

COPY NO. 2.

INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

I.L.O. REGISTRY-GENEVA

20. DEC 1955

File No: 53-2-72

With:

Industrial and Labour Developments in November 1955:

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.</u>	
<u>11. Political Situation and Administrative Action:</u>	
Twelfth Session of the Labour Ministers' Conference, Hyderabad, 3-5 November 1955: Industrial Democracy and a more Civilised Concept of Industrial Relations.	1-6
<u>12. Activities of the External Services:</u>	
Visits.	7
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.</u>	
<u>25. Wage-Earners' Organisations:</u>	
First Annual Conference of the National Federation of Indian Railwaymen, Vijayawada, 20 and 21 November 1955: Appointment of New Pay Commission urged.	8-11
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
<u>34. Economic Planning, Control and Development:</u>	
(a) Expansion of Steel Production: Tata's Agreement with U.S. Firm.	12
(b) Government of India to set up Factory for Producing Heavy Electrical Goods: Agreement concluded with U.K. Firm.	13
<u>36. Wages:</u>	
Trend in the Index of Real Earnings of Factory Workers in India: Labour Bureau Study.	14-15
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
<u>41. Agriculture:</u>	
(a) Bihar Agricultural Lands (Ceiling and Management) Bill, 1955.	16-17
(b) Travancore-Cochin: Kanam Tenancy Act, 1955 (No. XXIV of 1955).	17

<u>Contents.</u>	<u>Pages.</u>
<u>43. Handicrafts:</u>	
(a) Hyderabad Khadi and Village Industries Board Act, 1955 (No. XII of 1955).	18
(b) Employment for 4.5 Million through Village and Small Scale Industries and Investment of 2,600 Million Rupees: Karve Committee's Proposals for the Second Five Year Plan.	19-27
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
<u>52. Workers' Welfare, Recreation and Workers' Education:</u>	
Welfare of Mica Mines Workers: Review of Activities Financed from the Mica Mines Labour Welfare Fund for the Year 1954-1955.	28-35
<u>56. Labour Administration:</u>	
Inspection of Mines in India: Report of the Chief Inspector of Mines for 1952.	36-42
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
<u>63. Individual Contracts of Employments:</u>	
Uttar Pradesh: Standing Orders framed for Workmen in Vacuum Pan Sugar Factories.	43
<u>65. Collective Agreements:</u>	
Madhya Bharat: Voluntary Agreement on Payment of Bonus to Textile Workers.	44
<u>66. Strikes and Lockout Rights:</u>	
(a) Assam: All Inland Steamer Services and all Ghat Establishments engaged in Transhipment of Goods declared Public Utility Services.	45
(b) Bihar: Air Transport Services declared Public Utility Service.	45
(c) Hyderabad: Sugar Industry declared a Public Utility Service.	46
(d) Uttar Pradesh: Cotton Industry declared a Public Utility Service.	46
<u>67. Conciliation and Arbitration:</u>	
(a) Madras: Annual Report on the Working of the Industrial Disputes Act, 1947 for the Year 1954.	47-49
(b) Madhya Pradesh Industrial Disputes Settlement (Amendment) Act, 1955 (No. XXI of 1955).	50

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
<u>71. Employees and Salaried Intellectual Workers:</u>	
(a) Working of Legislation relating to Shops and Commercial Employees in India during 1953.	51-54
(b) Bill to regulate the Conditions of Service of Working Journalists: Views of the Indian Federation of Working Journalists.	55
(c) Journalists Bill Welcomed by Editors: Proposal for Longer Earned Leave.	56
(d) Punjab: Review on the Working of the Punjab Trade Employees Act, 1940, for the Year 1953.	57
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
<u>81. Employment Situation:</u>	
Employment Exchanges: Working during September 1955.	58-61
<u>83. Vocational Training:</u>	
Labour Ministry's Training Scheme: Progress during September 1955.	62-63
<u>84. Vocational Rehabilitation of Disabled Persons:</u>	
Rehabilitation of the Handicapped: Central Social Welfare Board's suggestions.	64
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
<u>92. Legislation:</u>	
Employees' State Insurance Scheme brought into force in Certain Areas in Madras State.	65
<u>93. Application:</u>	
<u>(a) Compensation in case of Employment Injury or Occupational Disease.</u>	
(a) Andhra: Report on the Working of the workmen's Compensation Act, 1923, for the Year 1954.	66-68
(b) Madras: Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1954.	69-71
(c) Enforcement of Employees' State Insurance Scheme, Programme for 1956.	72

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.</u>	
<u>111. General:</u>	
Safety of Workers in River Valley Projects: Steps suggested by the Central Government.	73
<u>112. Legislation, Regulations, Official Safety and Health Codes:</u>	
Coal Mine (Temporary) Regulations, 1955.	74
<u>RECORD OF PRINCIPAL DECISIONS ON LABOUR AND ALLIED SUBJECTS - INDIA - NOVEMBER 1955.</u>	75
<u>LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR NOVEMBER 1955.</u>	76
<u>BIBLIOGRAPHY - INDIA - NOVEMBER 1955.</u>	77-78

\*\*\*\*\*

'L'

## CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

### INDIA - NOVEMBER 1955.

#### 11. Political Situation and Administrative Action.

##### Twelfth Session of the Labour Ministers' Conference, Hyderabad, 3-5 November 1955: Industrial Democracy and a more Civilised Concept of Industrial Relations.

The twelfth session of the Labour Ministers' Conference was held at Hyderabad from 3 to 5 November 1955. Mr. Khandubhai K. Desai, Central Minister for Labour was in the chair and Ministers of Labour from all States attended. Among other matters, the Conference endorsed the creation of industrial democracy and the promotion of a more civilised concept of industrial relations. It also recommended giving priority to the provision of employment opportunities for agricultural labourers in the Second Five Year Plan.

Stress on Labour Prosperity: Labour Minister's Address.-  
Mr. Khandubhai Desai, addressing the Conference, stated that workers must prosper with the nation which they helped to build and called upon the working class of the country to play an increasingly positive role in the country's economic development during the next five years.

The workers must be made to feel the "sensation" of the changed conditions prevailing in the country, he added. He emphasised that labour policy should be designed to secure a rising standard of living for the masses. The second Five Year Labour Plan must achieve this purpose and also provide fuller and larger employment for the people. A socialistic pattern of society and sound industrial relations could not be established unless the workers were made to feel that they are an essential part of the productive mechanism.

He felt that compulsory adjudication was necessary in the interests of increased production and when labour and management did not arrive at any settlement.

Mr. Desai said that the labour aspects of the plan for the second Five Year period was based on the suggestions made by State Governments and workers' and employers' organisations. This plan was examined by the Labour Panel of the Planning Commission, which considered specifically the problems of industrial relations, wages and working conditions. Labour welfare schemes constituted an important item in this plan.

2

Referring to the question of industrial relations, Mr. Desai said: "We discussed this matter last year. It was then felt that the time was not appropriate for undertaking any extensive revision of existing legislation but that we should content ourselves with carrying out some essential amendments in the Industrial Disputes Act, 1947. Certain conclusions were reached and these have been incorporated in the draft amendment Bill recently introduced in Parliament (vide pp. 62-63 of the report of this Office for September 1955). Amendments to the present Act will not, however, settle the main policy. A sub-committee of the Labour Panel has gone into the question in detail and has made detailed suggestions relating to the revision of the Trade Unions and Industrial Disputes Acts. The sub-committee has also gone into the question of associating labour with management and agreed that such association should be real and effective".

Referring to social security measures, Mr. Desai said that the Employees' State Insurance Scheme was being rapidly extended and by the end of the first Five-Year Plan the benefit provisions of the scheme would cover two million factory workers employed in factories using power and employing 20 or more persons. Of this, one million workers were already enjoying the benefits of the scheme.

One of the main difficulties which had stood in the way of Government proceeding according to schedule was the demand put forward by workers for the extension of medical care to their families. The employers had also been supporting this demand of the workers, particularly since progressive employers were already providing medical care to the families of workers.

Mr. Desai added: "This problem has been receiving the attention of the Employees' State Insurance Corporation, which has already sought the co-operation of State Governments with a view to meeting the demand of the workers. I fully realize that the acceptance of the proposal would place some additional burden on State Governments".

About the future of employment exchanges, Mr. Desai said that the findings of the Shiva Rao Committee in regard to the employment exchanges and training schemes had been accepted in principle. He felt that it was essential that the outstanding issues were settled without delay so that the programme of expansion of the employment service and training schemes was not held up.

Decisions: i) Agricultural labourers.- The Conference recommended that the provision of adequate employment opportunities for agricultural labourers should be accorded highest priority in the second Five Year Plan.

The session examined the problem of fixation of minimum wages for agricultural labour as well as the question of employment in the rural sector and the vital need for raising the standards of living of agricultural workers.

While there was general agreement that minimum wages should continue to be fixed, it was pointed out that besides the difficulties experienced in implementing it, there were obstacles which were inherent in the present agricultural set-up in India with the average size of holdings at five to seven acres.

The Conference recognised the need for taking steps to raise the standard of living in the rural sector. It felt that to achieve this, the fixing of minimum wages would be of minor importance. What was necessary was more employment for workers and their families.

There are at present 17.6 million agricultural labour families in more than half a million villages. These families constitute about 30 per cent of the total number of rural families and 22 per cent of the total number of both rural and urban families.

The Conference was of the opinion that for the creation of additional work and employment the Government must lay down a clear policy for the development of village industries, which needed organisations on a large scale if definite improvement was to be achieved in the second Plan period.

One of the important suggestions made was that certain spheres of production should be reserved for village industries. It was emphasised that the organisation of village industries on a co-operative basis on the old lines would not be sufficient. What was needed was full assistance in finance, production, marketing, etc., with labour being the contribution of workers. Unless this was done, village industries could not be expected to yield the desired results.

The Conference thought that the Government of India and the Planning Commission should consider its views and pay maximum attention to the immediate development of subsidiary and village industries. A rise in purchasing power in the rural sector would benefit not only the sector but the nation as a whole.

4

The agricultural sector was the yardstick for judging the extent of development and rise in the standard of living of the nation, if said.

ii) Proposals for Second Five Year Plan.- The Labour Ministers generally endorsed the creation of industrial democracy and the promotion of a more civilized concept of industrial relations as envisaged by the Central Labour Ministry's proposals for labour policy for the second Five Year Plan.

The Conference examined at length the draft proposals and made several suggestions which would now be considered by the Planning Commission and the Government of India.

The Conference suggested that greater emphasis should be placed on security of employment. It was felt that certain rights of workers should be laid down and their enforcement secured by the State so that there would be little dispute in regard to the basic and essential conditions of service.

It emphasised that good working conditions were essential for the development both of industry and labour, and to ensure this the Conference suggested that special periodical drives should be arranged on a nation-wide basis with the co-operation of the leaders of the country and the industry. Such drives would be beneficial in other fields such as industrial relations also. Workers' holidays should be so organised that they could be assisted to see the progress that was being made in economic development in different parts of the country.

The setting up of welfare funds by the levy of a welfare cess was also proposed for early examination. Stress was laid on the fullest implementation of labour and social legislation both in the public and private sectors.

iii) Industrial Relations.- In the effective maintenance of industrial relations, the role of personnel engaged on such work was commented upon with the suggestion that the instruments for the implementation of labour policy should be fully alive to the expectations which they were required to fulfil. Training in trade union philosophy was particularly emphasised in view to the need gradually to eliminate outsiders now present in the management of trade unions.



The Conference recognised the need for providing adequate machinery to secure the speedy implementation of awards and agreements. It was accepted that compulsory adjudication must be continued through conciliation. Attention was drawn to the inordinate delay which took place at present in the disposal of adjudication cases. The need for a change in the atmosphere of industrial relations was urged and it was felt that a sound labour policy should be the foundation on which industry should develop in the second Plan period. It was felt that the labour policy should be framed in such a manner that fullest implementation should be possible in the second Plan. Wide use of schemes of payment by results with the existing wages was urged.

As regards workers' participation in management a proposal of the labour panel to have councils of management comprising workers' representatives received general support.

iv) Social Security.— The Conference reviewed the progress made by the Employees' State Insurance Scheme and decided that it should be extended at an early date to another million workers in addition to the million already covered. It was decided that the benefits of the scheme should be extended to families of the insured as early as might be practicable and that the second Plan of the States should make the necessary financial provision for this purpose.

The Conference suggested that gradually provident fund, gratuity and other schemes should be integrated into one comprehensive social security scheme.

v) Employment exchanges.— The Conference recommended the transfer of employment exchanges and craftsmen training centres to the control of State Governments from 31 March 1956. The employment services would, on transfer, be financed on the basis of the recommendation of the Shiva Rao Committee. The day-to-day administration, including appointment, control and punishment of staff, would be the exclusive responsibility of State Governments. The Central Government would limit its functions to laying down policies and procedures and arranging co-ordination. It was recommended that 60 per cent of the staff transferred to the State Governments should be made permanent and as far as possible separate cadres should be created for the employment service.

The Conference approved a scheme for the setting up of a national trades certification board. This board, which would consist of representatives of the Union Government and State Governments, employers' and workers' organisations and professionals and experts.

vi) Abolition of Rickshaw-pulling.- The Conference considered the desirability of abolishing the trade of rickshaw-pulling by human beings. As a first step towards the abolition of this the State Governments were urged to stop the issue of new licences and to frame regulations for improving the working conditions of those whose licences would be allowed to continue.

(The Hindustan Times, 5 and 6 November 1955;  
The Statesman, 6 November 1955 ).

'L'

12. Activities of the External Services.

India - November 1955.

Visits.

On 30 November 1955 a group of 35 students of the Labour and Social Welfare Department, Patna University, accompanied by the Head of the Department, visited this Office. The students were received by the Director who briefly addressed them on the role and function of the International Labour Organisation.

'L'

## Chapter 2. International and National Organisations.

### 25. Wage-Earners' Organisations.

India - November 1955.

First Annual Conference of the National Federation of Indian Railwaymen, Vijayawada, 20 and 21 November 1955.  
Appointment of New Pay Commission urged.

The first annual general meeting of the National Federation of Indian Railwaymen was held at Vijayawada, in Andhra State on 20 and 21 November 1955. Mr. S.R. Vasavada, President of the Federation presided.

Presidential address: 5-Year Industrial truce suggested.-  
During the course of his presidential address, Mr. Vasavada suggested a five-year industrial truce and a blanket settlement of all outstanding disputes between the employers and the employees for the successful implementation of the Second Five-Year Plan. He said that it was absolutely necessary that there was no conflict between the employers and the employees during the progress of the Plan. "All outstanding questions capable of leading to discontent, should be discussed ~~through~~ before the commencement of the Plan and whatever settlements are reached should be strictly adhered to by the parties during the Plan period".

He demanded the appointment of a Pay Commission to consider revision of scales of pay and also remove anomalies which, he said, still prevailed in the pay scales of railwaymen, particularly of those in Class III and IV grades.

Mr. Vasavada also urged a plan for treating the workers as equals in the Railway industry and their participation in its administration if a sense of responsibility and duty were to be inculcated in them.

He urged the Railway Board to chalk out a "liberal five-year programme for housing" for railwaymen so that by the end of five years at least 75 per cent of the railway employees would be "decently housed".

Narrating the circumstances in which the Federation was formed and the reasons for the delay in calling an all-India convention, Mr. Vasavada asked the delegates to the convention to consider and adopt the constitution of the Federation.

Explaining some of the important aspects of the constitution of the Federation, Mr. Vasavada said that it emphasised that railwaymen while serving would not ignore the interests of the nation to whom the Railways belonged and would rely on negotiations and arbitration for the settlement of disputes. In case these methods failed, Mr. Vasavada said, the Federation would resort to the last but most important weapon of strike, only after knowing the mind of the workers through secret ballot.

9

Mr. Vasavada discussed in detail the drawbacks of the permanent negotiating machinery set up by the Railway Board and the Federation sometime ago, and said that an atmosphere of formality and red-tapism prevailed in all its proceedings. In addition to the matters pending before the tribunal, there were a number of disputes remaining unsettled for a very long time on all Railways and as a result, an atmosphere surcharged with distrust and discontent was continuing.

He therefore, suggested the setting up of a new type of machinery for settlement of disputes and grievances and asked the delegates to discuss it. The new machinery, he said, should envisage settlement of a dispute within a maximum period of three months by negotiations. Failing which, the matter should be referred to a tribunal whose award should be binding on both parties. The time-limit for the disposal of the matter by the tribunal should also be fixed, he said.

Mr. Vasavada referred to the report of the Railway Corruption Inquiry Committee and admitted that there were some employees "at the top level or at the lower level who are victims to corrupt practices". In a nationalised industry such practice was a disloyalty to the whole nation and therefore, the real remedy was to "regulate our own conduct". If everyone looked after himself and followed a morally sound practice the entire administration would be automatically improved, he said.

So far as the Federation was concerned, Mr. Vasavada said: "We want to assure the nation that the unions do not want to encourage corruption and will de-member any employee if he is found indulging in corrupt practices".

The report submitted by the Working Committee of the Federation, traced its history and progress since the amalgamation of the two federations into one National Federation of Indian Railwaymen in 1953. It said that the Uttariya Railway Mazdoor Union, the Western Railway Mazdoor Sangh, Eastern Railwaymen's Congress, Northern Railway Employees Union, Southern Railway Employees Association and the National Railway Mazdoor Union with its several branches had been qualified to participate in the convention as they had paid affiliation fees after deciding to merge within the proscribed date.

The total membership of the Federation according to the report, is over 2,28,000.

Resolutions.- The session adopted 11 resolutions; the more important among them are briefly reviewed below:-

1) Salary of railwaymen.- By a resolution, the Federation requested the Ministry of Railways to immediately appoint a Pay Commission with a view to drawing up revised and increased pay scales. The resolution demanded complete merger of the dearness allowance with pay so as to remove all the existing anomalies and simplification of pay scales and to introduce an optional scheme of pension for railway employees. Explaining the need for the setting up of a Pay Commission, it said the question of pay and other allowances was of such paramount importance to employees engaged in any trade or industry that if it was not resolved satisfactorily, it was bound to create a conflict which might ultimately disturb the peace of the country. With a view to avoiding such a conflict and to ensuring the successful implementation of the Second Five-Year Plan, the appointment of Pay Commission was essential, it added.

2) Standing Orders.- The Federation called for a revision of the ~~ante-dated~~ <sup>staff</sup> rules governing the conditions of service of the railway and framing of Standing Orders to the railway employees. The resolution stated that "in order to secure efficiency and smoothness in administration and to have a sense of security among the employees, it is very necessary that rules of service should be framed in accordance with the democratic conception of the present Government". For this purpose the resolution urged the Ministry of Railways to set up a joint committee consisting of the representatives of the administration and the Federation to frame Standing Orders for railway employees.

3) Housing and welfare.- The Convention also requested the Railway Ministry to set up committees at all levels to draw up a programme for the construction and allocation of quarters and the administration of various welfare activities in the area of their jurisdiction. The programme, it said, should provide for the construction of houses for at least 75 per cent of the employees for the railways by the end of the Second Five-Year Plan.

4) Unity.- By another resolution, the Federation reiterated its faith in complete unity among the rank and file of the railwaymen and authorised its President to continue his efforts for achieving it\*.

---

\* There would appear to be a difference of opinion among the ranks of the Federation due, among others, to problems of merger of the constituent regional unions affiliated to two Central railway labour organisations previously and the use of the permanent negotiating machinery. The dissident group to which belonged Mr. S. Guruswamy, General Secretary of the Federation, held a convention at Madras in May 1955 (see Hindu, 28 to 31 May 1955). This resolution refers to efforts to bring about rapprochement between these groups.

Office-bearers.- The Convention elected Mr. S.R. Vasavada as its President and Mr. P. Subbaramayya as General Secretary for the ensuing year. The Convention also elected Mr. A.P. Sarma, Vice -President and Mr. Ramachandra, Treasurer.

(The Hindu, 21 and 22 November 1955;  
The Indian Worker, 21 and 28 November  
1955 ).

'L'

## Chapter 3. Economic Questions.

### 34. Economic Planning, Control and Development.

India - November 1955.

#### Expansion of Steel Production: Tata's Agreement with U.S. Firm.

The Tata Iron and Steel Company has entered into an agreement with the Kaiser Engineers Division of Henry J. Kaiser Corporation in California for the design, procurement and construction the 619 million rupees steel plant expansion at Jamshedpur, according to an announcement by the headquarters of the Tata Iron and Steel Company Ltd., at Bombay on 22 November 1955.

The project, which will increase India's current steel capacity by nearly 45 per cent was described as one of the largest steel plant construction jobs ever awarded to an American firm. The project will require the purchase of approximately 238 million rupees worth of machinery and equipment and will raise TISCO's production from 1.3 million to 2 million ingot long tons annually.

The job was expected to take "only 30 months' time". The expansion, providing new integrated facilities from the handling of raw materials to finished steel, will include additional coking facilities, including a new 26-oven battery of coke ovens and a byproduct plant, a sintering plant, incorporating crushing and screening facilities with a capacity of 4,000 tons per day; a new 28-foot diameter blast furnace; additional open hearth furnaces a 46-inch blooming mill; and medium and light structural mill and a continuous sheet bar mill.

(The Statesman, 23 November 1955).



Government of India to set up Factory for Producing  
Heavy Electrical Goods: Agreement concluded with  
U.K. Firm.

A 15-year agreement was signed on 17 November 1955 at New Delhi between the Government of India and a U.K. Firm, Associated Electrical Industries Ltd., to establish a factory to manufacture heavy electrical equipment.

Expected to begin production in five years, the factory will produce electric generators, transformers, turbines for hydro-electric projects, railway traction equipment and similar specialised equipment which will be increasingly required with progressive industrialisation. The factory will take seven years to develop to full capacity.

A team of engineers selected by the British firm, who will act as technical consultants, is to arrive in India by the end of this month to recommend the best location for the factory. Indian experts will be associated with team.

The location is expected to be selected within four months and the A.E.I. is to submit a detailed project report within a year. A.E.I. is to associate Indians with all stages of the project work in India and the U.K. to make the maximum use of engineering and other industries in India and to train Indian personnel.

The agreement gives the Government the right to select for manufacture any of the equipment manufactured by the A.E.I. group which falls within the categories noted in it, and to the latest manufacturing methods and processes.

(The Statesman, 18 November 1955 ).

36. Wages.

India - November 1955.

Trend in the Index of Real Earnings of Factory Workers in India: Labour Bureau Study.

According to a study made by the Labour Bureau on the trend of real earnings of factory workers in India\*, the results of which have been published in the Indian Labour Gazette, for October 1955, the index of real earnings stood at 102.7, 1939 being the base year.

The study gives in detail the statistical methods employed in the construction of all-India consumer price index from 1939 onwards. The available all-India series dates from the year 1945. The table given below shows the index of earnings, the all-India consumer price index and the index of real earnings. The index of real earnings has been arrived at by deflating the series of index of earnings by the all-India consumer price index series.

Year		Index of earnings (1939 - 100)	All-India consumer price index (1939 - 100)	Index of real earnings (1939 - 100)
1939	--	100	100	100
1940	--	105.3	97	108.6
1941	--	111.0	107	103.7
1942	--	129.1	145	89.0
1943	--	179.6	268	67.0
1944	--	202.1	269	75.1
1945	--	201.5	269	74.9
1946	--	208.6	285	73.2
1947	--	253.2	323	78.4
1948	--	304.0	360	84.4
1949	--	340.3	371	91.7
1950	--	334.2	371	90.1
1951	--	356.8	587	92.2
1952	--	385.7	379	101.8
1953	--	384.6	385	99.9
1954	--	381.2	371	102.7

\* An article on the index of real earnings of factory workers with 1944 as base was published in the Indian Labour Gazette, for February 1953.

It is seen from the table that the index of real earnings was above its prewar level in 1940 and 1941. It reached its highest level in 1940. A declining phase then set in in 1942 and continued in the next year when the lowest level was reached. This was due to an abnormally large increase in the consumer price index synchronizing with an increase of relatively much smaller magnitude in the index of gross earnings. There was then an increase in 1944 followed by a more or less steady phase up to 1946. During the years 1947 to 1951 the index of real earnings rose steadily ~~and~~ for a slight decline in 1950. In 1951, the index touched the level of 92 - still 8 points lower than its prewar level. The real advance came in 1952 when for the first time after a lapse of nearly twelve years the index again overstepped the prewar mark. The subsequent course of the index was characterized by a fall of about 2 points in 1953, when the index was almost at its prewar level and then a rise to 102.7 in 1954.

-----

'L'

16

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

INDIA - NOVEMBER 1955.

41. Agriculture.

Bihar Agricultural Lands (Ceiling and Management) Bill, 1955.

The Government of Bihar published on 10 October 1955, the text of the Bihar Agricultural Lands (Ceiling and Management) Bill proposed to be introduced in the Legislative Assembly of the State.

The Statement of Objects and Reasons declares that about eight-six per cent of the total population of this State is dependent upon agriculture for its livelihood. Owing, however, to limited availability of land for cultivation and the existing inequitable distribution thereof, about thirty per cent of the agricultural population of the State is landless and a vast bulk of the rest own fragments which prove far too uneconomic for efficient cultivation. One of the ways to provide land to the agriculturists of this class is to fix ceiling on individual holdings and to distribute the lands in excess of the ceiling to them. From the viewpoint of social justice as well as efficiency in agricultural production, it is ~~thus~~ considered necessary to fix an upper limit to the amount of land that an individual may hold.

On the same principle of social justice and efficiency in agricultural production, it is necessary that the under-tenants are given security of tenure. To achieve this, it is considered necessary that the under-tenants, holding land under substantial owners, are given option to purchase the rights of the owners thereof. It is also considered necessary to lay down tests of good husbandry to which each land-holder must conform.

The Bill seeks to achieve the objects briefly stated above. It has been drawn up on the assumption that it will be made applicable to the areas from which all intermediary interests have been abolished.

According to the provisions of the Bill, the ceiling area of a landholder having a family of five members or less shall not exceed 50 acres in local areas specified in a schedule to the Bill and 30 acres in other areas. If the number of members exceeds five, an area of  $8 \frac{1}{3}$  acres shall, in the local areas and five acres in the other areas, for each member in excess of 5, be added to the ceiling area and in no case shall the total ceiling area so fixed exceed 300 acres. An under-raiyat holding any land not included in the ceiling area of a landholder shall acquire ~~the~~ status of an occupancy right in respect of such land on payment of compensation in accordance with the provision of the Bill.

Land management.- It shall be the duty of every landholder to farm lands held by him in accordance with the principles of good husbandry. The prescribed authority may issue directions to any land holder for the purpose of regulating the standard of efficient cultivation and management, crop planning and due observance of the principles of good husbandry. If the landholder fails to comply with directions the prescribed authority may temporarily dispossess the land holder from the land and manage it by farming the land either directly or on such terms as may be prescribed through a registered co-operative farming society or through other landholders or labourers.

Acquisition of land.- Where a landholder holds lands in excess of 300 acres such excess shall be acquired by the State Government on payment of compensation to the land holder calculated at 10 times the amount of rent payable by the landholder of such land. Lands thus acquired shall be settled with landless labourers on such terms and conditions as may be prescribed.

(Bihar Gazette, Extraordinary, 10 October 1955,  
pp. 1-22 ).

Travancore-Cochin: Kanam Tenancy Act, 1955 (No. XXIV of 1955).

The Kanam Tenancy Bill (vide page 37 of the report of this Office for August 1954) as passed by the Travancore-Cochin Legislative Assembly, received the assent of the Rajpramukh on 11 November 1955 and has been gazetted as Travancore-Cochin Act No. XXIV of 1955. The Act confers full proprietary rights on kanam tenants in the Cochin area subject only to the payment of jennikaran (rent) and provides for the settlement, collection and payment of jennikaran and for matters incidental thereto.

(Travancore-Cochin Gazette, No. 45, dated  
15 November 1955, Part I, Section iii,  
pp. 1-17 ).

43. Handicrafts.

India - November 1955.

Hyderabad Khadi and Village Industries Board Act, 1955  
(No. XII of 1955).

The Government of Hyderabad gazetted on 28 October 1955 the text of the Hyderabad Khadi and Village Industries Board Act, 1955, of the Hyderabad Legislative Assembly, which received the assent of the Rajpramukh on 24 October 1955. The Act provides for the incorporation and establishment of a Board for encouraging and organising khadi and village industries in the State. The Act replaces the Khadi and Village Industries Board Ordinance (summarised at page 52 of the report of this Office for September 1955).

(Hyderabad Government Gazette, Extraordinary,  
No. 131, 28 October 1955, pp. 909-918 ).

19

Employment for 4.5 Million through Village and Small Scale Industries and Investment of 2,600 Million Rupees: Karve Committee's Proposals for the Second Five Year Plan.

Creation of employment opportunities for about 4.5 million persons by the development of village and small-scale industries under the Second Five Year Plan is envisaged in the report of the Village and Small Scale Industries (Second Five Year Plan) Committee ("Karve Committee") (vide page 41 of the report of this Office for July 1955), submitted to the Planning Commission recently\*.

The Committee has recommended an allocation of 2,596.1 million rupees for this sector - 252.5 million rupees at the Centre and 2,343.6 million rupees in the States.

The report of the Committee presents in a systematic and logical manner the essentials of a second Five-Year Plan for the village and small-scale industries. In its basic approach, it sets out the theory of economic development with reference to these industries, progress a five-year provision and works out its employment content. It also suggests an organisational and administrative set-up, gives a broad outline of the decentralised pattern of economy envisaged for the future and describes briefly the institutional arrangements in regard to co-operation and credit whereby small units may be brought within the framework of co-operative organisation. / proposes

Basic approach.- The Committee's basic approach to the question is one of planned and regular transition from a lower level to a higher level of techniques within a decentralised pattern of economy. Keeping in view the dynamic character of all planning and progress, it discountenances any line of thinking which leads to the village and small-scale industries being relegated permanently or for a long time to stagnant or static techniques. At the same time, it rejects all measures which may cause aggravation of what may be called technological unemployment. The Committee says: "Existence of a large number of unemployed and underemployed persons indicates wastage of available resources of manpower and, in terms of distribution, it creates a very large problem of low-income groups living much below any recognised subsistence level....in so far as a substantial proportion of the persons suffering specially from acute underemployment belongs to the village and small-scale industry group, providing relief to them in occupations to which they have been traditionally trained

---

\* Government of India. Planning Commission. Report of the Village and Small Scale Industries (Second Five Year Plan) Committee. October 1955. pp. 159.

and for which they have equipment, appears to be a more reasonable and logical way of dealing with the problem than any other. The above, of course, implies that the avenues of additional or fuller employment for existing persons, in this sector, are such that the contribution of their productive effort substantially lowers the cost of such, what might be called, part-relief employment".

This consideration is reinforced by the need to utilise existing investment and personnel fully in the present situation of shortages of both capital and trained personnel and by the desirability of drawing upon an alternative source of supply of consumer goods when a modern structure of industrial production, as envisaged under the second Five-Year Plan, is being built up.

Consumer goods.- In this connection, the Committee says: "The process of adoption of modern technique involves changing the structure of economic society. The adoption of the modern, usually capital intensive and roundabout processes, leads to a deepening of the structure of industrial production. It involves the provision of economic overheads and the apparatus of external economies in a large measure, at least partly, in advance of the adoption of modern techniques in the direct production of consumer goods. At least, this is necessary if the country is to avoid lopsided development and continued dependence on foreign economies. In such a situation, it is again reasonable to avoid, to the extent it is possible, new capital investment and additional effort at training personnel for the immediately needed increase in production of consumer goods.

"Consumer goods may be taken to the end product of the process of economic development. The building up of the complex systematically from the base involves some postponement of the availability of consumer goods produced through the modern processes. Otherwise, a consumer goods structure will develop which for all practical purposes rests on the underlying base of producers' goods, industry and superstructure of important services of foreign economies.

"It would thus be an advantage for the economy if in the building up of the modern structure it could for some time rely on the production of consumer goods coming from another source. In such an eventually, the building up of the modern structure, logically from the base upwards, could proceed without unnecessary shortage of consumer goods. A structure built in this way would, for the same expenditure of resources, be broader-based and deeper than a structure in the building up of which attention needed to be paid to an early increase in the production of consumer goods".



Technical improvement.- In regard to the inter-action of capital investment, improvement of technique and employment, the Committee's view is summed up as follows: "When new capital investment has to be made, it should be made as far as possible only in improved equipment or, where existing equipment is itself capable of being improved, by addition or adaptation. Capital investment will be specially fruitful in so far as it can take full advantage of the other investment and improve it by additions or transformations.

"In the adoption of improvements, a long-period view must necessarily be taken, so that the improvements now effected are capable of being utilised at higher techniques without being rendered obsolete at an early stage in the process of development. It may be noted, at this point, that as regards the need for technical improvement of existing equipment or of adopting the most improved technique possible in the existing structure, there is no difference of opinion.

"So long as the improvement is capable of wide adoption in a decentralised system and so long as it has no ~~deleterious~~ deleterious effects on employment, its adoption is agreed upon by all. The needs of the future programme thus emphasise a discriminating attitude in both protecting and existing techniques and providing fuller employment, and indicates that additional capital investment and employment or training of new persons has to be oriented towards an improvement in existing techniques".

The Committee has also recommended that whenever conditions are held to be ripe for the introduction of superior methods of production in industries now pursued by less productive traditional methods, those employed in the latter should be invariably given the first opportunity to benefit by the adoption of superior tool and equipment.

Principles and policies: 1) Decentralisation.- Decentralisation, like regulated transition to higher techniques, is a key point in the Committee's report. "All that decentralisation means is adopting improvements in techniques in such a manner and to such an extent that economic activity is still possible and is carried out in comparatively small units widely scattered or dispersed throughout the country.

"It is recognised that for certain essential purposes of a common of overhead, types, centralised and large-scale activity may be necessary. But it seeks to keep such activity at a minimum. The bias towards decentralisation would mean that in the future, programme of technical improvement, the techniques adopted are appropriate to the decentralised pattern, and further that continuous effort is made to adjust the existing improved techniques for particular production, activities which are ordinarily centralised in modern economies to a decentralised mode of operation or to invent or ~~to~~ discover decentralised substitutes for them".

Referring to a vital aspect of the policy of decentralisation, the Committee says while all possible efforts should be made to provide efficient services to industrial units now located in cities, and specially to the smaller units among them, the definite policy of the Government must be not to permit the growth of a city beyond a roughly prescribed limit. The pattern of industrial activity that should gradually emerge is that of a group of villages having its natural, industrial and urban centre. These small urban centres will be similarly related to bigger ones. Thus a pyramid of industry broadbased on a progressive rural economy will be built up. In such an organisation, small centres can experience a co-operative interest in the bigger ones and these latter would develop a genuinely supporting instead of an exploitational relationships towards the smaller towns and the countryside.

2) Rural electrification.- The Committee stresses the importance of cheap power in rural and semi-urban areas for a decentralised and progressive economy and says the cost of rural electrification may approximately be counted as part of the general costs of improvement of the economy as a whole. It recommends that a large part of the initial investment as well as the deficit in working cost during the initial years resulting from a tariff structure which is favourable to the small consumer should be a charge on the developmental budget.

The Committee has expressed itself strongly in favour of proper housing for the artisans and for an improvement of their conditions of living and work. The bulk of them, it says, belong to some of the lower income groups in the country and their welfare has received "inadequate attention" in national place of industrial and rural housing.

3) Licensing.- The Committee also recommends the delegation of powers to the State Governments for licensing plants in processing and other industries which affect the working of development programmes in the sector of village and small scale industries and adequate representation to this sector on the licensing committees.

4) Planned supply.- As regards the planned supply and organised marketing of the goods of village and small scale industries, the Committee recommends the organisation of purchase and sale co-operatives serving more than one section of producers. About the system of rebate and subsidy on sales, which are operative at present in respect of the products of handloom including khadi, the Committee's view is that while it no doubt offers a direct incentive to the individual producer in the co-operative fold a fixed rebate is not likely to be effective in emergencies or in passing phases like that of a seasonal slackening of demand or a temporary fall in prices. And even temporary setbacks are sufficient to affect the economy of the small producer and to discourage him from expanding the level of his productive activity.

More successful than the rebate in getting over this problem has been the system adopted recently by the handloom co-operatives of buying off the hands of member weavers all their production continuously. If the co-operative is in a position to assure its members that it will buy their total production of given types and qualities at a steady price or at a margin between raw material supplies and the final price which gives them an adequate wage, the producers need have no fears regarding temporary recessions. The Committee therefore, recommends that the devices set up for maintaining a profit margin and an assured market must be added the buying operations which will make the margin and the market a living reality in each individual producer during all seasons of the year.

5) Finance.- Referring to the various types of finance required for the implementation of development programmes of village and small-scale industries, the Committee states that while in the stages of initial development, direct State financing has a legitimate role to play, anything in the nature of a normal programme of developmental finance must be operated through institutional channels. Several of the State Governments have already set up State Finance Corporations, and in the Committee's opinion, any capital made available for purchase of implements or installation of plant either by the State Governments or on behalf of the Central Government should appropriately flow through these bodies.

The agency of State Finance Corporations should be used for the purpose of providing long term credit to village and small scale industries, and a special cottage industries section should be set up as an essential part of the structure of each corporation. As regards the role of co-operative finance, the Committee says that once the operations of small-scale producers are fitted into a publicly-sponsored and institutionally-regulated programme, co-operative Central financing agencies should arrange to make current finance available more or less on the same terms as are now available and applicable to "crop" loans. Further while some local variations of pattern are inevitable, the general policy should be one of incorporating the financing side of the co-operatively-organised small-scale producers into the machinery set up for the agricultural counterpart of the same programme.

Referring the role of the State Bank of India and the Reserve Bank of India, the Committee's view is that the overall conformity of the co-operative sector to the general purposes of State policy should make it both easier and more necessary for the State Bank of India to take an increasing interest in the financing of village and small-scale industries.

State participation in the share capital of industrial co-operatives and better arrangements for finance for small-scale units lying outside the co-operative sector, are also recommended by the Committee.

Measures for development of Village and Small-scale industries.- The Committee has given brief outlines of development programmes for the following industries: cotton-weaving, silk weaving, wool weaving, handpounding of rice, vegetable oil, leather footwear and tanning, gur and khandsari, cottage match industry, other village industries, handicrafts, small scale industries, sericulture and coir spinning and weaving. While there is complete unanimity among the members of the Committee on the basic approach and governing principles and policies relating to the sector of village and small-scale industries, on some aspects of the development programme for the handloom industries, two members of the Committee have recorded dissenting views.

While the majority of the members hold that the development programme for the handloom industry, consisting of schemes for better technical equipment, extension of co-operative organisation, system of rebates on sales etc., and having as one of its objectives the bringing of idle looms into full use should be worked out and only in the event of the results not coming up to expectations should the position be reviewed, the two dissenting members favour judicious expansion in the small sector and an immediate initiation of change-over to powerlooms to ensure sufficient supply of cloth for the consumer.

About the general framework of measures recommended by the Committee for the development of the entire sector of village and small-scale industries, there is no difference of opinion. The first set of measures aims generally at regulating for some time expansion of the total capacity of large-scale industry or increase in production above a certain level having regard to the estimated demand for the product and the capacity of the village and small-scale industries.

The second set of measures aims at providing State assistance in various directions such as establishment and extension of co-operative organisations, improvement in methods of production and equipment, training of workers, etc.

The third group of measures includes introduction or maintenance of systems of preferential purchase, provision of assured marketing, price differentials and other incentives and measures for grant of rebates, subsidies, etc.

The Committee is generally opposed to the introduction of new measures for rebate on sales of, production subsidy though it favours the levy of excise duties on large-scale industry under conditions of limitation of production. It is also opposed to further extension of the device of reservation of certain fields of production for village and small-scale industries. A clear definition of separate fields in the Committee's opinion, is not usually possible and reservations imposed at one point may prove inappropriate in a changed situation and, moreover, "the effect of reservation can be obtained by overall limitations on production or expansion and through control over the licensing of new establishments".

Regarding the handpounding of rice, the Committee has recommended that there should be new sheller, or combined sheller huller mills or huller mills or single holders, should <sup>hullers</sup> not be allowed to be set up and no increase in production above the present level should be permitted during the second Plan period, except when handpounding cannot be organised. Any new mills permitted to be set up in special cases should be in the public or co-operative sector.

The implication of the Committee's recommendation is that almost the entire increased production of rice would be transferred to handpounding.

The Committee has also recommended the imposition of an excise duty on all types of rice mills as well as single hullers and the use of the proceeds for introducing improved equipment and better organisation of the handpounding industry.

Regarding the development of the village oil industry, where the main problem is the unutilised capacity of ghanis, the Committee has recommended that the Government should examine the possibility of crushing cotton seed by the oil mills so that larger supplies of edible oil seeds may be made available for crushing in ghanis. On a regional basis, the regulation of the crushing of sesamum, niger and kardi seed by the mills is also recommended. As in the case of all other industries, the Committee's emphasis is on giving all possible encouragement and assistance for the introduction of improved equipment and the establishment of co-operatives.

In the case of both oil industry and village leather industry, the Committee has recommended grant of loans to the artisans to enable them to subscribe to the share capital of the co-operative societies.

The Committee is opposed to the suggestion for a ceiling being put on the production of sugar factories with a view to reserving to khandsari the new production for meeting the entire increased demand, as the khandsari process involves some waste.

Regarding the production of <sup>matches</sup> ~~matchboxes~~, the Committee favours the entire new production being reserved to D, C, and D Class, viz., small-scale and cottage industries.

As regards industrial estates proposed to <sup>be</sup> set up for the development of small-scale industries, the Committee's view is that they should be located in such a way that further concentration of population in or near large urban centres is not encouraged.

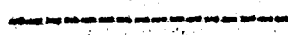
Allocation and employment.- The Committee recommends the allocation of 259.6 million rupees for the development of these industries calculated to provide employment for 4.5 millions. The industry wise allocation of resources and volume and nature of employment, estimated by methods indicated in the report are shown below:-

Industry	Estimated expenditure as per allocation. (Rs. in millions)	Volume of employment. (Number of Persons)	Nature of additional employment.
Cotton weaving (handloom), --	800	2,500,000	Fuller
Silk weaving (handloom), --	50	250,000	Fuller
Wool weaving (handloom), --	30	100,000	Fuller
Wool spinning and weaving (khadi),	22	30,000	Part time.
Decentralised of <del>the</del> cotton spinning and khadi. --	230	200,000 to 300,000 spinners.	Part time.
Handpounding of rice. ---	82.6	1,000,000	Seasonal.
Vegetable oil (ghanis), --	130	150,000 oilmen plying traditional ghani. 50,000 oilmen plying improved ghani.	Fuller. Fuller and more remunerative.
Leather footwear and tanning (villages),	61.5	38,000	Fuller.
Gur and khandsari. --	80	**	
Cottage match. --	10	10,000	Whole time
Other village industries. --	110	100,000	Part time
Handicrafts. --	110	140,000	Wholetime.
Small scale industries. --	650	36,000	Wholetime.
Sericulture. --	60	160,000	Wholetime.
Coir spinning and weaving. --	20	60,000	Wholetime.
General schemes e.g., administration, research etc. --	150	25,000	Wholetime.
	<u>2,596.1</u>		

\*\* Expenditure on this industry is expected to lead to improvement of quality and reduction of costs. Additional employment created would be relatively small and unimportant.

Administration.- The Committee, with two members dissenting has recommended the creation of a separate Ministry presided over by a Minister with Cabinet rank to carry on the work of the small and village units of the industries.

It has also suggested that, in order to ensure effective co-ordination over the entire field of village and small-scale industries, a co-ordinating committee consisting of the chairman of the Handloom, Khadi, Handicrafts, Small-Scale Coir and Silk Boards and presided over by the Minister be set up.



'L'

26

# Chapter 5. Working Conditions and Living Standards.

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

India - November 1955.

### Welfare of Mica Mines Workers: Review of Activities financed from the Mica Mines Labour Welfare Fund for the Year 1954-1955.

The Government of India published on 26 November 1955, the report of the activities financed from the Mica Mines Labour Welfare Fund for the year ending 31 March 1955, under the Mica Mines Labour Welfare Fund Act, 1946. A summary is given below of the more important of the activities during the period under report.

Activities in Bihar.- The Mica Mines Labour Welfare Fund Advisory Committee for the State of Bihar was reconstituted in September 1954. This Committee met three times during the year under report and in these meetings new schemes were approved and the progress of the sanctioned schemes of welfare of mica miners were reviewed.

Medical facilities.- The construction of the 30 bedded central hospital building at Karma was completed by October 1954. Pending arrival of all the medical stores and equipments the outdoor section of the hospital started functioning from the month of September 1954. The hospital was formally declared open to the workers employed in mica mines on the 27 November 1954.

The central hospital at Karma being set up towards the close of the year reservation of ten beds at the Kodarma hospital for the mica miners on payment of a grant of 13,000 rupees per annum was continued upto 31 March 1955.

The three Dispensaries at Dhab, Dhorakola and Ganpathbagi continued to work satisfactorily. The number of patients treated at these Dispensaries during the year under report and during 1953-54 is as under:-

Serial No.	Name of Dispensary	Patients treated	
		1953-54	1954-55
1.	Dhab.	9,595	9,931
2.	Dhorakola.	14,681	16,903
3.	Ganpathbagi.	10,521	10,799



The two mobile medical units at Dhorakola and Karma continued to provide medical relief to those workers and their families who were unable to take advantage of the static dispensary owing to distance and lack of communication.

Details of the work done at the Maternity and Child Welfare Centre at Dhanbad are furnished below:-

Details.	1953-54	1954-55
1. Total number of antenatal cases treated.	141	87
2. Total number of post-natal cases treated.	160	157
3. Total number of children treated.	338	586
4. Total number of home visiting (all beginning belonging to the mines).	210	187

Anti-malaria operations.- A supplementary scheme for insecticidal spraying in Debour, Dhorakola and Dhab area in the Bihar mica field was implemented during the year. Two rounds of spraying in the above three areas including the neighbouring villages from where the labour comes have been completed.

Educational and Vocational facilities.- The multipurpose centre composed of an adult education centre and the women welfare centre continued to operate at Debour. During the year the departmental building for this multipurpose centre was completed. The centre was shifted to this building on 28 January 1955.

The women welfare centre afforded educational and recreational facilities to the miners' children and trained the women in handicrafts like sewing, knitting, etc. A children's park equipped with an ocean wave, a slide and a swing, is attached to the centre. The average daily number of children attending the centre was 41 and of women 11. The adult education centre conducted literacy classes for adult workers. Games and sports were also organised for them. A radio set with loudspeaker has been provided at the centre for the recreation and education of miners.

Six primary schools in the mica fields of Bihar were sanctioned. Furniture and books for equipping the schools were purchased during the year. Pending construction of the departmental buildings temporary accommodation at two places was arranged in which the schools were started. Temporary accommodation for other schools is also being arranged.

Subsidised housing scheme.- A subsidised housing scheme was sanctioned for the construction of houses of the prescribed standards in the mica field of Bihar with subsidy at the rate of 25 per cent of the cost of construction subject to the maximum of 350 rupees per house which are completed within specified time and in case of others subsidy at 20 per cent of the cost of construction subject to a maximum of 280 rupees per house. Under the same scheme 8 mine owners applied for the construction of 70 houses. But later on 6 mine owners abandoned the proposal to construct 49 houses due to a slump in the mica market. Only one company namely Messrs. Chrestien Mica Industry Ltd., has completed construction of 12 houses at their Pessam mine except that the door and windows are yet to be fitted.

As the response to this scheme was not encouraging, sanction has been now accorded to the introduction of a housing scheme for mica minors in the States of Bihar, Andhra, Rajasthan and Ajmer, on the lines of the industrial housing scheme of the Ministry of Works, Housing and Supply. There is a provision for the construction of both one roomed and two roomed houses by the mine owners according to the plans and specifications laid down in the scheme. A subsidy equal to 25 per cent subject to a ceiling of 560 rupees and a loan equal to 37 1/2 per cent of the cost of construction, subject to maximum of 840 rupees would be paid for one roomed houses. The subsidy and the loan for two roomed houses would also be on the same basis though in that case the ceiling for the subsidy would be 735 rupees and for the loan 1,102 rupees and 8 annas.

During the year under report the Advisory Committee recommended the construction of small housing colonies at Debour, Dhorakola and Sankh. The matter is being examined and efforts are being made to expedite the putting up of the colonies.

New schemes.- The following new schemes have been proposed and approved by the Advisory Committee during the period under report: (1) dispensary at Debour; (2) dispensary with maternity and child welfare centre at Parsabad; (3) grant to Tisri Hospital of Messrs C.M.I., Ltd.; (4) multipurpose centre at Bondi and Kodarma; and (5) fifteen bedded hospital at Tisri.

Activities in Andhra.- The Mica Minors Labour Welfare Fund Advisory Committee (Andhra) Nellore met 4 times in 1954-55, when various important matters relating to administration of the Fund were discussed and some new schemes were proposed.

Medical facilities.- The three dispensaries working under the organisation at Kalichedu, Talupur and Sydapuram continued to render medical aid to the workers and their families. Total number of out patients treated in the year 1954-55 was 138,951 as against 92,874 in 1953-54. There is a temporary inpatient ward at Kalichedu. The total number of inpatients treated there was 534 as against 559 in last year. A mobile medical unit has been sanctioned for treating the patients into the interior. It is likely to start functioning next year (1955-56).

Maternity centres.- There are four maternity centres working under this organisation at Sydapuram, Kalichedu, Talupur and Utukur. Three hundred ninety-five delivery cases were attended to by the midwives in the above centres during the year as against 471 cases conducted during 1953-54. The midwives at the above centres go about the houses of workers to give instructions to women on postnatal and antinatal care. There is a lady health visitor to supervise the work of the midwives. She also goes about the houses of workers and issues instructions on postnatal care, child welfare, health and sanitation to women labourers.

Anti-malaria operations.- There is an anti-malaria unit working in the mining area under the supervision of the Senior Entomologist, Nellore. The unit consists of one Assistant Entomologist, one Health Inspector and Field workers. About 15,000 rupees per year is being spent on this account. There has been considerable decrease in the incidence of malaria. The D.D.T. was sprayed in the premises of 96 mines and quarters of labourers in 22 villages. This was done thrice between September 1954 to February 1955, the rainy and winter seasons, over 50 square miles. The quantity of quinine drugs distributed during the year is 9,639 tablets.

Reservation of beds in State Government Hospital.- Two beds in Nellore district Headquarters hospital and one bed in Gudur Government Hospital have been reserved for the exclusive use of the mica mines workers at the cost of the Fund. One thousand rupees per year is paid to the State Government on this account. Fifteen patients at Nellore and 3 patients at Gudur have been treated in 1954-55 against the above reserved beds. The fund contributed 15,000 rupees to the tuberculosis hospital, Nellore, for reservation of 8 beds for the exclusive use of mica mine labourers but the reservation has not yet been made and the matter is under correspondence with the Central Government and the State Government.

Distribution of milk powder and multivitamin tablets.-  
 The Indian Red Cross Society, New Delhi, the Indian Red Cross Society, Kurnool Branch and local branches have supplied 18 milk powder barrels and 21,000 multivitamin tablets free of cost. Milk is served to children of mica mine labourers by the Midwives daily at their respective headquarters. The multivitamin tablets are being distributed to under-nourished male and female labourers through medical officers, and lady health visitor and welfare inspectors.

Educational facilities.- Six Elementary Schools worked under this organisation in the mining area during 1954-55. The total strength of the schools was 551. Free supply of books and slates have been made at a cost of 929 rupees 3 annas and 3 pies to the children of mica mine workers studying in these schools and also to the children of mica mine workers studying in another three schools run by the mine owners. An amount of 720 rupees was paid to 20 children of mica mine workers studying in secondary schools towards financial aid. Free supply of clothes worth of 1,211 rupees was made to 200 children of the workers studying in the schools run by this organisation.

Handicrafts.- A Community Centre has been opened at Kalichedu, Carpentry, spinning, stitching, knitting and embroidery are taught to workers during their leisure hours. They are showing keen interest in learning them. An amount of 412 rupees 3 annas was spent in this direction during the year. Besides this handi-crafts such as tape-weaving, mat-making, stitching and knitting embroidery are taught to school children in Elementary Schools under this organisation.

Technical Training.- A sum of 310 rupees was spent for conducting training classes for shot fires at the mines. The classes were conducted under the supervision of the Junior Inspector of Mines, Nellore. He issued certificates to those who succeeded in the examination held after the training.

Social Welfare.- Two welfare inspectors (one male and one female) have been visiting the houses of workers and giving them advice on house economy, sanitation, child welfare, social up-lift, etc. The woman welfare inspectors visited 2,650 houses and contacted 4,750 women workers in 1954-55. They act as liaison officers and try to settle the complaints raised by employees against employers by peaceful negotiations. These Inspectors have settled six disputes relating to payment of maternity benefit, (15 labourers involved) ten cases of non-payment of wages, two cases of non-employment, cases of non-payment of bonus in eight mines, (1,523 labourers involved) and two cases of payment of wages according to minimum wages fixed by Government.

Activities in Rajasthan.- The Mica Mines Labour Welfare Fund Advisory Committee, Rajasthan, met two times during the year and discussed important matters like the starting of additional 'B' and 'A' type welfare centres, location of mobile medical units, subsidised housing scheme for mica mines; consideration of the budget for the year 1955-56, etc. A sub-committee was also formed for the location of four wells for drinking water in the mica mining areas. This sub-committee held one meeting and decided tentative sites for the construction of wells.

Medical facilities.- Five static dispensaries are being run under the Fund at Amla, Bagore, Bemali, Jamoli and Lawa-Sardargarh. The last two centres were started last year i.e. 1953-54, and the other three have started working during the current year. The number of patients treated and other work done at these dispensaries is as below:-

Name of Dispensary.	Date of Establish-ment.	No. of patients treated (1954-55).
1. Amla.	21-10-54	4,644
2. Bagore.	1- 9-54	6,203
3. Bemali.	26- 8-54	4,613
4. Jamoli.	18- 2-54	8,112
5. Lawa-Sardargarh.	8- 1-54	5,265
Total.		<u>28,837</u>

There are four mobile medical units stationed at Bhilwara, Mandal, Gangapuri and Kishangarh. The work of all the units except Bhilwara was started late in February and March after the necessary staff joined.

Details of the work done at the Maternity and Child Welfare Centre at Bagore are furnished below :-

1. Total number of antenatal cases treated.	--	24
2. Total number of postnatal cases treated.	--	36
3. Total number of children treated.	--	100
4. Total number of antenatal cases treated and under care.		83
5. Total number of postnatal cases treated and supervised.		162
6. Total number of infants treated and under care.	--	345
7. Total number of homes visited by the Lady Health Visitor.		637

Free milk was distributed to the children upto 12 years of age and to the expectant and nursing mothers. At Laws-Sardargarh Centre, fresh milk is distributed to the children upto 3 years of age and to the rest and at other centres reconstituted milk from the Skimmed milk powder was distributed. The children are also medically examined periodically and given proper treatment.

Adult education classes were started at the important mining Centres to educate the labour during night. Free books, slates, etc., were supplied to them. Propaganda was done to encourage workers to come for such classes, with the result that the response was satisfactory.

Provision for elementary schools has been made at the 'A' class Centres at Amla and Bagore. Schools have been started at Amla, Kheda, Bagore and Toonka. Slates are supplied free. They are also given instructions in drill.

Sanction has been accorded for the construction of four wells for drinking water in the mining area at a cost of 16,000 rupees.

Activities in Ajmer.- The Mica Mines Labour Welfare Fund Advisory Committee for Ajmer met twice during the year 1954-55.

Medical facilities.- The mobile medical unit is being established and will consist of one Sub-Assistant Surgeon and one compounder. This unit will provide medical aid to the miners as far as possible at their houses and work places. A suitable vehicle has already been purchased by the end of the year under report.

It was decided by the advisory committee that small amounts of about 100 rupees and 50 rupees may be given to the State Government hospitals and dispensaries respectively for providing special treatment and medicines to the miners in times of emergency.

Maternity and Child Welfare.- One maternity and child welfare centre was started along with the establishment of the welfare centre at villate Para. It is in the charge of a trained nurse-cum-dai. Besides looking after all the maternity cases, the nurse-cum-dai gave medicines to patients suffering from ordinary diseases like fever, eye-sore, diarrhoea, dysentery, malaria, cough, influenza, etc. with the help of the trained compounder appointed for the medical unit.

Multi-purpose Welfare Centres.- The multi-purpose welfare centre was established in village Para in November 1954, for the miners and their families residing in the seven villages situated within a distance of 5 miles radius from village Para. Details regarding the facilities provided at this Centre are given below:-

- (1) Medical and Maternity facilities.
- (2) Educational facilities.- Knitting and Sewing classes to train females of the miners in handicrafts like sewing clothes by hand and on machine, knitting cotton and woollen garments, embroidery etc. are held daily at this Centre. On an average 8 females per day attend these classes.
- (3) Recreational facilities.- At the Centre, one radio, indoor games like carrom, snake ladder, chopar and musical instruments have been provided for the recreation of the miners. On average, 30 persons per day visit the Centre for their recreation.

Establishment of an industrial centre at Beawar.- The proposal for establishment of an industrial centre at Beawar was under consideration. It is proposed to start this Centre with the help of the State Government on the condition that this Centre when established would give free training to a few miners who would be selected and recommended by the Ajmer Advisory Committee.

The statement of accounts for the year 1954-55 showed receipts for the year 1954-55 at 13.497 million rupees, including an opening balance of 12.242 million rupees; expenditure amounted to 0.957 million rupees leaving a closing balance of 12.540 million rupees.

(Gazette of India, Part II, Section 3,  
26 November 1955, pp. 2276-2308 )

56. Labour Administration.

India - November 1955.

Inspection of Mines in India: Report of the Chief Inspector of Mines for 1952\*.

The following information relating to the working of the Mines Act, 1952, is taken from the annual report of the Chief Inspector of Mines for 1952. The Indian Mines Act, 1925, in its entirety, was superseded by the Mines Act, 1952 with effect from 1 July 1952.

Number of mines.- The Mines Act, 1952, is applicable to all mines in India except mines in the State of Jammu and Kashmir. During the year 1952, there were 860 coal mines and about 2,370 other mines under the purview of the Mines Act. The corresponding figures for the year 1951 were 893 and 2,170 respectively.

Number of workers employed.- The daily average number of persons working in and about the mines regulated by the Mines Act was 559,196 as compared with 549,048 in the previous year, the increase being 1.8 per cent.

The number of men and women who worked underground, in opencast workings and on the surface, as compared with the previous year, is given below:-

	Men		Women		Total	
	1952	1951	1952	1951	1952	1951
Underground.	221,297	220,312	-	-	221,297	220,312
In open workings.	98,087	89,467	57,351	54,107	155,438	143,574
Surface.	127,734	129,662	54,727	55,500	182,461	185,162
Total.	447,118	439,441	112,078	109,607	559,196	549,048

The daily average number of persons employed in coal mines was 348,663 which is 3,312 or 0.9 per cent less than the number employed in 1951. Of these, 71,736 men were employed in cutting coal, 45,834 men in loading coal, 77,254 and 10,291 men in other mining operations underground and in open workings respectively, 92,080 men in surface and 51,468 women in open-workings and on surface.

\* Annual Report of the Chief Inspector of Mines in India for the Year ending 31 December 1952, Mines Act, 1952; Published by the Manager of Publications, Delhi, 1955, pp. 244. Price: Rs.17/10/- or 27sh. 6d.



The distribution of persons employed in coal and other mines is given in the table below:-

Name of Mineral.	Number of persons employed			Total
	Under grounds	Above grounds*		
	Males.	Males.	Females.	
Coal.	182,762	114,433	51,468	348,663
Aquamarine.	-	15	-	15
Asbestos.	264	146	398	808
Barytes.	56	58	127	241
Bauxite ore.	-	1,019	240	1,259
Beryl.	8	82	23	113
Calcite.	-	25	10	35
Clay.	128	2,528	2,096	4,752
Chromite ore.	474	1,050	519	2,053
Columbite.	-	11	-	11
Copper ore.	2,149	1,534	197	3,880
Diamond.	105	1,108	340	1,553
Dolomite.	-	51	24	75
Emerald.	-	194	34	228
Felspar.	-	45	48	93
Galena and Sphalerite ore.	200	349	48	597
Gold.	12,223	7,129	950	20,302
Graphite.	17	107	90	214
Gypsum.	-	2,077	659	2,736
Ilmenite.	-	2,623	4	2,627
Iron ore.	48	16,943	9,396	26,387
Kyanite.	-	1,549	615	2,164
Limestone.	-	9,199	5,267	14,466
Manganese ore.	938	42,143	31,669	74,750
Magnesite.	33	2,303	1,322	3,658
Mica.	21,744	14,328	4,972	41,044
Selanite.	-	42	6	48
Rock Salt.	103	24	7	134
Silico.	-	121	50	171
Sillimanite.	-	242	15	257
Slate.	7	489	33	529
Steatite.	38	820	419	1,277
Stone.	-	2,904	964	3,868
Tin ore.	-	15	8	23
Wolfram.	-	105	60	165
<b>Total.</b>	<b>221,297</b>	<b>225,821</b>	<b>112,078</b>	<b>559,196</b>

\* This includes figures of persons employed in open-cast workings and on surface.

**Absenteeism.**- The problem of absenteeism among colliery workers has attracted considerable attention on account of its inevitable effect on the productivity of workers and the output of coal. The following table shows the absenteeism rates recorded in 1952 in the principal coalfields in the country:-

Month	Name of Field										
	Assam	Rani-ganj	Jharia	Bokaro	Karan-pura	Madhya Pradesh	Orissa	Vindhya Pradesh (Rewa)	Hydera-bad	Indian Union.	
January.	--	17.56	13.53	11.63	15.15	14.89	14.31	16.69	17.63	11.40	13.24
February.	--	14.40	12.43	10.10	16.12	12.26	12.77	17.82	16.83	14.76	12.24
March.	--	14.50	13.58	12.10	16.88	12.01	16.75	15.23	16.87	13.48	13.69
April.	--	17.76	12.75	10.75	16.03	9.26	14.59	14.40	16.62	11.87	12.55
May.	--	17.35	13.11	10.96	15.88	10.28	14.03	14.10	17.83	12.28	12.73
June.	--	15.97	13.84	11.53	16.86	12.44	15.16	14.47	16.46	13.62	13.39
July.	--	16.35	14.10	11.05	16.86	11.71	14.61	14.73	12.16	12.30	13.24
August.	--	14.52	13.68	11.47	15.95	11.55	18.17	14.86	12.70	12.87	13.44
September.	--	16.81	14.65	12.63	14.95	15.42	16.07	11.46	15.24	13.08	14.09
October.	--	19.16	14.52	11.25	17.53	15.36	17.74	11.87	15.67	11.37	13.85
November.	--	15.83	13.87	10.16	16.42	11.96	15.19	14.64	13.25	12.61	12.85
December.	--	15.84	12.41	10.20	14.75	11.67	13.75	14.93	15.31	12.56	12.22

The following table shows the output of certain minerals during 1952 and their value:-

Mineral	Total Output 1952	Value in Million Rupees
Coal.	-- 36,301,865 tons	536.187
Iron ore.	-- 3,885,747 "	26.623
Manganese Ore.	-- 1,374,014 "	91.835
Gypsum.	-- 391,597 "	2.809
Magnesite.	-- 88,821 "	1.613
Chromite.	-- 54,970 "	3.059
Copper.	-- 324,636 "	16.345
Mica.	-- 151,288 Cwts.	-
Limestone.	-- 2,786,932 Tons	9.221
Stone.	-- 570,481 "	2.513
Gold.	-- 253,258 Ozs.	60.430
Silver.	-- 20,484	0.811

The total value of minerals raised during the year 1952 was 789,124,167 rupees.

Accidents.- Three hundred and sixty-one fatal accidents occurred at mines regulated by the Mines Act, 1952. Four hundred and fifty-three persons were killed and 114 seriously injured in these accidents as compared with 425 persons killed and 102 seriously injured in 359 fatal accidents during the previous year.

In addition to the fatal accidents, there were 3,667 serious accidents involving injuries to 3,773 persons as compared with 2,489 serious accidents involving injuries to 2,568 persons in the previous year. The serious accidents reported are those in which injury has been sustained which involves, or in all probability will involve, the permanent loss of, or injury to, the sight or hearing, or fracture of any limb, or the enforced absence of the injured person from work over a period exceeding 20 days.

In the fatal and serious accidents, 437 men and 16 women were killed while 3,723 men and 164 women were seriously injured. In the fatal accidents, in one case 20 persons were killed and 4 seriously injured, in one case 12 persons were killed, in one case 10 persons were killed and 5 seriously injured, in one case 7 persons were killed, in one case 5 persons were killed, in 2 cases 5 persons were killed, in one case 5 persons were killed and 4 seriously injured, in one case 4 persons were killed and one seriously injured, in two cases 3 persons were killed, in two cases 3 persons were killed and one seriously injured, in eleven cases 2 persons were killed, in six cases two persons were killed and one seriously injured, in four cases two persons were killed and two seriously injured, in one case two persons were killed and three seriously injured, in one case two persons were killed and seven seriously injured, in one case one person was killed and seven seriously injured, in one case one person was killed and six seriously injured, in one case one person was killed and four seriously injured, in one case one person was killed and three seriously injured, in 12 cases one person was killed and two seriously injured, and in 30 cases one person was killed and one seriously injured. Of the serious accidents there were 59 cases in which two persons were injured, 5 cases in which 3 persons were injured, two cases in which 4 persons were injured, 5 cases in which 3 persons were injured, two cases in which 4 persons were injured, two cases in which 5 persons were seriously injured and one case in which 24 persons were seriously injured.

The proportion of accidents above ground and below ground and the death and serious-injury rate per 1,000 persons employed were as follows:-

	Number of accidents.		Number of persons killed.		Death rate per 1,000 persons employed.		Number of persons seriously injured.		Serious injury rate per 1,000 persons employed.		
	Fatal	Seri-ous.	Men	Women	Men	Women	Men	Women	Men	Women	
Above ground*	--	73	922	64	16	0.28	0.13	792	164	3.52	1.46
Below ground	--	288	2745	373	-	1.70	-	2931	-	13.24	-

\* Includes persons employed in open-cast workings.

AS compared with the previous year, the death rate for both men and women employed above ground was lower while the death rate for men employed below ground and the serious injury rate for both men and women employed were higher.

The causes of the fatal accidents have been classified as follows:-

Classification.	1951		1952	
	Number of fatal accidents.	Percentage of total.	Number of fatal accidents.	Percentage of total.
Misadventure. --	258	71.80	254	70.3
Fault of deceased. --	20	5.58	23	6.4
Fault of fellow-workmen.--	11	3.07	15	4.2
Fault of subordinate officials and staff.--	42	11.73	37	10.3
Fault of management. --	27	7.54	29	8.0
Faulty material. --	1	0.28	3	0.8
Total.	359	100.00	361	100.00

Falls of roof and sides caused 202 fatal and 587 serious accidents. As compared with figures under this head in the previous year, the total number of accidents increased from 639 to 789, the number of persons killed from 235 to 256 and the number of persons seriously injured from 464 to 618.

Of the fatal accidents, 50 with 64 deaths occurred in depillaring areas and on long wall faces, and 85 with 104 deaths occurred in galleries and roadways in coal mines; 22 with 24 deaths in underground workings of coal mines which include 5 cases with 6 deaths due to robbing of coal from goafed or fenced-off areas; 2 with 2 deaths in level openings in coal mines; 1 with 4 deaths in a coal mine when cutting a new incline; 7 with 19 deaths due to pressure bumps in coal mines; 5 with 5 deaths in underground workings of non-coal mines; 9 with 11 deaths in coal quarries and 21 with 23 deaths in open-cast workings of mines other than coal mines.

It was revealed that 144 accidents by falls of ground were due to misadventure, 21 to fault of subordinate officials, 14 to fault of deceased, 17 to fault of management, and 5 to fault of fellow-workmen.

The report points out that a majority of the large number of accidents in open cast workings would have been avoided if the sides had been kept adequately sloped, stepped or secured as also accidents due to lack of proper supervision or indiscipline could have been avoided had the relevant Regulations been properly observed.

Death and serious injury rates.- The death rate per 1,000 persons employed above and below ground in all mines was 0.81 as compared to 0.77 in 1951 and 0.60 in 1950.

At coal mines the rate was 1.01 as compared to 0.91 in 1951 and 0.72 in 1950. At the mines other than coal, the rate was 0.47 as compared with 0.53 in 1951 and 0.26 in 1950. The death rate per million tons of coal raised at coal mines was 9.72 as compared with 9.27 in 1951 and 7.40 in 1950.

The serious injury rate per 1,000 persons employed above and below ground in all mines was 6.7 as compared with 4.7 in 1951. At coal mines the rate was 7.4 as compared with 5.5 in 1951 and at non-coal mines the rate was 5.6 as compared with 3.2 in 1951.

Welfare measures including medical and medical facilities.- The report also gives an account of the welfare activities and activities connected with health, sanitation and medical relief in the coal and mica mines during 1952. These activities have already been reviewed in the monthly reports of this Office references to which are given below:-

Welfare activities in:

- Coal mines, 1951-52 - pp.49-52 of the report for January 1954.
- Coal Mines, 1952-53 - pp. 68-75 of the report for July 1954.
- Mica Mines, 1951-52 - pp.47-50 of the report for September 1952.
- Mica Mines, 1953-54 - pp.53-55 of the report for January 1954.

Coal mines provident fund.- The scheme of compulsory contributory Provident Fund for workers in coal mines was introduced on 11 December 1948 with a view to ameliorating the condition of labour in the coal mines and organising a contented and stable labour force. The scheme provided for a compulsory contribution at the rate of 1/16th of basic earnings by the employees and an equal amount by the employers. It was applied to the coal mines in West Bengal and Bihar retrospectively with effect from 12 May 1947 and to those in Madhya Pradesh with effect from 10 October 1947. It was later extended to the collieries in Orissa, Assam, Talcher, Korea and Rewa and its extension to those in the State of Hyderabad is expected shortly.

Over 305,000 workers were made members of the Fund during the period from 12 May 1947 to 30 September 1948, and a sum of over 5.6 million rupees was realised as Provident Fund contribution for them for this period. More than 310,000 new members joined the Fund subsequently raising the total membership to well over 600,000.

In order to meet the expenses of a Provident Fund for employees, the industry was allowed an increase in the selling price of coal. The unspent balance of the extra income on account of price increase was payable to the Fund in lumpsum and a sum of over 3.5 million rupees was realised on this account.

The average monthly realisation of Provident Fund contribution from both employees and employers was about 0.5 million rupees. The total amount realised as Provident Fund exceeded 30 million rupees and was invested in National Savings Certificates and Government Securities. The members of the Fund are allowed interest on their accumulations at 3 per cent per annum.

Up to the end of December 1952, 6,700 refunds involving a sum of over 0.5 million rupees had been made. Proposals for liberalisation of rules with regard to refund of the employers' in addition to the employees' contribution were under the active consideration of Government.

The expenses of administration are not met out of the employees' or employers' share of Provident Fund contribution nor out of the income from their investments. A separate levy at 5 per cent of both employees' and employers' contributions is made from the employers for the purpose.

Working of the Mines Maternity Benefit Act.- During the year 1952, seven hundred and eighty-five mines were inspected by the four Junior Labour Inspectors of Mines in connection with the enforcement of the provisions of the Mines Maternity Benefit Act and Rules made thereunder.

About all the mines in the various States, other than coal mines, were inspected during the year. Out of the total number of 60,620 women employed in the mines, 4,755 women claimed benefits under the Act; of these 3,624 women were paid full maternity benefit to the extent of 155,273 rupees and fifteen annas. The total amount paid was 187,272 rupees and nine annas.

Inspections.- During the year, 5,978 inspections were made, many mines being inspected several times. The cases of and circumstances attending nearly all fatal accidents and serious accidents of importance, and all complaints of breaches of regulations and rules were investigated. Many inspections were made at the invitation of mine-owners, superintendents and managers desirous of obtaining advice on safety matters. In the major coalfields, a large proportion of the time of the Inspectors was occupied in investigating cases of actual or threatened damage to roads and dwellings arising from underground working of coal mines, in dealing with underground fires, and in examining protective works against the risk of inundation. In addition to these inspections, a large number of inspections of the sanitary conditions of mines were made by medical officers as ex-officio Inspectors of Mines.

(The report for the year 1951 was reviewed at pp.87-96 of the report of this Office for May 1955 ).

Chapter 6. General Rights of Workers.

63. Individual Contracts of Employments.

India - November 1955.

Uttar Pradesh: Standing Orders framed for Workmen in Vacuum Pan Sugar Factories.

In exercise of the powers conferred under the U.P. Industrial Disputes Act, 1947, the Government of Uttar Pradesh has ordered that with effect from 12 November 1955 every vacuum pan sugar factory in the State shall observe for a period of one year the Standing Orders governing the conditions of service contained in the annexure to the order, in respect of the employment of its workmen. The Order supersedes the previous orders issued in January and September 1955.

The Standing Orders deal, inter alia, with classification of workmen, mode of publicity of notices, attendance and late-coming, conditions and procedure for grant of leave to workmen, festival holidays, temporary stoppage of work and playing off of workmen for technical or trade reasons, special conditions governing employment of seasonal workmen, termination of employment, suspension or dismissal for misconduct, means of redress for workmen against unfair treatment by management, issue of service book and service certificates to workmen and safety regulations to be observed by workmen.

(Government Gazette of Uttar Pradesh, Extraordinary, 12 November 1955, pp. 1-16 )

65. Collective Agreements.

India - November 1955.

Madhya Bharat: Voluntary Agreement on Payment of Bonus to Textile Workers.

An agreement providing for the payment of bonus to the workers at the rate of 15 days' wages for the years 1953 to 1957 in the textile mills at Indore, Ujjain and Ratlam has been reached between the Indore Mill Mazdoor Sangh, the representative union in the textile industry at Indore and the Madhya Bharat Millowners' Association.

(The text of this collective agreement is being requested for and will be sent to Geneva after receipt.)

(Indian Labour Gazette, October 1955 ).

'L'



45

66. Strikes and Lockout Rights.

India - November 1955.

Assam: All Inland Steamer Services and all Ghat Establishments engaged in Transhipment of Goods declared Public Utility Services.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, the Government of Assam has declared the following industries to be public utility services for the purpose of the said Act for the periods noted against them.

- (1) All Inland Steam Services in Assam - for a period of six months from 16 November 1955 (Notification No. G.L.R. 213-55-13 dated 11 November 1955, Assam Gazette, Part IIA, 16 November 1955, p. 2069).
- (2) All Ghat Establishments engaged in transhipment, storage, loading and unloading, and stocking of goods ancillary to the inland steam vessel services - for a period of six months from 15 November 1955 (Notification No. G.L.R. 213-55-8 dated 1 November 1955, Assam Gazette, Part IIA, 9 November 1955, p. 1939).

Bihar: Air Transport Services declared Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, the Government of Bihar has declared the air transport services in the State to be a public utility service for a period of six months from 6 October 1955.

(Notification No. III/D1-11023/55L-13613 dated 28 September 1955; Bihar Gazette, Part II, 16 November 1955, p. 3565 )

Hyderabad: Sugar Industry declared a Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, the Government of Hyderabad has declared the sugar industry in the State to be a public utility service for the purpose of the said Act for a period of six months from 3 November 1955.

(Notification No. I/4/55/115 dated 24 October 1955; Hyderabad Government Gazette, Part II, dated 3 November 1955, p. 1185 ).

Uttar Pradesh: Cotton Industry declared a Public Utility Service.

In exercise of the powers conferred under the U.P. Industrial Disputes Act, 1947, the Government of Uttar Pradesh has, by a notification dated 31 October 1955, declared the cotton industry and every undertaking connected with the manufacture or distribution of cotton textiles to be a public utility service for the purposes of the said Act for a period of six months with effect from 22 October 1955.

(Notification No. 8219(TD)/XXXVI-A-91(TD)-49, dated 31 October 1955; Government Gazette of the Uttar Pradesh, Extraordinary, 31 October 1955, page 1 ).

47

67. Conciliation and Arbitration.

India - November 1955.

Madras: Annual Report on the Working of the Industrial Disputes Act, 1947 for the Year 1954.

According to the annual report on the working of the Industrial Disputes Act, 1947, in the State of Madras for the year 1954, 6,269 complaints under the Act were investigated by the Labour Department. Of these, 2,130 related to demands for reinstatement of discharged and suspended workers, 980 to increase in the rates of wages, 521 to bonus, 60 to dearness allowance, 229 to leave facilities, 276 to service conditions, 6 to food supplies and 2,067 to other causes.

Strikes and lock-outs.- There were 266 strikes and lock-outs during the year. The number of strikes and lock-outs is given below for the main industries:-

---

Textile .	-----	161
Engineering.	-----	9
Miscellaneous.	-----	84
Relating to central sphere, (Mines, Ports, Railways, etc.).		12
		<hr/> 266 <hr/>

---

The 203 stoppages of work resulted in a loss of 216,229 man-days and 387,769 rupees in wages. The main causes of the strikes were the demands of the workers for reinstatement of discharged workers, increase in wages, bonus, enhanced dearness allowance and better service conditions. Intervention by the officers of the Labour department resulted in the settlement of 85 strikes. In 150 cases, there were voluntary resumption of work and in 30 cases settlements were reached by direct negotiations and one case was referred for adjudication.

The following table gives details about the various industries in which there were strikes, number of workers involved and man-days lost, etc.

48

Classification by industries of disputes involving stoppages of work for the year 1954.

Industry.	No. of stoppages.	No. of workers involved.	No. of man-days lost.	Demands					Result			
				Wages.	Bonus.	Personnel.	Leave and service conditions.	Others	Successful.	Partially successful.	Unsuccessful.	Indefinite
1	2	3	4	5	6	7	8	9	10	11	12	13
Textile.	161	46,132	172,917	83	5	14	7	53	9	14	93	45
Jute.	-	-	-	-	-	-	-	-	-	-	-	-
Engineering.	9	1,307	2,373	1	5	3	-	-	-	2	2	5
Railways (including Railway Workshops).	1	84	37	1	-	-	-	-	-	-	-	1
Mines.	9	3,330	6,308	2	-	3	-	4	-	-	3	6
Ports.	1	30	150	1	-	-	-	-	-	-	-	1
Miscellaneous.	85*	18,060	34,544	8	11	14	9	42	6	27	24	28
Total.	266	68,943	216,329	96	21	34	16	99	15	43	122	86

\* Relates to Central sphere.

Industrial disputes referred for adjudication.- The Government referred 163 cases for adjudication during the year. Awards were published in 235 cases, of which 115 were decisions of the industrial tribunals under section 33-A of the Industrial Disputes Act.

One hundred and forty-seven decisions and orders of the Labour Appellate Tribunal of India on appeals against the awards of the Industrial Tribunals and applications filed by the employers or employees were published in the Supplement to Part I of the Fort St. George Gazette during the year.

Prosecutions.- Prosecutions under section 29 of the Industrial Disputes Act, 1947, were launched against ten managements of industrial concerns for violation of section 19 of the Act. Convictions were obtained in two cases and eight cases are pending disposal.

Public utility services.- The following industries have been declared as public utility services: (1) coal industry, (so far as it is concerned with the production and supply of coal and coke); (2) sugar industry; (3) salt industry; (4) motor transport services and cotton textile industry; (5) Annamalais Ropeway Company Limited, Attakatti P.O.; and (6) all labour at minor ports (all employment in the handling or transport within the limits of any minor port of goods which have been discharged from or have to be loaded into any vessels in the State of Madras).

Unit Production Committees.- Unit Production Committees are functioning in 183 establishments. In many cases, works committees are functioning as unit production committees.

Works Committees.- The number of works committees functioning on 1 January 1954 was 561. During 1954, 13 works committees were formed.

(G.O. No.1527, Industries, Labour and Co-operation dated 28 April 1955 and copy of report received in this Office).

'L'

Madhya Pradesh Industrial Disputes Settlement (Amendment)  
Act, 1955 (No. XXI of 1955 ).

The Madhya Pradesh Industrial Disputes Settlement (Amendment) Bill (vide pages 109-110 of the report of this Office for March 1955), as passed by the Madhya Pradesh Legislature, received the assent of the President on 19 November 1955 and has been gazetted as Madhya Pradesh Act No. XXI of 1955. The Act removes certain defects in the Central Provinces and Berar Industrial Disputes Settlement Act, 1947, and adds certain provisions to the Act of 1947 enabling the State Government to constitute a Wage Board for one or more industries for the State. The more important of the amendment were summarised at pages 109-110 of the report of this Office for March 1955.

(Madhya Pradesh Gazette, Extraordinary,  
25 November 1955, pp. 2115-2124 ).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - NOVEMBER 1955.

71. Employees and Salaried Intellectual Workers.

Working of Legislation relating to Shops and Commercial Employees in India during 1953.

According to a review of the working of legislation relating to shops and commercial employees in India during 1953, at the commencement of the year employees in 21 States were protected. In 15 of these States, viz., Bombay, Madhya Pradesh, Madras, Assam, Punjab, Uttar Pradesh, West Bengal, Hyderabad, Mysore, Madhya Bharat, Travancore-Cochin, Saurashtra, PEPHU, Himachal Pradesh and Belhi, State laws governing shops and commercial establishments were in force, while in the remaining 6 States of Bihar, Orissa, Rajasthan, Ajmer, Coorg and Vindhya Pradesh, the permissive Central Weekly Holidays Act was in force. With the extension of the Madras Act to the new State of Andhra and the Bengal Act to Tripura, the number of States in which shop employees were protected rose to 23.

The following statement shows the number of towns, cities, etc., in which the Acts were in force at the end of the year 1953 in some of the States for which information is available:-

States	Cities, towns, etc., to which the Act has been applied.
1. Andhra --	222 municipalities, panchayats and specially notified areas.
2. Assam --	All municipal <sup>al</sup> towns in the State.
3. Bihar --	74 towns.
4. Bombay --	90 local areas.
5. Madhya Pradesh.	21 municipalities, cantonments, etc.
6. Madras --	Madras City, all municipalities constituted under the Madras District Municipalities Act, 1920 and all panchayats constituted under the Madras Local Boards Act, 1920 which are classified as major panchayats and some industrial areas.
7. Punjab --	102 towns.
8. Uttar Pradesh.	34 towns (in 28 towns all the provisions of the Act are in operation while in the remaining 6 towns only some provisions of the Act are in operation) and sugar factories and covered by the Factories Act, 1948.
9. West Bengal.-	51 mofussil towns besides initial areas of Calcutta and Howrah.

Table continued:-

States	Cities, towns, etc., to which the Act has been applied.
10. Hyderabad	-- 27 Municipal towns areas and cantonments.
11. Madhya Bharat.	4 towns.
12. Mysore.	-- 9 towns.
13. P.E.P.S.U.	-- 31 towns.
14. Rajasthan	-- 30 towns.
15. Saurashtra	-- All urban areas.
16. Ajmer	-- 4 towns.
17. Coorg	-- 16 towns.
18. Delhi	-- 6 municipal and notified areas and 1 cantonment.
19. Himachal Pradesh.	25 towns.

Only a few States have made provisions for the registration of establishments and consequently information in regard to the number of establishments covered and the number of persons employed therein is not available in respect of all the States. However, some of the States have collected this information by special arrangements. The following table shows the number of establishments covered by the Acts during 1953 and the number of persons employed therein in some States which have furnished the information:-

States	Total Number of	
	Establishments.	Persons employed
1. Andhra.	-- 72,362	48,990
2. Assam.	-- 3,981	7,634
3. Bihar*.	-- 43,128	95,447
4. Bombay**.	-- 296,056	525,588
5. Madhya Pradesh.	-- 8,071	28,015
6. Madras.	-- 179,352	188,683
7. Punjab.	-- 95,977	39,554
8. Hyderabad.	-- 25,308	34,735***
9. Mysore.	-- 17,918	24,979
10. Rajasthan.	-- 4,410	2,830
11. P.E.P.S.U.	-- 11,195	7,350
12. Ajmer.	-- 12,061	8,205
13. Coorg.	-- 457	1,463
14. Delhi.	-- 39,085	39,477
15. Himachal Pradesh.	-- 1,546	900
16. Travancore-Cochin.	-- 17,466	39,719
Total.	828,273	1,093,569

\*Figures relates to Patna, Muzaffarpur, Bhagalpur and Chota Nagpur Districts only.

\*\*Information relates to the year 1953-54.  
 \*\*\*Provisional.

The total number of shops and commercial establishments in West Bengal during 1953 was 132,928. However, details are not available.

Of the total number of 828,273 establishments there were 689,693 shops, 79,542 commercial establishments and 59,038 theatres, restaurants etc. Out of the total number of 1,093,569 persons employed, 603,742 were in shops,



53

269,428 in commercial establishments and 219,499 in theatres, restaurants etc. A study of the detailed State figures also shows that the States of Bombay, Madras, Andhra and the Punjab alone account for over 77 per cent of the establishments and over 73 per cent of the persons covered by the Acts. This is due to the fact that the number of cities, towns, etc., to which Acts have been applied is much larger in these States than in others. The average size of establishments is the largest in Madhya Pradesh consisting of 3.47 employees and lowest in the Punjab consisting of 0.41 employees. The average number of employees employed in establishments in other States is as follows: Andhra 0.68; Assam 1.92; Bihar 2.21; Bombay 1.78; Madras 1.11, Hyderabad 1.37; Mysore 1.59; Rajasthan 0.64; P.E.P.S.U. 0.65, Ajmer 0.68; Coorg 3.20; Delhi 1.01; Himachal Pradesh 0.58; and Travancore-Cochin 2.27.

Bihar, Bombay, the Punjab, Assam, Ajmer and Coorg registered an increase in the number of establishments and persons employed therein during 1953 while Madhya Pradesh, Mysore and Travancore-Cochin recorded a fall. In the State of Delhi the number remained almost stationary. In P.E.P.S.U. though the number of establishments recorded a fall during the year under review the number of persons covered by the Act increased slightly.

Enforcement.- The following table shows the available statistics relating to inspection of shops and commercial establishments during 1952 and 1953:-

States	Number of Inspections made.		Number of Prosecutions launched.		Number of cases disposed of by courts.	
	1953	1952	1953	1952	1953	1952
1. Andhra.	N.A.	-	651**	-	469	-
2. Assam.	1,798	889	29	41	N.A.	28
3. Bihar.	75	226	88	176**	71	95
4. Bombay*.	293,829	264,469	9,983	6,976	8,692	5,868
5. Madhya Pradesh.	9,122	6,106	1,087	944	264	470
6. Madras.	836	N.A.	836**	4,843	680	3,929
7. Punjab.	165,535	136,104	5,489	5,744	4,471	3,785
8. Uttar Pradesh.	44,063	42,817	762	693	763	573
9. West Bengal.	94,121	83,513	3,125	4,072	2,521	2,553
10. Hyderabad.	24,494	20,506	648	466	545	364
11. Mysore.	14,689	N.A.	198	235	167	N.A.
12. Rajasthan.	222	N.A.	230	N.A.	153	N.A.
13. P.E.P.S.U.	8,123	N.A.	987	560	704	N.A.
14. Saurashtra.	N.A.	N.A.	611	619	N.A.	N.A.
15. Ajmer.	2,050	1,973	499	435	468	418
16. Coorg.	131	N.A.	19	9	N.A.	2
17. Delhi.	48,446	72,669	3,415	3,263	3,132	3,397

\* Figures relates to the financial year.

\*\* Prosecutions sanctioned.

N.A. - Not Available.

From the reports it would appear that the State Governments are still using educative and persuasive methods to secure compliance with the provisions of the Act and prosecutions are launched only as a last resort against habitual offenders or for breaches of a serious nature. Most of the irregularities detected by the authorities during the year under review related to weekly closure of establishments, non-payment of wages, wrongful dismissals, rest intervals, leave etc. From the reports it would appear that there is a persistent demand from employees and their organisations for tightening up of the enforcement of the Act and the rules framed thereunder. However, employees in most of the States are still diffident to come forward to give evidence against defaulting employers or to express their grievances for fear of losing their jobs. Nevertheless, this tendency seems to be waning and in some of the States the employees have formed unions to protect their interests. Other difficulties which are hindering the effective enforcement of the Acts are lack of funds in some of the States to pay allowances to witnesses, low fines imposed by the courts, long delays in the disposal of the cases and inadequately of the inspecting staff.

(Indian Labour Gazette, October 1955 ).

'L'

55

Bill to regulate the Conditions of Service of Working Journalists: Views of the Indian Federation of Working Journalists.

The Federal Executive Council of the Indian Federation of Working Journalists, meeting at Nagpur on 5 and 6 November 1955, in a resolution disapproved the proposal to set up a minimum wage board under the Working Journalists Bill (vide pp. 49-51 of the report of this Office for October 1955) and called upon the Government and Parliament to change the provisions of the Bill to bring them in line with the recommendations of the Press Commission.

The resolution said that the proposal to hold further inquiries and fix minimum rates of wages, was contrary to the Commission's recommendations for statutory provisions a minimum wage and the unanimous support given by both Houses of Parliament to this recommendation.

The Council reiterated its firm conviction that a de novo inquiry in this regard was "neither called for nor justified" and demanded the deletion of the provision in the Bill relating to the constitution of the board and substitution in its place of provision for fixation of minimum wage By statute.

The Council, in another resolution expressed concern at attempts of some newspaper and news agency managements to forestall the provisions of the Bill by means of retrenchment, salary cuts and other methods. The resolution urged the Government to take steps for the maintenance of status qua and issue an ordinance if necessary.

Other provisions of the Bill relating to payment of gratuity, notice period, leave and hours of work were also discussed by the Council.

The Council considered as "illogical and untenable the discriminatory provisions" in the Bill in respect of payment of gratuity, based on the number of working journalists employed in a newspaper establishment and urged that gratuity being payment in recognition of past service, should not be linked with subjects that were not germane to the issue, but should be uniform for all working journalists.

The Council expressed the view that the minimum notice period should be four months, with provision for a higher notice for editors ~~for a higher notice for editors~~. The provisions for leave and hours of work should be altered and brought in line with the Press Commission's recommendations, the resolution added.

(The Hindustan Times, 8 November, 1955).

56

Journalists Bill Welcomed by Editors: Proposal for  
Longer Earned Leave.

The Standing Committee of the All-India Newspaper Editors' Conference, at a meeting held at New Delhi on 19 and 20 November 1955, welcomed the Working Journalists (Conditions of Services) Miscellaneous Provisions Bill, 1955 (vide pp. 49-51 of the report of this Office for October 1955).

The Committee accepted the general principles including the proposal for the constitution of a minimum wage board. It urged its early implementation and recommended certain modifications in the clauses of the Bill. The Committee suggested working journalist should be defined as one whose 'wholetime' (instead of 'Principal') avocation is that of a journalist. It further suggested the inclusion of the term 'assistant editor' among the various categories of journalists enumerated therein.

As regards the notice period in relation to retrenchment, the Committee recommended six months in the case of an editor and four months in the case of senior members of the editorial staff. In the matter of payment of gratuity, the Committee proposed that the 'average pay' should be calculated on the average emoluments during the last year of service.

With regard to earned leave, the Committee was of the <sup>view</sup> that it should be 45 days in a year instead of 30 days provided in the draft Bill, because of the peculiar and arduous nature of the duties of a journalist.

In welcoming the proposal for the constitution of a minimum wage board, the Committee suggested that its chairman should have the status of a High Court Judge and that the board should stipulate the basic minimum wage for all categories of working journalists.

The Committee suggested that the Employees' Provident Fund Act 1952 should apply to every newspaper establishment.

(The Hindustan Times, 21 November 1955).

57

Punjab: Review on the Working of the Punjab Trade  
Employees Act, 1940, for the Year 1953.

According to the review by the Government of Punjab on the working of the Punjab Trade Employees Act, 1940, in the State for the year 1953, one more town has been brought under the purview of the Act during the year under report bringing the total number of such towns in the State to 102 by the close of the year. In addition, the out-localities of Daimgunj and Nawankot of Amritsar, were brought under the coverage of this Act.

A total of 165,535 inspections of shops and commercial establishments were carried out by the Inspectorates during the year as against 136,104 during the preceding year. Prosecutions in 6,513 cases of violation of various provisions of the Act were recommended by the Inspectorate. Of these 5,667 prosecutions were launched in the various courts after these were authorised by the Chief Inspector, out of which 4,560 were decided. A sum of 62,553 rupees was realised by way of fines imposed by various courts as against 50,405 rupees and 8 annas in the preceding year, recording an excess of 12,147 rupees and 8 annas during the year under review.

A total of 1,068 complaints for the non-payment of wages were received from the employees during the year under review. Of these 1,030 were disposed of by the field staff through persuasive methods, leaving a balance of 38 pending at the close of the year.

Amendments to the Act, with a view to make it more comprehensive, or under the active consideration of Government.

(Supplement to Part II of the Punjab Government  
Gazette, 11 November 1955, pp. 141-142 ).

58

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - NOVEMBER 1955.

81. Employment Situation.

Employment Exchanges: Working during September 1955.

General Employment Situation.- According to the work of the Directorate General of Resettlement and Employment during September 1955, at the end of September, the registered unemployed numbered nearly 700,000 having increased by 42,000 in July, 17,000 in August, and a little over 10,000 during September. The employment situation, as indicated by the number of vacancies notified, placements effected and the number of employers using the service was somewhat more favourable than in the previous month. Vacancies increased by 2,500 over the August figure, the greater number of them coming from State Governments. There was a slight decline in Central Government and private employment. In general, the employment situation remained more or less static.

Dearth of suitable candidates for posts of stenographers, trained teachers, experienced draughtsmen, overseers, compounders, experienced typists, midwives and nurses was reported to be widespread. Qualified doctors, experienced engineers, surveyors, weavers, health visitors and skilled technicians such as turners, welders and boiler makers also, continued to be in short supply. A number of exchanges were unable to meet demands in respect of physical training instructors, auditors, accountants, librarians and qualified graduates in agriculture. Dyeing-masters and die makers were reported to be short of demand by several exchanges in Bihar State.

Most of the exchanges reported an excess of untrained teachers, clerks, freshers from schools and colleges, unskilled office workers, motor drivers and carpenters. As in the previous month semi-skilled fitters, turners, wiremen, masons, motor mechanics and packers were also found surplus to requirements. Unskilled workers desirous of becoming postmen were reported to be surplus at Gwalior, Nagpur, Vishakhapatnam, and Cuttack. Tailors at Delhi, Mandi, Agra, Jhansi, Meerut and agricultural assistants at Jalgaon and Surat were also reported to be surplus. Employment prospects for social workers and textile technicians at Asansol and for painters at Delhi were not bright.

Registrations and placings.- The following table shows registrations for employment and placings for September 1955 and August 1955:-

	September 1955	August 1955
Registrations.	144,888	141,068
Placements.	15,386	12,746

59

Registrations marked an increase of 3,820 over the figures of the preceding month. An increase in registrations was comparatively large in West Bengal (2,552), Hyderabad (1,209), Himachal Pradesh (708) and Assam (585) and Bihar (560); on the other hand, there was a fall in registrations in the States of Madras (1,421) and Delhi (750).

The number of applicants submitted to employers during September 1955 was 80,031 as against 77,243 during the previous month. There was a rise of 640 in placements. There was a large increase in placements in the States of Himachal Pradesh (504), Travancore-Cochin (401) and Bombay (115); but a decline in the States of Punjab (254) and Madras (215). Of the placements effected, 5,398 were under Central Government departments, 5,422 were under State Government Departments and 2,566 with private employers.

Placings by wage groups.- The table below shows placings during the month classified according to wage groups:-

<u>Wage Groups</u>		<u>Number placed</u>
101 rupees and above	---	2,074
61 rupees to 100 rupees	---	7,225
30 rupees to 60 rupees	---	3,809
Below 30 rupees	---	278

Vacancies notified.- The number of employers who used the exchanges during the month was 5,045 as compared to 4,865 during the previous month. The number of vacancies notified to exchanges was 23,348 as against 20,846 during the preceding month i.e. an increase of 2,497. The increase in the number of vacancies notified was mainly accounted for by the States of Bombay (802), Himachal Pradesh (716), Bihar (638) and Orissa (325). There was a decline in the number of vacancies reported to the exchanges in the States of Madras (338),

Hyderabad (272) and Delhi (131). Eighteen thousand four hundred and sixtythree vacancies were notified by Central and State Government Departments and 4,880 by private establishments. An increase of 2,731 was recorded in regard to vacancies notified by the public sector primarily from State Governments and a fall of 234 in the private sector.

Register of unemployed.- The number of persons on the live register of exchanges seeking employment assistance on the last day of the month was 693,775 which was 10,143 more than the figure at the end of the preceding month. Number of employed persons seeking further assistance included in the live register of exchanges at the end of the month was 4,573. The composition of the live register occupationwise is shown below:-

<u>Occupation</u>		<u>No. on Live Register as on 30 September 1955</u>
1. Industrial supervisory.	---	5,348
2. Skilled and semi-skilled.	---	56,947
3. Clerical.	---	204,531
4. Educational.	---	24,691
5. Domestic service.	---	23,499
6. Unskilled.	---	340,082
7. Others.	---	38,677
Total.		<u>693,775</u>

Employment position of special types of applicants.- The employment position regarding special types of applicants during September 1955 is shown in the following table:-

<u>Category</u>	<u>Registrations</u>	<u>Placings</u>	<u>No. on Live Register</u>
1. Displaced persons.	7,554	887	51,242
2. Ex-servicemen.	7,655	1,103	32,950
3. Scheduled Caste applicants.	17,891	2,148	70,454
4. Scheduled Tribes applicants.	1,941	216	5,609
5. Surplus and discharged Central and State Government employees.	1,992	716	8,135
6. Highly qualified applicants.	922	145	5,341
7. Women.	5,090	599	26,313

Special Investigation: Graduates and Diploma holders in engineering on the Live Registers of employment exchanges.- The live register position of employment exchanges as on 28 September 1955, indicated that 805 graduates and 675 diploma holders in engineering were awaiting placement as against a corresponding figure of 772 graduates and 640 diploma holders at the end of June 1955. Of the 805 graduates, 578 or 72 per cent were concentrated in the States of Bombay (130), Delhi (171), Mysore (186) and West Bengal (91). Among the graduates, 34 were desirous of being placed as electrical-cum-mechanical engineers, 311 as mechanical engineers, 226 as electrical engineers, and 172 as civil engineers, the corresponding figures at the end of last quarter being 21,264, 159 and 234 respectively. Of the graduates 646 or 80 per cent were fresh from colleges with no experience to their credit as against a corresponding figure of 84 per cent at the end of the last quarter. Seven hundred and fifty-eight or 94 per cent were below 30 years of age.



Among diploma holders 521 or 77 per cent were on the exchange registers in the States of Bombay (133), Delhi (55), Madras (78), Mysore (123) and West Bengal (132). A total of 587 or 87 per cent of the diploma holders had obtained their diploma in electrical-cum-mechanical, mechanical, electrical and civil engineering; their numbers in each case being 92, 222, 123 and 150 respectively. Five hundred and nine or 75 per cent of the diploma holders were actually seeking jobs of a subordinate nature. Among them 508 or 75 per cent were freshers in their trade with no experience, while 627 or 93 per cent were below 30 years of age.

Three hundred and ninety or 48 per cent of the engineering graduates and 642 or 95 per cent of the diploma holders were stated to be willing to accept posts carrying a salary of 200 rupees per month or less.

(Review of work done by the Directorate-General of Resettlement and Employment during the Month of September 1955; issued by the Ministry of Labour, Government of India ).

83. Vocational Training.

India - November 1955.

Labour Ministry's Training Scheme: Progress during  
September 1955.

Training of Craftsmen.- The number of trainees on the roll of various training institutes and centres on 30 September 1955 was 9,559. There were 7,706 (including 16 women; 14 at the industrial training centre Maharaja's technical institute, Trichur, one at the industrial training centre, Trivandrum and one at industrial training institute, Bangalore) trainees in the technical trades and the remaining in vocational trades.

In view of the urgent need for overseers in the Hyderabad State sanction was accorded to the starting of four industrial training centres in the State under the craftsmen training scheme at four State Government institutes viz., Government Technical College, Hyderabad and the Regional Polytechnics, Warrangal, Gulbarga and Aurangabad with a total seating capacity of 250 seats in the trade.

Training of displaced persons.- The total number of displaced persons undergoing training as at the end of September 1955 was 2,143; of these 1,774 were in technical trades and the remaining in vocational training, in vocational trades.

Apprenticeship training for displaced persons.- A total of 749 displaced persons were undergoing training as apprentices in industrial undertakings and establishments in Uttar Pradesh and West Bengal, against 1,400 seats sanctioned for the purpose. They were recruited and posted direct to the undertakings and establishments.

Training of women.- A total of 498 women were undergoing training at the end of September 1955, at the three women training institutes in New Delhi, Dehra Dun and Madras. In addition, 15 women at industrial training institutes, Kakinada, seven at industrial training centre, Orissa Poor Cottage Industries, Cuttack and 37 at industrial training institute, Almora, were undergoing training along side men.

Training of supervisors and instructors.- In the 15th regular session which commenced from 16 May 1955, 101 supervisors and instructors were receiving training at the central training institute for instructors, Koni-Bilaspur at the end of the month. This includes three supervisors and instructors who were undergoing training in short term courses which commenced from 1 July 1955 and 9 August 1955.

Training of women craft - instructors.- Under the scheme for the training of women craft instructors at the industrial training institute for women, New Delhi with effect from 1 May 1955. Twentyone women instructors-trainees were receiving training against a sanctioned capacity of 20 at the end of September 1955.

Training of school going children in hobby centre, Allahabad.- Seventy-four trainees were undergoing training at the end of the month under report at the Hobby Centre, attached to the Industrial Training Institute, Allahabad, as against 50 last month.

Short-term course of training in sheet metal work trade.- A short-term course of training in trade 'Sheet Metal Work' was started at the industrial training institute, Bangalore, under the craftsmen training scheme during the month. One hundred and eight trainees were undergoing training in the trade against a sanctioned capacity of 96 as at the end of the month under review.

(Review of the Work Done by the Directorate General of Resettlement and Employment during the Month of September 1955; issued by the Ministry of Labour, Government of India ).

6A

84. Vocational Rehabilitation of Disabled Persons.

India - November 1955.

Rehabilitation of the Handicapped; Central Social Welfare Board's suggestions.

A nationwide organisation of voluntary after-care agencies, for the rehabilitation of juveniles and adults discharged from correctional institutions and institutions for the physically and socially handicapped has been suggested by the Advisory Committee on After-Care Programmes appointed by the Central Social Welfare Board.

The Committee's report was presented to the conference of Chairmen of State Welfare Boards which ended its session in New Delhi on 10 November 1955.

After-Care has two aspects - vocational rehabilitation and social rehabilitation - and the two services are mutually supportive, says the Committee.

For vocational rehabilitation the Committee has recommended the following services: the issue of letters of recommendation after proper investigation; an employment service; removal of restrictions on the employment of ex-convicts; reservation of a certain percentage of jobs for the physically handicapped; small loans for self-employment; organisation of producers' co-operatives and small-scale industrial units; and the provision of guidance, counselling and home workers' schemes for the physically handicapped.

For social rehabilitation the Committee has recommended the setting up of after-care hostels, provision of guidance, counselling and follow-up services; and legal aid and protection services.

(The Statesman, 12 November 1955 ).

65

## Chapter 9. Social Security.

### 92. Legislation.

India - November 1955.

#### Employees' State Insurance Scheme brought into force in Certain Areas in Madras State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, and by a notification dated 9 November 1955, the Central Government has appointed the 20 November 1955 as the date on which the provisions of Chapter IV (except sections 44 and 45 thereof, which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and Section 77, 78, 79 and 81 thereof, which have already been brought into force) of the said Act shall come into force in the following areas of the State of Madras, namely:-

- I. The area within the corporation limits of the City of Madras.
- II. The following revenue villages in Saidapet taluk in Chingleput district:-
  - (i) Tiruvotiyur;
  - (ii) Villiwakkam;
  - (iii) Korattur;
  - (iv) Saligramam;
  - (v) Virugambakkam;
  - (vi) Valssapakkam;
  - (vii) Ambattur;
  - (viii) Pallavaram; and
  - (ix) Pammal (Chromepet).
- III. Vandalur Revenue village of Chingleput taluk in Chingleput district.
- IV. Ennore revenue village of Ponnery taluk in Chingleput district.

(Gazette of India, Extraordinary, Part II-  
Section 3, 11 November 1955, page 2363 ).

93. Application.

India - November 1955.

VI. Compensation in case of Employment Injury or Occupational Disease.

Andhra: Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1954.

*Compensation*

According to the annual report on the working of the ~~Workmen's~~ <sup>Workmen's</sup> Compensation Act, 1923, in the State of Andhra in 1954, there were 154 cases pending at the commencement of the year. One hundred and eighty nine cases were filed and five cases were received from the Commissioners of the other States for disposal, making a total of 348 cases. Of these, two hundred and thirty cases were disposed of during the year. Of the 178 pending cases, thirty six have since been disposed of leaving a balance of 82 cases.

There were 55 cases of award compensation under section 10 pending at the commencement of the year. Twenty-six, cases relating to death, 24 cases relating to permanent disablement and 4 cases relating to temporary disablement were filed during the year. Of these 109 cases, 50 cases were disposed of during the year. Twelve of the 59 pending cases have since been disposed of.

Distribution of compensation under section 8(1).- There were 65 cases pending at the beginning of the year. Fifty cases were filed and five cases were received for disposal from the commissioners of the other States during the year. Of these 120 cases, 84 cases were disposed of. Six cases were transferred to the Commissioners of other States for disposal. Of the thirty pending cases five have since been disposed of. The compensation deposited was distributed to the dependants of the deceased workmen in 80 cases and was refunded in 4 cases.

Registration of agreements.- Fourteen agreements were pending registration at the beginning of the year. Fifty-five agreements relating to permanent disablement and seventeen relating to temporary disablement were filed during the year. Seventy-three agreements were registered during the year. All the 13 cases pending at the conclusion of the year have since been registered. The total of compensation paid in respect of 52 agreements relating to permanent disablement registered during the year, was 29,310 rupees 7 annas and 10 pies.

Total compensation paid.- Returns were called for from 4,841 factories and establishments and were received from 2,982 factories and establishments. The corresponding figures for the previous year were 4,525 and 2,775 respectively. Thirty cases of death, 108 cases of accidents resulting in permanent disablement and 577 resulting in temporary disablement were reported in these returns, as against 22 deaths, 31 accidents resulting in permanent disablement and 640 resulting in temporary disablement reported during the previous year. The total amount of compensation paid during the year was 42,000 rupees for deaths, 35,921 rupees 15 annas for permanent disablement and 17,109 rupees 11 annas and 6 pies for temporary disablement, the figures for the previous year being 47,550 rupees for deaths, 24,496 rupees 3 annas and 9 pies for permanent disablement and 16,522 rupees 9 annas and 7 pies for temporary disablement.

The following statement shows the total number of cases of accidents reported and the compensation paid. No prosecutions were filed during the year.

CONSOLIDATED STATEMENT SHOWING THE NUMBER OF ACCIDENTS AND COMPENSATION PAID AS REPORTED BY EMPLOYERS

Establishments,	Number resulting in					Amount paid for				
	No.employed	Death	Perma- nent dis- able- ment.	Tempo- rary dis- able- ment.	Death	Permanent disable- ment.		Temporary disable- ment.		
1	2	3	4	5	6	7		8		
					Rs.	Rs.	As.P.	Rs.	As.P.	
1. Factories. A	105,223	9	53	464	11,900	19,954	15 0	14647	12 0	
M	538	-	-	-	-	-	-	-	-	
2. Mines. A	9,050	3	14	9	5,400	2,250	0 0	900	0 0	
M	189	-	-	-	-	-	-	-	-	
3. Ports and docks. A	2,181	-	-	72	-	-	-	907	11 0	
M	-	-	-	-	-	-	-	-	-	
4. Building and construction. A	2,366	2	6	6	2,100	1,200	0 0	150	0 0	
M	136	-	-	-	-	-	-	-	-	
5. Local Boards and Municipalities. A	453	2	1	-	3,000	367	0 0	-	-	
M	33	-	-	-	-	-	-	-	-	
6. Miscellaneous-										
(i) Fire brigades. A	592	-	1	-	-	400	0 0	-	-	
M	-	-	-	-	-	-	-	-	-	
(ii) Manufacturing and handling of explosives. A	-	-	-	-	-	-	-	-	-	
M	-	-	-	-	-	-	-	-	-	
(iii) Generation, trans- formation and distribution of Electricity. A	4,818	6	20	10	8,400	6,875	0 0	300	0 0	
M	-	-	-	-	-	-	-	-	-	
(iv) Cinematography. A	880	-	-	-	-	-	-	-	-	
M	6	-	-	-	-	-	-	-	-	
(v) Light-Houses. A	10	-	-	-	-	-	-	-	-	
M	-	-	-	-	-	-	-	-	-	

Table continued:-

1	2	3	4	5	6	7	8
					Rs.	Rs. A. P.	Rs. AS.P.
(vi) Motor trans- port.	A 1,722	7	12	-	9,600	4560 0 0	-
	M 8	-	-	-	-	-	-
(vii) Stevedores.	A 1,051	1	1	16	1,800	315 0 0	204 3 9
	M 6	-	-	-	-	-	-
Miscellaneous	A 9,073	14	34	26	19,800	12150 0 0	504 3 9
Total.	M 20	-	-	-	-	-	-
Grand Total.	A 128,346	30	108	577	42,200	35921 15 0	17109 11 6
	M 916	-	-	-	-	-	-

A - Adults. M - Minors.

Accounts.- The total amount of compensation deposited with the court during the year was 122,544 rupees 1 anna and 10 pies. The statement below shows the opening and closing balances, receipts and payments during the year.

	Rs.	As.	P.
Opening balance including miscellaneous receipts.	157,675	4	10
Deposits during the year.	122,544	1	10
Receipts under the Workmen's Compensation (transfer of Money Rules).	2,151	1	11
Miscellaneous receipts.	171	7	3
Total	262,541	15	10
Disbursements including Miscellaneous payments.	183,818	4	1
Closing Balance.	78,723	11	9

(Copy of G.O.No.953, Industries, Co-operation and Labour dated 26 April 1955, received in this Office ).

'L'



69

Madras: Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1954\*.

According to the annual report on the working of the Workmen's Compensation Act, 1923, in the State of Madras in 1954, there were 134 cases pending at the commencement of the year and five hundred and thirty-one cases were filed and four were received from Commissioners of other States for disposal, making a total of 669 cases. Of these five hundred and two were disposed of during the year. Forty-eight of the 167 pending cases have since been disposed of.

During the year there were 47 cases of award of compensation under section 10, pending at the commencement of the year. Seventy-eight cases relating to death, 63 to permanent disablement and 6 of temporary disablement were filed during the year. Of these 194 cases, 128 were disposed of during the year. Twenty-two of the 68 pending cases have since been disposed of.

Distribution of compensation.- There were 48 cases pending at the beginning of the year. One hundred and sixteen cases were filed and four were received for disposal from Commissioners of other States during the year. Of these 168 cases, 109 were disposed of during the year. Twenty-six of the 59 pending cases have since been disposed of. The compensation deposited was distributed to dependants of deceased workmen in 106 cases, refunded to depositor in one case, and transferred to Commissioners of other States in two cases.

Registration of agreements.- Sixteen agreements were pending registration at the beginning of the year. Two hundred and two agreements relating to permanent disablement, 26 to temporary disablement, one to commutation of half monthly payments were filed during the year. Two hundred and twenty-five agreements were registered during the period and in two cases registration was refused as unnecessary. Eleven of the 18 pending agreements have since been registered. The total amount of compensation paid in respect of the 201 agreements relating to permanent disablement registered during the year was 92,162 rupees 4 annas and 8 pies.

Accounts.- The total amount of compensation deposited with the court during the year was 183,296 rupees 13 annas and 9 pies as against 350,188 rupees 2 annas and 9 pies deposited during the previous year. The statement below shows the opening and closing balances, receipts and payments during the year:-

---

\* Department of Industries, Labour and Co-operation. Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1954. Printed by the Superintendent, Government Press, Madras, 1955. pp.8-11, price 6 annas.

## Statement:-

	RS.	A.	P.
Opening balance including miscellaneous receipts.	122,004	6	10
Deposit during the year.	183,296	13	9
Receipts under the Workmen's Compensation (Transfer of Money) Rules.	63,613	7	8
Miscellaneous receipts.	10,116	11	0
Total receipts.	379,031	7	3
Disbursements including miscellaneous payments.	255,915	1	11
Balance.	123,116	5	4
Add deposits received on 31 December 1953 and credited to account in January 1954.	150	0	0
Closing balance.	123,266	5	4

Total compensation paid.- Returns were called for from 12,027 factories and establishments and were received from 8,672 factories and establishments. Twenty-seven cases of death, 141 accidents resulting in permanent disablement and 3,822 resulting in temporary disablement were reported in these returns as against 41 cases of death, 195 accidents resulting in permanent disablement and 2,694 in temporary disablement reported during the previous year. The total amount of compensation paid during the year was 42,040 rupees for death, 54,035 rupees and 7 pies for permanent disablement and 78,737 rupees 14 annas and 4 pies for temporary disablement, the figure for the previous year being 57,043 rupees for death, 77,835 rupees 13 annas and 6 pies for permanent disablement and 64,218 rupees 2 annas and 8 pies for temporary disablement. The following statement shows the total number of cases of accidents reported and the compensation were paid:-

Establishments.	No. employed.	Number resulting in			Amounts paid for								
		Death	Permanent disablement.	Temporary disablement.	Death	Permanent disablement.	Temporary disablement.	Rs.	A.	P.			
1	2	3	4	5	6	7	8						
					Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
1. Factories.	A	292,234	13	87	2,878	16,390	0 0	32092	1 4	59212	12	10	
	M	4,241	-	-	-	-	-	-	-	-	-	-	
2. Mines.	A	4,559	2	2	56	3,860	0 0	558	0 0	1814	2	6	
	M	9	-	-	-	-	-	-	-	-	-	-	
3. Ports and Docks.	A	4,713	2	22	358	3,900	0 0	8908	11 6	5781	0	0	
	M	-	-	-	-	-	-	-	-	-	-	-	
4. Tramways.	A	-	-	-	-	-	-	-	-	-	-	-	
	M	-	-	-	-	-	-	-	-	-	-	-	
5. Buildings and Construction.	A	9,868	2	3	54	4,000	0 0	934	0 0	944	7	0	
	M	1,760	-	-	-	-	-	-	-	-	-	-	
6. Plantations.	A	77,706	2	15	302	2,140	0 0	3934	7 9	6687	15	8	
	M	1,859	-	-	1	-	-	-	-	15	10	0	
7. Local Boards and Municipalities.	A	2,038	-	1	-	-	-	1008	0 0	-	-	-	
	M	-	-	-	-	-	-	-	-	-	-	-	

Table continued:-

1		2	3	4	5	6		7		8	
						Rs. A. P.		Rs. A. P.		Rs.	As. P.
<b>8. Miscellaneous-</b>											
(i) Fire brigades.	A	1,176	-	1	-	-	-	336	0	0	-
	M	-	-	-	-	-	-	-	-	-	-
(ii) Manufacturing and handling of explosives.	A	4,723	-	1	99	-	-	490	0	0	1558 5 0
	M	480	-	-	-	-	-	-	-	-	-
(iii) Generation, transformation and distribution of electricity.	A	10,430	6	8	76	11,750	0 0	4514	12	0	2048 4 4
	M	12	-	-	-	-	-	-	-	-	-
(iv) Cinematography.	A	848	-	-	-	-	-	-	-	-	-
	M	1	-	-	-	-	-	-	-	-	-
(v) Lighthouses.	A	70	-	-	-	-	-	-	-	-	-
	M	-	-	-	-	-	-	-	-	-	-
(vi) Motor transport.	A	868	-	1	18	-	-	1260	0	0	675 5 0
	M	2	-	-	-	-	-	-	-	-	-
(vii) Others.	A	154	-	-	-	-	-	-	-	-	-
	M	6	-	-	-	-	-	-	-	-	-
(viii) Institutions engaged in the process of handling and manipulation of radium or X rays apparatus or contact with radio active substance.	A	161	-	-	-	-	-	-	-	-	-
	M	2	-	-	-	-	-	-	-	-	-
Miscellaneous Total.	A	18,430	6	11	193	11,750	0 0	6600	12	0	4281 14 4
	M	503	-	-	-	-	-	-	-	-	-
Grand Total.	A	409,548	27	141	3,821	42,040	0 0	54,035	0	0	78,722 4 4
	M	8,572	-	-	1	-	-	-	-	-	15 10 0

A - Adults  
M - Minors.

72

Enforcement of Employees State Insurance Scheme:  
Programme for 1956.

Replying a question in the Lok Sabha on 25 November 1955, Mr. Khandubhai Desai, Minister for Labour stated that the Government has tentatively programmed to extend further the Employees' State Insurance Scheme during 1956.

The area to which the scheme will be extended are:

Uttar Pradesh: Lucknow, Shharanpur, and Agra, in January, and Allahabad, Banaras and Modinagar in April.

Madhya Pradesh: Jubbulpore, Akola, Burhanpur and Hinganghat in January.

Travancore-Cochin: Quilon, Alleppey, Ernakulam, Alwaye and Trichur in January.

Saurashtra: Rajkot, Morvi, Porbunder, Surindernagar, Bhavnagar and Jammagar in February.

Rajasthan: Jaipur, Jodhpur, Pali, Bikaner, Bhilwara, Lakheri and Kishengarh in February and Ajmer in February.

P.E.P.S.U.: Patiala, Phaywara, Gobindgar, Kapurthala and Surajpur in April.

Bombay: Ahmedabad in July.

Bihar: Patna and Katihar in July.

(The Statesman, 26 November 1955 ).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - NOVEMBER 1955.

111. General.

Safety of Workers in River Valley Projects:  
Steps suggested by the Central Government.

The Government of India in a communication to the State Governments and project authorities has laid down the steps they consider necessary to ensure the safety of workers engaged on major river valley projects. These measures are based on the recommendations of the Committee that enquired into the recent accident at Hirakud which Government have accepted.

The accident took place on 12 September 1955, resulting in the death of 14 workers. While the Committee has gone into the causes and expressed its opinion, Government had not thought it desirable to make it public at this stage in order not to prejudice the independent investigations by the police authorities.

As regards safety measures, Government have decided that, according to the Committee's recommendations, the designs of all temporary structures put up by contractors must receive the approval of the engineer in charge of the project work, the proper maintenance of such structures being the responsibility of the contractors.

A contractor engaged on dam construction and other major works should have a fully qualified engineer with experience. The agreement with contractors should be amplified suitably to ensure that contractors exercise reasonable precautions for the safety of the employees, and comply with the laws drawn up by the States, municipalities and other authorities in this regard and with the instructions given in the safety manual to be prepared by the Government of India.

Safety engineers should be appointed on major projects to advise contractors and the department regarding safety measures and their implementation, to train supervisory personnel in the observance of safety practices, to arrange for education and propaganda and to recommend revisions or additions to the manual in the light of actual experience.

A project safety committee under the chairmanship of the chief engineer of the project and a workmen's safety committee should be formed for each project. The project safety committees should generally supervise the safety programme in an advisory capacity and give directions 'from time to time to the safety engineer'. The workmen's safety committee will bring to the notice of the safety engineer any unsafe practice calling for remedial action and help new workers in getting familiar with the various instructions.

112. Legislation, Regulations, Official Safety and Health Codes.

India - November 1955.

Coal Mine (Temporary) Regulations, 1955.

In exercise of the powers conferred under the Mines Act, 1952, the Central Government has made the Coal Mines (Temporary) Regulations, 1955, for the prevention of apprehended danger and the speedy remedy of conditions likely to cause danger in mines. The rules prescribe the additional precautions to be observed in mines in addition to those to be observed under the Indian Coal Mines Regulations, 1926. These regulations which apply only in respect of coal mines relate to additional precautions to be observed in opencast workings, raising or lowering of persons or materials in shafts, precautions against danger due to irruption or inrush of water or water or other liquid matter into the workings of a mine, ensuring stability of surface and safeguarding against premature collapse, safety in the case of explosions, adequate ventilation, proper lighting, and ensuring safety against dangers from dry coal dust.

(Gazette of India, Part II, Section 3,  
5 November 1955, pp. 2169-2176 ).

75

RECORD OF PRINCIPAL DECISIONS ON LABOUR AND  
ALLIED SUBJECTS.

INDIA - NOVEMBER 1955.

Chapter 1. International Labour Organisation.

Twelfth Session of Labour Ministers' Conference, Hyderabad,  
3-5 November 1955.

The 12th session of the Labour Ministers' Conference was held in Hyderabad from the 3rd to 5th November 1955. The important decisions reached at the Conference were:-

(i) The Employment Exchanges and Training Centres should be transferred to the State Governments by 31 March 1956.

(ii) Rickshaw pulling should be gradually abolished and suitably regulated in the meantime.

(iii) A Committee, consisting of representatives of 3 or 4 State Governments, 2 or 3 representatives of the All-India Council of Labour and Welfare Officers and the Chief Adviser of Factories, with the Labour Secretary as Chairman should be set up to go into questions relating to recruitment, etc. of Labour and Welfare Officers.

(iv) A beginning in the matter of the appointment of Women Welfare Officers should be made in Central Undertakings.

(v) The Medical benefits of the Employees' State Insurance Scheme should be sanctioned as early as may be practicable to the families of the insured workers.

(vi) Simultaneously with the fixation of minimum wages for agricultural workers steps should be taken to organise cottage and small scale industries for the benefit of agricultural workers.

(Government of India. Ministry of Labour (Secret).  
Note for Circulation to the Indian Missions  
Abroad for the Month ending the 21st November 1955).

76

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE  
PERIOD COVERED BY THE REPORT FOR NOVEMBER 1955.

INDIA - NOVEMBER 1955.

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

- (a) Hyderabad Khadi and Village Industries Board Act, 1955 (No. XII of 1955). (Hyderabad Government Gazette, Extraordinary, No. 131, 28 October 1955, pp. 909-918).
- (b) Kanam Tenancy Act, 1955 (No. XXIV of 1955). (Travancore-Cochin Gazette, No. 45, dated 15 November 1955, Part I, Section III, pp. 1-17).

Chapter 6. General Rights of Workers.

Madhya Pradesh Industrial Disputes Settlement (Amendment) Act, 1955 (No. XXI of 1955). (Madhya Pradesh Gazette, Extraordinary, 25 November 1955, pp. 2115-2124).

-----

'L'



11

BIBLIOGRAPHY.

INDIA - NOVEMBER 1955.

Chapter 2. International and National Organisations.

- \* Indian Jute Mills Association. Report of the Committee for the year ended 31 December 1954. 1955.pp.226.

Chapter 3. Economic Questions.

- \* (a) Report of the Seventh Census of Indian Manufacturers 1952. Directorate of Industrial Statistics, Calcutta. Published by the Manager of Publications, Delhi. 2 Volumes. pp.538. (One copy sent to Geneva as per this Office Minute No. D.3/1712/55 dated 6 December 1955).
- (b) An Introduction to Indian Economics. By Das and Chatterji. (Bookland Ltd., 1, Sankar Ghosh Lane, Calcutta. pp.550, Rs.10/-).
- (c) National Extension Service and Community Projects in Punjab. By M.S. Randhava (The Development Commission, Punjab Government, Chandigarh).
- (d) India's Mineral Wealth. By J. Coggin Brown and A.K.Dey (Oxford University Press, Mound Road, Madras-2, Rs.30/-).
- (e) List of Sugar Mills in India and Pakistan. (Published by the Indian Sugar Mills Association, 23-B, Netaji Subhas Road, Calcutta-1).
- (f) An Outline Survey of India's Economic Minerals. By B.Rama Rao. (Author, 291, Srivias Visvesvarapur, Bangalore. Copies free).

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

Irrigation and Agriculture in the First Five-Year Plan - An Appraisal. (Abridged edition). By N.S. Joshi and B.R.Dhekney. Deccan Bookstall, Poona-4. Rs.2/8/-).

Chapter 5. Working Conditions and Living Standards.

Women in Indian Industries. By Padmini Sengupta (Author, 35, Palace Court, 1 Kyd. Street, Calcutta-16).

Chapter 6. General Rights of Workers.

- \* Government of West Bengal, Labour Department. In the matter of Industrial Disputes in the Jute Textile Industry in West Bengal between 101 specified Jute Mills and their workmen award dated 20 September 1955. Superintendent, Government Printing, Alipore, West Bengal. 1955. pp.136.

---

\* Publications received in this Office.

Chapter 9. Social Security.

- \* Report on the Working of the Workmen's Compensation Act, 1923 for the Year 1954. Printed by the Superintendent, Government Press, Madras 1955. Price 6 Annas. pp.8. (One copy sent to Geneva as per this Office Minute No.D.3/1714/55 dated 6 December 1955).

Chapter 11. Occupational Safety and Health.

- \* Report on the Administration of the Indian Boilers' Act 1923 in the State of Bombay for the Year 1954-55. Obtainable from the Government Publications Sales Department Bombay. Price one anna and 9 pies. pp.13. (One copy sent to Geneva as per this Office Minute No.D.3/1714/55 dated 6 December 1955).



'L'

3

---

\* Publications received in this Office.