxic substances used in industrial processes, and for the development of new techniques and preventive measures for counteracting and eliminating such hazards.

The training of labour administrators and other personnel would be the main function of the proposed Training Centre. It would also afford facilities for the training of Trade Unionists by assisting in organising periodical courses in the techniques of management of trade unions, collective bargaining methods, and other aspects affecting the well-being of workers such as working conditions and measures for promoting the health, welfare and safety of workers. The Centre would serve as a common meeting ground for Government, management and labour groups for purposes of discussion relating to their respective roles in an atmosphere free from the usual stress and conflict.

Facilities for study and research and for the supply of authentic information on all labour problems would be provided by the Labour-cum-Information Centre.

In accordance with the Planning Commission's suggestion to establish the Institute in a centrally situated industrial area, it has been decided to locate it in Bombay. The Institute is expected to start functioning in a year, but the equipping of the Museum would have to be phased over a longer period of about three to five years.

(Press Note dated 5 June 1953, issued by the
Press Information Bureau,
Government of India).

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52. Workers' Welfare and Recreation.

India - June 1953.

Bombay Labour Welfare Fund Act, 1953: Provision for financing of Labour Welfare Activities.

The Bombay Labour Welfare Fund Bill (vide page 38 of the report of this Office for April 1953) as passed by the Bombay Legislature received the assent of the President on 12 June 1953 and has been gazetted as Bombay Act No. XL of 1953. The Act provides for the constitution of a Fund for the financing of activities to promote welfare of labour in the State of Bombay and for conducting such activities.

Receipts of the Fund include all fines realised from the employees, all unpaid accumulations, any voluntary donations and any sums borrowed for the purpose of the Act. For the purpose of administering the fund ~~xxxxxx~~ a Board is to be constituted by the State Government. The Board ~~xxxxxx~~ will consist of equal number of representatives of employers and employees, independent members and women representatives, all to be nominated by the State Government. The following welfare activities may be undertaken by the Board and financed out of the welfare fund:- community and social education centres including reading rooms and libraries; community necessities; games and sports; excursions, tours and holiday homes; entertainment and other forms of recreations; home industries and subsidiary occupations for women and unemployed persons; corporate activities of a social nature and such other objects as would in the opinion of the State Government improve the standard of living and ameliorate the social conditions of labour. 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 appointment and powers of welfare commissioners who is the principal executive officer of the board, appointment of inspectors and mode of recovery of sums payable into fund, consequential amendment to section 8(8) of the Central Payment of Wages Act, 1936, under which all fines and realisations should be credited to the Bombay Labour Welfare Fund.

(The Bombay Government Gazette, Part IV,
17 June 1953, pp. 165-172).

Bombay Labour Welfare Fund Act comes into force:
Draft Rules published.

In exercise of the powers conferred under the Bombay Labour Welfare Fund Act, 1953 and by a notification dated 23 June 1953 the Government of Bombay has decided that the Act shall come into force with effect from 24 June 1953 in the areas within the limits of the municipal corporations of Greater Bombay, Poona, Ahmedabad, Thana Municipal borough, Ambernath village and in the municipal boroughs of Surat, Broach, Baroda, Nadiad, Viramgaum, Sholapur, Jalgaon, Amalner, Chalisgaon, Dhulia, Hubli, Godag and ~~Ravat~~ Barsi.

(Notification No. 1313/46 dated 23 June 1953, the Bombay Government Gazette, Part IVB, 25 June 1953, pp. 1256-1257).

The Government of Bombay published on 25 June 1953 the draft of the Bombay Labour Welfare Fund Rules, 1953, proposed to be made in exercise of the powers conferred under the Bombay Labour Welfare Fund Act, 1953. The draft rules prescribe inter alia, the manner of collection of fines realised from the employees and all unpaid accumulations held by the employer, the manner in which the accounts of the fund shall be maintained and audited, the procedure for making grants from the fund, the allowances of members of the board, the manner in which the board shall conduct its business, the duties and powers of the inspectors, etc. The draft rules will be taken into consideration by the Government after 27 June 1953.

(The Bombay Government Gazette, Part IVB, 25 June 1953, pp. 1244-1253).

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56. Labour Administration.

India - June 1953.

Working of the Tea Districts Emigrant Labour Act, 1932, during the Year 1950-1951 *.

The report of the Controller of Emigrant Labour on the working of the Tea Districts Emigrant Labour Act, 1932 for the year ending 30 September 1951 has been published recently. The report shows that there was a total population of 1,031,762 made up of 511,058 adults (working and non-working) and 520,704 children, living in the tea estates in Assam during the year under review, as compared to 501,688 adults and 503,544 children during the previous year.

General review of market conditions.- The report states that the total outturn of tea crops for Northern India upto September 1951 for the season was 259,013,794 lbs. as compared with 272,754,764 lbs. for the same period last year. There was much less demand for out-markets and prices were a good deal lower except for the very best teas. The report mentions that with the re-opening of the London auctions in May, the tea industry had to face world competition for the first time since before the war and rising costs due mainly to the food situation coupled with falling prices posed very serious problems for the industry.

The chief difficulty with which the tea industry had to contend was that of securing sufficient food-stuffs for labour. Owing to the breakdown of the Government procurement system and general shortage of food in India, the industry was obliged to air-lift large quantities of food from Calcutta to Assam at very heavy cost and estates were also obliged to purchase at high rates, in order to keep their labour forces supplied.

During the year the Assam Maternity Benefit Act was amended and the period for which maternity benefit had to be given by the gardens was increased to 12 weeks.

* Annual Report on the Working of the Tea Districts Emigrant Labour Act (XXII of 1932) for the year ending the 30th September 1951: Shillong. Printed at the Assam Government Press, 1953. pp. 36.

Recruitment.- During the year 34,974 ~~person~~ persons were recruited by the Tea Districts Labour Association through their depots in the recruiting States as against 25,161 last year, and through the depot at Nasik (Bombay State) which is still an uncontrolled emigration area, 1,613 persons were recruited as against 1,307 in the previous year. Through the ~~other~~ three other local forwarding agencies at Ranchi were recruited 1,513 persons as against 1,307 in the previous year. Thus the total number of persons recruited during the year was 38,100 - an increase over last year's figure which is due to more demand for labour, failure of crops in certain recruiting districts and improved transport conditions. No area was declared as restricted recruiting area.

During the year 74 new licences were granted to the local forwarding agents by the respective District Magistrates besides a number of renewals also. Recruitment was carried on chiefly under the sardari system, 2,494 persons were, however, recruited otherwise than by sardari system as against 2,063 in the previous year.

The cost of recruitment of one adult labourer by the Tea Districts Labour Association was 124 rupees 14 annas and 6 pies as against 142 rupees 3 annas and 5 pies for the previous year. The decrease is attributed to the fact that expenditure on detention khoraikies was greatly reduced on account of improvement in transportation arrangements and also in consequence of the sardaris being more successful in recruiting labour.

The total population of adult labourers, working and non-working, on tea estates in Assam, was 511,058 at the end of the year under review as compared to 501,688 in the previous year and that of children was 520,704 as against 503,544 in the previous year. Thus the total population was 1,031,762 as against 1,005,232 last year. The population of labourers in the Assam Valley was 511,280 and that in the Surma Valley 92,613. Statistics of average daily employment in the Assam and Surma Valleys are given below:-

	<u>Assam Valley</u>		<u>Surma Valley</u>	
	<u>Settled</u> Labourers	<u>Faltu or</u> Basti labourers.	<u>Settled</u> Labourers	<u>Faltu or</u> Basti Labourers.
Men-----	153,246	20,833	32,141	2,233
Women-----	132,349	26,123	24,226	2,076
Children--	46,649	6,108	11,639	722
Total.	<u>333,244</u>	<u>53,064</u>	<u>68,006</u>	<u>5,031</u>

The number of emigrant labourers and members of their families repatriated during the year was 32,643.

Wages and earnings.- The average monthly cash earnings of settled labourers in the Assam Valley gardens during the year were 20 rupees 6 annas and 11 pies, 17 rupees 3 annas and 9 pies and 11 rupees 10 annas and 11 pies respectively for men, women and children as against 21 rupees 12 annas and 5 pies, 15 rupees 15 annas and 1 pie and 11 rupees 1 anna and 3 pies in the previous year. In the Surma Valley gardens the figures were 16 rupees 8 annas and 1 pie, 15 rupees 1 anna and 4 pies and 10 rupees 6 annas and 10 pies as compared with 17 rupees 8 annas and 5 pies, 11 rupees 14 annas and 7 pies and 5 rupees 3 annas and 10 pies respectively for men, women and children of last year.

The average monthly cash earnings of faltu or basti (casual) labourers in the gardens of Assam Valley were 16 rupees 1 anna and 9 pies for men, 15 rupees 4 annas and 4 pies for women, and 10 rupees 11 annas and 8 pies for children as against 16 rupees 15 annas and 10 pies, 13 rupees 6 annas and 7 pies and 8 rupees 15 annas and 5 pies of last year. In the gardens of Surma Valley, the corresponding figures were 15 rupees 8 annas and 4 pies, 12 rupees 7 annas and 10 pies and 8 rupees 10 annas and 6 pies as compared with 15 rupees 13 annas and 5 pies, 13 rupees 14 annas and 10 pies and 9 rupees 3 annas and 9 pies in the previous year. The faltu or basti labourers being casual workers their earnings are naturally lower than those of the settled labourers some of whom have opportunities for doing ticca or overtime work and also of devoting some time regularly to their daily standard task. Wages were paid to the labourers under the unit system and generally weekly. As in previous years foodstuffs were supplied to them at concessional rates except some which were supplied at cost price. This concession was, however, confined in some gardens to the bonafide labourers and did not extend to their families.

Welfare.- In some gardens labourers were allowed free grazing and were free to collect firewood from the garden; they were further allowed the benefit of cultivating garden lands free of rent or on nominal rent and in some cases on adhi (half) system. They were also given the benefits under the Assam Maternity Benefit Act and allowed sick leave with sickness allowance. Female labourers returning to work after delivery were given light work for some days. Almost all big gardens had their own qualified doctors with a self-contained stock of medicines in their dispensaries. Several had well-equipped hospitals and highly qualified supervisory medical staff, in addition to their doctors in direct charge of hospitals and dispensaries. Some gardens had also qualified midwives and nurses, as also anti-malaria squads. In a number of small gardens medical aid to labourers was but nominal.

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Housing.- All settled and imported labourers were allowed free quarters mostly kutcha and of the thatched type though some had pucca and semi-pucca houses with corrugated iron sheets roofing for some of their labourers. Attempts were being made to build more standard houses. The table below gives the housing position during the year in gardens in the membership of the Indian Tea Association:-

	Pucca	Semi-pucca	Kutcha	Total
Houses existing on 30 September 1950.	12,378	39,672	123,346	175,396
Houses existing on 30 September 1951.	14,645	42,774	136,738	194,157
Progress made during the year.	2,267	3,102	13,392	18,761

Figures in respect of other gardens are not available.

Health and sanitation.- Sanitary conditions were on the whole satisfactory. Some gardens kept the labour lines generally clean and well-drained but there were quite a large number of gardens, specially small ones, where conditions in this respect were not satisfactory. Drinking water was generally good and the supply ~~was from~~ adequate, the means of supply varying from garden to garden. In some gardens the supply was from tubewells, tanks and wells, both kutcha and pucca, while in some water was pumped from deep tubewells into covered storage tanks and distributed through taps. In some gardens labourers obtained their supply of water ~~mainly~~ from nearby hill streams.

During the year the birth-rate was 23.88 against the death-rate of 13.88 per mile as compared with the birth-rate of 24.71 and death-rate of 16.66 per mile of the preceding year. Eight hundred and ninetyfour deaths among emigrant labourers were reported to the Controller during the year.

Education.- The total number of children attending schools in the tea gardens during the year, as reported by the Director of Public Instruction, Assam, was 29,674 as compared with 29,361 and the total number of schools was 606 as against 529, of the preceding year. Of these schools, 9 were maintained by Government, 49 by the garden authorities with the aid of Government and 548 by the garden authorities at their own cost. The State Government allotted some primary and middle scholarship to the children of the ex-tea garden labourers and the tea garden labourers for post-primary and high school education.

Industrial relations.- There were during the year a few minor labour strikes in the tea estates. All of them were short-lived ranging from a few hours to two or three days. Most of them were connected with a demand for more ration over and above the All-India scale of ration or for increased proportion of rice in the ration or for failure of the management to supply rice or paddy in the ration. In one estate the strike was due to a demand for the removal of the manager; in another, to demand for increased wages and in a third, as a protest against cash payment in lieu of ration. In yet another estate the strike was due to the delay caused in the decision by the manager of a dispute between two labourers. All the strikes were settled amicably or through the mediation of the officers of the State Government. The relation between the management and labour and the neighbouring villages was, on the whole, satisfactory.

(The report on the working of the Act during 1949-1950 was reviewed at pages 47-50 of the Report of this Office for the month of October 1951).

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57. Family Budgets Including Nutrition.

India - June 1953.

Cost of Living of Plantation Workers in Madras:
Interim Series prepared.

In pursuance of a decision taken at the first Tripartite Conference on Tea Plantations, the Labour Bureau conducted a rapid family budget enquiry among the plantation workers in South India (Madras, Coorg and Cochin) during the year 1947. The family budgets of workers collected in the estates of Madras State were tabulated separately and retail prices of selected commodities of consumption were regularly collected from certain selected centres in the plantation areas of Madras State. On the basis of these data it has now been possible to compile the following interim series of cost of living index numbers for plantation workers in Madras State.

(Base: January to June 1949 - 100)

Period	Composite Index
July - December 1949 (Average).....	106
1950	112
1951	120
1952	110
1951 -	
January	116
February.....	116
March	118
April	117
May	118
June	118
July	120
August.....	121
September.....	124
October	123
November.....	124
December	122
1952 -	
January	118
February	114
March	106
April	106
May	108
June	106
July	106
August.....	108
September.....	109
October.....	112
November.....	114
December.....	114

The period of the enquiry was confined in three months only viz., July to September, 1947. In all 372 family budgets relating to workers employed in tea, coffee and rubber estates were processed to yield the average consumption expenditure of a plantation worker's family in Madras State. Thirty singlemen's budgets were also obtained in the course of the enquiry but with the concurrence of the Economic Adviser to the Government of Madras these have been excluded in arriving at the average family expenditure. In conducting the enquiry, the requisite number of estates was first selected giving due representation to different regions, nature of ownership and differences in size of estates and then families were selected at random from the payrolls of the selected estates. To the extent seasonal variations exist in the consumption pattern of plantation workers, the results of the enquiry may be affected as the enquiry was limited to a small part of the year only.

Since retail price data were regularly collected only from July 1948, it was necessary to select a base-period after that date. During the period July 1948 to December 1948, commodities were decontrolled and consequently their prices were not stable during this period. Control on the prices of some commodities was re-imposed sometime in December 1948. In consultation with the Government of Madras, it was, therefore, decided to take the first half of 1949 (January to June 1949) as the base period. A base period of only six months was selected in order that it may not get further away from the period of family budget enquiry. It is not unlikely that the base ~~per~~ prices may be subject to some seasonal effects since they relate to only on e half of the year.

The average weekly expenditure per family of plantation workers, collected from the enquiry, is given below:-

	Average weekly expenditure.			Percentage to total expenditure.
	Rs.	A.	P.	
Food -----	8	2	1	73.88
Clothing, Bedding and Footwear-----	1	0	6	9.36
Miscellaneous -----	1	13	6	16.76
Total Expenditure.	11	0	1	100.00

The family budget enquiry revealed that the workers ~~usually~~ surveyed were given free quarters but the rents of these quarters could not be estimated at the time of the enquiry. With the concurrence of the Economic Adviser to the Government of Madras, it was accordingly decided to omit the group house rent from the scope of the index. Similarly, the workers usually collect fuel from the nearby jungles, and hence the family budgets showed no expenditure on fuel.

(Indian Labour Gazette, April 1953,
pp. 811-821).

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63. Individual Contracts of Employment.India - June 1953.Working of the Industrial Employment
(Standing Orders) Act, 1946, during
1950.

The Industrial Employment (Standing Orders) Act requires employers of industrial establishments having hundreded or more workers to define conditions of employment and have their Standing Orders certified by the 'Certifying Authority' appointed under the Act. Under Section 1(3) of the Act, the appropriate Governments are empowered to extend the provisions of the Act to any other class or classes of industrial establishments.

Progress of certification.- The following table shows the details regarding progress in certification of Standing Orders in the various States of India during 1950:-

1	2	3	Number of applications for certification or modification of Standing Orders.				8
			4	5	6	7	
Estimated No. of establishments having 100 or more workers at the beginning of the year	No. of establishments having certified Standing Orders	Number of applications for certification or modification of Standing Orders at the commencement of the year	Pending at the end of the year	Received during the year	Disposed of during the year	Pending at the end of the year	No. of establishments having certified Standing Orders at the end of the year.
Assam-----	340	555	55	7	6	56	561
Bihar-----	180	37	74	26	48	52	85
Bombay-----	556	..	138	88	10	216	10
Madhya Pradesh--	115	..	-	11	11	-	11
Madras-----	739	273	245	196	293	148	566
Orissa-----	22	2	6	2	5	3	7
Punjab-----	130	-	3	69	16	56	16
Uttar Pradesh---	279	348	346	100	65	381	413
West Bengal-----	1131	690	191	96	182	105	872
Ajmer-----	6	5	1	-	1	-	6
Coorg-----	77	61	4	11	15	-	76
Delhi-----	34	18	10	1	3	8	21
Andaman and Nicobar Islands.--	1	-	1	-	1	-	1
Central Sphere---	1366	313	29	116	62	83	375
Total.	4976	2302	1103	723	718	1108	3020

The year under review showed considerable progress in the certification of Standing Orders in many States as required under the Act in as much as 3,020 establishments in the Union had certified Standing Orders at the end of the year as compared to 2,302 establishments ~~xxxxxx~~ at the beginning of the year. More than 75 per cent of the establishments in West Bengal and Madras had certified Standing Orders. Considerable progress was made in Uttar Pradesh and Delhi during the year; there was, however, very little progress in Madhya Pradesh, Bombay and Punjab.

The Bombay Industrial Relations Act which was passed by the State Government in 1947 also contains provisions relating to the framing of Standing Orders. Some of the major industries in the State, viz., cotton and silk textiles, sugar and electric supply and public passenger transport services have been ordered by the State Government to frame Standing Orders under the provisions of this Act. So far 167 undertakings employing 275,967 workers have framed Standing Orders ~~of~~ under the provisions of this Act. Out of these Standing Orders of 138 undertakings employing 274,095 workers were settled during the year 1950.

Better progress in the certification of Standing Orders during 1950 was largely due to the sterner attitude adopted by the State Governments. Most of the reports submitted by the State Governments on the working of the Act point out that defective drafts submitted by the employers are largely responsible for the delay in certification. The West Bengal Government attributed the slow progress to (i) absence of powers for the Certifying Officers to adjudicate upon the fairness and reasonableness of the provisions of the draft Standing Orders, and (ii) want of executive powers to take legal action against the employers who intentionally adopt dilatory tactics. The Chief Labour Commissioner (Central) also has commented upon the absence of powers of the Certifying Officers and Appellate Authority to adjudicate upon the fairness and reasonableness of the ~~provisions~~ provisions of the Standing Orders. He has stated in his report that the absence of such power has generally worked against the interests of labour. He has also pointed out that while the Act authorises employers to secure amendments of the Standing Orders by submitting application, the workers or their unions have not been provided with specific right to move for the amendment. He has observed: "This has worked harshly against the workers, as they can secure modification only by forcing the issue as an industrial dispute and securing an agreement in conciliation or an award from a tribunal. The workers have been claiming that they should be allowed to move the Certifying Officer for an amendment of the Standing Orders, should this be found necessary".

Saurashtra: Bill to Amend Industrial Employment
(Standing Orders) Act.

A Bill to amend the Industrial Employment (Standing Orders) Act, 1946 in so far as it applies to Saurashtra has recently been framed and published by the Saurashtra Government in the Saurashtra Government Gazette (Extraordinary), dated 27 February 1953.

The Statement of Objects and Reasons appended to the Bill declares: " With a view to minimise friction between the workers and their employers in industrial undertakings in Saurashtra, Saurashtra Industrial Employment (Standing Orders) Ordinance, 1948 (No. LX of 1948) and an Ordinance to amend Industrial Employment (Standing Orders) Ordinance 1949 (No. LXVIII of 1949) were promulgated. Standing Orders define the conditions of service, viz., recruitment, discharge, disciplinary action, holidays, leave, etc. They tend to stabilize the relations between the employers and the employees, both parties knowing the terms and conditions of employment. With the passing of Part B States (Laws) Act, 1951, the above Ordinances stand repealed. The effect is that except in the case of industrial establishments where the Standing Orders are certified there is at present no provision to make Model Standing Orders applicable. It takes a long time for getting Standing Orders certified by proper authorities. In order to remove this delay the present amendment has been sponsored".

(Indian Labour Gazette, April 1953, p. 838).

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66. Strike and Lockout Rights.

India - June 1953.

Assam: Inland Steamer Services, Rice and Oil Mills and Motor Transport Services declared Public Utility Services.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, and by notifications dated 26 May and 5 June 1953, the Government of Assam has declared the following industries to be public utility services ~~for the period~~ under the Act for the periods noted against them.

- (1) All Inland Steamer Services in Assam - For a period of six months from 16 May 1953.
- (2) Rice and Oil Mills in Assam.
- (3) All Motor Transport Services in Assam undertaken by public carriers and stage carriage operators as defined in the Motor Vehicles Act, 1939 - For a period of six months from 14 June 1953.

(Notification No. GLR 86/50/42 dated 26 May 1953, the Assam Gazette, Part IIA, 3 June 1953, p. 957; Notification No. GLR 80/50/46 dated 5 June 1953, the Assam Gazette, Part IIA, 10 June 1953, p. 978).

Bihar: Sugar Industry declared Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, and by a notification dated 30 April 1953 the Government of Bihar has declared the sugar industry in the State to be a public utility service for the purposes of the Act for a period of two months from 1 May 1953.

(Notification No. III/DI-14013/53-L-6334 dated 30 April 1953, the Bihar Gazette, Part II, 27 May 1953, p. 1427).

Mysore Government Road Transport declared a
Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, and by a notification dated 3 June 1953 the Government of Mysore has declared the Mysore Government Road Transport Service to be a public utility service for the purposes of the said Act for a period of six months from 15 June 1953.

(Notification No. LS-1248-LW 54-53-2 dated 3 June 1953, the Mysore Gazette, Part IV, Section 2C, 4 June 1953, p. 286).

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67. Conciliation and Arbitration.

India - June 1953.

Jammu and Kashmir Industrial Disputes (Amendment)
Bill, 1953: Setting up of Works Committees.

The Government of Jammu and Kashmir has published a Bill which it proposes to introduce in the State Legislative Assembly for amending the Jammu and Kashmir Industrial Disputes Act of 1950. The purpose of the Bill is to amend and enlarge the provisions of the Act relating to Works Committees. The existing provisions of the Act are similar to those of the Industrial Disputes Act, 1947. The Bill proposes to rename the works committees as Mushawarti Committees and to empower Government to order establishments employing even 25 workers to constitute works committees. The following is the Statement of Objects and Reasons published with the Bill.

"The amendments are being introduced to associate labour more closely with the working of the Industrial concerns in which they are employed and to promote good relations between them and the employers. In order further to give the benefit of this law to maximum number of concerned institutions and labourers, the number of workers required in an institution for purposes of making the law applicable to them has been reduced to 25 from one hundred, prescribed in the Act."

(Indian Labour Gazette, April 1953, p.837).

Uttar Pradesh Industrial Disputes (Amendment)
Ordinance (No.1 of 1953).

The Government of Uttar Pradesh published on 22 May 1953 the text of the Uttar Pradesh Industrial Disputes (Amendment) Ordinance, 1953 (No.1 of 1953) which amends the U.P. Industrial Disputes Act, 1947. The Ordinance inserts a new section 6A to the Act of 1947 providing that where any period is specified within which an award in an industrial dispute shall be made, it shall be competent for the State Government, from time to time, to enlarge such period even though the period originally fixed or enlarged may have expired. The Ordinance also validates orders of enlargement referred to in the new section made prior to the commencement of the Ordinance and provides for review of proceedings in the light of the provisions of the Ordinance.

(Uttar Pradesh Gazette, Extraordinary, 22 May 1953).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - JUNE 1953.

71. Employees and Salaried Intellectual Workers.

Third Session of Indian Federation of Working Journalists, Trivandrum, 29-31 May 1953.

The third annual session of the Indian Federation of Working Journalists was held at Trivandrum from 29 to 31 May 1953. Mr. M. Chalapathi Rau, who had earlier been re-elected President, was in the chair.

Presidential address.- Mr. Chalapathi Rau in the course of his presidential address, appealed to Indian journalists "not to succumb to stereotyped thinking" but develop the "spirit of campaigning and zeal for public interest". Only organised professional opinion, Mr. Rau added, could make the Indian Press attain "a robustness and health which will not encourage either yellowness or colourlessness".

On their future role, he said: "I have to look forward to the ~~next~~ exciting period, when our Federation will pass from the phase of formulating demands to the phase of collective bargaining and agitational activity".

Organisational vigilance needed.- Calling for organisational vigilance, Mr. Rau said: "The Federation should not relax in its vigilance, as it has to take interest not only in the economics of the Press but in professional ethics, and the maintenance and raising of standards of the profession was as important for them as the raising of the standards of living." The Federation, he was glad, had developed the necessary strength to enlarge its activities, "for" something more could have been done within the set limits".

He stated that seventeen unions were now affiliated to the Federation - the Indian Journalists Association, Calcutta, the Bihar Working Journalists Union, the U.P. Working Journalists Union, the Delhi Union of Journalists, the PEPSU Working Journalists Association, the Kashmir Press Club, the Rajasthan Working Journalists Union, the Madhya Bharat Union of Working Journalists, the Bhopal Working Journalists Union, the Ahmedabad Working Journalists Union, the Bombay Union of Journalists, the Maharashtra Union of Journalists, the Saurashtra Working Journalists Federation, the Madhya Pradesh Union of Working Journalists, the All-India Hyderabad Working Journalists Union, the Travancore-Cochin Working Journalists Union, and the Utkal Journalists Union.

Referring to the Press Commission inquiry, Mr. Rau said that he shared the hope with which working journalists of this country along with other elements of the Press were looking forward to the recommendations of the Commission.

Resolutions.- The session adopted a number of resolutions relating among others to working conditions and rights and privileges of the Press. The more important among them are given below:-

Industrial Disputes.- The Federation, in a resolution on industrial disputes, regretted that several State Governments and their labour machinery had tried to interpret the law so as "to exclude working journalists or sections thereof", from the operation of the law, and had declined to refer such cases to tribunals.

Company Law.- The Federation expressed its opinion that any legislation for the amendment of company law based on the report of the Company Law Inquiry Committee would be inadequate in so far as the protection of the interests of journalists was concerned.

U.P.S.C. applications.- The Federation, by a resolution, said that the new rule adopted by the Union Public Service Commission requiring that an applicant for a Government job must have his application forwarded through his "present employer" worked against the interest of journalists.

Recognition.- The Federation demanded that newspaper proprietors should recognise forthwith the Federation and its constituent units as authorized spokesmen of the profession and enter into collective bargaining agreements in respect of service conditions of the employees.

(The Hindustan Times, 30 May 1953;
The Statesman, 30 May and 2 June 1953).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JUNE 1953.

81. Employment Situation.

Employment Exchanges: Working during April 1953.

According to the review of work done by the Directorate General of Resettlement and Employment during the month of April 1953, the outstanding feature during the month was a steep increase in the number of fresh registrations for employment assistance. Job opportunities and placings both declined despite a slight increase in the number of employers who used the exchanges. By the end of the month the register of unemployed persons was over 30,000 higher than the figure at the end of March. This was the highest number ever recorded by the employment service.

A shortage of compounders, electricians, surveyors, typists, malaria inspectors, librarians and tracers was reported by a number of exchanges. Unskilled labourers, motor drivers, semi-skilled fitters and applicants desirous of unskilled railway job were reported to be surplus by a number of exchanges.

Registrations

Registrations and placings.— The following table shows registrations for employment and placings during the month as compared to the previous month.

	April 1953	March 1953
Registrations. -----	126,708	110,293
Placings. -----	16,233	17,785

Registrations during the month showed an increase of 16,415 ~~marking~~ as compared to the preceding month. All the regions, except, Bihar, Orissa and West Bengal contributed towards the increase. Large increases were recorded by the exchanges in Uttar Pradesh (8,459), Bombay (3,447), Delhi (2,289), and Madras (2,239).

Of those placed a total of 5,762 were placed with private employers and 10,471 in Central and State Government establishments. There was an overall decline of 1,552 in placements as compared to the preceding month. All the regions except, Assam, Bombay and Hyderabad recorded a fall. An appreciable fall in placings was recorded in Uttar Pradesh (625), Orissa (408), Delhi (230), and Punjab (224).

Placings by wage groups.- The following table shows the placings by wage groups:-

<u>Wage groups</u>	<u>Number placed</u>
101 Rupees and above -----	1,529
61 Rupees to 100 Rupees -----	6,499
30 Rupees to 60 Rupees -----	7,283
Below 30 Rupees -----	922

Vacancies notified and submissions.- The number of employers who used the exchanges during the month was 4,614 as compared to 4,569 during March 1953. The number of vacancies notified by them was 23,120 as against 23,980 during the previous month, i.e., a fall of 860. Of the vacancies notified during the month, 15,077 were by Central and State Government establishments and 8,043 by private employers. There was a fall in the number of vacancies notified in the regions of Uttar Pradesh (943), Orissa (467), Punjab (258), and Assam (271). Madras, Bihar and Bombay regions on the other hand, showed an increase of 630, 332 and 284 respectively as compared to the preceding month.

The number of persons submitted to the employers during April 1953 was 70,636 as against 71,982 during the previous month.

Employment of displaced persons and ex-servicemen.- During the month 8,830 displaced persons were registered and 1,016 placed in employment. Of those placed in employment, 312 were migrants from East Pakistan and 704 migrants from West Pakistan. The number of displaced persons still requiring employment assistance at the end of the month was 41,992.

A total of 7,333 ex-Service personnel were registered during April 1953 and 1,044 were placed in employment. The number still requiring employment assistance at the end of the month was 27,600.

Placement of scheduled caste or tribal applicants.- A total of 12,428 scheduled caste applicants was registered at the employment exchanges during April 1953, of whom 2,252 were placed in employment. A total of 794 were placed in Central Government vacancies, 503 in state Government vacancies and 955 in other vacancies. Two hundred thirtysix vacancies specifically reserved for scheduled caste applicants were notified to the exchanges during April 1953. A total of 39,546 such applicants remained on the live register at the end of the month, of whom 2,176 were women.

The number of scheduled tribe applicants registered by the employment exchanges during the month was 1,107. Two hundred eighteen such applicants were placed in employment. The number of vacancies notified specifically for them was 43. At the end of the month, 2,842 scheduled tribe applicants remained on the live registers.

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Employment of highly qualified applicants.- A total of 733 applicants possessing high technical, scientific, professional or administrative qualifications and experience were registered during the month as against 638 during the previous month, and 87 were placed in employment. The number of such applicants requiring employment assistance at the end of the month was 4,230.

Re-employment of surplus and retrenched Government employees.- A total of 2,129 surplus and discharged central and state government employees were registered during the month and 595 were placed in employment. Of those who were found employment, 282 were surplus or discharged central government employees and 313 were ex-state government employees. At the end of April, the number of such persons on the live registers of exchanges was 8,192, of whom 5,197 were ex-central government and 2,995 ex-state government employees.

During the month, nine surplus/retrenched central government gazetted and commissioned officers were included in the all India register. The number of such applicants on the register on the last day of April was 269. Twentyseven Class I or Class II vacancies were notified by the various ministries during the month. Eighteen submissions were made against them and non-availability certificates were issued in respect of 17 vacancies. Thirtytwo submissions were made against vacancies advertised by the Union Public Service Commission. Four applicants from the special register were placed.

Employment assistance to women.- The number of women placed in employment during the month was 1,169, and the number of registrations was 4,711 as against, 1,126 and 4,143 respectively, during the previous month. The number of women requiring employment assistance was 14,962 at the end of the month.

The live register.- The number of persons still seeking employment assistance through the exchanges on the last day of April 1953, was 455,417, a record figure, which was 30,239 more than the figure on the last day of March 1953. Of those on the live register 2,106 were known to be employed but desired further employment assistance.

(Review of the work done by the Directorate General of Resettlement and Employment during the month of April 1953, issued by the Ministry of Labour, Government of India).

83. Vocational Training.

India - June 1953.

Labour Ministry's Training Schemes:
Progress during April 1953.

Training of adult civilians.- The number of trainees on the rolls of various training institutes/centres on 30 April 1953, was 7,615. There were 5,934 trainees in the technical trades and the remaining in the vocational trades.

Training of displaced persons.- The total number of displaced trainees on the rolls, at the end of April, 1953, was 2,157; of them 1,944 were in technical trades including 10 who were undergoing training in production/professional work. The remaining were undergoing training in vocational trades.

Apprenticeship training for displaced persons.- Five hundred and sixtyone displaced persons were undergoing training as apprentices in industrial undertakings/establishments in West Bengal and Uttar Pradesh against 900 seats sanctioned. They were recruited and posted direct to the undertakings and establishments concerned.

Training of women.- A total of 336 women were undergoing training at the end of the month at the four women's training institutes in New Delhi, Dehra Dun and Madras. In addition 65 women were undergoing training at Industrial Training Institutes at Digha, Almora, Cuttack and Virajpet (Coorg).

Training of supervisors and instructors.- Trainees under the tenth regular session at the industrial training institute for instructors, Koni, completed their training during the month.

(Review of work done by the Directorate General of Resettlement and Employment during the month of April 1953, issued by the Ministry of Labour, Government of India).

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CHAPTER 9. INCOME SECURITY.

INDIA - JUNE 1953.

92. Legislation.

Bihar Maternity Benefit (Amendment) Act 1953
(No. XVIII of 1953).

The Bihar Maternity Benefit (Amendment) Bill (vide page 66 of the report of this Office for May 1953) as passed by the Bihar Legislature received the assent of the Governor of Bihar on 23 May 1953 and has been gazetted as Bihar Act XVIII of 1953. The Act amends the definition of the term "factory" and omits references to "seasonal factory" occurring in the Bihar Maternity Benefit Act, 1947. (Seasonal factories as defined under the Factories Act of 1934 were excluded from the scope of the Bihar Maternity Benefit Act, 1947. In the Factories Act, 1948, however, there is no such definition of seasonal factories and present amendment Act removes this discrepancy).

(The Bihar Gazette, Part IV, 10 June 1953,
pp. 20-21).

Draft Madhya Pradesh Employees' Insurance
Courts Rules, 1953 and Draft Madhya Pradesh
Employees' State Insurance (Medical Benefit)
Rules, 1953.

The Government of Madhya Pradesh published on 13 June 1953 the draft of the Madhya Pradesh Employee's Insurance Courts Rules, 1953, and the draft of the Madhya Pradesh Employees' State Insurance (Medical Benefit) Rules, 1953, proposed to be made in exercise of the powers conferred under the Employees' State Insurance Act, 1948.

The draft Madhya Pradesh Employees' Insurance Courts Rules, 1953, deal inter alia, with the constitution of employees' insurance courts, the qualifications of persons who may be appointed as judges of the courts and the conditions of service of such judges, the procedure to be followed in proceedings before the courts and the execution of the orders made by such courts, and the fees payable in respect of application made to the courts and costs incidental to the proceedings.

The draft Madhya Pradesh Employees' State Insurance (Medical Benefit) Rules, 1953, provide for the establishment of State Insurance dispensaries and the allotment of insured persons to the dispensaries and prescribe inter alia the scale of medical benefit to be provided under the rules, the procedure for obtaining medical benefit, the conditions of service of full-timed insurance medical officers, the maintenance of medical and surgical equipments, medical records and statistical returns.

The draft rules will be taken into consideration by the Government after 30 June 1953.

(The Madhya Pradesh Gazette, Extraordinary, 13 June 1953, pp. 521-544).

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LIST OF THE PRINCIPAL LAWS PROMULGATED DURING
THE PERIOD COVERED BY THE REPORT FOR JUNE 1953.

INDIA - JUNE 1953.

Chapter 3. Economic Questions.

- (a) The Tea Act, 1953 (No. 29 of 1953). (The Gazette of India, Part II, Section 1, Extraordinary, 30 May 1953, pp. 172-189).
- (b) The Air Corporations Act, 1953 (No. 27 of 1953). (The Gazette of India, Extraordinary, Part II, Section 1, 28 May 1953, pp. 147-170).

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

- (a) The Bombay Personal Inams Abolition Act, 1952 (No. XLII of 1953). (The Bombay Government Gazette, Part IV, 20 June 1953, pp. 175-180).
- (b) The Indian Merchant Shipping (Amendment) Act, 1953 (No. 23 of 1953). (The Gazette of India, Extraordinary, Part II, Section 1, 25 May 1953, pp. 99-110).

Chapter 6. General Rights of Workers.

The Uttar Pradesh Industrial Disputes (Amendment) Ordinance 1953 (No. I of 1953). (Government Gazette of Uttar Pradesh, Extraordinary, 22 May 1953).

Chapter 9. Income Security.

The Bihar Maternity Benefit (Amendment) Act, 1953 (No. XVIII of 1953). (The Bihar Gazette, Part IV, 10 June 1953, pp. 20-21).

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- * Federation of Indian Chambers of Commerce and Industry. Proceedings of the Twenty-sixth Annual Meeting held at New Delhi on the 7th and 8th March, 1953. 28, Ferozshah Road, New Delhi. pp. ix x 206.

Chapter 3. Economic Questions.

- *(a) Annual Market Review 1952. Premchand Roychand and Sons Limited, Bombay. pp. 77.
- (b) Hungry People and Empty Lands: By S. Chandrasekhar, Indian Institute for Population Studies, Baroda. Rs. 15/-.
- (c) Demographic Disarmament for India: By S. Chandrasekhar, Family Planning Association of India, Bombay. Rs. 2/8.
- (d) Indian Railways: One Hundred Years, 1853-1953: Ministry of Railways, New Delhi. Rs. 15/-.

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

- *(a) Indian Handicrafts. Published by the Publications Division, Ministry of Information and Broadcasting, Government of India. Price Rs. 2/8.
- (b) Land Reforms: By Karuna Mukherji. (Published by H. Chatterjee, Calcutta. Price Rs. 5/-).

Chapter 5. Working Conditions and Living Standards.

- *(a) Administration Report of the Commissioner of Labour, Ceylon. To be ~~published~~ purchased at the Government Publications, Bureau, Colombo. (One copy sent to Geneva under this Office Minute No. D.3/1541/53 dated 23 June 1953.)
- *(b) Final Report of the Industrial Conditions Enquiry Committee together with Suggestions for a Labour Code, Bombay State. pp. 133. (One copy sent to Geneva under this Office Minute No. D.3/1458/53 dated 8 June 1953).
- *(c) Annual Report on the Working of the Tea Districts Emigrant Labour Act (XXII of 1932) for the year ending the 30th September 1951. pp. 36. (One copy sent to Geneva under this Office Minute No. D.1/1257/53 dated 8 June 1953).
- *(d) Soviet Labour. A comparative Study of Existing Labour Conditions in Soviet Russia, India, Britain and the U.S.A. The Employers' Association, Calcutta, 1953. pp. 53-54. Price Annas 12. (Two copies sent to Geneva under this Office Minute No. D.7/1618/53 dated 6 July 1953).

Chapter 5. Working Conditions and Living Standards
(Continued):

- *(e) Government of India. Ministry of Labour. Office of the Chief Adviser of Factories. Annual Report for the Year 1951 on the Working of the Indian Dock Labourers' Act, 1934 and the Indian Dock Labourers Regulations, 1948. pp. 27. (One copy sent to Geneva under this Office Minute No. D.5/1707/53 dated 7 July 1953).
- (f) A Commentary on the Factories Act, 1948. By T.M. Ramachandram. Company Law Institute of India Ltd. 22, Thyagaraya Rd. Madras-17. Price Rs. 15/-.

Chapter 9. Income Security.

- * Administration Report of the Director of Social Services for 1952(Ceylon). Government Publications Bureau, Colombo. pp. 24 x vi. Price 70 cents. (One copy sent to Geneva under this Office Minute No. D.1/1578/53 dated 1 July 1953).

Chapter 10. Social and Industrial Medicine.

- * Silicosis in Mica Mining in Bihar. Office of the Chief Adviser, Factories. 1953. pp.38. (Two copies sent to Geneva under this Office Minute No. D.1/1578/53 dated 1 July 1953).

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* Publications received in this Office.