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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

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Industrial and Labour Developments in June 1961.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JUNE 1961.

11. Political Situation and Administrative Action.

New Cabinet for Orissa.

Consequent upon the general elections in Orissa State held in June 1961, a new Government has been formed by the Congress party which won an absolute majority of the seats, with Shri Bijoyanand Patnaik as Chief Minister. Earlier, President's rule was imposed in the State on 25 February 1961, following the failure of constitutional machinery. Shri Nilamony Routray is the Minister in charge of labour in new cabinet.

(The Hindustan Times, 24 June 1961).

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12. Activities of External Services.

India - June 1961.

During the period under review the Director of this Office was abroad on leave and mission at Headquarters.

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS

India - June 1961

25. Wage-Earners' Organisations

Bombay: Working of the Indian Trade Unions Act, 1926,
During the year 1958-59*

Number of unions and membership.- According to the annual report of the working of the Indian Trade Unions Act, 1926 for the year 1958-59, in the State of Bombay, there were 1,699 registered Trade Unions at the end of the year 1957-58 and during the year under review 317 unions were registered i.e., during the year 1958-59 in all 2,016 unions were on the register. Out of these 2,016 unions the registration of 249 unions was cancelled during the year 1958-59 for failure to submit their respective annual returns of accounts as required by section 28 of the Act.

The total membership as reported by 1,031 unions (excluding 11 Federations) included in the report was 5,42,957 at the beginning of the year and 6,13,465 at the end of the year 1958-59. The number of members who joined the unions during the year was 2,28,391, while the number of members who left the unions during the year was 1,57,883. The average membership of the unions included in the report which stood at 1,470 in the year 1947-48 has gradually fallen down during the last few years and was 595 at the end of the year 1958-59. The total approximate membership of all the 1,737 unions (excluding 12 Federations) at the end of the year 1958-59 was 10,08,952 as compared with the total approximate membership of 9,53,796 of 1,685 unions (excluding 14 Federations) at the end of the year 1957-58. The following table shows the variation in the membership of registered trade unions in the State since 1947-48:

*Government of Bombay: Annual Administration Report on the Working of the Indian Trade Unions Act 1926, for the year 1958-59, pp.376; price Rs.6.95.

Year	No. of registered unions	No. of unions included in the report	Total membership of unions shown in column 3			Average membership per union included in the report	Percentage of female members to total membership.
			Males	Females	Total		
1	2	3	4			5	6
1947-48	329	261	3,59,283	24,511	3,83,794	1,470	6.39
1948-49	442	319	4,93,328	31,090	5,29,155*	1,659	5.88
1949-50	581	383	4,84,396	29,924	5,21,467*	1,361	5.74
1950-51	635	392	4,21,196	28,523	4,49,719	1,147	6.34
1951-52	672	408	4,11,384	26,876	4,40,507*	1,080	6.10
1952-53	712	448	5,10,131	31,123	5,41,254	1,208	5.75
1953-54	812	481	3,84,893	31,163	4,16,696*	866	7.48
1954-55	912	518	3,60,969	33,928	3,95,597*	764	8.58
1955-56	1068	607	3,71,312	32,760	4,04,072	666	8.10
1956-57	1599	859	4,43,180	37,364	4,80,544	559	7.78
1957-58	1699	1033	5,53,354	47,298	6,01,964*	584	7.86
1958-59	1749	1031	5,64,661	48,804	6,13,465	595	7.96

*Details regarding sex are not available in certain cases.

It will be seen from the above table that the average membership continues to show increase this year also and during the year under report it stood at 595.

The table below shows industry-wise classification of the unions with their membership:

Group	No. of registered Unions	Membership at the end of the year
0. Agricultural and allied activities	27	3,281
1. Mining and Quarrying	21	10,102
2-3. Manufacturing	693	3,69,123
4. Construction	13	2,363
5. Electricity, Gas, water and Sanitary service	80	13,951
6. Commerce	181	29,014
7. Transport, Storage and communications	131	45,864
8. Services	260	41,484
9. Miscellaneous	280	37,491

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Trade union finances.— The total income of 1,007 State Unions amounted to Rs.28,65,880 and the total expenditure was Rs.25,82,807 with the result that the General Fund of the unions which stood at Rs.26,49,800 at the beginning of the year increased to Rs.29,32,873 at the end of the year under report. The contribution from members viz., Rs.22,63,515 or 78.98 per cent of the total income was the main source of income of the unions. Of the total contribution of Rs.22,63,515, an amount of Rs.20,25,132 was actually received from the members, Rs.75,526 were in arrears for three months or less, Rs.77,664 were in arrears for more than three months but less than six months and Rs.85,193 were in arrears for more than six months. Donations received mostly from members and in some cases from unspecified sources amounted to Rs.3,65,101 i.e. 12.74 per cent of the total income. The amount of donation was highest i.e. Rs.1,89,020 in the case of manufacturing group, while 'Miscellaneous', 'Commerce', 'Services', 'Transport', 'Storage' and 'communications' groups reported aggregate donations of Rs.66,981, Rs.63,261 Rs.22,132 and Rs.8,046 respectively. The average income of the State unions during the year was Rs.2,846 compared with Rs.2,766 for the previous year.

Expenditure of State unions.—

As against the average income of Rs.2,846 the average expenditure of the State unions was Rs.2,565 during the year under report as compared with Rs.2,446 in the previous year. The following table gives the distribution of the aggregate expenditure of the unions over various items.—

<u>Item of expenditure</u>	<u>Amount of expenditure incurred</u>	<u>Percentage to total expenditure</u>
1. Salaries, allowances and expenses of officers	5,65,838	21.91
2. Salaries, allowances and expenses of establishment including rents, rates and taxes and stationery printing and postage.	10,13,192	39.23
3. Auditor's fees	15,451	0.60
4. Legal expenses	1,23,537	4.78
5. Expenses in conducting trade disputes.....	1,39,207	5.39
6. Compensation paid to members for loss arising out of trade dispute.	12,995	0.50
7. Funeral, old age, sickness, unemployment benefits, etc.	18,170	0.70
8. Educational, Social and religious benefits.	94,080	3.64
9. Cost of publishing periodicals	15,901	0.62
10. Expenses incurred under section 15(J) of the Act	2,17,350	8.42
11. Other expenses	3,67,086	14.21
Total	25,82,807	100.00

As regards funds all the unions except 35 unions opened the year with credit balances. Out of these, eleven unions ended the year with credit balance. ~~The names of unions which had debit balances are shown in the~~

Agricultural trade unions.- There were 28 unions who had enrolled as their members workers on sugar cane farms adjoining the sugar factories. Out of the 28 unions addressed only 11 unions furnished the information regarding workers engaged in agricultural operations on sugar farms and it was not, therefore, feasible to work out the representative percentage of membership of the said workers to the total membership.

State Federations.- There were nine State Federations viz., (1) Textile Labour Association, Ahmedabad (2) Ahmednagar District Municipal and Cantonment Workers Federation, Ahmednagar (3) Federation of Western India Cine Employees, Bombay (4) Khandesh Gin Press and Oil Mill Kamgar Federation, Jalgaon (5) Saurashtra National Textile Workers' Federation, Bhavnagar (6) Madhya Pradesh Primary Teachers' Federation, Amravati (7) Provincial Federation of Secondary School Teachers' Association, Nagpur (8) Vidarbha Local Bodies Employees' Federation, Nagpur (9) Ceramic Workers' Federation, Rajkot registered under the Indian Trade Union Act, 1926 at the end of the year 1958-59.

Central Unions.- The total number of Central Unions (excluding 3 Federations) registered under the Act was 51 at the end of the year 1958-59. The registration of 5 of

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these unions was cancelled on 9 November 1959 for failure to submit annual returns for the year under review. Out of the remaining 46 unions statistics of 24 unions only have been included in this report and the information in respect of the 22 unions is excluded from the report as the returns submitted by them were found to be in order.

The total income of the 24 Central Unions included in the report was Rs.3,20,129 and the total expenditure was Rs.2,76,875 with the results that the General fund of the unions which was Rs.3,33,080 at the beginning of the year increased to Rs.3,76,334 at the end of the year under review. The main source of income of the unions was contribution from members. Out of the total contributions of Rs.2,60,718 an amount of Rs.1,83,200 was actually received from the members, Rs.7,959 were in arrears or three months or less, Rs.19,630 were in arrears for more than three months but not more than six months and Rs.49,929 were in arrears for more than six months. The donations received by the unions amounted to Rs.36,947 i.e. 11.54 per cent of the total income while the income from miscellaneous sources was Rs.18,746 i.e. 5.85 per cent of the total income. The average income of the Central Unions was Rs.13,339 during the year under review as compared with Rs.11,323 for the year 1957-58.

Out of the total expenditure of Rs.2,76,875 an amount of Rs.1,64,781 was spent on salaries, allowances and expenses of officers and establishments representing 59.52 per cent of total expenditure. Other miscellaneous expenses which included meeting and propaganda expenses, irrecoverable subscriptions and depreciation written off, etc. amounted to Rs.68,114 or 24.60 per cent of the total expenditure. The total expenditure on administration thus amounted to Rs.2,32,895 or 84.12 per cent of the total expenditure. An amount of Rs.28,563 or 10.32 per cent of the total expenditure was spent on expenses incurred under section 15(j) while Rs.4,145 and 3,346 were spent in legal expenses and expenses in conducting trade disputes respectively. The average expenditure of Central Unions was Rs.11,536 during the year under report as compared with Rs.8,716 for the previous year.

Central Federations.— There were three Central Federations viz. (1) Federation of Bank Employees, Bombay, (2) Federation of the Bank of India Staff Unions, Bombay and (3) All India Federation of New India Assurance Co. Ltd. Employees' Union, registered under the Indian Trade Unions Act, 1926 at the end of the year 1958-59.

The available information regarding the affiliation of Central Unions to the All India Organisation of Labour is given in the following table:

Name of the Central Organisation of Labour	No. of unions reporting affiliation	Total strength as on 31 March 1959 of the unions mentioned in column 2.
Indian National Trade Union Congress	2	177
Hind Mazdoor Sabha	3	1,984
All India Trade Union Congress ..	1	5,485
United Trade Union Congress	9	42,874
Not Affiliated	9	10,272
Affiliation not known	9	
Total	<u>24</u>	<u>60,792</u>

Employers' Unions.— There were 25 unions of the employers registered under the Act at the end of the year.

The report, inter alia, states important activities of the unions during the year under review.

CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - JUNE 1961.

31. General Economic Situation.

Progress of Cotton Textile Industry in India in
1959-1960: Annual Statement of Millowners'
Association, Bombay.

The following statistical information relating to the progress of the cotton textile industry in India is taken from the annual Statement issued by the Millowners' Association, Bombay.

Number of Mills.- The total number of cotton spinning and weaving mills in India as on 31 August 1960 was 519 excluding 22 mills which had either just been registered or were in the course of erection. The total number of mills in Bombay City and Island was 65 while mills in the rest of Maharashtra numbered 37. The City of Ahmedabad had 71 mills while other mills in Gujerat numbered 30 and mills in Saurashtra numbered 10. The number of mills in the rest of India was as follows:-

Region		Number of Mills
Rajasthan	---	11
Punjab	---	6
Delhi	---	7
Uttar Pradesh	---	29
Andhra Pradesh	---	15
Madhya Pradesh	---	20
Bihar	---	2
Orissa	---	4
West Bengal	---	40
Madras	---	136
Kerala	---	14
Mysore	---	19
Pondicherry	---	3

Thirty mills remained idle during the year of which 7 were in Maharashtra, 6 in Uttar Pradesh, 5 in Gujerat, 4 in Mysore, 3 in Rajasthan, 2 in West Bengal and 1 each in Madhya Pradesh, Bihar and Kerala.

Number of Spindles and Looms.— There were 13,863,751 spindles and 205,564 looms in India on 31 August 1960 as against 13,534,540 spindles and 205,973 looms for the previous year.

The number of spindles in the Island of Bombay increased from 3,169,776 in 1959 to 3,193,699 in 1960, while the number of looms fell from 64,335 in 1959 to 63,407 in 1960. The number of spindles and looms in Island of Bombay and the combined Maharashtra and Gujerat States were 7,043,108 and 139,768 in 1959. In 1960, the respective figures were 4,118,999 and 82,412 for Maharashtra and 2,985,766 and 56,817 for Gujerat.

The number of spindles and looms in the different regions of India in 1960 and the average number of workers employed are shown in the table below:—

Where situated	Number of spindles installed,	Number of looms installed.	Average No. of workers employed employed . (all shifts)
Bombay City and Island	3,193,699	63,407	194,398
Other Mills in Maharashtra	925,300	19,005	59,451
Ahmedabad	2,112,322	41,997	135,237
Other Mills in Gujerat	692,456	11,347	36,416
Mills in Saurashtra	180,988	3,473	10,012
Rajasthan	178,324	3,413	10,692
Punjab	128,970	1,837	7,366
Delhi	188,468	3,956	18,098
Uttar Pradesh	888,494	13,577	51,417
Andhra Pradesh	208,380	1,437	11,658
Madhya Pradesh	515,580	12,464	41,681
Bihar	29,572	757	669
Orissa	52,848	1,124	4,872
West Bengal	641,620	10,949	43,281
Madras	3,199,952	7,853	101,498
Kerala	182,528	1,890	6,998
Mysore	459,766	4,965	26,260
Pondicherry	84,484	2,113	6,443
Grand Total: INDIA.	13,863,751	205,564	766,447

Cotton consumed.- The total consumption of raw cotton by the mills in India during the year under review were 18,001,746 cwts. or 5,143,356 bales of 392 lbs.; the corresponding figures for 1959 were 17,837,561 cwts. or 5,096,446 bales of 392 lbs.

(Summarised from the Statement relating to the Progress of Cotton Textile Industry in India in 1960, issued by the Millowners' Association, Bombay).

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34. Economic Planning, Control and Development.

India - June 1961.

National Development Council approves Draft Third Five
Year Plan: Total Investment of 104,000 Million
Rupees.

The National Development Council, at its meeting held in New Delhi on 31 May and 1 June 1961 under the Chairmanship of Shri Jawaharlal Nehru, Prime Minister, approved the final draft of the third Five Year Plan, involving a total investment of 104,000 million rupees and a public sector investment of 75,000 million rupees.

Addressing the Council, the Prime Minister said that while the actual physical programme in the third Plan should be of the order of 80,000 million rupees or even more, the financial limit for the public sector should be retained at 75,000 million rupees.

Referring to the optimistic estimate of the resources position made by the savings committee of the National Development Council, Shri Nehru expressed the view that it was neither necessary nor desirable at this stage to accept 80,000 million rupees as the final figure outlay.

Shri Nehru made it clear that the planning would have no meaning unless behind it was passion - the passion with a tinge of anger at delays, anger at anybody not doing his part and anger at not achieving where achievement was possible. He also took the opportunity to warn that planning would be jeopardised if they were not able to combat effectively separatist and fissiparous tendencies. These tendencies came in the way of the country's unity and plans and a serious note must be taken of them.

Shri Nehru stressed the importance of education and said that he would rather scrap a few engineering projects than scrap education.

Discussions and Decisions.- The meeting approved the third Five Year Plan report in its final shape with a few changes of emphasis.

As now adopted, the Third Plan, in its goals, approaches, targets, policies, programmes, size and allocations, largely follows the pattern put forward by the Draft Outline and redefined by the National Development Council itself at its earlier meeting in January 1961.

The Third Plan, in its present shape, involves an investment of 104,000 million rupees in the five-year period 1961-66, and a public sector expenditure of 75,000 million rupees. However, in accordance with the decision arrived at in January, physical programmes of a total cost of 80,000 million rupees will be taken up in the public sector and every attempt will be made to realise resources even beyond 75,000 million rupees.

There was unanimity in the Council that the utmost effort should be made to raise resources through additional taxation, through the efficient running of public enterprises. An animated discussion took place on the role of the public sector undertakings and it was resolved that clear targets should be set for each unit and directives given to the managers to run the enterprises as commercial undertakings. They would be judged by the improvement in productivity and the increase in the returns paid on investment. Only irrigation and rural power schemes would be excused from the compulsion of making profits. It was decided that the National Development Council should annually review the work of public undertakings. The view was also expressed that the banking system should take a greater part in financing public sector enterprises.

The Council laid stress on the key role of the co-operative sector in preventing concentration of economic power and reiterated that the licensing policy should encourage new entrants into industry and business.

(The Hindustan Times, 1 and 2 June 1961;
Yojana, Vol.V, No.11, 11 June 1961,
pp. 3 and 31).

Six-Nation Aid to India's Third Plan:
£ 2,000 Million Offer announced by
World Bank.

Six nations and the World Bank have agreed to give India more than £ 2,000 million in economic development aid, the World Bank announced at New York on 2 June 1961.

The Bank announcement said that the aid would help India to launch her third Five Year Plan with confidence that its aims would be achieved.

Countries agreeing to provide the aid, following talks which ended on 1 June 1961, were Canada, West Germany, Japan, Britain and the U.S.A., with France joining the consortium during the talks.

Also joining in the agreement were the World Bank and the International Development Association (IDA), an affiliate of the World Bank.

The Governments of Austria, Denmark, Norway and Sweden and the International Monetary Fund sent observers to the talks between members of the consortium, called the "Aid-India Club", which has provided assistance for India's earlier development plans.

The World Bank said that the following commitments were indicated at the meeting of the consortium, subject to legislative action or other necessary authorizations:

The USA: £ 1,045 million; Britain £ 250 million; Canada £ 56 million; France £ 30 million; West Germany £ 425 million; (including £ 61 million for the Rourkela steel plant); Japan £ 80 million; World Bank and IDA £ 400 million. Total £ 2,286 million.

The World Bank announcement said: "The consortium was encouraged by the economic progress made by India during the second Five Year Plan and recognised the importance of maintaining the momentum of India's development."

"It considered that in relation to India's needs the broad objectives of the third Five Year Plan (1961-66) were reasonable, the Plan itself was well conceived, and that India had demonstrated a capacity to make effective use of foreign aid."

It is by far the largest commitment of economic aid ever made by a group of Western nations to a country.

At the end of the three-day meeting at the World Bank headquarters the consortium agreed to make available \$ 1,295 million over the next 12 months and \$ 930 million for the second year of the Plan.

(The Statesman, 3 June 1961).

35. Productivity.

India - June 1961.

Incentive Scheme for Calcutta Port Workers:
Agreement on Implementation.

Despite earlier disagreement among labour unions, an amicable settlement was arrived at Calcutta on 19 June 1961 on the introduction of the incentive scheme for Calcutta Port shore workers with effect from 15 June 1961.

The incentive scheme is already in operation in Bombay and Madras, but its introduction in Calcutta was opposed by the INTUC controlled National Union of Port Trust Employees on the ground that it would reduce employment potential. The Port Shramik Union, however, had favoured its introduction in place of the existing piece-rate system immediately.

An agreement to introduce the scheme was reached at a meeting convened by Union Labour Minister, Shri Gulzarilal Nanda. The meeting was attended by representatives of the two opposing unions as also Shri Raj Bahadur, Minister for Shipping.

According to the agreement, the incentive scheme is to be introduced in Calcutta with suitable improvements. The unions and the port authorities have agreed to sit in a conference for a week in Calcutta to effect suitable changes in the present schemes. A Labour Ministry representative would preside over the conference.

Whatever is settled would be implemented retrospectively from 15 June. In case of disagreement, the matter would be referred to Shri Nanda and Shri Raj Bahadue for final settlement.

The agreement was signed by Shri S.K. Ghosh, Deputy Chairman of the Calcutta Port Commissioners, Shrimati Maitriya Bose, president of the National Union of Port Trust Employees, and Shri Makhan Chatterjee, general secretary of the Calcutta Port Shramik Union.

Over 1,700 port shore workers are expected to be covered by the scheme.

(The Hindustan Times, 20 June 1961).

36. Wages

India - June 1961

Orissa: Minimum Wages Act 1948 to be extended to certain employments

In exercise of the powers conferred under the Minimum Wages Act 1948, the Government of Orissa has given notice of its intention to add the following employments to Part I of the Schedule to the Minimum Wages Act 1948.

- 12 A - Employment in salt pans
- 12 B - Employment in printing presses
- 12 C - Employment in tile and brick making
- 12 D - Employment in private road transport
- 12 E - Employment in hotels, eating houses and restaurants
- 12 F - Employment in distilleries
- 12 G - Employment in shops and establishments
- 12 H - Employment in metal industry (except the cottage and village scale units)
- 12 I - Employment in cinema industry
- 12 J - Employment in saw mills
- 12 K - Employment in timber trading (excluding fitting and sawing)
- 12 L - Employment in handloom and hosiery.

The proposal will be taken into consideration by the Government after 30 September 1961.

(Orissa Gazette, Part III, 23 June 1961, p.852)

Assam: Revised Minimum Rates of Wages fixed
for employees in Tea Plantation in Cachar.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Assam has fixed the following revised minimum rates of wages for ordinary unskilled employees employed in tea plantation in the district of Cachar.

	<u>Basic wage (Inclusive of conversion allowance)</u>	<u>Dearness Allowance</u>	<u>Total</u>
Male	Rs.1.22	Rs.0.31	Rs.1.53
Female	Rs.1.16	Rs.0.31	Rs.1.47
Working minors (12-16 years)	Rs.0.68	Rs.0.15	Rs.0.83

The above revised rates shall take effect from 1 June 1961

The rates are inclusive of concessions enjoyed by the workers in respect of supplies of foodstuffs and other essential commodities, if any, but are exclusive of other amenities which shall continue unaffected.

The above daily rates shall be payable in respect of all operations including plucking, without affecting existing tasks and hours of work and the piece ^{rate} _{are} operative in plucking.

The industry shall supply foodgrains (cereals) to the workers as and when necessary as heretofore at Rs.20 per maund.

(Notification no.GLR 584/59/485 dated 12 May 1961,
Assam Gazette, Part IIA, 31 May 1961, p.1803)

Higher Scales of Pay for Dock Workers:
Recommendations of Committee accepted
by Government.

More than 75,000 dock and port trust workers are likely to benefit by the recommendations of the Jeejeebhoy Committee, set up to categorize Class III and IV posts in the ports of Bombay, Calcutta, Madras, Cochin, Kandla and Vishakapatnam. The resultant additional financial burden on the various port trusts has been estimated at nearly 8 million rupees.

For details, please see Section 44, pp. 2f-32 of this report.



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37. Salaries

India - June 1961

Overtime Rates Fixed for Central Government Employees

Nearly two million members of the subordinate staff of the Central Government are to be paid over-time allowance with retrospective effect from 1 June 1961. This follows the recommendations of the Pay Commission.

In the past the overtime paid was on a flat rate basis. And it was applicable only if an employee put in more than two hours' extra work.

Under the new rules overtime will be paid 45 minutes after the prescribed working hours are over. Although the additional expenditure has not been calculated it is estimated that, as compared to the existing rates, the increase because of the new scales will be from six to ten times more than the present rates for overtime.

The new rules will not apply to those who are covered by the Factories Act or the Minimum Wages Act, Government servants on tour and people employed in Government printing establishments, Customs and Excise and the Overseas Communication Service; they are already receiving over-time wages.

A comparative statement shows that while a peon now gets Re.1 for three hours' overtime on Sundays and holidays, he will get Rs.3.15 under the new rates; similarly a stenographer will be paid Rs.9.45 as against Rs.2 he was entitled to under the present scales.

(The Statesman, 22 June 1961)

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

INDIA - JUNE 1961

41. Agriculture

Maharashtra Agricultural Lands (Ceiling on
Holdings) Act 1961. (No. XXVII of 1961)

The Maharashtra Agricultural Lands (Ceiling on Holdings) Bill (vide pages 29-32 of the report of this Office for January 1961) as passed by the Maharashtra Legislature received the assent of the President on 7 June 1961 and has been gazetted as Maharashtra Act No. XXVII of 1961. The Act imposes a maximum limit on the holding of agricultural land in the State and provides for the acquisition and distribution of land in excess of such ceiling and for matters connected therewith. The ceiling is fixed for different classes of lands in different local areas and they are set out in the First Schedule to the Act.

(Maharashtra Government Gazette, Part IV,
22 June 1961, pp. 203-309)

42. Co-operation

India - June 1961

Growth of Co-operative Credit in Rural Areas:
Reserve Bank's Findings

The growing importance of co-operatives as source of funds in rural areas is brought out by the Rural Credit Follow-up Survey 1957-58, second in the series of annual inquiries by the Reserve Bank of India. The survey which was conducted in 12 districts in 12 States shows that in 1957-58 co-operatives accounted for an estimated 12 per cent of the total borrowings by cultivators as against 2 per cent in 1951-52.

However, the growth in co-operative credit was not equally impressive in all the selected districts. In Sorath, Akola, Chingleput and Jullundur, the movement was relatively well developed; the proportion of borrowings from co-operatives to the total borrowings ranged from 19 per cent in Chingleput to 38 per cent in Sorath.

In Deoria, Sagar, Nizamabad, Bangalore and Burdwan, the movement was relatively less developed, the proportion varying between 2 per cent in Burdwan and 7 per cent in Sagar. Of the remaining three districts, in Jaipur, the movement was newly organised; in Quilon and Monghyr, where co-operatives accounted for between one and 2 per cent of the total borrowings, the movement was practically undeveloped.

Primary structure weak.- The primary credit structure in some districts, despite varying degrees of efforts to reorganise it by forming large-size societies and larger State aid, was generally weak. Many societies, mostly of small size, were dormant; the proportion of such societies was as high as 55 per cent in Bangalore, 54 per cent in Quilon, 52 per cent in Monghyr and 42 per cent in Burdwan. Out of 9,924 primary credit societies in all the 12 districts together, only 340 were large-size societies.

Most small-size societies had meagre financial resources and the turnover of business was small. Thus, out of 158 selected small-size societies, as many as 30 were dormant, and in 74 the total loans advanced during 1957-58 did not exceed Rs.5,000.

Further, most of these societies were hardly in a position to employ full-time trained secretaries. Though the volume of loans advanced by both large and small societies, generally increased over the period 1955-58,

broadly speaking, the financial position and the quality of performance of the large societies were generally superior to those of small societies.

Debt outstanding at the end of 1957-58 was the highest in Jullundur at Rs.845 per family. It varied between Rs.150 and Rs.525 in the remaining districts except Jaipur and Chingleput where it was somewhat higher. The average amount borrowed per family during the year exceeded Rs.300 in Sorath and Jullundur and was less than Rs.200 in 5 districts. A major part of the borrowings in nine districts was financed by moneylenders, the proportion so financed exceeding 70 per cent in six of them. Among the various purposes of borrowing, family expenditure was generally the most important.

In five districts borrowings to the extent of more than 45 per cent of the total were obtained at rates of interest of more than 18 per cent per annum. Repayments were generally small in relation to the total debt liabilities, amounting to one-fourth or less of the same in nine districts.

Gross capital formation per family (excluding purchases of land, livestock and houses) was Rs.684 in Sorath and Rs.237 in Jullundur. It was less than Rs.200 in the other districts, in five of which it was less than Rs.100. The sector-wise breakdown of capital formation showed that agriculture and housing were roughly of equal importance in seven districts. In almost all the districts, large cultivators accounted for more than half the total capital formation.

Positive Approach to Consumers' Co-operation:
Enquiry Committee's Recommendations

The committee on consumers' co-operatives has made a number of suggestions for rapid growth of consumers' co-operatives in the country. The five-member committee, with Dr. P. Natesan, General Secretary, Tamil Nad Co-operative Union Ltd., as Chairman, was set up by the National Co-operative Development and Warehousing Board in February 1961. The committee is in favour of a positive approach to the programme of consumers' co-operatives, and has recommended Government participation in the share capital, and subsidies and loans for the construction of godowns and also managerial subsidies for consumers' co-operatives.

Other measures suggested include preference in the matter of import licences for consumers' co-operatives and representation to the consumers' stores on the import Advisory Council.

Steps are also to be devised for strengthening the organisational pattern of consumers' stores on business lines, particularly at the regional level, by making it possible for them to handle wholesale trade.

While a primary store should have minimum membership of 250, a share capital of Rs.5,000 and an annual business turnover of 100,000 rupees, a wholesale store at the district or regional level should have a minimum membership of hundred primary stores, a share capital of Rs.50,000 and a business turnover of Rs.1.2 million every year in order to be viable. The apex wholesale stores should similarly have a minimum of 200 primary stores as members, Rs.100,000 as share capital, a working capital of Rs.500,000 and a business turnover of Rs.3.0 million.

In order to cut down expenses on staff, shop accommodation, godown, etc., it may be worthwhile, for the time being, to allow service co-operatives which are working satisfactorily to take up functions of consumer stores on a limited scale. The committee has recommended an intensive drive by the State Government for consolidating and revitalising weak units.

The Committee envisages the establishment in the future of a national federal organisation to advise Government in planning and to conduct research on the day-to-day problems of consumer co-operatives and to give necessary guidance to them.

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As an interim measure, according to the Committee, the existing State and district level marketing organisations should assist the affiliated primary stores besides undertaking imports ~~imports~~ on their behalf, taking agencies for certain standard consumer goods and supplying consumer goods channelled through them.

Central Financing Agencies.— Government participation in the share capital of consumer stores, which is to be on a matching basis, is to be of the order of upto Rs.50,000 for an apex wholesale store and upto Rs.2,500 for a primary store.

Central financing agencies should provide cash credit to primary stores at least up to twice their owned funds on the basis of a floating charge on their assets and State Co-operative Banks should provide the working capital loans to apex wholesale stores upto four times their owned funds, against a Government guarantee. Losses, if any, may be shared in the ratio of 50:40:10 between Central Government, State Government and State Co-operative Bank concerned.

Consumer stores, it is emphasised, should take every possible step to raise funds from within and to build up their own funds sufficiently. An increase in membership and the average size of share holding per member, it is hoped, would strengthen the internal resources.

Primary stores are to aim at providing a variety of goods and, if funds permit, undertaking simple processing activities like oil extraction, rice hulling, coffee grinding, etc. The entire range of importable popular items of consumer applicable to established importers, it is suggested, should be thrown open to consumer stores, and the consumer stores should also be given adequate and direct representation on the Import Advisory Council.

Preference, the Committee feels, should also be given by the State Trading Corporation to wholesale stores while appointing agents and distributors for the sale of imported goods.

Loan and Subsidy.— Government assistance, in the shape of loan and subsidies, at the rate of Rs.15,000 to a primary store, Rs.50,000 to an apex wholesale store at headquarters and Rs.25,000 for the regional branch godown, should be given to viable primary stores for the

construction of shop-cum-godown.

The Central Government should bear 50 per cent of the cost of additional staff appointed by the State Governments and give a managerial subsidy of up to Rs.1,800 for a primary store and Rs.12,000 for an apex wholesale store, to selected primary and apex wholesale stores for the first three years to five years. The managerial subsidy is to be shared on a fifty-fifty basis between the Centre and the State.

Other recommendations in regard to governmental assistance include helping the consumer stores in securing shop accommodation; exemption from payment of sales-tax on sales effected to their affiliated primaries, concession in income-tax, assistance to Government Departments and undertakings for the promotion of consumer stores amongst their employees. It is suggested that it should be obligatory on the part of the private industrialists to encourage and assist the organisation of consumer stores for their employees as part of their welfare programmes.

(The Hindu, 26 June 1961)

44. Merchant Marine and Fisheries.

India - June 1961.

Higher Scales of Pay for Dock Workers:
Recommendations of Committee accepted
by Government.

More than 75,000 dock and port trust workers are likely to benefit by the recommendations of the Jeejeebhoy Committee, set up to categorize Class III and IV posts in the ports of Bombay, Calcutta, Madras, Cochin, Kandla and Vishakapatnam. The resultant additional financial burden on the various port trusts has been estimated at nearly 8 million rupees. The Committee was set up in August 1958 with Shri F. Jeejeebhoy as chairman to undertake the work of classification and categorisation of Class III and IV posts in the major ports (vide, report of this Office for the month of September 1958, Section 44, page 61).

The Committee's report was presented to the Union Minister for Shipping, Shri Raj Bahadur, by Shri Jeejeebhoy in Bombay on 8 June 1961.

The 12-page report, analysed separately in six schedules running into 450 pages, attempted to fix the wages into the scales prescribed by the First Pay Commission "with a view to their being fitted into the Second Pay Commission's recommendations".

It was estimated that more than 50 per cent of the pay scales of Class III and Class IV employees, and in some ports like Calcutta, nearly 90 per cent of the pay scales of employees have been upgraded, according to the Committee's recommendations. In Madras, nearly 80 per cent of the employees will have extra benefits as a result of the recommendations, by way of higher emoluments. In Bombay, where the wages are stated to be higher compared to other ports, nearly 50 per cent of the employees will receive extra benefits.

Rationalised Basis.- The report says that this is the first occasion on which the wage structure of the major ports in the country has been investigated on a broad and rationalised basis. This is also the first occasion on which representatives of the ports and of labour have sat in conclave to decide the questions at issue. It is also the first occasion where it has been provided that the recommendations of the Committee would be final and binding on the port authorities as well as on labour.

The report says that this democratic set-up has been appreciated by all the parties, and during the Committee's work there was a feeling of goodwill and understanding among the members. Both sides had full opportunity of assessing in an impartial and objective manner the merits and demerits of each situation, and neither side lagged behind in making its full contribution to the discussions; no holds were barred, and yet most of the decisions were unanimous; there were, of course, some differences of opinion, the absence of which would be surprising in any Committee of this character.

Special Pay.- A number of posts in different ports carry special pay or allowances. These will not be affected by the new scales of pay fixed by the Committee and the incumbents will continue to draw the existing special pay or allowances except as stated below.

In a few cases, the Committee has fixed scales with the stipulation that particular posts would draw, in addition, special pay or allowances. These have been shown in appropriate places in the schedules to the report. In some cases, however, the Committee has fixed new scales without the benefit of the continuance of the existing special pay or allowance. This, again, has been specially indicated in the schedule.

The Committee's primary function was to fit the various categories into the scales provided by the Government resolution, subject to the permissible latitudes. As each category or a group of categories came up for consideration, the report says, the Committee carefully examined the duties and responsibilities of the posts and decided into which scale the particular category in the hierarchy of the port could be appropriately fitted.

The members of the Committee had always in their minds the desirability of giving equal pay for equal duties and responsibilities in all the ports, and their decisions were based on that principle. If, therefore, a category in a particular port has been given a different scale to a category bearing the same designation in another port, the report ~~will~~ says, the difference in emoluments will be found to be due to differences between the two in matters of duties, responsibilities, and other relevant factors. While it is true that in Bombay the scales are to some extent higher as to some categories than in other ports, the report says, "our decisions have, in our opinion, resulted to a considerable extent in a fair rationalisation of the pay structure at all the ports in terms of the resolution."

The Committee took into consideration the scales of similar categories in the Railways, the P.W.D., the Navy, and the report of the Second Pay Commission, and in every other available source of material, in order to discover the correct scale applicable to a category.

Shorter Pay Scales.- While for the majority of the decisions, the scales as appearing in the schedule to the Government resolution have been found appropriate, there have been cases where the Committee has broken up longer scales into shorter ones in order to give effect to the object for which the Committee was appointed. In some deserving cases, the Committee fixed a higher starting pay in the prescribed scale, and the Committee has also fixed scales going beyond the indicated maximum in appropriate cases as is permissible under the resolution. In a few cases, the Committee adopted scales prevailing in Government departments, but not shown in the schedule to the resolution.

Dealing with the scales of pay, the report says that the decisions of the Committee have been duly translated into six Schedules, one for each Port. The schedules contain the existing designations of the categories and the existing scale of pay of each post in each of the several departments of the Ports, ~~the~~ together with the scale as fixed by the Committee for the same category, and also any re-designation of the category which the Committee has considered fit.

Following are the Committee's main recommendations regarding scales of pay:

Lower clerical staff: clerks in all the ports, both indoor and outdoor in the lower division scale should get the scale of Rs. 60-4-120-EB-5-150.

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Typists: there is a joint cadre of clerks and typists at Bombay, Cochin, Kandla and Madras ports, and a separate cadre of typists at Calcutta and Vishakapatnam. The Committee is of the view that the promotion opportunities for the typists at Calcutta and Vishakapatnam ought to be examined.

Stenographers: the Committee has decided that the entry scale of stenographers should be the highest clerical scale of Rs.80-5-120-EB-8-200-10 $\frac{1}{2}$ -220. There should be two promotional scales for them, the first being the highest ministerial scale of Rs.160-10-300 with a start of Rs.200, and the second being the still higher ministerial scale of Rs.200-15-350 with a start of Rs.260. At Cochin, where there are no stenographers, clerks doing such work should be designated as stenographers and paid accordingly.

Railway staff: no higher scale of pay for port railway employees to make up for extraneous benefits given to the staff of Indian railways.

Skilled artisans: they should be given three scales of pay (1) Rs.60-5-75; (2) Rs.75-3-105 and (3) Rs.100-5-130.

Semiskilled artisans: their scales of pay should be (1) Rs.35-1-50; (2) Rs.40-1-50-2-60 and (3) Rs.40-2-60.

Highly skilled categories: (1) Rs.80-5-120-EB-8-160 and (2) Rs.100-5-125-6-155-EB-6-185.

Operational staff of cranes and other shore plants: these should be classified into five groups - (1) Rs.40-2-60, (2) Rs.60-3-81-EB-4-105, (3) Rs.75-3-81-EB-4-125-5-130, (4) Rs.100-5-125-6-155, (5) Rs. 155-6-185.

Lascars: Rs. 40-1-50 for Grade I and Rs.30-1-40-EB-1-50 for Grade II.

Sanitary staff: Rs. 30-1-35.

Watch and Ward: Rs. 30-1-35.

Messengers: Rs.30-35 and Rs.35-50 with provision for better pay for Bombay messengers, who do better type of work.

Cycle peons: Rs.30-1-35 with promotion opportunities.

Shore works: monthly time-scale of Rs.30-1-40 with benefits of provident fund, leave pay and gratuity.

These recommendations are to have retrospective effect from 1 October 1957 according to the decision of the Union Government.

The Government has also decided that if in any case the scale prevailing prior to revision is higher than the one fixed by the Committee, the higher scale would continue to apply.

(The Hindustan Times, 9 June 1961;
The Times of India, 9 June 1961)

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS

India - June 1961

50. General

Motor Transport Workers Act, 1961 (No.27 of 1961)

The Motor Transport Workers Bill (vide pages 82-84 and pages 97-98 of the reports of this Office for May-June and November-December 1960 respectively) as passed by Parliament received the assent of the President on 20 May 1961 and has been gazetted as Act No.27 of 1961. A summary of the salient provisions of the Act is given below:

Extent and commencement.- The Act extends to the whole of India except the State of Jammu and Kashmir and is to come into force on such date, not being later than the 31st day of March 1962, as the Central Government may, by notification in the Official Gazette, appoint and different dates may be appointed for different States.

Definitions.- The term 'motor transport worker' has been defined to mean a person who is employed in a motor transport undertaking directly or through an agency, whether for wages or not, to work in a professional capacity on a transport vehicle or to attend to duties in connection with the arrival, departure, loading or unloading of such transport vehicle and includes a driver, conductor, cleaner, station staff, line checking staff, booking clerk, cash clerk, depot clerk, time keeper, watchman or attendant, but except in section 8 (relating to canteens) does not include - (i) any such person who is employed in a factory as defined in the Factories Act, 1948; (ii) any such person to whom the provisions of any law for the time being in force regulating the conditions of service of persons employed in shops or commercial establishments apply. The term 'motor transport undertaking' has been defined to mean a motor transport undertaking engaged in carrying passengers or goods or both by road for hire or reward, and includes a private carrier.

Registration.- Every employer of a motor transport undertaking to which this Act applies shall have the undertaking registered under this Act. An application for the registration of a motor transport undertaking shall be made by the employer to the prescribed authority in such form and within such time as may be prescribed.

Inspecting staff.- Provision is made for the appointment of a duly qualified person to be the Chief Inspector and as many qualified persons to be inspectors subordinate to the chief inspector. The chief inspector or an inspector may make such examination and inquiry as he thinks fit in order to ascertain whether the provisions of this Act or rules made thereunder are being observed in the case of any motor transport undertaking. For this purpose he may inspect and search any premises which is under use or occupation of any motor transport undertaking or examine any motor transport worker or seize or take copy of such documents or registers as he may consider relevant in respect of an offence under this Act. The State Government may appoint qualified medical practitioners as certifying surgeons to perform such duties as may be prescribed in connection with examination and certification of motor transport workers.

Welfare and health.- Rules may be made by State Government requiring the provision and maintenance by the employer of one or more canteens in every place wherein 100 or more motor transport workers are employed in a motor transport undertaking. In places where workers are required to halt at night, there shall be provided and maintained by the employer for the use of those motor transport workers such number of rest rooms or such other suitable alternative accommodation, as may be prescribed. Rules may be made requiring an employer of a motor transport undertaking to provide for the drivers, conductors and line checking staff employed in that undertaking such number and type of uniforms, raincoats or other like amenities for their protection from rain or cold as may be specified in the rules. Other provisions of the chapter relate to medical facilities and first-aid facilities for motor transport workers.

Hours of work.- No motor transport worker shall be required or allowed to work for more than eight hours in any day and forty-eight hours in a week. Where any such motor transport worker is engaged in the running of any motor transport service on such long distance routes, or on such festive and other occasions as may be notified in the prescribed manner by the prescribed authority, the employer may, with the approval of such authority, require or allow such motor transport worker to work for more than eight hours in any day or forty-eight hours in any week but in no case for more than ten hours in a day and fifty-four hours in a week, as the case may be. No adolescent (between 15 and 18 years of age) shall be employed or required to work as a motor transport worker in any motor transport undertaking -
(a) for more than six hours a day including rest interval of half-an-hour; (b) between the hours of 10 p.m. and 6 a.m. Provision is made for a rest interval of half an hour after five hours' work and for a day of rest in every period of seven days.

Employment of young persons.- No child below 15 years of age shall be required or allowed to work in any capacity in any motor transport undertaking. No adolescent shall be required or allowed to work as a motor transport worker in any motor transport undertaking unless - (a) a certificate of fitness granted with reference to him under section 23 is in the custody of the employer; and (b) such adolescent carries with him while he is at work a token giving a reference to such certificate.

Wages and leave.- The Payment of Wages Act 1936 is made applicable to motor transport workers and overtime wages are fixed at twice the ordinary rate of wages. Every motor transport worker who has worked for a period of two hundred and forty days or more in a motor transport undertaking during a calendar year shall be allowed during the subsequent calendar year leave with wages for a number of days calculated at the rate of - (a) if an adult, one day for every twenty days of work performed by him during the previous calendar year; and (b) if an adolescent, one day for every fifteen days of work performed by him during the previous calendar year. The total number of days of leave that may be carried forward to a succeeding year shall not exceed thirty in the case of an adult or forty in the case of an adolescent.

For the leave allowed to a motor transport worker, he shall be paid at the rate equal to the daily average of his total full time wages for the days on which he worked during the month immediately preceding his leave, exclusive of any over-time earnings and bonus, if any, but inclusive of dearness allowance and the cash equivalent of the advantages, if any, accruing by the concessional supply by the employer of foodgrains for the day on which he worked.

The provisions of this Act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any award, agreement or contract of service, whether made before or after the commencement of this Act.

Nothing contained in this Act shall be construed as precluding any motor transport worker from entering into an agreement with an employer for granting him rights or privileges in respect of any matter which are more favourable to him than those to which he would be entitled under this Act.

Other provisions of the Act deal with penalties and procedure, exemptions and power to make rules.

Bihar Shops and Establishments (Amendment) Act, 1961
(Bihar Act XII of 1961)

The Bihar Shops and Establishments (Amendment) Bill (vide pages 110-111 of the report of this Office for February 1960) as passed by the Bihar Legislature received the assent of the President on 6 May 1961 and has been gazetted as Bihar Act XII of 1961. The more important of the amendments made are:

- (1) The definition of the term 'wages' is made more comprehensive to include the dearness allowance.
- (2) The existing second proviso to Section 9 of the Bihar Shops and Establishments Act provides that the total number of hours of work including overtime shall not exceed 10 hours a day and 60 per week. The new amendment fixes the above limits of 10 hours in any day except on days of stock-taking and preparation of accounts and 60 hours per week.
- (3) A new section 14 provides that no child, young person or woman shall be required or allowed to work whether as an employee or otherwise in any establishment to which this Act applies before 7 a.m. or after 10 p.m.
- (4) Another amendment to section 16 changes the qualifying service for leave from 200 to 240 days and provides in the case of female employees, maternity leave for any number of days not exceeding 12 weeks. The total number of days of leave that may be carried forward under the new provision may not exceed 40 in the case of a child and 30 in any other case.
- (5) The provisions of the Bihar Maternity Act 1947 and the rules made thereunder are made applicable to every establishment under the Act.

(Bihar Gazette, Extraordinary, 3 June 1961,
pp. 1-6)

Bombay Shops and Establishments (Extension and
Amendment) Act, 1960 (Maharashtra Act No. XXVI
of 1961)

The Government of Maharashtra gazetted on 22 June 1961 the text of the Bombay Shops and Establishments (Extension and Amendment) Act 1960, as passed by the Maharashtra Legislature. The Act which received the assent of the President on 6 June 1961 makes a number of amendments to the Act of 1948. The Act extends the Bombay Shops and Establishments Act, 1948, throughout the State and repeals corresponding laws in force in certain territories of the State. A summary of the more important of the amendments made is given below.

(i) Under section 18(1) every shop and commercial establishment has to remain closed on any one day of the week and the employer has to prepare a list of such closed days at the beginning of the year and forward it to the inspector. Under the existing provision this has to be notified to the inspector even if no change is made in closed days included in the previous year's list. Under a new amendment it is not necessary to forward a fresh list of closed days to the inspector every year when there is no change in the list of closed days.

(ii) A new section 34A provides that no young person or woman working in any establishment shall be required or allowed to perform work as may be notified by the Government to be work involving danger to life, health or morals.

(iii) An amendment to section 35 provides that if an employer is in service for not less than three months in any year, he shall be allowed, for every 60 days on which he has worked, leave, consecutive or otherwise, for a period of not more than two days and if he has worked for not less than 240 days, he should be allowed leave for a period of not less than 21 days with the proviso that total accumulation of leave shall be up to a period of 42 days.

(iv) A new section 38A provides that the provisions of the Workmen's Compensation Act 1923 and the rules made thereunder shall, mutatis mutandis, apply to employees (other than those who are in receipt of monthly wages exceeding 400 rupees) of an establishment to which this Act applies and in which at least five employees are employed on the date of accident as if they were workmen within the meaning of that Act.

(v) The existing section 66 provides that no employer can dispense with the services of an employee who has been in service continuously for not less than three months, without giving him at least 14 days' notice in writing or wages in lieu of such notice. An amendment provides that in the case of persons who have put in more than a year's service, the notice period should be at least 30 days.

Other amendments are either minor or consequential or of drafting nature.

The Act repeals the Central Provinces and Berar Shops and Establishments Act, 1947, the Hyderabad Shops and Establishments Act 1951, and the Weekly Holidays Act 1942, in its application to certain parts of the State.

(Maharashtra Government Gazette, Part IV, 22 June 1961, pp.195-202)

56. Labour Administration

India - June 1961.

Punjab: Annual Report on the Working of the Punjab Shops and Commercial Establishments Act during 1959

The Government of Punjab published on 30 June 1961 its review on the annual report of the working of the Punjab Shops and Commercial Establishments Act during the year 1959. According to the review the administration of the Act continued to be entrusted to the seniormost Deputy Chief Inspector of Shops in addition to his own duties. In the beginning of the year under report the Act was applicable to 150 towns in the State. On receipt of various representations from employers and employees organisations the provisions of the Act were extended to 10 more towns so that at the close of the year the Act covered 160 towns. As a result of this 15,000 more establishments were brought within the ambit of the Act bringing up the total number of establishments thus covered from 139,561 to 154,823 and the total number of employees from 75,168 to 83,210.

Inspections.- The total number of inspections carried out during the year under report comes to 169,963 as against 149,927 for the preceding year. The increase in the number of inspections was due to addition to the number of towns covered under the Act and also partly due to the greater vigilance on the part of the Inspectorate.

Prosecutions.- As a result of the inspections carried out by the Inspectorate Staff 8,344 prosecutions were recommended out of which 8,578 prosecutions were authorised as against 5,633 during the previous year. 7,263 prosecutions were actually launched in the courts of competent jurisdiction out of which 5,560 cases were decided. A total sum of Rs.103,593.75 was recovered as fine from the defaulters as against Rs.74,629 during the previous year. A total number of 873 departmental warnings were also issued during the year.

Settlement of complaints.- One hundred and two complaints were brought over from the previous year while a total number of 2,174 fresh complaints were received during the year under report. Out of these, 2,186 complaints were disposed of/settled, leaving a balance of 90 at the close of the year.

Consultative Committee.- An advisory committee called the Consultative Committee was set up by the Punjab Government in August 1958 to advise them on the enforcement of

this Act. The Committee comprises 7 representatives of employers and employees organisations each in the State and also 3 legislators with the Chief Inspector of Shops, Punjab, as its convener and Secretary. In all it held seven meetings during the year under report and considered 165 items received from various organisations both of employers and employees. The Committee functions only in an advisory capacity and the final decisions on its recommendations are taken by the Government after due consideration. A majority of the recommendations made by the Committee during the year under report were accepted by the Government.

Exemptions.- The number of exemptions granted by the State Government from various provisions of the Act during the year under report was 110 as against 103 during the previous year. The slight increase in the number of exemptions was necessitated by the emergency caused by the shortage of electricity. While granting exemptions the interests of employees were properly safeguarded.

(Supplement II to the Punjab Government Gazette,
30 June 1961, pp.121-122)

Chapter 6. General Rights of Workers.

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

India - June 1961

Punjab: Payment of Wages Act 1936, extended to Industrial Establishments

In exercise of the powers conferred under the Payment of Wages Act, 1936, the Government of Punjab has extended the provisions of the said Act to the payment of wages to persons employed in 'industrial establishments' as defined in section 2 clause (ii) sub clause (g) of the said Act with immediate effect. (Establishments in which any work relating to the construction, development or maintenance of buildings, roads, bridges or canals or relating to operations connected with navigation, irrigation or the supply of water or relating to the generation, transmission and distribution of electricity or any other form of power is carried on)

(Notification no.7185-7LabII-61-18065 dated 1 July 1961, Punjab Government Gazette, Part I, 7 July 1961, p.2181)

67. Conciliation and Arbitration.

India - June 1961.

Working of the Central Sphere Industrial Relations Machinery for the Year 1958-1959.

The Central industrial relations machinery, during the period 1958-59 consisted of the Chief Labour Commissioner, one Regional Labour Commissioner for verification work, one welfare adviser, three assistant labour commissioners, two labour officers and two labour inspectors. ~~during the~~ The field organisation consisted of six regional labour commissioners, one regional labour commissioner for evaluation and implementation of labour laws, etc., 27 conciliation officers, 98 labour inspectors and 12 junior inspectors.

Works Committees. - The total number of central sphere undertakings required to constitute works committees under the Industrial Disputes Act, 1947, was 1,204 at the end of March 1959. Such committees were functioning in 721 undertakings. A critical analysis of the functioning of these committees was undertaken during the year under review, in 161 public sector undertakings and 172 coal mines. The survey revealed that the meetings of the works committees were ordinarily held once in ~~in~~ a quarter. In the formation of works committees, the greatest measure of success was achieved by the defence installations. Generally, the subjects discussed by the works committees included grant of loans, holiday announcements, advance payment of wages before festivals, recreational and medical facilities, improvement of quarters, supply of drinking water, etc. Unanimous decisions on the subjects discussed were taken to a large extent only in a few mines.

Strikes and Lock-outs. - During the year under review, 396 strikes and 5 lock-outs were reported as compared to 501 strikes and 5 lock-outs in 1957-58. The time-loss caused by strikes and lock-outs was 1,348,860 mandays as against 1,311,079 in 1957-58. The officers of Industrial Relations Machinery intervened in 129 strikes and lock-outs and settled as many as 114 disputes, i.e. 88 per cent of the total. In the remaining cases, intervention was not necessary. The year under report also witnessed besides actual strikes and lock-outs 196 threats of strikes and one threat of lock-out.

The number of industrial disputes, other than strikes and lock-outs, reported during the year was 2,754 as against 3,150 in 1957-58. Conciliation proceedings in respect of 1,184 cases of disputes were taken up by the organisation and settlements were brought about in 467 cases. One hundred and twenty-four cases were referred for adjudication.

Lay-off and Retrenchment Compensation.- During the year 1958-59, 6,321 workers were retrenched. Of these, 3,746 workers received a sum of 436,765 rupees as retrenchment compensation, which included an amount of 28,286 rupees paid to 491 workers retrenched in 1956.

Standing Orders.- Draft standing orders in respect of 104 establishments were certified during the year. The total number of certified standing orders was 1,197 at the end of the year, 1958.

Unit Production Committees.- In the Central Sphere undertakings, unit production committees function in an advisory capacity and take up production matters such as the proper use of safety measures and devices, better up-keep and care of machinery, tools, elimination of defective work and waste, etc. By the end of March 1959, 112 undertakings had these committees. But in 26 undertakings, works committees functioned also as unit production committees and 33, sub-committees of works committees functioned as unit production committees. In the remaining 53 establishments separate production committees were functioning.

Enforcement of Labour Laws.- Officers of the Industrial Relations Machinery carried out inspections in mines and railways under the Payment of Wages Act and establishments covered by the Minimum Wages Act. Details of inspections made, irregularities detected, etc., are given below:

- (a) Mines.- A total number of 3,506 inspections was carried out and as many as 10,180 irregularities were detected during the year 1958. Of the total irregularities, 7,588 were rectified during the year.
- (b) Railways.- During the period under review, 6,316 inspections in Railway establishments and Paymasters' Offices were carried out and 17,156 irregularities detected. Of these, 8,800 irregularities were rectified during the year. Inspections in 593 establishments of railway contractors were conducted and 2,651 irregularities were detected. About 50 per cent of these irregularities were rectified during the year.

Minimum Wages Act.- During the year 1958, 1,603 inspections were made and 12,608 irregularities were detected. Prosecutions were launched in 59 cases and in 32 cases the employers were convicted.

Welfare Activities.- Tendering advice to managements of Central Sphere Undertakings regarding welfare measures is one of the functions of the organisation. Another important feature of the welfare activities of the machinery is to promote the constitution and operation of labour welfare funds in the Central Government undertakings for promoting non-statutory welfare of labour. Particular attention was also paid by the officers to ensure that the Model Rules for the protection of health and sanitary arrangements for workers employed by the C.P.W.D. and their contractors were properly enforced. At the end of the year under report, 11 creches were functioning in C.P.W.D. works which catered to the needs of about 300 children of women workers.

(Indian Labour Journal, Vol. II, No. 6,
June 1961, pp. 527-529)

67. Conciliation and Arbitration

India - June 1961

Madhya Pradesh Industrial Relations Rules, 1961

The Government of Madhya Pradesh published on 2 June 1961 the text of the Madhya Pradesh Industrial Relations Rules, 1961, made in exercise of the powers conferred under the Madhya Pradesh Industrial Relations Act, 1960 (vide pages 116-122 of the report of this Office for November-December 1960). The rules prescribe, inter alia, the manner in which the panel of members representing the interest of employers and employees shall be prepared for appointment to the Board of Arbitration, the manner in which vacancies in the Board shall be filled, the form of application for recognition as a representative union and the fees payable on such applications, the mode of enquiry for the grant of certificate of recognition, the procedure for cancellation of recognition, procedure for grant of legal aid to approved unions, procedure for effecting change in respect of an industrial matter, the manner in which joint committee shall be constituted, form of memorandum of settlement, the procedure for reference of disputes for arbitration, procedure to be followed by a Labour Court, the Industrial Court and the Board, manner of maintaining record of industrial matters, etc.

(Notification no.3254-2291-XVI dated 29 May 1961, Madhya Pradesh Gazette, Part IV B, 2 June 1961, pages 303-345)

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JUNE 1961.

81. Employment Situation.

Employment Exchanges: Working during February 1961.

General employment situation.- According to ^{the} Review of the activities of the Directorate-General of Employment and Training for the month of February 1961, the number of registrations for employment assistance during February 1961 was 199,927 as against 223,822 in January 1961 showing a fall of 23,895. The number of persons on the Live Register was 1,596,017 at the end of February 1961 as against 1,609,736 at the end of the previous month, showing a fall of 13,719. The number of employers who utilized the services of the Employment Exchanges was 9,309 during the month under review as against 9,353 in January 1961. The number of vacancies notified to the exchanges was 48,271 during the month of February 1961 as against 48,236 in January 1961. The number of placements during February 1961 was 28,044 as against 27,471 in January 1961 showing a rise of 573.

Shortages and Surpluses.- Shortage was reported in respect of fast typists, stenographers, nurses, midwives, compounders, doctors, health visitors, sanitary inspectors, trained teachers, engineers, skilled turners, electricians, laboratory technicians and physical training instructors. On the other hand, surpluses persisted in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- All India report on employment in the public sector for the quarter ended March, 1960 was issued. Ten Employment Market Reports relating to different areas in different States were also issued. The eighth training course for Employment Officers from Maharashtra and Gujarat States in the collection of employment market information was conducted at Rajkot from 14 to 22 February 1961.

Vocational Guidance and Employment Counselling.- One Vocational Guidance Unit started functioning at Employment Exchange Kozhikode in Kerala thus bringing the total number to 60 at the end of February 1961.

Employment of Retrenched Employees.- The Central Employment Exchange rendered employment assistance to retrenched workers in various projects and establishments during the month of February 1961 as follows:-

	<u>No.</u>	<u>No.</u>	<u>No. awaiting</u>
	<u>retrenched.</u>	<u>placed.</u>	<u>assistance.</u>
Damodar Valley Corporation,	17	17	345
Bhakra Nangal Project.	-	-	-
Bhilai Steel Project.	4,728	91	1,723
Special Cell of the Ministry of Home Affairs.	3	1	Class I & II. 36 Class III. 5 Class IV. - Total. <u>41</u>

Employment Exchange Procedure.- A question arose whether submission of physically handicapped persons could be made without strict regard to their seniority in registration vis-a-vis other applicants on the Live Register. According to the decision of the Working Group of the National Employment Service instructions were issued to employment exchanges that in the matter of submission of handicapped persons, suitability of the candidates for the vacancy and their acceptability to the employer should be the only guide for submission and not the seniority in registration.

Opening of additional employment exchanges.- Seven additional employment exchanges were opened in the States of Delhi, Madhya Pradesh and Maharashtra thus bringing the total number to 310 at the end of February 1961.

(Review of the activities of the Directorate-General of Employment and Training during the month of February 1961; Ministry of Labour and Employment, Government of India, New Delhi)

Employment Exchanges: Working during March 1961.

General employment situation.- According to the Review of the activities of the Directorate-General of Employment and Training during the month of March 1961, the number of registrations for employment assistance during the month of March 1961 was 220,830 as against 199,927 during February 1961 showing a rise of 20,903. The number of applicants on the Live Register stood at 1,561,166 at the end of March 1961 as against 1,596,017 in the previous month showing a decrease of 34,851. The number of employers who utilised the services of the employment exchanges was 9,551 in March 1961 as against 9,309 in February 1961 showing a rise of 242. The number of vacancies notified to the employment exchanges was 54,571 during the month under review as against 48,271 in February 1961 showing a rise of 6,300. The number of placements secured during the month was 27,794 as against 28,044 in the last month.

Shortages and Surpluses.- Shortage was reported in respect of typists, stenographers, nurses, midwives, compounders, doctors, health visitors, sanitary inspectors, trained teachers, engineers, skilled turners, electricians and physical training instructors, and there were surpluses in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- Quarterly Employment Review (No.4) was issued during the month of March 1961. Thirtythree Employment Market Reports relating to areas in different states were also issued.

The sixth meeting of the Technical Working Group on Current Employment Statistics was held at the Directorate General of Employment and Training on 24 March 1961.

Vocational Guidance and Employment Counselling.- One Vocational Guidance Section was opened at Employment Exchange, Surat in Gujarat State bringing the total number to 61 at the end of March 1961.

Deployment of retrenched employees.- The Central Employment Exchange rendered employment assistance to retrenched workers in various projects and establishments during the month of March, 1961:-

	No. retrenched.	No. placed.	No. awaiting assistance.
Damodar Valley Corporation.	49	53	383
Bhakra Nangal Project.	-	-	-
Bhilai Steel Project.	5,790	66	2,473
Special Cell of the Ministry of Home Affairs.	76	4	Class I & II. 36 Class III. 68 Class IV. 12 Total. 116

Employment Exchange Procedure: Recruitment of Staff for Census Work.- Since a large number of temporary staff was required by the Superintendents of Census Operations in the various States, Ministry of Home Affairs had agreed to the recruitment of suitable superannuated and retired persons also not exceeding 60 years of age in order to facilitate the re-employment of qualified and experienced persons. Employment Officers were required to bring particulars of suitable superannuated persons registered with them and to the notice of the Census Superintendents concerned.

Priority of Displaced Persons from East Pakistan for submission against Central Government vacancies outside the Eastern Zone.- Government of India has extended priority III, accorded to the displaced persons from East Pakistan for appointment in Central Government offices located outside the Eastern Zone, for a further period of one year with effect from 9-2-1961.

Self-Registration by Educated Applicants at Employment Exchanges.- Instructions were issued to all Employment Officers with a view to ensuring that measures were taken to facilitate self-registration by educated applicants to the maximum extent possible.

Transfer of Gorakhpur Labour Organisation to the Directorate General of Employment and Training.- A Special Committee consisting of representatives of employers' and workers' organisations and of the State Governments concerned met at New Delhi in March 1961 to work out the revised set up of the Gorakhpur Labour Organisation. Consequent upon the recommendations of this Special Committee the administration of the Gorakhpur Labour Organisation has been transferred, with effect from 1-4-1961, to the Directorate General of Employment and Training.

(Review of the activities of the Directorate-General of Employment and Training during the month of March 1961: Ministry of Labour and Employment, Government of India, New Delhi).

83. Vocational Training.

India - June 1961.

Labour Ministry's Training Scheme: Working during
February 1961.

According to the Review of the activities of the Directorate-General of Employment and Training during during the month of February 1961, there were 163 institutes for training of craftsmen, 82 undertakings imparting apprenticeship training and 15 centres holding evening classes for industrial workers. The total number of seats in all these centres and undertakings was 46,890 and the total number of persons undergoing training stood at 39,945.

(Review of the activities of the Directorate-General of Employment and Training during the month of February 1961: Ministry of Labour and Employment, Government of India, New Delhi.)

Labour Ministry's Training Scheme: Working during
March 1961.

According to the Review of the activities of the Directorate-General of Employment and Training during the month of March 1961, there were 163 institutes for training of craftsmen, 14 work and orientation centres for educated unemployed, 85 undertakings imparting apprenticeship training and 15 centres holding evening classes for industrial workers. The total number of seats in all these centres and undertakings was 46,863 and the total number of persons undergoing training stood at 39,754.

Stores and Equipment.- Russian equipment/machinery worth 3,200 rupees was reported as received during March 1961 under the UNTAA (ILO) Aid Programme. Total value of Aid received upto the end of March 1961 was 1.9072 million rupees.

(Review of the activities of the Directorate-General of Employment and Training during the month of March 1961: Ministry of Labour and Employment, Government of India, New Delhi.).

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Chapter 9. Social Security

92. Legislation

India - June 1961

Employees' Provident Funds Act Extended
to Cinemas and Film Establishments

In exercise of the powers conferred under the Employees' Provident Funds Act 1952, the Central Government has directed that with effect from 31 July 1961 the said Act shall apply to the following classes of establishments in each of which 20 or more persons are employed, namely,

1. Cinemas including preview theatres
2. Film studios
3. Film production concerns
4. Distribution concerns dealing with exposed films
5. Film processing laboratories.

(Notification No.G3R 827 dated 19 June 1961, the Gazette of India, Part II, Section 3, sub-section (i), 24 June 1961, pp.905-906)

Mysore Maternity Benefit Rules, 1960

The Government of Mysore gazetted on 15 June 1961 the text of the Mysore Maternity Benefit Rules 1960, made in exercise of the powers conferred under the Mysore Maternity Benefit Act 1960 (vide pages 136-138 of the report of this Office for February 1960). The rules which came into force on 1 July 1961 prescribe inter alia the mode of proof of confinement, miscarriage, illness arising out of pregnancy or confinement and claimants' death, the form of annual return, the particulars to be entered in the muster roll, powers and duties of inspectors, procedure for appeals under the Act and penalties.

(Notification No.LLH93 LW60 (ii) dated 8 June 1960, The Mysore Gazette, Part IV - Section 2-c(i), 15 June 1961, pp.264-267.)

94. International Agreements.

India - June 1961.

Working of the Maternity Benefit Acts in India during 1959.

During the year under review, the percentage of establishments submitting returns to the total number of establishments covered by the State Acts varied from 24.1 in Madhya Pradesh to 100.0 in Bihar and Uttar Pradesh. The over-all percentage of establishments submitting returns under the State Acts was 70.0 as against 73.6 during 1958. Under the Mines Maternity Benefit Act, this percentage was 48.6 for coal mines and 65.4 for other mines, as against 59.2 and 51.6 respectively in the preceding year. In several industrial centres in the states women workers are being covered by the integrated social insurance scheme framed under the Employees' State Insurance Act 1948 and the State Maternity Benefit Acts cease to be operative in areas where the scheme is enforced. The Employees' State Insurance Act is gradually being introduced in more and more areas. The statistics of maternity benefit paid under this Act have been presented separately.

It will be noted that the above factors do not allow any strict comparison of absolute figures from year to year. Therefore, in this article only certain ratio measures have been compared over the two years 1958 and 1959, but even in case of these measures the above limitations should be kept in view while drawing any conclusions from the statistics presented in this article.

The following table shows the total number of women workers in the establishments covered by the Act and details about the claims and payments made during 1959:-

States	No. of Estab-lishments submit-ting returns.	Average No. of women employed in estab-lishments submitt-ing returns.	No. of women who claim- ed mater- nity benefit.	No. of women who were paid mat-ernity benefit in full or in part	No. of cases in which bonuses were paid.	Total amount paid.
				Total.	from current year claim.	(Rs.)
Andhra Pradesh.	2,042	73,413	560	551	N.A.	2 18,471
Assam.	Return not received.....					
Bihar.	288	9,465	735	715	687	- 91,320
Bombay.	2,778	45,906	1,790	1,920	1,647	11 57,449
Kerala.	737	107,816	18,375	17,654	8,633	2,460 1,141,201
Madhya Pradesh.	457	10,328	183	149	-	2 7,306
Madras.	1,955	45,999	1,983	1,526	849	198 85,302
Mysore.	214	14,159	1,559	1,545	N.A.	- 46,343
Orissa.	82	2,161	60	59	51	- 3,791
Punjab.	329	4,209	1	1	1	- 38
Rajasthan.	65	1,866	52	16	16	- 951
Uttar Pradesh.	210	2,038	21	21	21	6 1,897
West Bengal.	1,065	84,904	17,604	16,584	16,236	65 1,171,705
Total.	10,222	402,264	42,923	40,741	28,141	2,744 2,625,774
Mines -						
Coal.	410	19,512	2,367	2,407	599	2,315 95,699
Others.	1,457	46,628	5,900	6,154	699	5,880 216,681
Total Mines.	1,867	66,140	8,267	8,561	1,298	8,195 312,380

N.A.- Not Available.

It will be seen that among states, Kerala reported the largest number of cases in which maternity benefit was paid. Next in order came West Bengal. This seems to be due to the fact that women workers in plantations are covered by the Act in these States. Though the number of claims paid was the largest in Kerala, the amount of benefit paid was highest in the State of West Bengal. The proportion of women workers who were paid maternity benefit in full or in part to the total number of women workers who claimed such benefit was fairly high in all States except Rajasthan.

The following table shows statistics for the years 1958 and 1959, giving the percentage of women workers who claimed maternity benefit to the total number of women employed in establishments submitting returns and the average amount of benefit paid per case in the various States and mines:-

States	No. of Claims made per 100 women employed		Average amount of benefit paid per case	
	1958	1959	1958 (Rs.)	1959 (Rs.)
Andhra Pradesh	1.5	0.8	16	34
Assam	21.7	N.R.	89	N.R.
Bihar	7.0	7.8	139	129
Bombay	4.2	3.9	31	30
Kerala	15.2	17.0	59	65
Madhya Pradesh	1.0	1.8	65	49
Madras	3.9	4.3	66	56
Mysore	5.7	11.0	52	30
Orissa	3.2	2.8	83	64
Punjab	0.06	0.02	102	38
Rajasthan	2.4	2.8	52	59
Uttar Pradesh	0.8	1.0	83	90
West Bengal	20.0	20.7	61	71
Average	12.4	10.7	67	64
Mines -				
Coal	8.9	12.1	41	40
Others	10.5	12.8	38	35
Average Mines	9.9	12.5	39	36

N.R. - Return not received.

As compared to 1958, the average percentage of claims in the States decreased from 12.4 to 10.7 during the current year mainly due to the fact that the information in respect of Assam State has not been included in 1959. Excluding the State of Assam from 1958 and 1959, the average percentage of claims comes to 10.7 in both the years. The percentage of claims increased in mines significantly i.e. 9.9 in 1958 to 12.5 in 1959.

The average maternity benefit paid per case varied appreciably from State to State, the highest recorded by Bihar and the lowest by the States of Bombay and Mysore - the figures being 129 rupees, 30 rupees respectively. The average maternity benefit paid per case was 64 rupees and 36 rupees for all States submitting returns and mines respectively.

The table below shows the information relating to the number of complaints received and prosecutions launched in various States and Mines under the Maternity Benefit Acts:-

States		Complaints received.	Prosecutions Launched.
Andhra Pradesh	---	3	-
Bihar	---	3	-
Bombay	---	12	-
Kerala	---	89	2
Madhya Pradesh	---	5	-
Madras	---	4	2
Orissa	---	1	-
Coal Mines	---	20	-
	Total.	137	4

The number of complaints received was the highest in Kerala followed by Bombay. In Kerala, all the complaints received were from the factories sector. Prosecutions were launched only in a few cases as the breaches of the Acts or Rules made thereunder were reported to be of a very minor nature.

The table below shows the statistics relating to maternity benefit paid under the Employees' State Insurance Act, 1948 during 1959:-

States		Net No. of women insured on 31st December 1958.	Net No. of women who claimed Maternity Benefit during the year 1959.	No. of Claims paid & accepted either fully or partially during the year 1959.	Amount of benefit paid during the year 1959.
					Rs. nP.
Andhra Pradesh	---	5,199	270	253	79,747.09
Assam	---	10	Nil	Nil	Nil
Bihar	---	323	35	35	1,513.56
Bombay	---	46,046	1,808	1,604	560,002.53
Kerala	---	5,384	1,098	998	128,361.10
Madras	---	18,441	1,820	1,793	356,071.22
Mysore	---	4,060	518	515	40,974.84
Madhya Pradesh	---	5,832	357	319	75,683.61
Punjab	---	1,194	19	19	2,794.62
Rajasthan	---	1,317	199	172	20,892.00
Uttar Pradesh	---	2,290	29	30	3,989.05
West Bengal	---	5,141	395	310	58,043.68
Delhi	---	3,581	51	51	6,156.61
	Total.	98,818	6,523	6,099	1,233,129.91

The average amount of maternity benefit paid per case was about 202 rupees taking all states together. The percentage of women who claimed maternity benefit was about 6.6 of the total insured women.

(Indian Labour Journal, Vol.II,
No.6, June 1961, pp. 503-507).

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH

India - June 1961

112. Legislation, Regulations, Official safety
and Health Codes

Draft Madhya Pradesh Boiler Operation Engineers Rules, 1960.

The Government of Madhya Pradesh published on 30 June 1961 the draft of the Madhya Pradesh Boiler Operation Engineers Rules, 1960, proposed to be made in exercise of the powers conferred under the Indian Boilers Act, 1923. The draft rules require that the owner of a single boiler or two or more boilers connected in a battery or of so many separate individual boilers situated within a radius of 75 feet having a total heating surface exceeding 7500 square feet in any of the cases, shall not use the same or permit the same to be used unless the boiler or boilers are placed in direct charge of a competent person possessing a certificate of proficiency as a boiler operation engineer. The rules deal inter alia with constitution of board of examiners, examination for grant of certificate of proficiency as boiler operation engineer, age and training of candidates, subjects of examination, mode of examination, and penalty.

(Madhya Pradesh Gazette, Part IVB, 30 June 1961,
pp.463-476)

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR JUNE 1961.

INDIA - JUNE 1961.

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

Maharashtra Agricultural Lands (Ceiling on Holdings) Act, 1961 (No. XXVII of 1961) (Maharashtra Government Gazette, Part IV, 22 June 1961, pp. 203-309)

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- (i) Motor Transport Workers Act, 1961 (No. 27 of 1961) (Gazette of India, Extraordinary, Part II Sec. 1, 22 May 1961, pp. 239-255)
- (ii) Bihar Shops and Establishment (Amendment) Act, 1961 (No. XII of 1961) (Bihar Gazette, Extraordinary, 3 June 1961, pp. 1-6)
- (iii) Bombay Shops and Establishments (Extension and Amendment) Act, 1960 (Maharashtra Act No. XXVI of 1961) (Maharashtra Government Gazette, Part IV, 22 June 1961, pp. 195-202)

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OF THE NATIONAL ECONOMY.

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