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INTERNATIONAL LABOUR OFFICE
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Industrial and Labour Developments in September-October, 1961.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - SEPTEMBER - OCTOBER 1961.

11. Political Situation and Administrative Action.

Informal Meeting of Labour Ministers, Bangalore,
8 October 1961.

An informal conference of State Labour Ministers was held at Bangalore on 8 October 1961 on the eve of the 19th session of the Indian Labour Conference, Shri Gulzarilal Nanda, Union Minister for Labour and Employment presiding.

Addressing the Conference, Shri Nanda stated that there would be no discrimination between the public and private sector industries, with regard to the implementation of labour laws. The public sector industries could claim no immunity from labour laws. They should abide by the law of the land and implement the labour policy as laid down by the Government. The only privilege they could expect was to have more facilities for better functioning than the private sector, he added.

He called upon the State Labour Ministers to take urgent steps for creating a sense of security and confidence both among employers and the workers. The Labour Departments should also be able to cope with the fast moving and rapidly rising tempo of economic growth of the country.

Explaining that the cases of coercion, intimidation and manifestations of violence were getting fewer and fewer, the Labour Minister said the policy evolved during the last five years had proved to be basically sound and the various Codes that they had prepared had worked to their satisfaction. On the whole, the labour relations were improving fast, but, he warned that they should not be complacent. They should be ever watchful so that the situation improved still faster.

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Stressing the need for accelerating the progress of welfare schemes, he said that co-operative institutions should be developed in labour colonies and welfare centres. Workers' education programme should be intensified.

Commending the scheme of labour participation in management, Shri Nanda said vigorous efforts should be made both by the State Labour Ministers and administrators to push it forward to new units in public and private sector.

Proceedings.- The business before the Conference included a study team's report on labour welfare and certain amendments to the Industrial Disputes Act, concerning discharge, dismissal or termination of the services of an individual workman. The Labour Ministers were informed that a research directorate was being set up in the Union Ministry of Labour and Employment to carry out research in specialised labour problems. It also considered a letter from Shri V.K.R. Menon, Director of this Office, embodying certain proposals in regard to the future of the I.L.O. productivity mission in India. The conclusions of the Ministers are briefly reviewed below.

1. Report of the Study Team on Labour Welfare.- In view of the need for augmenting welfare facilities for workers, it was agreed that the State Governments should consider the feasibility of setting up welfare funds for workers through legislation on the lines of the Bombay Labour Welfare Fund Act, as modified in the light of the Supreme Court's ruling thereon.

2. Delay in taking action against the establishments defaulting in payment of Provident Fund dues under the Employees' Provident Funds Act, 1952.- The necessity of State Governments taking expeditious action for recovery of dues from defaulting employers was accepted. It was also agreed that the Central Provident Fund Commissioner might regularly draw the attention of the State Governments concerned to cases of serious defaults and recommend suitable action. However, the general consensus of opinion was not in favour of empowering the Central and Regional Provident Commissioners to issue sanctions for recovery proceedings and prosecutions. The State Governments should continue to have final powers in these matters.

3. Amendment of the Industrial Disputes Act, 1947 to cover disputes concerning discharge, dismissal or termination of service of an individual workman.- It was agreed that disputes relating to individual cases, including dismissal, should be sponsored, as far as possible, by a union representative of the worker's in the establishment concerned. However, individual workman who were not in a position to get their cases sponsored by a union or a group of workers should be allowed to approach the Government conciliation machinery for securing its good offices. The conciliation officer could do what he can to help in an informal manner. No amendment to the Industrial Disputes Act was necessary. The procedure followed in Maharashtra, where the Labour Commissioner intervened informally in deserving cases and secured amicable settlement, could be considered for adoption by other State Governments also.

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4. Proposal to set up a Research Directorates in the Ministry of Labour and Employment.- The proposals contained in a memorandum on the subject were generally accepted. It was stressed that there should be co-ordination between the functions of the Directorate, the Labour Bureau and the Central Institute for Labour Research, which was to be established as an autonomous body. The Central Co-ordination Committee already constituted by Government should ensure that no overlapping took place.

5. Construction service of voluntary organisations.- The suggestion that the services of voluntary organisations like the Bharat Sevak Samaj should be utilised for the construction of hospitals, night shelters, etc., was accepted. The Chairman invited the State Governments to forward to the Central Labour Ministry their further comments, if any, on the proposals contained in the Memorandum.

6. Future of the I.L.O. Productivity Mission in India.- It was agreed that the State Governments should send their reactions to Shri Menon's proposals on this subject to the Labour Ministry.

(The Hindu, 9 October 1961;
Deccan Herald, 9 October 1961;
Conclusions of the Meeting received
in this Office.)

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Nineteenth Session of Indian Labour Conference, Bangalore,
9 - 10 October 1961; Code of Efficiency and Welfare
referred to Tripartite Sub-Committee: Labour Appellate
Tribunal not to be revived.

The nineteenth session of the Indian Labour Conference was held in Bangalore on 9 and 10 October 1961, Shri Gulzarilal Nanda, Union Minister for Labour and Employment and Planning presiding. The Conference was attended by representatives of Central and State Governments and employers' and workers' organisations. Shri V.K.R. Menon, Director of this Office, was one of the special invitees to the meeting.

Agenda.- The agenda before the meeting was as below:-

1. Productivity and Welfare;
2. Report of the Study Group on Social Security;
3. Reduction of Hours of Work in Hazardous Occupations;
4. Representation of technicians, supervisory staff etc., by a representative union;
5. Rights of a recognised union under the Code of Discipline vis-a-vis an un-recognised union;
6. Revival of the Labour Appellate Tribunal;
7. Abolition of contract labour where feasible, and ensuring satisfactory conditions for contract labour where abolition of contract labour is not feasible;
8. Compulsory deductions of part of salaries of industrial and non-industrial employees in the public as well as private sectors for investment in Government Securities under a non-contributory Provident Fund Scheme;
9. Working of the Implementation Machinery;
10. Report of the 6th Session of the Committee on Conventions;
11. Convening of meetings of Industrial Committees;
12. Amendments to the Industrial Disputes Act, 1947; and
13. Clarification of clause 2(iii) of the Model Principles for reference of disputes to adjudication.

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The Ministry of Labour and Employment had prepared memoranda on the items of the agenda and a brief review of the more important of these are given below.

1) Productivity and Welfare.- In view of the importance of productivity in economic development, the Ministry of Labour and Employment had, at one stage, thought of drawing up a code similar to the Code of Discipline - a Code of Efficiency and Welfare to govern the obligations of respective sides in sponsoring the ideas on productivity. It was then felt by some employers' and workers' organisations that the performance of the earlier codes should be watched before introducing a new one. In view of the satisfactory working of the other codes for which there was increasing evidence, the Ministry felt that the time was now appropriate to consider the Code of Efficiency and Welfare for developing the right kind of attitudes among employers, employees and Governments, with a view to improving productivity. An important factor that had a bearing on productivity was the health and personal efficiency of the worker. The environment in which he worked was of great importance. Satisfaction of his needs both material and others, to the extent possible, was essential if he was to give of his best. Therefore, any consideration of a code for increasing productivity had to cover the welfare aspect also.

On the earlier occasion when the Ministry sponsored the proposal, it was also felt that the information available in the country on matters relating to efficiency should be collected and analysed by a tripartite committee under the chairmanship of Shri V.K.R. Menon, Director, I.L.O., India Branch.

Report of the Committee.- The Committee's report is based on replies received from 405 employers and employees - only 3 replies from labour unions - to a questionnaire issued by it. An analysis of the replies received shows that the idea of setting up a machinery for co-operation in some form or the other at the level of the undertaking to increase efficiency is generally acceptable to the responding units. The majority of the units are in favour of having some special machinery (other than works committees and joint management councils) for this purpose and its being established in the undertakings accepting the Code of Discipline. This view is held even by the units where already some machinery like works committee exists at the level of the undertaking. The units are in favour of establishing this machinery by agreement between the parties concerned and legislation is not favoured.

As regards the functions to be entrusted to this machinery, a great majority of the replies received are well disposed to inclusion of such of those functions that will directly improve production. For example, they favour inclusion of such functions like investigation and remedying of absenteeism and labour turnover; suggestions for improving productivity, quality of the material produced and reduction and avoidance of wastages in production; suggestion box schemes; introduction of modern productivity techniques with appropriate safeguards to labour, introduction of incentive schemes etc., and also in helping the maintenance of machinery and equipment and in suggesting replacement of worn out items.

Similarly, in the social and welfare field also, the replies received show that the units are in favour of entrusting the machinery with functions like implementation of social legislation in the labour field and the regulations regarding health and efficiency of workers; taking of suitable step to improve the living conditions of workers as well as in the participation and supervision of social schemes for the welfare of the workers. However, in the educational field, while most of the units are in favour of entrusting the machinery with the function of educating the workers in regard to their rights and responsibilities vis-a-vis production, they are not so eager to give the machinery a say in such matters as provision of facilities for training and re-training of workers, supervisors and middle management personnel. In regard to apprenticeship training to potential recruits also, they are reluctant to invest the machinery with this responsibility. In the same way in the industrial relations field while the replies generally accept that the machinery should be entrusted with the implementation of collective agreements, grievances procedure and review of pending cases with a view to promote out of court settlements, they are particularly against the machinery having any voice in the allocation of men to different jobs and recruitment and discharge of personnel.*

The Draft Code.- The Committee had prepared a draft Code of Efficiency and Welfare on the basis of its report. The draft Code is as follows:-

* Government of India, Ministry of Labour and Employment.
Report on the Propose Code of Efficiency and Welfare
 (September 1961) pp. 146, Price Rs.2.

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Recognising (a) that larger production and increased productivity are necessary for reducing cost, improving quality, strengthening the economy and raising the standard of living of the people, (b) that employers, workers and Government should make a concerted effort towards increasing efficiency in industry, inter alia, by improving industrial relations through strict observance of existing and future Codes and agreements and, (c) that while Government has its responsibility in creating productivity consciousness among the masses and in creating an atmosphere wherein industry can function efficiently, the co-operation between labour and management at the plant level is the one single factor which governs the plant efficiency and workers' welfare:

I. Government, Managements and Workers Agree:- (i) that they shall do all that is possible severally and jointly to ensure the observance of the Code of Discipline in a manner that will create and maintain cordial atmosphere wherein production and productivity can progress unimpeded;

(ii) that they shall bring about conditions for the maximum utilisation of the installed capacity of the industrial units and facilitate the running of three shifts in the industrial units on mutually acceptable basis; and

(iii) that they shall actively assist in the organisation of training schemes and help build up specialists and research institutions for study and implementation of productivity techniques.

II. Government Agrees:- (i) that it shall streamline with a vigorous productivity bias its organisational set up and procedures dealing with matters of industrial production and development;

(ii) that it shall take positive measures to encourage the public sector enterprises to function more efficiently for demonstrating the productivity techniques and the benefits flowing from their introduction; and

(iii) that it shall consider ways and means of incorporating in the curricula of technical studies the concepts and techniques of productivity.

III. Managements and Workers Agree:- (i) that they shall investigate the causes of excessive absenteeism and labour turn-over and adopt suitable remedial measures;

(ii) that they shall encourage and support the introduction of suggestion schemes;

(iii) that they shall take steps to secure implementation of social legislation in the labour field and the running of welfare funds and schemes;

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(iv) that they shall avoid waste and inefficiency and adopt and support modern productivity techniques with appropriate safeguards to labour;

(v) that they shall endeavour to achieve the better utilisation of available resources, inter alia, by introduction of suitable incentive payment schemes;

(vi) that they shall co-operate in the efficient maintenance of machinery and equipment;

(vii) that they shall establish an effective machinery for co-operation at the level of the undertaking with a view to effective implementation of this Code; and

(viii) that they shall take steps to improve industrial health and safety of workers through preventive measures.

IV. Managements Agree:- (i) that they shall continuously strive to secure improvement in the standard of living of workers through improvement, inter alia, in the working conditions, environment and welfare measures including housing, and thus bring about conditions which will enable the workers to give of their best;

(ii) that they shall make positive efforts to generate an atmosphere of mutual trust and co-operation and take initiative to dispel mis-apprehensions among workers in regard to productivity techniques and measures;

(iii) that they shall ensure that workers receive their due share of the gains resulting from increased productivity;

(iv) that they shall organise training programmes for all levels in their enterprise; they shall also undertake re-training of workers when deployed;

(v) that they shall associate the workers in the implementation of laws and regulations regarding health and safety in the undertaking;

(vi) that they shall give facilities to workers for participating in the administration and supervision of schemes for the welfare of workers in the undertakings; and

(vii) that they shall afford the workers facilities for checking standards of performance and work load.

V. Workers Agree:- (i) that they shall not resort to restrictive practices or to activities which would involve loss or reduction in the quality and quantity of production;

(ii) that inter-union or inter-craft rivalries shall not be allowed to interfere with efficiency in production and that towards this end they shall strictly abide by the Inter-Union Code of Conduct;

(iii) that they shall co-operate with the management in undertaking experiments in productivity techniques;

(iv) that they shall provide appropriate machinery within their organisation for (a) educating the workers in their rights and responsibilities in regard to production, (b) dispelling from the rank and file membership mis-apprehensions in regard to productivity techniques;

(v) that they shall ensure maximum participation in the programme of Workers' Education and shall seek expansion of such facilities; and

(vi) that in making demands on Industry they shall bear in mind the need to maintain competitive costs of production in the larger interests of the community.

2) Report of the Study Group on Social Security.- All the interests concerned, except the Government of Assam, had agreed in principle to the proposed integration of the Employees' State Insurance and the Provident Fund schemes, as suggested by the Study Group on Social Security. But, the memorandum pointed out, the recommendations of the Study Group regarding enhancement of the benefits under the Employees' State Insurance Scheme and conversion of provident funds into a pension-cum-gratuity scheme were tied up with the proposals for enhancement of the rates of contributions under Employees' State Insurance and Provident Fund Schemes, which were under consideration separately. It will take more time before decisions are taken on these proposals. The Indian Labour Conference, therefore, had been asked its views as to whether further consideration of the Study Group's Report may pend till the rates of contributions are raised under Employees' State Insurance and Provident Fund Schemes; whether Employees' State Insurance and Provident Fund Schemes be integrated as recommended by the Group pending implementation of its other recommendations and the provisions in the Employees' Provident Funds Act regarding exemption of factories in the initial stages be deleted; whether the Provident Funds be converted into a pension-cum-gratuity-scheme and option be allowed to workers to come thereunder or to continue to remain members of provident funds; and whether the proposed pension scheme be introduced as an experimental measure in the first instance, and the question of its extension considered in the light of the experience gained.

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3) Representation of technicians, supervisory staff, etc., by a representative union.— The question whether a representative union should represent also the technicians, the supervisory staff etc., was placed before the 17th session of the Indian Labour Conference held at Madras in July 1959 but the discussion on this issue was postponed for further consideration in consultation with the interests concerned. The Central Employers' and Workers' Organisations, and State Governments have since been consulted; their views were placed before the Conference for consideration. All central employers' organisations were of the view that the representative union should not represent technical and supervisory staff. Of the workers' organisations, All India Trade Union Congress and Indian National Trade Union Congress were of the view that the representative union should represent the technical and supervisory staff also. Hind Mazdoor Sabha, however, felt that there should not be any hard and fast rule about recognition of different craft unions. If the technicians and supervisory staff chose to remain with the workers in one union there should be no objection to recognising such union for both the categories of workmen. United Trade Union Congress was of the view that it should not be compulsory for the representative union to represent the technicians and the supervisory staff also. All State Governments except Rajasthan and Orissa were of the opinion that the representative union should also represent technicians and supervisory staff. The Government of West Bengal had, however, suggested that in cases where technicians and supervisory staff were members of a representative union for the entire industry, they may be allowed to be represented by the union.

The Code of Discipline provided for recognition of two types of unions: (a) Representative union in an industry in a local area and (b) majority union in an establishment in respect of which a recognised representative union does not exist. In both these cases, the Code specifically laid down that only one union - the majority union - should be recognised. Multiplicity of recognised unions in an establishment or in an industry will not be conducive to harmonious industrial relations. It, therefore, seems desirable that only one union - the majority union - in an industry in a local area or in an establishment should be recognised under the Code. This union should have the right to represent the technicians and supervisory staff also, provided they are its members. This also appears to be the majority view of the State Governments and Central Workers' Organisations. The recognised union would obviously represent only those technicians and supervisory staff who are covered by the definition of the term "workman" under the Industrial Disputes Act, 1947. A dispute raised by a supervisor who was not a "workman" will not be an industrial dispute and hence it will not be possible for a union to represent its case before the conciliation or adjudication authorities.

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4) Rights of a Recognised Union under the Code of Discipline vis-a-vis an unrecognised union. - While the Code of Discipline seeks to confer recognition on unions it does not define the rights of recognised unions vis-a-vis those which are not recognised. The Indian Labour Conference has, however, approved of the rights of a recognised union to collect membership fees every month on the premises of the undertaking and to nominate its members on the Grievance Committee set up under the Model Grievance Procedure. There is no other tripartite decision on the rights of recognised unions under the Code. It has been contended that in the absence of defined rights of a recognised union the very purpose of recognition is defeated. If recognition under the Code is to be purposeful, it is necessary that the rights of a recognised union should be laid down. Such rights are already prescribed under certain States Acts.

The first and foremost right which a recognised union should enjoy exclusively is to raise issues and enter into collective agreements with employers on questions concerning the terms of employment and conditions of service of the workers in general in an establishment or in an industry in a local area in the case of a representative union. This right undoubtedly conflicts with the right under the Industrial Disputes Act whereby a registered union - recognised or unrecognised - can raise an industrial dispute even on matters covered by an agreement entered into mutually by a recognised union with the management. Till the collective agreements under the industrial relations law are made binding on third parties - a question which is under examination separately - this conflict can perhaps be avoided if all central organisations agree on a voluntary basis that an agreement between a recognised union and management on general questions will not be disturbed or challenged by an unrecognised union affiliated to them. Such an arrangement already exists in Bihar.

Besides the above right it is suggested that a recognised union may also be granted some other exclusive rights and privileges to facilitate the growth of a democratic industrial relations structure that the Code is seeking to build. These rights, most of which exist in the statutory laws of certain States or have already been approved by the Indian Labour Conference, are enumerated below:-

- (1) to collect membership fees/subscriptions payable by members to the union within the premises of the undertaking;
- (2) to put up or cause to put up a notice board on the premises of the undertaking in which its members are employed and affix or cause to be affixed notices thereon;
- (3) for the purpose of prevention or settlement of an industrial dispute:
 - (a) to hold discussions or meetings on the premises of the undertaking with the employees concerned who are members of the union with prior consent of the employer;
 - (b) to meet and discuss with an employer, or any person appointed by him for the purpose, the grievances of its members employed in the undertaking;

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(c) to inspect, if necessary, in an undertaking any place where any member of the union is employed;

(4) to have the privilege of being given a premises - on any condition - by an employer for the union's office;

(5) to nominate its representatives on the Grievance Committee constituted under the Grievance Procedure in an establishment;

(6) to nominate its representatives on Joint Management Councils;

(7) to nominate its representatives on non-statutory bi-partite committees, e.g., production committees, welfare committees, canteen committees, house allotment committees, etc., set up by a management.

5) Revival of Labour Appellate Tribunal.- The revival of the Labour Appellate Tribunal was first considered by the 17th session of the Indian Labour Conference held at Madras in July, 1959. It was decided that the various views expressed at the Conference would be further examined and the whole matter again placed before the Standing Labour Committee. Accordingly, the matter was examined and placed before the 18th Session of the Standing Labour Committee which met at New Delhi in January, 1960. The consensus of opinion was that the proposals needed further consideration before taking a final decision in the matter. It was decided that the State Governments should have an assessment of the relevant factual material available with them and that the matter should be reconsidered by the Standing Labour Committee. The related question of the status of the tribunal judges was also to be reconsidered by the Standing Labour Committee. The State Governments were addressed in April, 1960, for making an assessment of the relevant factual materials, e.g., quick disposal of cases, reducing references to High Courts and the Supreme Court, maintaining uniformity, continuity etc., by the Labour Appellate Tribunal. They were also requested to furnish their comments on the proposal for revival of the Labour Appellate Tribunal. The consensus of opinion among the State Governments is against the revival of the Labour Appellate Tribunal.

6) Abolition of Contract Labour.- The memorandum on this subject reviews the results of the special studies undertaken by the Labour Bureau on the problems of contract labour in selected industries and suggests that the Indian Labour Conference may advise whether contract labour system should be abolished in respect of regular activities, and if so, whether such abolition should be effected statutorily or by persuasion and creation of public opinion against the system, or by encouraging workers' co-operatives to replace contractors. The fields in which contract labour may be abolished may be specified.

Where it is not possible to eliminate contract labour system altogether, whether the following measures may be taken to protect the labour employed through contractors:-

- (a) It may be made compulsory to introduce suitable labour welfare and fair wage clauses in such public/private contracts as do not contain the same at present.
- (b) Labour laws applicable to contract labour may be enforced more stringently and the implementation machinery may be strengthened.
- (c) Penal provisions in respect of violations by contractors may be introduced in the Acts where they do not exist at present, and where such provisions exist, the same may be made more deterrent.
- (d) Responsibility for complying with particular provisions of labour laws may be placed on the principal employer as in the case of direct labour. For instance, where contract labour works on the premises of the principal employer or within a short distance of such premises, the responsibility for providing drinking water, canteens, rest sheds, urinals and lavatories, etc., to contract labour could reasonably be placed on the principal employer.
- (e) In employments such as casual loading and unloading, short term building and construction works, the worker should be given the full protection of the Minimum Wages Act.
- (f) State Governments may be advised to include in the schedule of the Minimum Wages Act from time to time employments in which contract labour is employed either exclusively or predominantly.
- (g) Contract labour employed in ancillary works which are of a continuous nature, e.g., digging, picking and sorting of ores, gardening, cleansing and running of canteens, should be covered by all the acts which apply to regular labour in respect of wages and welfare. The responsibility for discharging the employers' liabilities in regard to such labour will rest primarily on the contractor, but secondarily also on the principal employer who should be entitled to recover the expenses of the obligation from the contractor.
- (h) Contractors who employ at a time hundred workers or more should be required to take a licence from the Government and one of the conditions for granting the licence may be the provision by the contractors of housing and sanitary and medical arrangements of a prescribed standard.
- (i) Contractors will be treated on a par with principal employers in regard to the liability to contribute to statutory labour welfare funds.

(j) A brief manual bringing together the contractor's obligations and liabilities to his labour under the various labour laws and the protective clauses of contracts should be compiled and published.

7) Working of the Implementation Machinery.- The Standing Labour Committee at its 19th session held in April 1961 reviewed the working of the Code of Discipline and Implementation Machinery in the Central and Statespheres. In the memorandum on the subject placed before the Committee certain suggestions were made for its approval so as to remove the difficulties experienced in the working of the Code. As on some of these suggestions the Committee did not give any specific decision, these are placed for the consideration of the Indian Labour Conference. These suggestions are the following: (1) Implementation Committees should be free to bring round the Contending parties in any dispute and effect a settlement to maintain industrial peace. With a view to reducing litigation, as required by the Code, they may also bring about out-of-court settlement of industrial disputes pending in High Courts/Supreme Court. (2) To ensure prompt and proper attention to complaints under the Code they should be dealt with at appropriate levels. Individual grievances should first go through the Grievance Procedure and then to the Conciliation machinery. Similarly, requests for recognition should first be made to the managements. Complaints relating to State sphere should be made to the concerned State Implementation Machinery. The Central Organisations should issue necessary instructions to their members in this respect and also ensure that baseless, vague and exaggerated complaints must be avoided. (3) The Central Organisations of employers and workers should make suitable arrangements for promptly attending to the correspondence of the Implementation Machinery and should obtain quick replies from their members. They should also give their own assessment of the position while forwarding replies of their members to the Implementation Machinery. They should not feel hesitant in applying sanctions against erring members for transgressions of the Code. The present tendency of the Central Organisations to generally explain away the conduct of their members or defend their action when breaches of Code are pointed out to them needs to be given up.

In addition the following further suggestions are also made:
(1) For the purpose of defining the word 'industry' in clause 3 of the criteria for recognition of unions the classification of industries used by the Labour Bureau may be adopted and industry may be defined as 'any business' trade, undertaking, manufacture or calling of employers including any calling, service, employment, handicraft or industrial occupation or avocation of workmen.

(2) For purpose of clause 3 of the criteria for recognition of unions the words 'local area' may be defined by the appropriate Government.

Proceedings: Shri Nanda's Address.- Addressing the Conference, Shri Nanda stated that the Code of Discipline in labour relations was no longer on trial. "We have arrived at a stage when we can take up consideration of a Code of Efficiency and Welfare", he said.

Shri Nanda said that it had established its worth in one direction at least. The number of working days lost on account of industrial disputes, which had an upward trend earlier, had been steadily and continually going down from year to year, since the adoption of the Code in June 1958. It appeared from the report on the subject that there was a desire on the part of managements at the unit level for associating workers more and more in the drive for greater productivity and for the early introduction of the Code of Efficiency and Welfare.

However, Shri Nanda urged that any commitment in that behalf should be made after giving the fullest thought to all the implications. There was no escape from an advance in that direction, but there should be no undue haste, he added.

He said that a National Mines Safety Council was proposed to be set up for safety education and propoganda in the mining industry. A standing Advisory Committee would be set up to assist in bringing down the incidence of accidents in factories. He said that the laws and codes regarding working conditions and safety were not being observed with scrupulous care.

Discussing the Indian economic situation, the Minister said that the gulf between the remuneration of the worker at the bottom of the scale and the salaries at the higher management levels was extremely wide. Urging for facing the problem in a phased manner, he said the ratio between the minimum and the maximum level of payment in industry had to be brought down over a period of time and this process would include what the top management took out from the proceeds of industry and what was being taken as recompense for the use of capital. The principle of greater equality had, however, to be applied in such a manner that the interests of production and development did not suffer. This safeguard was also necessary in the interests of workers themselves.

Shri Nanda also wanted a phased programme for housing industrial workers which, he said, hadnot succeeded so far. A suitable scheme would have to be framed for sharing the financial responsibility which ultimately had to fall either on the industrial product or the general community. In the circumstances of the country, he believed the industry itself would have to shoulder a substantial part of the burden of any deficit.

Stressing the need for integrating and strengthening Employees' State Insurance and Provident Fund schemes, he said that better provision against the risk of unemployment should receive very early consideration. This idea had taken shape in a very rudimentary form in the Third Plan but he expected that during the period of this plan a more substantial advance in this direction would be made.

Turning to working conditions of workers, Shri Nanda said a better deal for the workers would mean that the outlay on the part of industry in respect of each worker would be rising steadily.

This could become feasible only by a greater rise in the output per worker. Out of the gains of productivity, other claims had also to be met besides an improvement in the standard of living of the worker. They were chiefly: (1) formation of additional capital for enlarging productive activity and the consequent volume of employment; (2) reduction in the price of the products so that the community at large was able to share in the benefits of industrial progress; and (3) improvement in the competing capacity of products in the export market to maintain increased production as well as employed inside the country and to keep up a sound balance of payments position.

The Labour Minister also drew the attention of the Conference to the need for giving preference and encouragement to relatively more labour intensive technique of production in view of scarcity of investable resources in the country. The fascination for the most novel and the most complex had not necessarily always a corresponding economic justification, he maintained.

On the organisational side, the programme of workers' education must soon be enlarged far beyond the limits of their present notions about it. Both in extent and intensity, he said. There was much more to be done even in respect of simple adult literacy. The development of workers' participation in management was of the highest importance. This would provide a crucial test for the zeal and capacity of the workers and their leadership and for the sincerity and understanding of the employers. The studies so far carried out reveal that in most undertakings where the scheme had been introduced, a closer understanding between labour and management had developed.

In his view, Shri Nanda said this form of collaboration among the workers and management was an absolute pre-requisite for achieving the full degree of industrial progress of which India was capable and of ensuring social stability and industrial peace in the country. As an extension of the same idea, he would suggest that exercise of powers of discipline as regards the workers might well be left more and more to the workers themselves with certain safeguards. This decentralisation of authority would make for greater growth of the sense of responsibility among the workers and on the whole lead to better work and less cost of supervision.

Shri B.V. Baliga, Labour Minister, Mysore, welcomed the delegates and Shri B.D. Jatti, Chief Minister, Mysore inaugurated the Conference.

Conclusions: Productivity and Welfare. - The question of adopting a Code of Efficiency and Welfare was discussed. While the representatives of the Indian National Trade Union Congress were in favour of adopting such a Code, the All India Trade Union Congress representative was opposed to the idea of having any Code concerning productivity on the ground that workers had not secured so far their due share in the gains of productivity. The representatives of the Hind Mazdoor Sabha and the United Trade Union Congress, while appreciating the idea underlying the Code, felt that the time was not yet ripe for introducing the same.

The employers' representatives pleaded for some time for studying the implications of the proposals made by the Tripartite Committee.

It was eventually agreed that a Tripartite Committee would be set up to discuss the whole matter. The Committee would meet after three months, and formulate proposals for consideration, and meanwhile, the employers' and workers' representatives would study the Report.

The representative of the All India Trade Union Congress observed that his organisation would not participate in the proceedings of this Committee. The Chairman, however, expressed the hope that during the intervening three months it would be possible for the All India Trade Union Congress to reconsider the position.

Report of the Study Group on Social Security. - The consensus of opinion was that an integrated scheme of social security might not be started till increased resources were available. To achieve integration increase in the rates of contribution under the Provident Fund Scheme and under the Employees' State Insurance Scheme upto the statutory limit would be necessary.

If a pension scheme was introduced, it would be necessary to make available to the workers the following benefits, viz., (i) a lump-sum payment, (ii) periodic payments, and (iii) survivorship benefits. The question of combining these benefits in due proportion and also of having a life insurance scheme would be further examined.

Members of the provident fund scheme, present and future, should have the right to opt either for pension or for provident fund.

A detailed note in the light of the suggestions made at the Conference should be circulated to the parties and brought up for consideration before the next meeting of the Indian Labour Conference or the Standing Labour Committee.

Reduction of Hours of Work in Hazardous Occupations.- After some discussion, it was agreed that all the safety measures recommended in the reports on hazardous occupations should be tried out expeditiously, and if minimum standards of safety were assured through these measures, it might not be necessary to reduce the hours of work. If in spite of all the precautionary measures recommended in the reports it was found that minimum standards of safety were not being secured, reduction in hours of work would have to be resorted to in the interest of safety.

The Chairman suggested that progress reports on the implementation of this recommendation should be submitted regularly to the Standing Labour Committee.

Representation of technicians, supervisory staff, etc., by a representative union.- It was agreed that technicians, supervisory staff, etc., should be free to form their own unions to represent their interests. If, however, a majority of technicians, etc., are members of a general labour union and that union is a representative union, such a union would be entitled to represent the interests of technicians, etc., also.

Rights of a recognised union under the Code of Discipline vis-a-vis an un-recognised union.- The question was postponed for fuller consideration at a future session of the Indian Labour Conference or the Standing Labour Committee.

Revival of the Labour Appellate Tribunal.- While the employers' representatives were in favour of the proposal to revive the Labour Appellate Tribunal, the workers' representatives were opposed to it. The State Governments representatives were also generally opposed. It was, therefore, agreed that the Labour Appellate Tribunal need not be revived. However, the problem of delays in the disposal of cases would be studied and placed before the Standing Labour Committee for consideration.

Abolition of contract labour where feasible and ensuring satisfactory conditions for contract labour where the abolition of contract labour is not feasible.- The following suggestions contained in the memorandum on this item were generally accepted subject to the modifications and comments indicated:

- 1) the regular work of the establishment, i.e., work which is referred to in various enactments as work which is ordinarily part of the work of the principal employer, should, as far as possible, be done by the principal employer with labour directly engaged. Contract labour will not be engaged in the types of work referred to in the Supreme Court judgement* on this subject, namely, factories where:-

* Standard Vacuum Refining Co. of India Ltd. v. Their workmen and another 1960(2) LL.J. 233 - 1960 S.C. 948 - 18 FJR 345.

- (a) the work is perennial and must go on from day to day;
- (b) the work is incidental and necessary for the work of the factory;
- (c) the work is sufficient to employ a considerable number of whole-time workmen; and
- (d) the work is being done in most concerns through regular workmen;

2) where this is not possible in work of the kind referred to above, standard rates of wages should be fixed either through legislation or by the terms of the contract, and the principal employer should either make payment of the wages direct, or remain responsible for seeing that wages are paid accordingly. The employers did not accept the suggestions that the principal employers should make the payment of wages direct or remain responsible for seeing that wages were paid accordingly;

3) for workers other than those mentioned in paragraph 1, the principal employer should remain responsible for providing essential amenities such as drinking water, lavatories, urinals, washing arrangements, rest rooms, canteens, creches and first-aid, if need be on terms which may be regulated by the terms of the contract;

4) for other conditions of work of contract labour, such as, leave, holidays with pay, temporary housing, minimum wages, overtime, weekly rest day, payment on termination of service, etc., the contractor should be held directly responsible;

5) legislation may become necessary to enable the effective implementation of the measures mentioned above; and

6) adequate inspection machinery may be provided to ensure effective enforcement of this legislation and other labour laws applicable to contract labour.

Compulsory deductions of part of salaries of industrial and non-industrial employees in the public as well as private sectors for investment in Government Securities under a non-contributory Provident Fund Scheme. The present circumstances, particularly the proposed increase in the rates of provident fund contributions and other deductions, preclude the possibility of any further compulsory deductions from the workers' wages. However, there was scope for increasing collections from the workers voluntarily under the National Savings Scheme, and the employers and workers should extend their full co-operation in making this Scheme a success.

Working of the Implementation Machinery.- (i) It was agreed that besides fixing responsibility for violations of the Code, implementation committees should, wherever necessary, bring round the contending parties and effect settlement with a view to reducing tension. They may also bring about out-of-court settlement of industrial dispute cases pending in courts with the consent of the parties. (ii) It was agreed that complaints should be dealt with at appropriate levels. Complaints relating to the State sphere should invariably be made to the concerned implementation machinery. The Central organisations agreed to issue instructions to their members in this respect. (iii) The central organisations agreed to give their own assessment of the position while forwarding replies of their members to the implementation machinery. (iv) It was agreed that for the purpose of defining the word 'industry' in Clause 3 of the Criteria for Recognition of Unions, the classification of industries used by the Labour Bureau, would be adopted, and industry would mean 'any business, trade, undertaking, manufacture or calling of employers including any calling, service, employment, handicraft or industrial occupation or avocation of workmen'. (v) It was agreed that the words 'local area' occurring in Clause 3 of the Criteria for Recognition of Unions would be defined by the concerned appropriate Government. (vi) It was agreed that State Governments would take suitable steps to improve and strengthen their implementation machinery for ensuring prompt disposal of complaints made to it, if possible within two months.

Report of the 5th Session of the Committee on Conventions.- While the Conference took note of the report*, a suggestion was made that the report should be made more informative.

Convening of meetings of Industrial Committees.- The Conference accepted the proposals made in the Memorandum to the effect "that those Committees which have proved effective and useful, e.g., those on Plantations, Coal Mining and Jute, should continue to function regularly, others may be convened as and when necessary".

It was also agreed to consider the suggestion for setting up an Industrial Committee on Inland Transport.

* Please see Section 14, pp. 26-34 of this Report.

Amendments to the Industrial Disputes Act, 1947 and Classification of Clause 2(iii) of the Model Principles for reference of disputes to adjudication.- These items should be further examined in the light of the discussions at the Conference and placed for decision at the next Session of the Standing Labour Committee.

(Papers of the Conference received in this Office.)

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Election Manifestos of the Congress and Jan Sang Parties.

In connection with the forthcoming General Election due to be held in India in early 1962, the All India Congress Committee at its session held in Madura on 4 October 1961, adopted a 51-point election manifesto, which, among other things, promises that there should be no village at the end of the third Plan without adequate provision of drinking water, a primary school and a proper approach road. The manifesto also promises stabilisation of prices of essential commodities and a reasonable return to the producers of food grains. It assures the farmers that the prices of food grains and other commodities will not be allowed to fall below a reasonable minimum. Tracing out the achievements of the Congress since 1947, the manifesto states that the two main aims guiding India after Independence were to establish firmly a democratic political structure based on the parliamentary form of Government, and to build up by democratic means a rapidly expanding and technologically progressive economy, and a social order based on justice and offering equal opportunity to every citizen. The first Five-Year Plan was launched with these objectives in view. The means at our disposal at the time were limited, and the data available inadequate. The immediate objectives laid down in the first plan were achieved, and this success gave confidence to the nation. The second Five-Year Plan was based on greater experience and more knowledge. It set forth larger goals and a long-term strategy for economic and industrial advance based on the socialist pattern of society. The Third Plan indicates not only the direction in which we are going, but the positive steps that we have to take and the targets that we have to reach. Statistical information is available to show the growth of basic and heavy industries as well as small and medium industries, the marked improvement in our agricultural methods and in agricultural production, the advance of our science and technology, and the progress made by the country in a variety of fields of human activity. The manifesto also deals with the progress made in the fields of education, health, community projects, role of panchayats, establishment of large industrial enterprises, financial and promotional institutions, and industrial estates, specially in rural areas.

The Jan Sangh which expects to come out as the second biggest party, next only to Congress in 1962, released on 15 September 1961, its 20-page election manifesto. The manifesto, among other things, lays emphasis on achieving national unity by discouraging the intrusion of religion into politics, removal of inequality, the expulsion of foreign missionaries proselytizing through "objectionable methods" and the restoration to panchayats and municipalities of "their pride of place in the Constitution of the country".

(The Hindustan Times, 20 September 1961;
The Statesman, 15 September 1961).

12. Activities of External Services.

India - September-October 1961.

Tours

The Director was in Madras from 2 - 5 September to have consultation with the State Labour Minister and concerned officials regarding the work of the ILO Productivity Mission in India.

Lectures

(a) In connection with the celebration of the National Technical Training Week organised by the Directorate of Employment and Training, Ministry of Labour and Employment during 17 - 23 September, the Director addressed a seminar organised by the Public Relations Committee, Delhi Administration on 19 September 1961. The topic of his address was "Importance of Apprenticeship Training to the Industry".

(b) The closing function of the National Technical Training Week was the formal opening of the Central Training Institute for the Instructors at Dasnagar, Calcutta by the Union Minister of Labour and Employment, on 23 September 1961. The Director, by special invitations, spoke on the occasion and assured the continued support of the ILO in this project and conveyed the good wishes of the Deputy Director-General.

Meetings

During the period under review the Director:

(1) represented the ILO at the Conference of Economic Planners convened by the ECAFE at Delhi from 26 September to 3rd October 1961;

(2) along with Mr. S.N. Roy represented the Director-General at the Technical Meeting on Small-Scale and Handicraft Industries convened by the ILO at New Delhi from 3 to 15 October;

(3) attended, by special invitation, the 19th session of the Indian Labour Conference held at Bangalore from 9-10 October 1961.

Articles

a) An article by the Director, entitled "Vocational Training: A Major ILO Programme" was published by the Ministry of Labour and Employment in the booklet "Training for Tommorrow" brought out by the Directorate General, Employment and Training in connection with the country-wise celebration of the National Technical Training Week.

b) On the occasion of United Nations Day, "The Illustrated Weekly of India", brought out a Special U.N. Issue dated 22 October 1961. At the request of the Editor the Director of this Office contributed an article entitled "ILO: Fight for Social Justice".

Visitors

During the period under review visitors to this Office included Messrs C.R. Wane-Roberts and S.N. Roy.

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14. Conventions and Recommendations.

India - September-October 1961.

Sixth Session of the Committee on Conventions, Bangalore,
8 October 1961.

The sixth session of the tripartite Committee on Conventions met at Bangalore on 8 October 1961, Shri P.M. Menon, Labour Secretary presiding. Shri V.K.R. Menon, Director of this Office was present by special invitation.

Agenda.- The Committee had before it the following agenda:-

1. Action taken on the conclusions of the previous Sessions;
2. Question of ratification of the Plantations Convention (No.110);
3. Problems arising out of the ratification of the Forced Labour Convention (No.29);
4. Action taken on the Conventions and Recommendations adopted at the 44th Session of the International Labour Conference (1960);
5. Conventions and Recommendations adopted at the 45th Session of the International Labour Conference (1961);
6. Reports on Recommendations and Unratified Conventions for the period ending December, 1960;
7. Resolutions adopted at the 43rd and 44th Sessions of the International Labour Conference (1959-1960).

Conclusions.- The memoranda prepared on the items of the agenda and the conclusions of the Committee are reviewed below.

1) Action taken on the Conclusions of the Previous Sessions of the Committee.- The memorandum on this subjects reviews the action taken on earlier conclusions inter alia in respect of several I.L.O. Conventions.

Convention No.63 concerning Statistics of Wages and Hours of Work.- The fifth session of the Committee was informed that it was not possible to ratify this Convention at this stage because of certain gaps in the existing arrangements for collection and publication of the required statistics. The memorandum points out that as regards Part II of the Convention while statistics of earnings in respect of manufacturing industries and coal mines are being collected, there is no regular arrangement for collection of statistics regarding wages in building and construction. As regards Part III, there are at present no regular arrangements for collecting information on time rates, wages on a continuing basis. Thus it does not seem possible to take advantage of the relaxations provided in the Convention and to ratify it.

Convention No.42 concerning Workmen's Compensation (Occupational Diseases).- The Committee had recommended at its second session (Bombay, May, 1955) that this Convention should be ratified after suitably amending the Workmen's Compensation Act, 1923. The Workmen's Compensation Act, 1923 was amended in 1959. But on closer scrutiny it has been found that this amendment also may not fully meet the requirements of the Convention. Proposals for further amendment of the Act are now under consideration. The question of ratification of the Convention will be taken up after these amendments have been passed by Parliament.

Convention No.102 concerning Minimum Standards of Social Security.- The Committee had recommended at its second session (Bombay, May, 1955) that studies should be undertaken to ascertain how far the Employees' State Insurance Scheme satisfied the minimum requirements for the ratification of the Convention and the results reported to the Committee. The Committee was accordingly informed at its 5th Session (New Delhi, January, 1960) that the scheme was yet to cover 50 per cent of all workers employed in workplaces employing 20 persons or more and, in respect of benefits like medical care, their wives and children - which is the minimum coverage required for ratification. The scheme now covers 1.678 million workers and about 600,000 families. This still falls short of the minimum requirement. The question of ratification will be taken up as soon as the minimum coverage has been achieved through the progressive extension of the Employees' State Insurance Scheme.

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While the Committee took note of the statement, the employers' and workers' representatives pointed out that there were several lacunae in the manner of collection and presentation of labour statistics and there was also considerable scope for simplification of returns called for under the various Acts. It was, therefore, agreed that the Director, Labour Bureau should prepare a comprehensive Paper on the subject which could be discussed by a small tripartite committee.

2) Ratification of Convention No. 110 concerning Conditions of Employment of Plantation Workers.— While law and practice in India generally conform to the substantive provisions of the Convention so far as tea, coffee, rubber and cinchona plantations covered by the Plantations Labour Act are concerned, it is not possible to ratify it on the basis of the existing coverage of this Act. A reference on this point was specifically made to the International Labour Office and the reply indicates that ratification on that basis would not be in order. The principal difficulty which stands in the way of ratification by India is the rather wide scope of the Convention which applies to a large number of crops. The phrase "employment of hired workers on a regular basis" used in the Convention and whose interpretation has been left to the discretion of the individual Governments is also not free from ambiguity. If the word "regular" is taken to mean "continuous throughout the year", only the tea, coffee, rubber and cinchona plantations would satisfy this criterion and not the other crops listed in the Convention. If, on the contrary, the phrase covers hired employment during particular seasons and not necessarily throughout the year, it would not be possible to exclude the other crops such as sugarcane, tobacco etc., from the scope of the Convention.

To consider how far it would be practicable to extend the scope of the Plantations Labour Act to cover all these crops, it was decided to conduct an enquiry to collect information about the size of holdings, pattern of employment etc., in respect of small-holdings in tea, coffee, rubber and cinchona plantations, not covered by the above Act, and other plantation crops which come within the purview of the Convention. While it has not so far been possible to collect information about the other crops, data collected in respect of small holdings in tea, coffee and rubber plantations reveals that there is a fairly large number of such holdings which are, at present, not covered by the Plantations Labour Act, but which would appear to come within the purview of the Convention. According to the information furnished by the Coffee and Rubber Boards, there are about 42,000 coffee estates with holdings below 25 acres, and about 52,000 rubber estates with holdings between 5 and 10 acres. Number of rubber estates with holdings between 10 and 50 acres is about 2,700. While break-up of these holdings into estates between 10 and 25 acres is not available, a fairly large number of these holdings might be outside the purview of the Plantations Labour Act. The number of tea estates with holdings upto 10 acres is about 6,100. Number of tea estates with holdings between 10 and 25 acres is not available. It is not considered practicable to

extend the scope of the Plantations Labour Act to cover these small holdings in tea, coffee, and rubber plantations. Thus, even in respect of these crops it would not be possible to apply the provisions of the Convention which provides for exclusion of small holdings only if hired labour is not regularly employed and production is only for consumption purposes.

The Convention has so far received only four ratifications (Cuba, Mexico, Liberia, Ivory Coast). It appears many of the other countries growing plantation crops are also finding it difficult to ratify the Convention because of its wide coverage. Some of the difficulties, which stand in the way of ratification of the Convention by Asian countries would come up for discussion at the next session of the ILO Asian Advisory Committee to be held in Geneva in November 1961. While the data collected in respect of small holdings in tea, coffee and rubber plantations itself would appear to clearly rule out the possibility of India being able to ratify the Convention in the near future, Government of India proposes to take a final decision in the matter after taking into account the discussions at the next session of the Asian Advisory Committee. It is also proposed to brief the Indian Government Delegate to the above meeting to explain the position, and suggest such modifications in respect of the scope of the Convention as would facilitate its ratification by countries like India. In fact, even at the time of adoption of the Convention, the Indian Government Delegation had made it clear that the comprehensive scope of the instrument might come in the way of its ratification.

The Committee came to the conclusion that it would not be possible for India to ratify the Convention as it stood. It, therefore, recommended that the Indian representatives to the forthcoming session of the I.L.O. Asian Advisory Committee should draw the specific attention of that body to the need for suitably modifying the scope of the Convention so as to facilitate its ratification by countries like India.

3) Problems arising out of Ratification of Convention No.29 concerning Forced Labour. This Convention was, as recommended by the Committee at its first session, ratified by the Government of India in November 1954 and the State Governments were requested to take necessary action, by way of repeal or amendment of existing legislation, etc., to ensure compliance with the requirements of the Convention. In accordance with the I.L.O. Constitution, Government has been sending annually to the I.L.O. reports on the measures taken to give effect to the provisions of the Convention. The I.L.O. Committee of Experts on the Application of Conventions and Recommendations had, after scrutinising the report for the period 1-7-1958 to 30-6-1959 and examining the State Panchayat, Irrigation and Compulsory Labour Acts, observed that some of the provisions of these Acts were not strictly in consonance with the requirements of the Convention. The I.L.O. Committee also indicated the measures that should be taken to remove the discrepancies.

The observations of, and suggestions made by the Committee of Experts were brought to the notice of State Governments for appropriate action. The issues raised by the Committee were also discussed in detail at an Informal Meeting of Labour Ministers held on 27 April 1961 and the State Labour Ministers agreed to have the matter examined by their respective Governments expeditiously. Since, however, the Panchayat Acts, etc., are the concern not only of the State Labour Departments but some other Departments as well, it may be sometime before this examination is completed. The whole matter will be reviewed, in consultation with the Law Ministry if necessary, on receipt of the comments of all the State Governments. For the present the I.L.O. is being apprised of the action so far taken - the next report is to reach the I.L.O. by 15 October, 1961.

The Committee recommended that every effort should be made to ensure full compliance with the provisions of the Convention in the light of the observations of the I.L.O. Experts Committee and on the basis of the advice of the Central and State Law Departments.

4) Action taken on the Convention and Recommendations adopted at the 44th Session of the International Labour Conference (1960).- In regard to Convention No. 115 concerning protection of workers against ionising radiations, the memorandum states that till recently the use of radium and radioactive substances, etc., in India had been mainly confined to hospitals. During the past few years, however, a few units have been set up for the processing of uranium, thorium and monazite and manufacture of rare earths products and radio isotopes, etc. There is no law at present covering the matters dealt with in the Convention. Government of India, however, proposes to promote legislation to amend the present Atomic Energy Act, 1948, so as to empower Government to issue Rules and Regulations governing the safe use of radiation sources. The relevant Rules and Regulations which are already at an advanced stage of preparation fully take into account the various provisions of the Convention. The proposed legislation and the Regulations to be issued thereunder would bring the position in law and practice in India in line with the requirements of the Convention. The Government of India does not propose to ratify the Convention at this stage. The position would, however, be reviewed when the proposed legislation has been enacted and brought into force alongwith the relevant Regulations.

In regard to Recommendation No. 114 concerning the Protection of Workers against Ionising Radiation, it is pointed out that the proposed atomic energy legislation and the regulations proposed to be framed thereunder would broadly satisfy the requirements of the various provisions contained in the Recommendation. The Government of India does not propose to take any further action in respect of the Recommendation for the present.

As regards Recommendation No. 113 concerning consultation and co-operation between public authorities and employers' and workers' organisations at the industrial and national levels, the principle of tripartite consultation and co-operation is already being applied at various levels in India. Workers' and employers' organisations are invariably associated in the formulation of labour and social policies and in their implementation. Such consultation and co-operation is secured mainly through non-statutory bodies like the Indian Labour Conference, the Standing Labour Committee and the Industrial Committees for important industries at the all-India level and tripartite Labour Advisory Boards. Industrial Relations Committees, etc., at the State Level. Employers' and workers' organisations have also been closely co-operating in the preparation and finalisation of the Five Year Plans. The Information Consultative Committee of Parliament attached to the Ministry of Labour and Employment advises Government on questions relating to labour legislation and its implementation. Employers and workers are also adequately represented on the Evaluation and Implementation Committees that have been recently established at the Central and State levels to secure the proper implementation of labour laws, awards, agreements, etc.

Provision for the participation of employers' and workers' representatives in the enforcement of laws and regulations is made under the Minimum Wages Act, 1948, the Employees' State Insurance Act, 1948, the Employees' Provident Funds Act, 1952, the Coal Mines Labour Welfare Fund Act, 1947, the Mica Mines Labour Welfare Fund Act, 1946, the Dock Workers (Regulation of Employment) Act, 1948, the Coal Mines Provident Fund and Bonus Schemes Act, 1948, etc.

With regard to the organisation and operation of the Employment Services, the Central Committee on Employment and the State and local Committees include equal numbers of representatives of employers and workers. On the crafts training side, employers and workers have been given representation on the National and State Councils for Training in Vocational Trades.

So far as collaboration between the employers' and workers' organisations inter se is concerned, mention may be made of the Joint Consultative Board of Industry and Labour - a bipartite non-official body with an independent Chairman - which provides a common platform to the parties to meet round the table and iron out differences through discussion and mutual negotiation.

Apart from their continuous association with the permanent bodies mentioned above, employers' and workers' organisations are given due representation on ad hoc enquiry committees, Steering Groups, Wage Boards, etc., both at the Central and State levels.

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The methods of consultation and co-operation followed in India do not in any way interfere with the right of employers and workers to organise themselves or the right of these organisations to enter into collective bargaining. In fact, the principal aim of tripartite discussions is to pave the way for and encourage mutual discussion and agreement between the parties themselves. It will thus be seen that the suggestions contained in the Recommendation are already being followed in India to the fullest possible extent and this will be continued. No additional action for the specific purpose of giving effect to the Recommendation is, therefore, considered necessary.

In conclusion the memorandum points out that it may be possible for India to ratify Convention No. 115 when the proposed legislation on the subject has been enacted.

The Committee took note of the information contained in the memorandum, particularly the fact that the Government of India may be able to ratify the Convention concerning Protection of Workers Against Ionising Radiations after the Atomic Energy Act is amended and enforced in the modified form.

5) Convention and Recommendation adopted at the 45th Session of the International Labour Conference (1961).- The 45th session of the International Labour Conference adopted the Final Articles Revision Convention (No. 116) and Recommendation No. 115 concerning Workers' Housing. No specific action is to be taken by India in respect of Convention No. 116 except registering formal ratification. This will be done when an authenticated copy of the text is received. As regards Recommendation No. 115 the memorandum mentions that when the text was being considered by the Conference Committee on Workers' Housing, the Indian Government representative pointed out that in developing countries the public authorities were not always in a position to provide all the housing that was needed. The employers had, therefore, to be asked to share the burden. This suggestion was in line with the conclusions reached on the subject at the Indian Labour Conference at its 15th Session (July, 1957) where it was agreed that "it should incumbent on employers to provide at least a reasonable number of houses for their workers". The amendment, however, was not acceptable to the Conference Committee and had to be withdrawn. When the authenticated text of the Recommendation is received it will, as usual, be circulated to the State Governments, the Central Ministries concerned and the employers' and workers' organisations, and a statement on action taken or proposed to be taken on it placed before Parliament in due course.

This information was noted by the Committee.

6) Reports on Recommendations and Unratified Conventions for the period ending December 1960.- The reports sent to the I.L.O. on the following unratified Conventions and Recommendations were placed before the Committee:-

1. Convention No. 105 concerning the Abolition of Forced Labour, 1957.
2. Recommendation No. 35 concerning Indirect Compulsion to Labour, 1930.
3. Recommendation No. 36 concerning the Regulation of Forced or Compulsory Labour, 1940-

While the Committee took note of the memorandum and the enclosures thereto, the workers' representative stated that employers' and workers' organisations did not always get sufficient time to comment on the reports sent by the Government of India to the I.L.O. Further, it was difficult to comment on such reports as they were not self-contained. He, therefore, urged that in future the organisations should be supplied with the texts of the relevant Conventions and Recommendations and the report forms, etc., while being called upon to send comments. This was agreed to.

7) Resolutions adopted at the 43rd Session of the International Labour Conference (1960).- The Committee considered and noted two brief statements on the Resolution concerning the problems of young workers and the Resolution concerning I.L.O. activities in the field of occupational health and safety. In regard to the former it was noted that the First and Second Five Year Plans contained specific proposals for the development of education of various levels, technical training and employment opportunities - opportunities particularly for the educated unemployed. The Third Plan envisages an augmentation of these facilities. It also contains several recommendations for tackling the problem of unemployment among young persons both in the rural and urban areas. It is hoped that these measures will facilitate progressive application of I.L.O. standards relating to the training, employment and conditions of work of young persons. In regard to the second Resolution, only Convention No. 16 concerning compulsory medical examination of children and young persons employed at sea had been ratified among these relating to workers' health and medical services. Even though formal ratification is not possible in other cases, the individual Conventions are under continuous review. With regard to support to the I.L.O. Occupational Safety and Health Information Centre, the office of the Chief Adviser, Factories, is functioning as a national clearing house for the purpose of supplying the I.L.O. Centre with all relevant information from ~~various~~ various Indian institutions concerned with the subject of occupational safety and health. The Chief Adviser, Factories, has already addressed the Chief Inspectors of Factories in various States, and the heads of other Institutions, seeking their co-operations.

General.- Shri N.H. Tata (employer) and Shri G.D. Ambekar (worker) observed that in order to ensure that the Conventions and Recommendations formulated by the International Labour Conference could be ratified to a much greater extent by countries like India, Government should have full consultations with the employers' and workers' organisations before briefing the Government delegations. Such a procedure would enable the entire Indian delegation to present a united front whenever necessary and secure due recognition of India's view point.

Shri Tata also expressed regret that Government had not selected the employer representatives to the last I.L.O. Inland Transport Committee in consultation with the Employers' organisations as had been the custom in the past. The Chairman explained that as the agenda pertained mostly to the railway and motor transport industries, the employer representatives were selected in consultation with the public sector as the Indian railways were entirely in the public sector. As far as the motor transport industry was concerned the public sector undertakings appeared to be the most representative. Shri Tata agreed as regards the railways but doubted if it was correct as regards motor transport. The Chairman explained that the fact will be verified and assured the Committee that every care will be taken to see that the employer and worker delegates are selected in consultation with the most representative organisation whether in the private or public sector.

(Papers of the Committee received in this Office).

22. Regional Governmental Organisations.

India - September-October 1961.

ECAFE Conference of Asian Planners, New Delhi,
26 September - 3 October 1961: Institute of
Economic Development to be set up.

A Conference of Asian Planners, under the auspices of the ECAFE was held in New Delhi from 26 September to 3 October 1961. Shri Jawaharlal Nehru, Prime Minister, inaugurated the Conference, which elected Shri Gulzarilal Nanda, the leader of the Indian delegation and India's Minister for Labour and Employment and Planning as its chairman.

Prime Minister's inaugural address.- Inaugurating the Conference, Shri Nehru pleaded for greater economic co-operation in Asia, but with due regard to every country's individuality - a task in which he offered India's full support.

While regretting the rather slow resumption of the age-old contacts between India and her neighbours, interrupted by colonialism, the Prime Minister hoped that the imperative of "emotion, geography and economy" would soon have an accelerating effect.

In Shri Nehru's opinion the experience of industrially advanced and technologically mature Western countries was particularly inapplicable to the developing countries in Asia.

In this connection, he stated that the developing countries must steer clear from the "rigid orthodoxies" of economic thinking arising from the "rival and conflicting ideologies". He further pointed out, that for instance, in the United Kingdom and other countries of the West, adult franchise and other attributes of democracy had followed, and not preceded economic development. In India and other Asian countries, he added, the reverse was the case. The advent of freedom and "full-blooded" democracy led to demands by the people for rapid economic changes for which the wherewithal was not immediately available.

Another factor that Shri Nehru impressed upon Asian planners was that in their discussions on planning techniques, they must not overlook the human aspect of the plan. According to him, this aspect was more important than even the financial aspect, and it was necessary to make the maximum investment in human beings.

Chairman's Address.- Shri Nanda urged intensification of efforts to accelerate the pace of economic development in the underdeveloped countries of Asia. There should be co-operation between countries in the region.

Shri Nanda said that an intensified effort was necessary to reduce within the shortest possible time not only the internal disparities in the countries concerned but also the external disparities - disparities arising from the relative backwardness of the Asian countries in comparison with the more industrially advanced countries of the West.

Shri Nanda said that the concept and method of planning were of the greatest significance to the countries of Asia. They held out the promise for fulfilling the aspirations of these countries for economic progress. In many respects the countries of Asia were facing similar situations. There was a basic similarity in many respects, more particularly the low standard of living and low nutritional standards. The phenomenon of poverty in these countries was associated with economic stagnation.

He said there was now a welcome change in that an attempt was being made in these countries to break this spell of economic stagnation. At the same time he felt that the rate of progress in India as well as other Asian countries was not enough. One reason for this was the inability to promote necessary savings for investment because of their general backwardness and low standards of living. Added to this was the increasing rate of population growth which made solution of problems more difficult.

Shri Nanda said that the benefits of economic development should reach the people at the lowest level and satisfy their economic needs. It was, therefore, necessary that one should aim at a higher rate of growth than at present.

Giving India's experiences of planned development, Shri Nanda said that even though she could not claim progress in solving all problems by pursuing the policy of planned development, foundations had been laid to enable the country to move much faster. The techniques of planning had given her a certain mastery over the situation and created confidence in the nation about its future.

Stressing the role of the State in planned development, he said it had to be a positive role in view of its social responsibility. The State's responsibility was important not only for the development of the public sector to which he attached the greatest importance but also for the achievement of the social objectives of creating a greater sense of equality and preventing concentration as also for assisting the private sector and ensuring that it fulfilled its obligations to the community.

He said that while foreign assistance was important and should be forthcoming in an adequate and equitable form, efforts should be made to match it with internal resources and make the utmost use of both. It was India's aim and he hoped it was shared by other Asian countries as well that the region should be free from seeking foreign assistance except in normal ways.

The Chairman envisaged increasing economic co-operation between the Asian countries in future. While their capacity at the moment to help each other might be limited it was bound to increase as each country became stronger economically. He felt that every country in the region had something to offer the other. India was prepared to share her experiences with them and also learn from their experiences. He hoped that some positive results aimed at strengthening the economic co-operation between the participating countries would emerge from the deliberations and bring them closer.

Conclusions.- The Conference appointed a nine-member technical committee to examine the various issues raised and suggestions offered for their solution during the discussion on planning techniques and implementation.

Its conclusions were embodied in a 28-page report approved on the last day. Increasing recognition of planning as a means of economic development for Asian countries was the key-note of the report. The report had great emphasis on the value of regional co-operation as a means to help economic progress in the individual countries as well as the region as a whole.

The Conference approved proposals to establish (1) an Asian institute for Economic Development to provide practical and theoretical training for Government personnel in economic and social planning, and (2) a Regional Advisory Group on Economic Development Planning consisting of experts who would be available on the request of Governments to assist them in drawing up their plans.

Decisions on the location, type of training and financing of the Institute would be taken at the Tokyo session in the light of a detailed report which the Executive Secretary of the ECAFE has been asked to prepare.

The Conference recognised that increased co-operation between countries of the region would not only be in the line with the general trend evident in other regions of the world, but would also help speed the economic progress which all Asian countries were seeking.

At the same time, it was felt that a move towards a Common Market or similar economic union was premature. The report said: "The difficulties in the way of giving effect to regional co-operation are acknowledged. There is, for example, the fact that the economies of the different countries of the region are at varying stages of development and each has its own particular conditions and problems - such as unemployment, or dependence on a limited range of exports, or problems of imports substitution. And all the countries are in need of considerable economic aid".

One of the fields in which scope for increased co-operation was indicated was in the development of industry. Some of the smaller countries might co-operate in enlarging markets for the products of industries established through mutual collaboration. Those countries with rising industrial output would be able, more and more to meet the requirements of the region for machinery and other manufactured goods.

As a first and important step towards co-ordination of development plans it was felt that planning agencies could make feasible proposals for economic co-operation. There could be periodic exchanges of information between them on national development plans and the ECAFE secretariat could assist in joint studies on special problems of interest to more than one country.

On the role of foreign aid to Asia, the Planners, while recognising its continued necessity, made a significant appeal to the advanced countries to give urgent consideration to the liberalisation of their trading policies. They pointed out that such liberalisation was necessary in relation to the developing countries so that those countries could increase their foreign exchange earnings for the exports of primary commodities and manufactured goods.

The planners also felt that external assistance, which was becoming available in larger measure and on a broader basis, should be assured for several years in advance so as to make for smooth and continuous development in accordance with national economic plans.

(The Statesman, 28 September and 3 October,
1961;
The Hindustan Times, 27 September and
3 October 1961).

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25. Wage-Earners' Organisations.

India - September-October 1961.

Facilities for Trade Union Activities of Central Government Officials.

The Government of India has decided to grant certain facilities to recognised trade unions to carry on their activities, in line with the Pay Commission's recommendation that reasonable facilities should be provided for Government for trade union activities of their employees.

Meetings in office premises.— It has been decided to permit recognised staff associations and trade unions to hold meetings on open land outside the security zone of the office or factory premises. Where the head of the institution is satisfied that there is no security risk and normal work would not be obstructed, he can permit the meeting to be held within the premises.

Display of notices in office premises.— Some of the staff associations and trade unions are allowed to display notices relating to union affairs in the office premises. It has now been decided to allow recognised staff associations and unions of establishments where this is not permitted at present to display notices relating to the following matters: (a) the date, time, place and purpose of a meeting, (b) statement of accounts of the union, (c) election announcements, (d) general announcements of interest to union members provided they are not in the nature of criticism, are not subversive of discipline and do not contain offensive language or personal attacks.

Grant of leave.— By an order of 4 January 1960, special casual leave to office-bearers of recognised service associations up to a maximum of ten days in a year has been allowed for participation in the activities of the associations. The facility is now being extended to office-bearers of trade unions also.

Release terms for full-time union function-aries.- The Government (as decided to release government servants on "foreign service terms" to enable them to work as full-time union functionaries. Government employees would be allowed to function as full-time union functionaries provided the full cost of deputation including leave, salary and pension contribution are borne by the union or staff association concerned.

The Government, has turned down the commission's suggestion that free railway passes should be given to union functionaries to enable them to attend their union meetings. The reason given is that staff associations and trade unions should be fully self-supporting.

(Office Memorandum No. 18/21/60-LRI,
dated 9 May 1961 of the Ministry of
Labour and Employment, Government of
India)

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Madhya Pradesh Trade Unions Regulations 1961.

The Government of Madhya Pradesh published on 17 September 1961 the text of the Madhya Pradesh Trade Unions Regulations, 1961, made in exercise of the powers conferred under the Indian Trade Unions Act, 1926. The rules deal inter alia with form of application for registration of unions, procedure for withdrawal or cancellation of certificate of registration, procedure for dissolution of registered trade union, annual returns, audit of account of registered trade unions, procedure for entry in the approved list of trade unions, powers of approved trade unions, inspection of registers, list of approved unions and documents.

(Notification No. 5628-4607-XVI dated 22 August 1961, Madhya Pradesh Gazette, 17 September 1961, pp. 773-796).

28. Employers' Organisations.

India - September-October 1961.

Employers' Seminar on the Code of Discipline in Industry:
Defects in working pointed out.

A two-day Seminar on the Working of the Code of Discipline in Industry, jointly organised by the Employers' Federation of India and the All India Organisation of Industrial Employers was held at New Delhi on 22 and 23 September 1961, under the chairmanship of Shri Naval H. Tata. The Seminar was attended by over 50 representatives of industrial associations and industrial establishments. The Seminar adopted a statement pointing out certain defects in the working of the Code and making recommendations for their solution.

For a report on this Seminar, please see Section 67, PPs 100-103 of this Report.

34. Economic Planning, Control and Development.

India - September-October 1961.

Welfare and Employment of Weaker Sections of Rural Communities: Study Group's Report.

A guarantee of employment in a programme of public works, widespread rural industrialisation and extensive educational assistance, are the principal recommendations made in the report of the study group on the welfare of the weaker sections of the village community.

The group is emphatic that the uplift, welfare and emancipation of the weaker sections cannot be accomplished without "a comprehensive non-violent social revolution encompassing all facets of Indian society" and "the destruction, root and branch, of the caste system".

The eight-member study group headed by Shri Jaya Prakash Narayan was constituted by the Government of India on 8 December 1960. The group was asked to study the manner in which the community development programme and panchayati raj institutions could promote the economic development and welfare of the weaker sections of the community and suggest steps by which the development schemes and the financial assistance available for them could be effectively utilised for their benefit.

The report, which has been presented to the Union Ministry of Community Development and Co-operation, will now be examined by it.

The weaker sections are defined in the report as families whose annual income is less than 1,000 rupees, constituting 80 per cent of the rural households. The group has recommended priority assistance to those families whose income is less than 500 rupees per year and form 50 per cent of the rural households. Families whose income is less than 250 rupees per year are classified as "destitutes".

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It has been urged that they should be taken care of in the first instance by suitable welfare measures which should be the responsibility of the Panchayati Raj institutions. The Scheduled Castes and Scheduled Tribes have been regarded as forming part of the weaker sections and deserving assistance.

Analysing the causes of economic backwardness of the weaker sections, the report concludes that "the basic cause is the social order resulting from the caste system, the feudal type of economic structure and the continued imbalance between population and resources".

Petty holdings which are far greater in number are responsible for keeping both agriculture and the majority of cultivators in "a chronically depressed condition". This socioeconomic disease requires a radical remedy, which, according to the study group, lies in village ownership and management.

The report says "encouragement and promotion of common ownership of land should be taken up as a prominent part of the educative and reorientation work of the Community Development Organisation and its ancilliary bodies. The Community Development Ministry should institute a scientific study of a suitable programme of villagisation of land by legislation as a means of land both social justice and agricultural and industrial development".

The group attaches great importance to the public works programme as providing "the quickest and widest possible relief" to the weaker sections. It has been suggested that this programme should be taken up on the basis of relief work and as far as possible, executed on contract system through labour co-operatives. It has emphasised that "Government should undertake and make a declaration to that effect - to guarantee employment to every citizen who is prepared and fit to do manual labour."

Rural Industries. - Stressing the importance of rural industrialisation, the group says it should not be conceived as being limited to what are termed as "rural industries or processing industries". There must be "an even spread of industries or processing throughout the countryside". It has recommended the creation of a single comprehensive authority, with necessary powers and resources and charged with the responsibility of rapidly industrialising the rural areas.

Regarding educational assistance, the report says, the weaker sections, subject to a "means test", free education and free boarding and lodging should be provided in mixed hostels up to the higher secondary stage. Other assistance include scholarships for higher education subject to competence qualification, mid-day meals for all children in primary classes, free dress, slates, pencils and books for pupils of primary classes.

The group feels that the only effective manner in which economic exploitation of cultivators by money-lenders can be fought is by "organising and extending as far as possible co-operative credit, production, and marketing".

Community Development.- On the role of community development, the report says the programme should be regarded "not only as a means but also as the end". The group has recommended that, subject to national priorities as laid down under the third Plan, the funds under grants and loans should be devoted only to schemes involving community participation specially benefitting the weaker section.

It has suggested that attempts should be made to bring together lands of the weaker sections of the community in one block by exchange with other owners through consolidation processes.

Discussing the role of co-operatives in ameliorating the lot of weaker sections, the group has recommended that the risk fund should be suitably augmented and co-operative credit societies which are prepared to undertake the risk of cultivation on marginal lands should be helped.

On the question of co-operative farming, the study group has recommended that the pooling of land should be for a minimum period of ten years. To enable farm labourers to take shares in co-operative farming societies, loans should be provided. The report says that, as a general principle, 40 per cent of the produce should be distributed to those who have contributed land to the co-operative, 40 per cent to labour and the remaining 20 per cent should go to reserves.

The report says the whole bias of Panchayati Raj institutions should be towards the weaker sections of the village community. Responsibility should be vested in the village panchayats for providing full employment either in the works programme of the panchayat or utilisation of idle man-power in public works under the proposed Government's guaranteed employment scheme.

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The report says the existing organisation at the Centre in the Ministry of Community Development and Co-operation and the development commissioners in the States should be made responsible for promoting the welfare of the weaker sections of the community.

The closest consultation and co-ordination has been urged between all the Ministries concerned with rural development and welfare. For this purpose, a committee consisting of representatives of the Ministries of Community Development and Co-operation, Food and Agriculture, Commerce and Industry, Education, Home Affairs and the Programme Evaluation Organisation and Commissioner for Scheduled Castes and Tribes has been recommended.

The report contains a supplementary note by Shri Braj Raj Singh who has suggested reservation for the weaker sections in the services, trade and industry.

(The Hindustan Times, 16 October 1961).

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35. Productivity.

India - September-October 1961.

Asian Productivity Centres Conference, New Delhi,
25 - 30 September 1961; Need for Productivity Drive.

A Conference of Productivity Centres from eight Asian countries under the auspices of the Asian Productivity Organisation was held in New Delhi from 25 to 30 September 1961. The Conference was attended by India, Pakistan, Japan, Nepal, the Philippines, Thailand, Formosa and South Korea.

Inaugurating the Conference Shri Mamubhai Shah, Union Minister for Industry said that political freedom could be maintained only if it rested on a strong economic base. It was, therefore, essential that the Asian and African countries should realise the importance of productivity. The concept of productivity, he said, should be built up from the base and not from above. A comprehensive training programme for technicians was, therefore, of the utmost importance. He hoped that the Asian Productivity Organisation would give serious thought to the problem.

Mr. Ichiro Oshikawa, Secretary-General, Asian Productivity Organisation, said that productivity could prove an effective instrument for improving the living standards in Asian countries.

Dr. P.S. Lokanathan, Director, Asian Productivity Organisation, and Chairman of the Governing Body of the National Productivity Council, in a welcome speech, said all Asian countries should join the Asian Productivity Organisation and make full use of its projects.

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Conclusions.- The Conference urged the need for a productivity drive in all Asian countries to achieve economic prosperity.

The Conference in a statement declared that "productivity is indispensable for raising the national wealth, per capita income and standard of living of the people of Asia. Its aim should be the maximum utilisation of all the resources for the welfare of the community. It should also be ensured that the benefits of the increase of productivity are equitably shared between capital, labour and consumer."

The Conference therefore wanted the Asian Productivity Organisation to take steps for the promotion and speedy formation of national productivity centres in the countries of Asia where such organisations did not exist.

The Conference also recommended the setting up of institutes for training and surveys on industrial and manpower development in the region.

(The Hindustan Times, 26 September 1961
and 1 October 1961).

36. Wages.

India - September-October 1961.

The Minimum Wages (Amendment) Act, 1961 (No.31 of 1961).

The Minimum Wages (Amendment) Bill (vide pages 28-29 of the report of this Office for March 1961) as passed by Parliament received the assent of the President on 28 August 1961 and has been gazetted as Central Act No.31 of 1961. The Amendment Act removes the time limit mentioned in clause(a) of sub-section (1) of section 3 and sub-section (1A) of that section for initial wage fixation. Another amendment provides that no minimum rates of wages shall be fixed or revised in respect of employees in a scheduled employment during the pendency of any dispute before a Tribunal over the rates of wages payable to such employees or during the period the award made by such Tribunal is in operation. Another amendment provides for the validation of fixation of certain minimum rates of wages.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 29 August 1961, pp. 283-286).

Andhra Pradesh: Revised Minimum Rates of Wages fixed
for Employment in Agriculture.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Andhra Pradesh has directed that the minimum wages of wages payable to persons employed in agriculture in the State, shall -

(i) in so far as the 14 villages specified in the Schedule to the Industries, Co-operation and Labour Department Notification No. 565, dated 30 December 1954 (published at page 1576 of Part I of the Andhra Gazette, dated the 30th December 1954) and the localities in Nizamabad district specified in the Schedule to the Labour Department of Hyderabad Government Notification No. B/13/52 175, dated the 30th December 1954 (published at pages 1322 to 1324 of the Hyderabad Government Gazette Extraordinary, dated 30 December 1954) be revised; and

(ii) in so far as the territories other than those mentioned above, be fixed;

as specified below:-

Serial No.	Zones	Class of employees	All inclusive minimum wages.
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Zone I

Districts of East Godavari, West Godavari; Krishna; Guntur; the taluks of Kavali, Nellore and Kovvur of Nellore district and the taluk of Nizamabad, Bodhan and Banjwada of Nizamabad district, with the exclusion of the following:- Agency areas of East Godavari District; and West Godavari district; Chintalapudi taluk in West Godavari district; Thiruvur and Jaggayapet taluk of Krishna district, Vinokonda, Palnad and Sathenapalli taluks of Guntur district.	I. Farm Servants or Attached Workers:		Per Annum
	(a) Adults	-----	Rs. Np. 500.00
	(b) Children	-----	250.00
	II. Casual Labour:		Per Day
	(a) Ploughing (with Plough team).		4.50
	(a) Ploughing (without plough team)		2.00
	(b) Transplanting or sowing.		1.25
	(c) Weeding (Men)	.	1.37
	(c) Weeding (Women)	.	1.00
	(d) Harvesting (Men)	.	1.62
	Harvesting (Women)	.	1.25
(e) Any other operations (Men).		1.37	
	Any other operations (Women).		1.00

Zones

Class of Employees

All inclusive
minimum wages.

Zone II

Districts of Cuddapah; Kurnool; Anantapur; Chittoor; and the districts of Visakhapatnam and Srikakulam (exclusive of agency areas); Chintalapudi taluk of West Godavari district; Thiruvur and Jaggayapet taluks of Krishna district, Vinukonda, Palnad and Sathanapalli taluks of Guntur district; the taluks of Nellore district with the exclusion of the taluks mentioned in Zone I;

I. Farm Servants or Attached Workers:

Per Annum

Rs. nP.

- | | |
|--------------|--------|
| (a) Adults | 400.00 |
| (b) Children | 200.00 |

II. Casual Labour:

Per day

- | | |
|--------------------------------------|------|
| (a) Ploughing (with Plough team). | 4.00 |
| (a) Ploughing (without plough team). | 1.75 |
| (b) Transplanting or Sowing. | 1.00 |
| (c) Weeding (Men). | 1.25 |
| Weeding (Women). | 0.87 |
| (d) Harvesting (Men). | 1.37 |
| Harvesting (Women). | 1.00 |
| (e) Any other operations (Men). | 1.25 |
| Any other operations (Women). | 0.87 |

Zone III.

Districts of Hyderabad; Mahbubnagar; Medak, Nalgonda; Adilabad; Karimnagar; Khammam; Warangal and Nizamabad with the exclusion of the taluks of Nizamabad, Bodhan and Banswada of Nizamabad district; and the agency areas of the East Godavari; West Godavari, Srikakulam and Visakhapatnam Districts.

I. Farm Servants or Attached Workers:

Per Annum

Rs. nP.

- | | |
|---------------|--------|
| (a) Adults. | 300.00 |
| (b) Children. | 150.00 |

II. Casual Labour:

per day

- | | |
|--------------------------------------|------|
| (a) Ploughing (with plough team). | 3.00 |
| (a) Ploughing (without plough team). | 1.50 |
| (b) Transplanting or Sowing. | 0.87 |
| (c) Weeding (Men). | 1.12 |
| Weeding (Women). | 0.75 |
| (d) Harvesting (Men). | 1.25 |
| Harvesting (Women). | 0.87 |
| (e) Any other operations (Men). | 1.12 |
| Any other operations (Women). | 0.75 |

(GO. MS No. 1685 Home (Labour - II),
26 August 1961, Notification No. 732,
Andhra Pradesh Gazette, Part I,
7 September 1961, pp. 2897-2898.)

Andhra Pradesh: Revised Minimum Rates of Wages fixed for
Employment in Public Motor Transport.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Andhra Pradesh has directed that the minimum rates of wages payable to employees employed in public motor transport in the State shall -

(i) so far as the territories specified in sub-section (1) of section 3 of the Andhra State Act, 1953 (Central Act 30 of 1953) be revised; and

(ii) so far as the territories specified in sub-section (1) of section 3 of the State Reorganisation Act, 1956 (Central Act 37 of 1956) be fixed,-

as specified below:-

Categories of Workers.	All inclusive monthly Wages.
TRAFFIC STAFF.	
Drivers I.	Rs. 78.00
Drivers II.	91.00
Drivers III.	104.00
Conductors or Canvassors.	65.00
Checking Inspectors.	65.00
Group 'A' or Grade I.	Workshop Persons (Mechanical).
Mechanic.	104.00
Group 'B' or Grade II.	
Fitter.	97.50
Electrician.	97.50
Turner.	97.50
Blacksmith.	97.50
Welder.	97.50
Moulder.	97.50
Vulcaniser.	97.50
Group 'C' or Grade III.	
Carpenter.	91.00
Painter.	91.00
Driller.	91.00
Shaper.	91.00
Grinder.	91.00
Tinker.	91.00

Categories of Workers.

All inclusive monthly Wages.

	<u>Rs. nP.</u>
Group 'D' or Grade IV.	
Assistant Mechanic.	71.50
Assistant Fitter.	71.50
Assistant Turner.	71.50
Assistant Driller.	71.50
Assistant Shaper.	71.50
Assistant Grinder.	71.50
Assistant Carpenter.	71.50
Assistant Painter.	71.50
Assistant Tinker.	71.50
Assistant Blacksmith.	71.50
Assistant Welder.	71.50
Assistant Vulcaniser.	71.50
Assistant Moulder.	71.50
Group 'E' or Grade V.	
Hammerman.	58.50
Greaser.	58.50
Tyreman.	58.50
Engineering Mazdoor.	58.50
Cleaner.	58.50
Loader.	58.50
	Clerical Staff.
Clerks including Time-Keepers and Controllers.	92.00
Accountants.	92.00
Typists Typists.	92.00
	Miscellaneous.
Any other type of Mazdoors.	52.00

Note i.- For purposes of computing daily wages the monthly rates specified above shall be divided by 30.

Note ii.- For purposes of computing daily wages to be paid to casual labourers and others, who are not eligible for weekly rest, the daily wages shall be calculated by dividing the monthly wage by 26.

Note iii.- If any other nomenclature is used for any category of the employees in the industry, the corresponding nomenclature from the schedule shall be adopted depending on the nature of work.

Note iv.- Definition.

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(1) The driver of a bus or a lorry or a taxi who drives the vehicle between towns, cities or villages shall be brought under drivers category I.

(2) The driver of a bus or a lorry which ~~operates~~ operates only within a city or a town and within a radius of 5 miles distance from the city or town limits shall be classified under drivers category II.

(3) The driver of a bus or a lorry who drives on routes where there is more than 10 miles of driving per day on roads across the ghat section shall be brought under the classification of drivers category III.

(G.O. Ms.No.1609 Home (Labour II),
16 August 1961, Notification No.717,
the Andhra Pradesh Gazette, Part I,
31 August 1961, page 2817)

56

Andhra Pradesh: Revised Minimum Rates of Wages fixed
for Employment under Local Authorities.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Andhra Pradesh has directed that the minimum rates of wages payable to employees employed under local authorities in the State shall -

(i) so far as the territories specified in sub-section (1) of section 3 of the Andhra State Act, 1953 (Central Act 30 of 1953) be revised; and

(ii) so far as the territories specified in sub-section (1) of section 3 of the States Reorganisation Act, 1956 (Central Act 37 of 1956), be fixed; as specified in both notifications, a schedule to the notification.

The Schedule to the notification specifies different rates of wages to employees in corporations, municipalities, panchayats, and district boards. Employees are classified under different grades and the rates of wages vary from 45 rupees per month for gardeners, watchmen, sweepers, dhobi, laskars, etc. to 150 rupees per month for 1st grade clerk, public analyst, treasury superintendent, and chief inspectors.

(G.O. Ms No. 1601 Home (Labour II)
14 August 1961, Notification No. 714,
Andhra Pradesh Government Gazette,
Part I, 31 August 1961, pp. 2771-2774).

57

Bonus for the period 1959-1962 for the Ahmedabad Textile
Workers: Pact reached with Workers.

About 125,000 textile workers of Ahmedabad will receive bonus annually on an average of 100 rupees for 1959, 1960, 1961 and 1962, irrespective of the Supreme Court judgment laying down that units running inflow need not pay bonus to their workers.

An agreement to this was signed on 14 October 1961 between Ahmedabad Millowners Association and Ahmedabad Textile Labour Association.

(The Hindustan Times, 16 October, 1961)

57

Incentive Schemes for Public Sector Undertakings:
Soviet Team's Recommendations.

A radical re-organisation of the wage structure for all categories of workers in the public sector undertakings in India has been recommended strongly by a team of Russian experts in a report to the Union Government it is learnt. The Soviet experts had been invited by the Government of India early this year to study the working of the incentive schemes obtaining in certain public sector projects in this country and recommend measures to improve them with a view to stepping up efficiency and production.

Even though the team's recommendations relate mainly to public sector projects, some of its observations are of such far reaching significance that they could apply as well to private sector undertakings, which are today faced with the problem of rising labour costs without corresponding increase in productivity.

The main recommendation of the team is that the present system of fixing the rate of wages on the basis of seniority should be replaced by a system of payment on the basis of quality, skill and quantity of labour.

Under existing conditions in India, the experts, however, admit, "it is hardly possible to bring about such a major and radical reorganisation". They have, therefore, recommended a few preparatory measures to pave the way for the ultimate introduction of the system of linking wages to production.

Incentive Payment.- The Soviet team visited 23 undertakings of different industries, including a few private sector concerns, before finalising its report on the incentive payment system.

Some of the major public sector undertakings visited by the team are the three steel projects, Hindustan Machine Tools, Chittaranjan Locomotive works, Sindri Fertilisers, Hindustan Insecticides, Delhi, and Hindustan Anti-biotics, Pimpri. In the private sector, the team visited Hindustan Motors and a textile mill in Calcutta.

"In the incentive payment system", says the report, "the primary position is held by the piece-work system under which a worker is paid according to the quality and quantity of the products manufactured by him. Thus it creates the material incentive of that worker in the results of his labour and in the increase of the production which ultimately leads to his higher wages".

But in the steel projects, which had been commissioned only recently, the report recommends that the system of piece-work payment be introduced in stages.

Payment of Bonus.- In the first stage, the report suggests the introduction of the award of bonus for the labourers, engineers and technicians for mastering the designed production of the concerned undertaking. The rates of bonus to be awarded should be specified separately for different departments and production units.

If the bonus is awarded only when the designed production output of all the units and of the undertaking as a whole is mastered, the report says, this will not create the stimuli for the workers. They will be aware of the fact that their efficient work is not rewarded and that they will have to wait till all the workers and the whole undertaking achieve the designed production.

It has, therefore, been suggested that a worker should be paid his bonus for mastering the designed output of the furnace of mill where he is working and this will greatly lead to the achievement of the designed output of each production unit and of the undertaking as a whole.

As a next stage, when the designed production output is mastered by 100 per cent in the steel projects, it would be expedient, in the view of the Soviet experts, to introduce the award of bonus to the labourers, engineers and technicians for the fulfilment and over-fulfilment of the production targets. The award of bonus should be arranged in such a way that it will not affect the wages payable to the labourers for the achieved level of output.

In the third stage, workers should be paid according to the tonnage output of pig iron, steel, rolled metal and other products and the wages should be determined according to their skill and quality and quantity of the manufactured products.

At present, says the report, the timework system of payment is in vogue in the public sector steel undertakings. The wages are given to the labourers in accordance with the length of their service. The wages increase each year mechanically without any relation to the worker's contribution to the increase in productivity.

The result is that the labourers of one and the same profession, doing similar work receive different wages for the turn-put of equal quantity of product.

"This system of payment", the report warns, "may prove an obstacle to further rise in productivity. On the other hand, the piece-work system of payment will be a progressive one and it will create personal material incentive in the labourer in the results of his labour and will lead to a more effective utilisation of equipment and increase in production and productivity of labour".

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For creating proper conditions for the introduction of the piece-work system of payment, the report says it is necessary to issue certificates for the equipment and to take up a preliminary study of the organisation of the production and labour, to bring out its weak points, to pinpoint the losses of working time and to devise ways and means of doing away with them.

Before passing over to the piece-work system of payment, it is also essential to prescribe the minimum wage which will be payable to the labourer in case he, for some reasons, does not fulfil his job and his earning is less than the prescribed minimum.

The measures mentioned above, says the report, can be carried out almost without any increase in the wage funds. At present, considerable amounts are being spent on annual increments in wages. After the systems of awarding bonus and piece-work payment are introduced, the wages of a labourer will depend on the concrete results of his work, on the quantity and quality of the manufactured products.

Any expenditure which may have to be incurred in connection with the implementation of these schemes will be compensated by a considerable increase in the output, better utilisation of the reserves for stepping up the production, rise in the productivity and of labour, improvement in quality and reduction in the cost of production.

Reducing Wage-Gap.— The report has also stressed the need to reduce the gap in wages of similar professions and to prescribe suitable minimum and maximum rates of wages, in accordance with the skill of the labourer and the output of the equipment and of the unit operated by him. There are at present about 100 different rates of wages in the steel plants.

The wages and the conditions of payment should be such as to create a desire in every worker to learn and improve his skill and to work as hearthman, steel melter, roller and to adopt other important professions of the iron and steel industry.

The report has, in conclusion of its discussion of the incentive schemes in the Steel industry, has recommended the creation of fund for welfare activities from out of the profits.

In machine-building and metal-working undertakings, which the experts visited, the report emphasises the need to introduce systems of monetary incentive for the productive labour.

"The system of mechanically giving pay increment to the workers once in a year in accordance with the length of service", the report repeats, "does not offer any incentive. This system uses the same yardstick for all — the efficient, the average and slow workers".

The report has commended the example of Hindustan Cables, Rupnarainpur, where the introduction of the system of bonus to workers for better attendance had led to increased production.

On the basis of its study of the working of the various schemes in these undertakings, the Soviet experts have recommended a three-stage re-organisation of the system of payment to workers in the machine-building and metal-working undertakings.

In the chemical plants - Sindri Fertilisers, Hindustan Insecticides and Hindustan Anti-biotics - the Russian team found no incentive scheme in operation and has, therefore, recommended the following measures:

1. These projects must approve modern regulations regarding the award of bonus to the workers, engineers, technicians and other employees;

2. Create a fund for the welfare activities of the workers and improving production.

In the coal industry also the Soviet experts found no incentive scheme in operation except attendance bonus, awarded to the labourers, engineers and technicians of the national coal development corporation, a public sector undertaking.

The experts have, therefore, recommended the same measures as in the case of chemical plants for introduction in coal mining projects. In addition, it has been suggested that the piece-work system of payment should be introduced at the public sector coal mines.

(The Economic Times, 20 October 1961).

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38. Housing.

India - September-October 1961.

Middle Income Group Housing: Limit for Loans Raised.

Loan assistance under the Middle Income Group Housing Scheme can now be availed of by people with incomes up to 15,000 rupees per year, as against the previous limit of 12,000 rupees accordingly to a Government Press release.

This decision has been taken by the Government of India on the recommendation of the Housing Ministers' Conference held at Udaipur in December 1960.

To encourage the construction of comparatively smaller houses the minimum floor area, to be built under the scheme, has also been reduced from 700 sq.ft. to 400 sq. ft.

The Government has further agreed that the amount of loan to be granted for construction of a house should be 80 per cent of the cost including the cost of land subject to a maximum of 20,000 rupees per house.

Other recommendations of the Conference, accepted by the Government of India, relate to liberalisation of conditions for grant of advance for development, and purchase of land, and loans to charitable institutions, educational trusts and Government agencies for construction of houses.

(The Statesman, 15 September 1961).

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Symposium on Housing Co-operatives: Growth of House
Building Societies urged.

Shri B. Gopala Reddi, Union Minister of Works, Housing and Supply, inaugurated at New Delhi on 25 September 1961, a three day symposium on housing cooperatives organised by the National Buildings Organisation. A number of administrators, architects, engineers, social workers, economists and co-operative experts from all over the country and abroad attended the symposium.

Inaugurating the symposium, the Minister said, "It is imperative to evolve some purposive pattern of organisation, administration and financing" to ensure construction of more houses by co-operatives, the Minister said. He underlined the "gravity and enormity" of the housing problem in India. He said that despite the construction of about three million houses during the first two Plans and a provision for the construction of about 2.5 million houses during the in the Third Plan, there would still be a shortage of four million houses in urban areas at the end of the third Plan period. Shri Reddi said the Government had given priority to housing in the development programmes of the country. Provision for housing under the successive Plans had been increasing. He expressed the hope that in time to come the Government's housing policy would attain "proper fullness as a vital aspect of our social policy". He emphasised the need for building materials co-operatives. One of the basic reasons for a rise in the cost of housing construction was the rise in building material prices as all materials were produced by "profit-oriented private entrepreneurs". This often resulted in "unplanned production and bottlenecks in the supply of materials which disintegrated dislocated construction work", he added. The building workers should also form co-operatives and undertake small and manageable contracts. This would raise efficiency of labour and income levels and help reduce the cost of construction, Shri Reddi said.

Among other things, it recommended the formation of open co-operative societies to assist in financing building programmes, rendering technical advice to builders and securing building materials for them. To execute all these responsibilities, it urged that teams of engineers, architects, legal and financial experts, sociologists and economists should be appointed in each open society.

Other recommendations include provision of more funds for housing, developed land on a "no-profit, no-loss basis" and tax reliefs to reduce the cost of construction.

The symposium recommended to the Government to amend the Banking Companies Act to encourage banks to advance more loans for housing through co-operatives against the security of real estate. It was urged that the Reserve Bank should also take a liberal view of housing credits.

The symposium pointed out that a large unemployed labour force was available in the rural areas, which could be used for intensifying house-building in villages. This force could contribute 60 million man-hours a year for the purpose. It would reduce the cost of houses as also the repayment liability of the villagers.

Urban Housing.— For low-income groups in the urban areas, the symposium recommended that developed "skeletal" plots be provided, either free of cost or at a nominal price, and all members of the family of the house-builder be asked to contribute voluntary labour to reduce the cost of construction.

To eliminate speculative practices in co-operative housing, the principle of membership of one housing society by an individual should be strictly followed. To reduce the cost of construction simplified, standardised and pre-fabricated materials should be manufactured on a mass scale preferably by building co-operatives.

The symposium felt that there was considerable scope for the encouragement of housing co-operatives within the scope and programmes of the third Plan. The schemes for industrial housing, slum clearance, low and middle income group housing and rural housing should be entrusted to the co-operative sector. The Government should pursue more vigorously the policy of favouring co-operatives in the field of both urban and rural housing, it was recommended.

(The Statesman, 26 September 1961;
The Hindustan Times, 28 September 1961).

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

INDIA - SEPTEMBER-OCTOBER 1961.

41. Agriculture.

Maharashtra: Hyderabad Tenancy and Agricultural Lands
(Re-enactment, Validation and Further Amendment) Bill,
1961.

The Government of Maharashtra published on 31 August 1961 the text of a Bill to re-enact the Hyderabad Tenancy and Agricultural Lands Act, 1950, and all Laws amending that Act, to validate action taken thereunder and also further to amend that Act as so re-enacted and amended.

According to the Statement of Objects and Reasons of the Bill, recently the Andhra Pradesh High Court has declared the Hyderabad Tenancy and Agricultural Lands Act, 1950, ineffective and inoperative and proceedings initiated under that Act null and void. Doubts have, therefore, arisen as to the validity of that Act as amended from time to time in its application to this State. To remove such doubts it is necessary to re-enact the provisions of that Act and all Laws amending that Act, and to validate all things done and all action taken under that Act as amended from time to time.

Further, as a result of the interpretation of certain provisions of the Hyderabad Tenancy and Agricultural Lands Act, 1950, by the Bombay Revenue Tribunal and also by the High Court a large number of ordinary tenants as well as protected tenants will be deprived of certain important rights. To protect these tenants it is necessary to amend the Act.

The following notes on clauses explain the important provisions of the Bill:-

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Clauses 2 and 3.- These clauses provide for the repeal and re-enactment of the Hyderabad Tenancy and Agricultural Lands Act, 1950 and all laws amending that Act, and for the validation of all action taken in the exercise or purported exercise of powers or in the discharge or purported discharge of functions conferred or imposed under the said Act or that Act as amended from time to time.

Clauses 4 and 5.- As a result of certain decisions of the Bombay Revenue Tribunal a person, who did not hold a lease in conformity with any of the provisions of sections 6 to 9 of the principal Act (as those sections stood immediately before the coming into force of the Hyderabad Tenancy and Agricultural Lands (Amendment) Act, 1957), cannot be deemed to be a tenant within the meaning of section 5 of the principal Act. In order to give immediate protection to such persons, the said section 5 was suitably amended by the Hyderabad Tenancy and Agricultural Lands (Amendment) Ordinance, 1960 (Mah. Ordinance No. IV of 1960) (which was replaced by the Hyderabad Tenancy and Agricultural Lands (Amendment) Act, 1960). It is, however, found that such of the persons as were evicted from the land prior to the 18th October 1960 did not get the requisite protection. These clauses, therefore, seek to amend sections 5 and 32 of the principal Act so as to extend the protection to such persons in certain circumstances and to enable them to get back possession of land.

Clause 6.- Under section 37A of the principal Act certain ordinary tenants were deemed to be protected tenants. The Bombay Revenue Tribunal has, however, held that a person whose lease was not in conformity with any of the provisions of sections 6 to 9 of the principal Act as those sections stood immediately before the coming into force of the Hyderabad Tenancy and Agricultural Lands (Amendment) Act, 1957 cannot be deemed to be a protected tenant. This clause, therefore, seeks to remove this difficulty in such persons getting the rights of a protected tenant.

Clause 7.- Under Section 38E of the Act the ownership of land held by protected tenants is transferred to them, subject to certain terms and conditions, from a date notified by Government under sub-section(1) of that section. In its recent decision the Bombay Revenue Tribunal has held that a protected tenant who was evicted from the land and who was not, therefore, in possession of land on the date notified under sub-section(1) was not entitled to the transfer of ownership so effected. To remove this difficulty section 38E is sought to be amended suitably.

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Clause 8.- This clause seeks to remove the restrictions on the appearance of the pleaders in tenancy proceedings, since it is not no longer necessary to retain these restrictions.

(The Maharashtra Government Gazette,
31 August 1961, Part V, pp. 637-748).

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Madras: Working of the Plantations Labour Act, 1951,
for the Year 1959.

The plantation industry occupies an important place in the national economy of India. The Plantations Labour Act, 1951, applies to all coffee, tea, rubber, cinchona and cardamom plantations of 25 acres or more in area and wherein thirty or more persons are employed or were employed on any day of the preceding twelve months. The following is a brief review of the report published recently on the working of the Plantations Labour Act, 1951, in the State of Madras, for the year 1959*.

According to the report there were 262 plantations employing 73,098 workers in the State at the end of the year, the details of which are furnished below:-

Category of plantations.	Area.	Number of Workers.
1. Coffee	27,378.24	12,059
2. Tea	62,389.72	57,429
3. Rubber	7,669.68	1,231
4. Cinchona	9,694.50	2,379
5. Cardamom	200.00	*61

* Estimated number.

Madras Plantations Labour Rules, 1955.- To secure effective enforcement of the provisions of the Plantations Labour Act, 1951, the State Government framed rules which relate to the provisions of latrine and urinal accommodation, canteens, creches, recreational and educational facilities. The Association of Planters of India the State of Madras has represented to the Government for postponing the enforcement of some of the provisions in view of the financial difficulties experienced by the planters. The Government have not yet taken a final decision on this representation.

* Report on the Working of the Plantations Labour Act, 1951, in the State of Madras, for the year 1959. Printed by the Controller of Stationery and Printing, Madras, pp. 34. Price Rs. 1.30.

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Health provisions: (i) Drinking Water.- The planters are required under the Madras Plantations Labour Rules, 1955, to obtain a certificate from the Health Officer of the area, to ensure that the water supplied to workers is fit for human consumption. The source of water-supply in 17 plantations as required, was approved by the Chief Inspector of Plantations during the year. Once the sources of water-supply are got approved by the Chief Inspector of Plantations, it is recommended to Government that the second and subsequent examinations will be only when any epidemic breaks out. As the planters may find it difficult to send the samples of water for testing to the King Institute, Guindy, it has been recommended by the Plantations Labour Advisory Committee to set up a Mobile Analytical Laboratory at Coonoor. This laboratory will move from Coonoor to other plantation areas as and when required. The managements of all plantations covered by the Plantations Labour Act, 1951 have provided drinking water facilities to their workers either by providing taps or wells. The sources of water-supply are to be improved and action is being taken in this regard.

(ii) Conservancy.- The employer in every plantation is required to provide sufficient number of latrines and urinals of prescribed types for the use of males and females at places convenient and accessible to the workers. These latrines and urinals are to be maintained in a clean and sanitary condition.

(iii) Medical facilities.- The provision of medical facilities has been made obligatory on the part of the planters. Labour Rules, 1955, require the employers to provide two types of hospitals in plantations, namely, Garden hospitals and Group hospitals. The Garden hospital deal with out-patients and in-patients not requiring any elaborate diagnosis and treatment, infections cases, midwifery, simple pre-natal and post-natal, care of infants and children and periodical inspection of workers. The Group hospitals deal with all types of cases but will not be used for routine treatment.

Every plantation employing 1,000 or more workers is required to have its own Garden hospital wherever possible while the plantations employing less than 1,000 workers and situated within the reasonable distance from the one another, may combine and provide joint hospitals/dispensaries and share the expenses. An estate employing less than 1,000 workers may either construct a Garden hospital of its own or obtain lien on beds in nearby Garden hospital or Government hospital. Estate employing 200 workers should maintain dispensaries compulsorily. In the case of estates obtaining lien on beds, a first-aid box shall be kept in the charge of a person trained in first-aid. If there are no Garden hospital near the estate, the planters are required to obtain a lien on beds in the nearest Government hospitals. The Director of Medical Services, Madras, has stated that reservation of beds in Government hospitals for plantations labour may not be possible and as the number owing to the limited number of beds available in the Government hospitals and as the number of Government hospitals in plantation areas is very small and the grant of lien on beds in Government hospitals would affect the interest of the general public. To mitigate the hardship of small planters, particularly in obtaining lien on beds, compulsory maintenance of dispensaries by small planters, it is under the consideration of the Government that instead of obtaining lien on beds

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compulsory maintenance of dispensaries by small planters either individually or in groups may be insisted upon. If this is decided by the Government suitable amendments will have to be made in the rules.

Welfare provisions.- The provision of one or more canteens with facilities for sale of coffee, tea and snacks to workers on a no-profit basis in every plantation wherein 150 workers or more are ordinarily employed has been made obligatory on the employers.

Creches.- The employer of every plantation where fifty or more women workers are employed or were employed on any day of the preceding 12 months is required to provide and maintain creches according to the standards laid down under the rules with suitable wash rooms and latrines for the use of their children aged below six years. Provision has also been made in the rules for the supply of milk and refreshment to the children as well as for the supply of clean clothes, soap and oil for the children and also the staff attending on the creche.

Recreational and educational facilities.- The Plantations Labour Act, 1951 also enjoins the employers of plantations to make provision in their plantations for the education of children of employees. Since 1948 employment of children below 12 years has been discontinued. The nature of the schools to be provided in plantations, the places in which they are to be provided and the number of teachers to be provided in the schools have been prescribed in the rules. The prescription of qualifications of the teachers to be employed, the curriculum, duration, standard and the syllabus of the course is under consideration of the Government. No fees to be collected from the children of the workers attending such primary schools. Recreation centres are also to be provided by every employer for workers near the workers' quarters.

Housing accommodation.- Under the Act it is obligatory on the part of the employers to provide and maintain for every worker and his family residing in the plantations necessary rent-free housing accommodation. The employers are required to provide houses for at least 8 per cent of the total resident workers every year until all the workers have been adequately housed. The housing accommodation to be provided for the workers consisting of a veranda, a kitchen, a living room and a bath room shall conform to the standards and specifications as provided by the Government rules have been prescribed regarding the sites to be chosen for housing accommodation, the extent of lighting arrangements to be provided, the provision of approach roads and paths to the housing colony, and free access to the dwellings of the workers and the maintenance of hygienic conditions.

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Only 8 housing schemes were approved by the ~~Chief~~ Chief Inspector of Plantations during the period under report. Some of the housing schemes received from the planters during the year are under examination. Most of the housing schemes received during the period were found defective in many respects and hence the managements were advised to submit revised housing schemes. Four prosecutions were launched for non-compliance of the provisions of the housing scheme during the year. In most of the cases final warnings have been issued against the defaulters.

The Advisory Board constituted under the Madras Plantations Labour Rules, 1955, at its meeting held on 12 January 1959 considered the suggestions of Government of India as well as the members of the Board regarding notifications, etc., to the specifications and standards as approved by the Government for the construction of houses for plantations workers. The Board also considered certain suggestions such as setting up of local committee to assist in the proper implementation of the housing programme, opening of tea shop, etc., in the plantations.

To help the small planters to discharge their obligation in regard to the provision of houses for the plantation workers, the Government of India have agreed to make available to the planters through the State Governments adequate loan assistance at a reasonable rate of interest and accordingly they have allotted a sum of 0,346 million rupees for the grant of loans to the planters during the Second Five-Year Plan period 1956-61. Under the Plantations Labour Housing Scheme the Government of India advanced to the State Government loans at the rate of 4-1/2 per cent interest recoverable in 30 equated annual instalments. The responsibility for the repayment of loans to the Central Government lies with the State Government. The assistance of the Central Government in this regard will not exceed 80 per cent of the actual cost of construction of the house exclusive of the cost of land and its development, subject to a maximum of 1,920 rupees per house.

The Government have sanctioned loans to the extent of 92,160 rupees to two planters for the construction of 48 houses. A sum of 159,140 rupees has been disbursed to the planters so far. The construction of 107 houses has been completed and the construction of 48 houses has reached the plinth level.

In this State the planters have not come forward in large number to take advantage of the loan assistance extended to them by the Government in view of the ~~rigor~~ rigors of legal formalities to be observed in hypothecating the properties as securities for the loan to be advanced to them. However, the Inspectors of Plantations have been instructed to take all persuasive steps to advising planters to take advantage of the loan assistance.

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Employment.- The plantation industry is one which provides employment for a large labour force. At the end of the period there were 129 tea plantations employing 59,881 workers, 112 coffee plantations employing 12,606 workers, 16 rubber plantations employing 1,540, three chinchona plantations employing 2,379 workers and two cardamom plantations employing 61 workers covered by the Act.

Plantations according to working strength and number of days worked.- Out of 24 plantations worked with less than 30 workers, 45 plantations employed 30 or more but less than 50 workers, 26 plantations employed 50 or more but less than 100 workers in each, 80 plantations employed 100 or more but less than 500 workers in each, 33 plantations employed 500 or more but less than 1,000 workers in each, and 17 plantations employed 1,000 workers or more but less than 5,000 workers. Three plantations worked for more than 60 days but less than 120 days, 2 plantations worked for more than 180 days but less than 240 days, 38 plantations worked for more than 240 days but less than 300 days and 182 plantations for more than 300 days.

Hours of employment.- Workers have been protected from being over worked by the provision of maximum weekly hours of work for adult and children, weekly holidays, daily intervals for rest, spread-over of daily working hours, etc. The maximum weekly hours of work per adult worker are restricted to 54. The employment of children below 12 years of age and women between 7 P.M. and 6 A.M. has been prohibited.

During the year under ~~report~~ report, 14 plantations employing 1,386 workers have worked for more than 48 hours per week, 207 plantations employing 71,512 workers have worked between 45 and 48 hours per week, 2 plantations employing 207 workers have worked between 42 and 45 hours and 2 plantations employing 96 workers have worked up to 42 hours per week.

Leave with wages.- Under the Act, every worker is entitled to leave with wages at the rate of 1 day for every 20 days of work performed by him in the case of an adult worker and at the rate of 1 day for every 15 days of work performed by him in the case of young person. The leave not availed of by the worker may be accumulated up to a maximum period of 30 days in any particular year. The workers have to be paid for their leave period, total full-time wages exclusive of any over time earnings and bonus but inclusive of dearness allowance and cash equivalent of any advantage due to the concessional sale of foodgrains, etc. Provision has also been made for the payment of leave with wages in advance in certain cases.

During the year 1959, leave with wages was granted to 33,547 men, 35,120 women, and 1,064 young persons under the Act, of whom 1,034 men, 476 women and 25 young persons were allowed leave for 30 days.

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Sickness and maternity benefits.- Every worker employed in plantations has to be paid sickness allowance by his employer for each day of certified sickness for a period of 14 days in a year at the rate of two-thirds of his daily wages or the average daily earnings if he is employed in piece wages. Similarly every woman worker who has worked for a period of not less than 150 days in the 12 months immediately preceding the day of her expected delivery is entitled to the payment of maternity allowance for a period of four weeks immediately preceding the day of delivery and for a period of eight weeks following the day of her delivery, including the day of her confinement.

Out of 38,021 women workers employed, 34,073 women workers have worked for not less than 150 days, the qualifying period of work required for claiming maternity benefit. Out of those 34,073 women workers who are eligible for maternity benefit, only 7,370 women workers gave notice of confinement to the employers. Eighteen women workers refused to appear for medical examination and 29 women workers were refused permission by the employers for absence during the four weeks before the expected day delivery. Thirty-seven claims for maternity benefit were rejected by the employers. A sum of Rs. 423,898.69 nP. was paid as maternity benefit during the year in respect of 7,326 claims in the previous year. Five women workers died before delivery and 15 women after delivery.

Inspections.- The Inspectors appointed under the Act inspected 22 plantations once, 159 plantations twice, 31 plantations thrice and 49 plantations for more than three times during the year. Only one plantation was left uninspected. Besides the Inspectors have made 609 Sunday surprise special and night visits during the year. The Chief Inspector of Plantations, Madras, inspected 40 estates during the year.

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - SEPTEMBER-OCTOBER 1961.

50. General.

Working Conditions of Labour in Jute Industry:
Report of the Indian Jute Mills' Association.

The Indian Jute Mills' Association published recently the Report of the Committee for the year ended 31 December 1960*. The report among other matters, contains a chapter dealing with the working conditions of labour in the jute industry. The following is a brief review of this section of the report.

General Labour Situation.- Due to the difficult raw jute situation and the consequent need for adjustment of production, additional looms had to be sealed from June onwards giving rise in turn to the problem of adjustment of the labour complement. This did not present much difficulty when, at the initial stage, mills voluntarily sealed varying but small percentages of looms (from June to October). During the second half of October, however, when a 10 per cent voluntary sealing became general, bringing the total number of sealed looms up to 19 per cent, this gave rise to strong agitation by the unions on behalf of the displaced budli workers for their re-employment. After consultation with Government and tripartite discussions at the Labour Directorate, it was decided to unseal 7 per cent of the looms and to reduce the working hours from 48 to 45 per week from the last week of December. The reduction of working hours was, however, confined in most cases to the Weaving Department. The unsealing of looms provided additional employment to a large number of budli workers.

* Indian Jute Mills' Association, Royal Exchange, Calcutta, Report of the Committee for the Year ended 31 December 1960, pp.163.

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Strikes and lockouts.- As in the past few years, there were work stoppages in 1960 in response to calls for general strikes, mainly by leftist political parties. This happened on three separate occasions during the year. The first of these was in support of the strike by the Central Government employees on 14 June and was followed two days later by another general strike which was called to protest against the disturbances in Assam. The third general strike took place on 20 December to register a protest against the proposed transfer of Berubari in West Bengal to East Pakistan. A number of mills were affected by these strike calls on each occasion, resulting in a loss of nearly 1 million man-hours. Local disputes in 11 mills resulted in 14 strikes during the year. Due to the presence of rival unions, resumption of work was considerably delayed in some cases resulting in a heavy loss of man-hours. The number of strikes and lock-outs in the jute industry and the consequent loss of man-hours in each of the past five years is given below:-

Year	Number of Strikes and/or Lockouts.	Man Hours Lost.
1956	39	6,602,875
1957	15	2,123,115
1958	15	1,516,893
1959	124	3,273,382
1960	58	6,400,620

The total time lost due to work stoppages during the year recorded a sharp rise over the previous year, although there was a considerable reduction in the number of strikes. There were 58 stoppages, resulting in a loss of 6,400,620 man-hours in 1960, as against 124 stoppages and a loss of 3,273,382 man-hours in the preceding year.

There were also 17 short duration sectional stoppages during the year. Issue of charge-sheets, return of budli hands to the labour bureau, demand for permanent status for budlis, protests against an increase in the extent of double loom operation, protest against lay-off, etc., were the reasons for these stoppages.

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Labour-management relations.- In spite of the heavy loss of man-hours during the year - the highest since 1956 - the management-labour relations on the whole were satisfactory. There was increasing evidence of a desire on the part of management and labour to settle local disputes by negotiation. About 370 bipartite and tripartite meetings were held in 1960 - an increase of 50 per cent over the previous year - and more than a third of the disputes were satisfactorily settled at these meetings. In the other cases, though no formal agreements were concluded, the discussion helped to clarify misunderstandings and thus ease tension, and only some of the disputes were referred to Tribunals. In many cases bipartite discussions helped to prepare the ground for final settlement at the tripartite level. A desire to settle even after disputes had been referred to Tribunals was also evident, and in a number of cases the awards were based on terms of settlement mutually arrived at by the parties. In addition to disputes settled after the intervention of the Association's Labour Department, numerous disputes were settled at the mill level through the efforts of the Mill Labour Officers. In one mill almost all the disputes were settled at the mill level, mainly due to the efforts of the joint management council which has been functioning in that mill for the last few years. In another mill the management council voluntarily on an experimental basis and many disputes were amicably settled by the council.

management has constituted a joint

Trade unions.- There was no change in the general set-up of the trade unions, which continued to function as part of the labour wing of their respective political parties. The central trade union federations mainly confined their activities to organising meetings and processions for spreading anti-management and political propaganda. The unit level unions remained mostly inactive, except during strikes or after disputes had reached an advanced stage. A number of ad hoc agreements were reached with different unions after the terms of resumption had been discussed at bipartite and tripartite conferences.

Special Committee on Jute.- The Special Committee on Jute which was set up by the Government of West Bengal to go into the questions of phasing the programme of rationalisation, fixation of permanent and temporary cadres of posts in jute mills, determination of workloads, and the age of superannuation met for the last time in March 1960. As the representatives of the Association and the Central Trade Unions on the Committee could not come to any agreement the Chairman of the Committee, Shri M.C. Banerjee, submitted his recommendations to the Government of West Bengal in March 1960 suggesting certain measures for phasing the programme of rationalisation in the jute industry. The report was not made public till the end of the year.

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Wage Board for the Jute Industry.- Reference was made in last year's Report to the Government of India's declared intention of setting up a Wage Board for the Jute Industry following the discussion at the second meeting of the Industrial Committee on Jute in December 1959. By a Resolution dated 25 August 1960 the Government of India set up a Central Wage Board for the Jute Industry.

Works Committees.- On the expiry of the terms of office of the Works Committees, elections were held in seventeen jute mills in accordance with the new procedure laid down in the West Bengal Industrial Disputes Rules, 1958. The elections were well contested by the nominees of different unions and by independent candidates. The majority of the seats were captured by the nominees of unions affiliated to the Indian National Trade Union Congress, the next most successful being the nominees of the Bengal Chatkal Mazdoor Union, which is affiliated to the All-India Trade Union Congress. Nominees of other unions captured about 5 percent of the seats. Thirty-two per cent of the elected members did not belong to any union. The Works Committees continued to function in the mills as effective machinery for communication between management and labour.

Industrial Health.- Industrial health during the year under review was satisfactory. Only two deaths from suspected cases of cholera were reported, these occurring in the labour lines of one of the mills in the Jagatdal area during the month of June. Prompt precautionary measures adopted by the management checked the spread of the disease.

The grant of sick leave with pay as provided for in the Jute Textile Tribunal Award continued to be paid by mills not covered by the Employees' State Insurance Scheme.

Social and Welfare Activities.- The Association's Welfare Centres and the individual mill welfare centres which provide indoor and outdoor recreational facilities continued to be well patronised by the jute mill workers. Football continued to be a popular form of recreation among the jute mill workers. A number of inter-mill and inter-departmental matches were played during the year.

Free cinema shows were organised regularly by individual mills and the Association's Labour Department. These shows attracted large crowds of workers and their dependants.

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The Association's free schools, providing education to the workers' children, continued to be popular. The school children were encouraged to take an interest in extra-curricular activities such as indoor and outdoor games, debating, agriculture, physical culture, scouting, etc. ~~Girl~~ Girl students in Kankinara Welfare Centre were given lessons in cooking and sewing. The Association's Welfare Supervisors regularly visited the individual mill schools to render help to the authorities in training the school children in scouting, Bratachari dances and physical exercises.

The Factories Act, 1948.- By a notification dated the 12th August, 1960, the Government of West Bengal permitted the employment of women in the departments from batching to winding and hand-sewing at any time between the hours of 5 A.M. and 10 P.M. for a further period of one year from the 28th August 1960, in respect of all jute mills which on account of inadequacy of machinery had to work double shift to supply yarn to their looms.

The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and the Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1959.- The Act came into force from 1 May 1960, and the Rules thereunder came into force in the State of West Bengal from 1 June 1960. The list of employment exchanges and their territorial jurisdiction were subsequently notified by the Government of West Bengal.

As the recruitment of operatives in jute mills is done mainly from the registered budli hands, the question of notification of vacancies to the Government was discussed with the Director, National Employment Service, West Bengal, and it was agreed that no notification would be necessary when any permanent appointment would or any appointment of a temporary nature, the duration of which was likely to exceed three months, was made from the existing budli list; a copy of such list was to be supplied to the appropriate Employment Exchange by all member mills. It was further agreed that information about the number of vacancies occurring and how they were being filled up would also be supplied to the Government for statistical purposes.

Employees' State Insurance Scheme.- When the Employees' State Insurance Scheme was introduced in the Calcutta and Howrah areas in 1955, covering on a loomage basis 26.5 per cent of the jute mill industry, assurances were given of its extension to the remaining areas within a reasonably short period; but in spite of reiterated assurances by the Employees' State Insurance Scheme authorities during the last six years, there has been no further extension of the Scheme. Mills in the non-implemented areas thus continue to be saddled with liability for sick leave, workmen's compensation and maternity benefits in addition to the payment of the special contribution at the rate of 3/4 per cent of the wage bill. More than once in the past the attention of the Government has been drawn by the Association and other employers' organisations to the iniquity of this levy. The efforts of the Association to secure the abolition of this special levy and an early extension of the Scheme to the non-implemented areas have also been unsuccessful so far.

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Labour Courts, Industrial Tribunals, High Courts, etc.-
During the year under review 14 disputes were referred to Industrial Tribunals and 6 disputes to Labour Courts. A compromise was reached in two cases and one was dismissed as the union concerned failed to appear. The remaining 17 cases were still pending at the end of the year.

Eight awards by Industrial Tribunals in respect of the cases that were pending at the end of 1959 were published during the year. The terms of settlement arrived at by the parties were incorporated in three of these awards. In two cases the Tribunal ordered the reinstatement of discharged workers. In another case the Tribunal turned down the demand for retrenchment compensation by some budli hands as none of them had worked for the statutory 240 days in one year nor had they been in continuous service within the meaning of Section 2(see) of the Industrial Disputes Act. One week's notice pay, however, was awarded to those budli hands who had more than 14 days' work to their credit at the time of termination of employment. In adjudicating in a dispute relating to calculation of retrenchment compensation to daily-rated workmen, the Tribunal held that the workers were eligible for 15 days' average pay for each year of service prior to retrenchment. The grading of clerical staff in a group of mills was the issue involved in one award.

Of the 13 awards given by the Labour Courts in cases that were pending at the end of last year, 12 related to individual cases of dismissal and one to a dispute regarding the date of commencement of permanent employment of two workmen. In three cases the awards were based on the terms of settlement, and "no dispute" awards were given in two other cases as the unions concerned failed to appear before the Courts on the day of hearing. In 4 cases the dismissals were upheld by the Labour Courts. The dismissal order on two workmen in one case was set aside and it was directed that the workmen concerned should remain suspended till a fresh enquiry was held. Reinstatement awards were given in the three remaining cases; out of the two appeals that were filed in the High Court against the awards for reinstatement, one was dismissed and the other was still pending at the end of the year.

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In an appeal upholding the award of the Industrial Tribunal directing payment of wages for the strike period, the Supreme Court held that for the purpose of Section 33 of the Industrial Disputes Act the date of the Notice of Change under Section 9A was irrelevant and the material date was the date on which the actual change had taken place. The Supreme Court further held that the function of the Works Committee under the Act was to remove any friction that might arise in the day-to-day working of an establishment. It had not been authorised to consider real or substantial changes in the conditions of service such as rationalisation; neither was it intended that a Works Committee should supersede trade unions in collective bargaining.

*National
Holidays with pay.*

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Uttar Pradesh: U.P. Industrial Establishments
(National Holidays) Act, 1961 (U.P. Act No. XVIII
of 1961).

The U.P. Industrial Establishments (National Holidays) Bill, 1961 (vide page 36 of the report of this Office for February 1961) as passed by the Uttar Pradesh Legislature received the assent of the Governor on 7 August 1961 and has been gazetted as U.P. Act No. XVIII of 1961. The Act provides that every employee employed in an industrial establishment shall be entitled to and be granted holiday with wages on every national holiday. The term 'national holiday' has been defined to mean the twentysixth day of January, the fifteenth day of August and the second day of October.

By a notification dated 4 August 1961 the Government of Uttar Pradesh has appointed the 11th day of August 1961 as the date on which the U.P. Industrial Establishments (National Holidays) Act, 1961, shall come into force.

(Government Gazette of the Uttar Pradesh, Extraordinary,
8 August 1961, pp. 1-4 ;
(Notification No. 1564(i)/LL/XXXVIB-266(LL)-57
dated 11 August 1961, Government Gazette of the
Uttar Pradesh, Extraordinary, 11 August 1961,
page 1.)

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

India - September - October 1961.

Annual Report on the Activities financed from the Mica Mines Labour Welfare Fund for the Year 1960-1961.

The Government of India published on 21 October 1961 the report of the activities financed from the Mica Mines Labour Welfare Fund for the year ending 31 March 1961. A brief summary of the report is given below.

Activities in Andhra Pradesh: Medical facilities.- A 14-bedded hospital started functioning at Kalichedu from 24 July 1960. Four maternity centres, two static dispensaries, one mobile dispensary and one Ayurvedic dispensary continued to function. It was decided to open an additional static dispensary at Utukur.

Three beds at the district headquarters hospital, Nellore and eight beds in the State Government T.B. Hospital, Nellore continued to be reserved for the exclusive use of mica mine labourers and their families. Travelling expenses of the miners who were treated as out-patients in the T.B. Hospital, Nellore, were met by the Fund. A proposal for attaching a T.B. ward of 16 beds to the base hospital at Kalichedu was formulated.

Educational facilities.- Six elementary schools and one high school continued functioning. In two elementary schools the children were given training in handicrafts. Supply to the pupils of mid-day meals and clothing was continued. Books, slates, hand bags, chappals, mirrors, combs, soap and oil were also provided to the children.

Scholarships were awarded to 49 children, for general education and for technical training.

Two boarding homes continued to provide free board and lodging facilities to the children. They were also given free clothes. The Community Centre provided training in handicrafts to the mica miners and their women folk.

Drinking Water.- Three wells were sunk during the year at the cost of the fund. The panchayat board, Turimeria, contributed one-fourth of the cost of the well sunk at Kalichedu. Subsidies were also granted for the sinking of seven other wells.

Small savings.- Pay roll savings groups were organised. A total of 920 savings bank accounts were opened. An amount of 5,680 rupees was covered by such deposits.

Accident benefits.- Financial assistance to the dependent parents and widows of labourers who died in accidents in mines was granted. An amount of 1,650 rupees was sanctioned during the year under this scheme.

Enforcement of welfare measures.- The two Welfare Inspectors and the Secretary who were appointed ex-officio Inspectors of Mines under the Mines Act, 1952, continued to enforce the non-technical provisions of the Act on the surface.

Activities in Bihar: Medical facilities.- The fund continued to maintain the central hospital, Karma, six static dispensaries, three mobile medical units, two maternity and child welfare centres and two ayurvedic dispensaries. The in-door wing of the 15-bedded regional hospital at Tisri was opened during the year. Medical section at two community centres continued to function. The year under report was marked by the opening of medical sections at two more community centres.

Ten beds continued to be reserved at the Birla T.B. Sanatorium, Ranchi, for the exclusive use of the mica miners and their families. Financial aid to the dependents of mica miners suffering from T.B. and undergoing treatment at the T.B. ward attached to the Central Hospital, Karma and in the T.B. Sanatorium, Ranchi continued.

Anti-Malaria operation was continued as in the preceding year.

Educational and recreational facilities.- Four community centres bringing the total number of such centres to six were started during the year. At these centres, primary education was given to children, and adult literacy classes were held.

The scheme of scholarships for general education and for technical education was continued. Nine scholarships for general education and three scholarships for technical education were awarded during the year.

Six multi-purpose centres continued to function. Besides the six primary schools already functioning, establishment of two more primary schools was sanctioned.

The two mobile cinema units gave shows in the mining areas and entertained the people.

As in the previous year, zonal competitive sports were held at ten centres. The Fifth Central Sports in which prize winners of the ten centres took part was held at Karma.

A team of mica miners was sent out on an excursion-cum-study tour of India.

Six feeder centres were started during the year. Equipment for children's parks, books, and slates were provided free of cost to these centres.

Radio sets were provided at different mines for the recreation of mica mine workers.

Housing scheme.— Two schemes for construction of houses for mica miners viz., (i) new subsidised housing scheme envisaging payment of subsidy at the rate of 50 per cent of the cost of construction of houses and (ii) departmental colonies at Jorasimar and Dhorakola were sanctioned. A cheap housing scheme under which houses will be constructed by the fund and rented out to mica miners through the mine owners was considered.

Accident benefits.— Financial assistance of 10 rupees per month to widows and scholarships of 5 rupees per month to children of mica miners who died as a result of accident in mines were granted.

Activities in Rajasthan: Medical facilities.— Five static dispensaries, five mobile medical units, four Ayurvedic dispensaries and eight maternity and child welfare centres continued to function. Milk was distributed to children and expectant women.

Educational and recreational facilities.— Three primary schools and eighteen adult education centres continued to function. The children in the schools were served with mid-day meals. Books, slates and stationery were supplied to the persons attending the welfare centres. Eighteen children of the mica miners were awarded scholarships for prosecuting their studies. Training in handicrafts was imparted to women fold at five centres. Twenty-one centres were equipped with facilities for out-door and indoor games, and radio sets. Newspapers, magazines and periodicals were supplied at all centres.

The cinema unit gave free shows at different mines according to scheduled programmes. Competitive sports were organised at various centres. Monthly grants were sanctioned to the dependents of mica miners who dies in mines as a result of accidents.

Statement of accounts.— The statement of accounts appended to the report shows receipts at 23.148 million rupees including the opening balance of 20.491 million rupees. Expenditure amounted to 2.196 million rupees leaving a closing balance of 20.952 million rupees.

(The Gazette of India, Part II, S₂c.3,
Sub-section (ii), 21 October 1961,
pp. 2740-2742)

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Bombay Labour Welfare Fund (Extension and Amendment) Act,
1961 (Maharashtra Act No. XXXVI of 1961).

The Bombay Labour Welfare Fund (Extension and Amendment) Bill (vide pages 30-31 of the report of this Office for July 1961) as passed by the Maharashtra Legislature received the assent of the President on 19 September 1961 and has been gazzetted as Maharashtra Act No. XXXVI of 1961. The Amending Act extends the provisions of the Bombay Labour Welfare Fund Act, 1953 to the Vidarbha and Marathwada areas and makes a number of other amendments. These were summarised at pages 30-31 of the report of this Office for July 1961.

(Maharashtra Government Gazette,
Part IV, 28 September 1961,
pp. 362-366)

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56. Labour Administration.

India - September-October 1961.

Working of Legislations relating to Shops and Commercial
Establishments during 1959.

A review of the working of the legislations concerning conditions of employment in shops and commercial establishments during the year 1959, based on the annual reports and returns furnished by the State Governments and Union Territory Administrations on the working of Shops and Commercial Establishment Act and Weekly Holidays Act in the respective States and Territories for the year 1959, has been published in the Indian Labour Journal, Vol. II, No. 9, September 1961. For want of requisite reports and returns details in respect of Jammu and Kashmir do not feature in this review. There being no provision for collection of information regarding number of shops, commercial establishments, etc., and employment therein under State Legislation these details are not contained in the report from Uttar Pradesh. The statistical information has also not been received from Rajasthan. In the case of Bihar, Weekly Holidays Act only is reviewed as the report and returns pertaining to Bihar Shops and Establishments Act were not received.

Legislation.- The year under review marked the promulgation of Madhya Pradesh Shops and Establishments Act, 1958 and the Rajasthan Shops and Commercial Establishments Act, 1958 as unified pieces of legislation extending to the respective States as a whole.

No. of establishments of workers covered.- Data regarding the number of Shops, Commercial Establishments, etc., covered by the Acts and the workers employed therein as furnished by the States/Union Territories are presented below:-

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State/Union Territory.	Shops		Commercial Establishments.		Hotels/ Restaurants, Cinemas, Theatres, etc.		Total Establishments	
	Number	Employment.	Number	Employment.	Number	Employment.	No.	Employment.
Andhra Pradesh	119,383	66,297	3,516	12,694	9,607	30,276	132506	109267
Assam	5,741	4,744	444	1,100	303	1,131	6488	6975
Bihar	4,803	3,195	417	947	405	679	5625	4821
Bombay	225,523	220,448	40,625	183,258	19,504	109,598	285652	513304
Kerala	31,133	43,479	2,068	9,219	3,269	10,887	36470	63585
Madhya Pradesh	49,474	27,880	4,445	8,784	5,110	9,678	59029	46342
Madras	155,586	147,326	6,337	31,690	404	5,335	162327	184351
Mysore	37,959	26,835	3,835	9,264	3,715	18,005	45509	54104
Orissa	1,486	4,697	378	3,034	340	1,728	2204	9459
Punjab	110,972	32,860	37,934	41,892	5,917	8,458	154823	83210
West Bengal	170,170	165,618	9,514	102,034	8,639	27,463	188323	385115
Andaman and Nicobar Islands	193	154	-	-	26	107	219	261
Delhi	43,331	42404	9,296	45,960	2,051	10,152	54678	98516
Himachal Pradesh	1,297	278	30	119	125	194	1452	591
Manipur	576	608	11	83	60	82	647	773
Tripura	1,100	1,373	24	265	242	520	1366	2167

N.B.- Returns not received from Jammu and Kashmir. For Uttar Pradesh and Rajasthan: these details are not available.

Figures in respect of Bihar relate to the areas under Weekly Holidays Act only. Figures in respect of Bombay are for financial year 1959-60.

In most of the States, no statutory annual returns from the covered establishments are called for and the employment data are based on figures furnished by the employers at the time of registration of the units and in other cases they are based on information collected specially by the Inspectors. Due to lack of proper arrangements for collection of employment data on a uniform and continuing basis, these data cannot be taken to be completely accurate.

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Enforcement.- In the total registered establishments i.e., 1137,318 as many as 1,745,918 inspections were made. In this field Madras State with 643,174 inspections made ranked first; next in order being Andhra Pradesh (387,413), Bombay (171,964), Punjab (169,963) and West Bengal(126,619). The number of prosecutions launched was the highest in Bombay (10,554) followed by Punjab (7,263). The amount of the fine realised was also the highest in Bombay (Rs.252,999) among all the States and next in order against came Punjab(Rs.103,594). As in the previous years, the administering authorities continued to employ educative measures and persuasive endeavours for ensuring compliance with the provisions of the Acts and instituted prosecutions as a last resort in extreme cases of continuing defaults. Wilful defaulters were, however, brought to book even for the first offences. Irregularities detected during the year pertained to non-payment of wages, denial of leave, non-maintenance of prescribed records and registers, non-display of working hours, continuing work beyond prescribed hours, wrongful discharges and dismissals, overtime, etc. The major difficulties experienced by the administering authorities were non-co-operative attitude of employers and employees both, in-adequacy of staff, etc. In some States operation of the Acts was suspended to facilitate shopping on the eve of festivals as in earlier years also.

(A similar review for the year 1958 was given at pp.64-66, Section 56 of the Report of this Office for September 1960).

(Indian Labour Journal, Vol. II, No. 8,
September 1961, pp. 837-843)

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Madras: Working of the Factories Act 1948 during 1959*

Coverage.- The Factories Act, 1948, applies to all power factories employing 10 or more persons and to all non-power factories employing 20 or more persons. The Act was extended by a special notification of the Government under section 85 of the Act, to minor Engineering Factories and to certain other categories of factories such as rice mills, structural engineering workshops, etc., employing less than 10 workers with power and 20 workers without power.

At the beginning of the year 1959, 5,343 factories remained within the purview of the Act. During the year, 1,531 factories were brought on the Registers and 1,031 factories removed from the registers. At the end of the year, 5,843 factories were covered by the Act in the State, of which 5,667 factories were in commission as against 5,103 factories in the previous year. There is thus an increase of 564 factories in commission during 1959. The details of the factories in commission are furnished below:-

(1) Factories using power and employing 10 or more persons (section 2(m)(i))-----	3,501
(2) Factories not using power but employing 20 or more persons (section 2(m)(ii))-----	703
(3) Premises notified by the Government under Section 85 -----	1,463
Total.	<u>5,667</u>

Employment.- The average daily number of workers employed in the 5,667 factories which were in commission at the end of the year was 317,679. (This figure includes estimated average daily number of workers employed in factories in respect of which returns were not received).

All the Units from which the prescribed returns were received have worked 92,492,395 mandays as against 88,625,793 mandays during the previous year.

* Report on the Working of the Factories Act in the State of Madras for the year 1959; Printed by the Controller of Stationery and Printing, Madras, 1961. Price Rs. 5.90n.p. pp. 246 & 3.

There were 167 factories in the Public Sector (Government and Local Fund Factories) at the end of the year, employing 41,671 workers as against 150 factories employing 44,129 workers in the previous year.

Health and Safety.- As in the previous year, special attention was paid by Inspectors of Factories to protection of workers against industrial diseases and to maintenance of their general health. Though it is the endeavour of the Inspectorate to do its best in this regard, it is strongly felt that this work should be attended to by a specialist in this particular field. The appointment of separate Medical Inspectors of Factories is, therefore, essential.

Adequate steps were taken whenever necessary to mitigate dust nuisance in textile mills, decorticating factories, tea and coffee curing factories, and also to prevent as far as possible, inhalation of dust by employees working in dusty processes. It is felt that Inspectorate should be provided with instrument to record dust count and a laboratory with the necessary staff and equipment should be set up at Madras to investigate dust sampling. Fencing and guards for dangerous parts of machinery, etc., were provided and maintained fairly well in almost all factories.

Hours of Work.- Compliance with the provisions of the Act relating to hours of work was generally found to be satisfactory. Surprise visits by the Inspectorate proved effective in several cases in controlling irregular employment beyond scheduled working hours or on weekly holidays. The figures relating to weekly hours of work are given below:-

Weekly hours of work.	Men		Women	
	Number of Factories.	Average daily number of workers employed.	No. of Factories.	Average daily number of workers employed.
Upto 42 hours.	76	2,691	45	297
42-45 hours.	111	12,362	37	502
45-48 hours.	4,577	234,995	1,895	44,054
Above 48 hours.	75	1,467	9	23

Rest intervals.- Rest intervals as required by section 55 of the Factories Act, 1948, were given in all factories.

Weekly holidays.- Sundays or substituted days were observed as weekly holidays in all the factories except those that were exempted from the provisions of section 52 of the Act on account of the manufacturing processes being of a continuous nature. Compensatory holidays for the weekly holidays so lost were given in all cases as required by section 53 of the Act.

Wages, labour welfare.- The report gives the wage rate prevalent for the various categories of workers in various industries in the State and the welfare amenities including, housing, education and medical facilities.

Accidents.- The total number of accidents reports during the year under report was 17,816 involving 17,660 men, 155 women and 1 young person. Of the accidents reported 33 were fatal as against 23 in the previous year. The following table analyses all accidents with reference to the industrial origin:-

Serial Number and industries.	Number of accidents in 1958.	Number of accidents in 1959.
1. Transport	7,725	8,425
2. Textiles	2,903	3,758
3. Engineering	1,734	1,952
4. Match	1,093	515
5. Sugar	741	248
6. Miscellaneous	2,375	2,918

"Transport Industry" including Railways and motor workshops accounts for nearly 50 per cent of the total number of accidents. Accidents in the textiles and Engineering factories were on the upward trend. Almost all factories except Match and Sugar industries show an increase in the number of accidents over that of the previous year.

The report says that not less than 75 per cent of the fatal accidents is due to inadequate training to the workers in observing safety precautions and in the use of fire escapes. Therefore it is necessary for the managements to train their workers and supervisors to form new habits of safety consciousness. The managements should start giving training to the young apprentices and new recruits at the adolescent stage as that is the impressionable age when they acquire life long habits. So it is important that apprentices and young recruits should undergo a training course in industry. There should be arrangement for giving adequate training on safety to every worker when he gets to a new job in any industry. The management, the supervisors and the workers should be made safety conscious. With this object in view action has already been taken by issuing circulars, six in all, regarding "Safety in Factories", for the use of the factory managements.

The table below analyses by causes, accidents during the year last five years:-

Causes.	1955	1956	1957	1958	1959
Struck by falling body	1,465	2,059	2,765	2,978	1,997
Stepping on or striking against objects.	605	1,336	1,495	1,852	2,063
Power driven machinery	1,200	1,776	1,897	2,468	2,394
Handling of goods	684	960	1,554	1,879	3,217
Use of hand tools	654	892	1,290	1,398	1,367
Persons fallings	862	505	508	615	614
Molten Metal or other corrossives	354	417	598	899	832
Miscellaneous	2,069	2,585	3,313	4,483	5,332
Total.	<u>7,895</u>	<u>10,530</u>	<u>13,420</u>	<u>16,572</u>	<u>17,816</u>

Mandays lost.- The details of mandays lost due to accidents are tabulated below from the year 1955. During the year 1959, the number of man-days lost due to industrial accidents was 144,911:-

Year	Number of man-days lost
1955	81,938
1956	88,729
1957	113,725
1958	256,823
1959	144,911

Inspections.- Of the 5,843 factories which were on the registers during the year, 2,323 factories were inspected once, 3,031 factories were inspected twice, 131 factories were inspected thrice and one factory more than three times. The number of factories left uninspected during the year was 357. In view of pending disposal of the appeal filed in the Supreme Court against the judgment of the Madras High Court in certain handloom factories, the Inspectors did not inspect about 115 small handloom factories. During the year, due to administrative changes, Salem Circle remained under additional charge for most of the months of the year and as a result about 127 factories were left not inspected. Due to reclassification and reallocation of small power factories which were previously allotted to the Assistant Inspectors of Labour, the Inspector of factories, Tiruppur, who had large number of factories for inspection could not inspect about 86 factories. The rest of the factories were found to be closed at the time of inspections more than once.

In addition to the above, the Inspectors have made 7,584 Sunday, surprise, special and night visits to factories to check employment of workers outside their specified hours of work and on their weekly holidays.

Prosecutions and convictions.- Enforcement of the provisions of the Factories Act resulted in prosecuting offenders who do not comply with the provisions of the Act in spite of warnings. Convictions were obtained against 301 factories. The number of cases launched was 360 and the number disposed of was 330 including 5 cases thrown off, 2 withdrawals and 2 acquittals. The fine amount imposed was 14,265 rupees.

57. Family Budgets Including Nutrition.

India - September-October 1961.

Indebtedness of Industrial Workers: Results of Bihar Survey.

Industrial workers at Jamshedpur, Sindhri, Dalmianagar and Katihar "are over head and ears in debt", according to the report of a survey conducted by the Labour Department of the Bihar Government.

The average debt per family of workers in the four industrial centres is 476 per cent of their monthly income - it is nowhere less than 340 per cent.

For purposes of the survey, workers' families with income up to 400 rupees a month were divided into five groups: in group I were those whose monthly income did not exceed 50 rupees; those getting between 51 rupees and 100 rupees were put in group II; 101 rupees to 150 rupees in group III; 151 rupees to 200 rupees in Group IV; and 251 rupees to 400 rupees in group V. About 10 per cent of workers from each of these groups were drawn into the sample survey except at Jamshedpur where owing to the larger size of working class population only 2.5 per cent from each of the groups could be covered.

According to the survey report, while the average monthly income of workers belonging to all these groups is Rs.165.20 at Jamshedpur the average debt is Rs.971.2, average income at Sindhri is Rs.135.02, loan Rs.465.88; income at Dalmianagar is Rs.99.66, loan Rs.442.22; while Katihar workers' income is Rs.81.70, loan Rs. 276.06.

There are only 20.29 per cent of workers' families at Jamshedpur, 23.09 per cent at Sindhri, 28.08 per cent at Dalmianagar and 28 per cent at Katihar which are free from debt.

In the lowest group indebtedness is the heaviest at Dalmianagar, where it is 5.08 times their monthly income followed by 5.01 times at Jamshedpur. But in all other groups Jamshedpur leaves all other centres behind both in the heaviness of debt and in the percentage of workers who are in debt. There debts form 5.57 times the monthly income in group II, 6.67 times in Group III, 6.02 times in Group IV and 6.15 times in group V. Percentage of workers' families in debt being 78.48 in Group I, 80.91 in Group II, 83.61 in Group III, 80.21 in Group IV and 75.68 in Group V.

But the most depressing factor is not the heaviness of debt, nor the percentage of workers in debt - it is the high, rather fantastic rate of interest. And Katihar is the darkest spot in this respect.

Although most of the loans (about 51.5 per cent of all loans) of all the centres taken together bear an interest of Rs. 1 to 10 per cent, interest as high as Rs. 101 to 150 per cent is not uncommon - about 4.29 percent of loans bear this rate of interest. About 1.04 per cent of loans are charged interest at even higher than 150 per cent of interest. In Katihar some of the loans bear an interest as high as 300 per cent per annum. There are only 10.28 per cent of loans at Katihar as against Jamshedpur's 77.85 per cent which bear an interest of Rs. 1 to 10 per cent, 17.15 per cent of loans carry an interest of 11 to 20 per cent, 10.97 per cent of loans 51 to 75 per cent interest and 8.10 per cent of loans 101 to 150 per cent of interest. Even at Jamshedpur and Sindhri 3.60 per cent and 6.05 per cent of loans respectively bear an interest of 100 to 150 per cent.

One of the reasons for the rate of interest being higher at Katihar than any other industrial centre is the existence of "Sardars". These Sardars are appointed by factories to keep workers under effective control. But they misuse their position. They lend money to workers at exorbitant rates, encourage gambling among them, run gambling dens and charge high rent for the huts they have built to let out to workers.

Another special feature of Katihar is the 'Badli' system. Under this system workers are employed on a temporary basis or for ad hoc purposes through the Sardars. It is not only that their job is at the mercy of the Sardars but they also have to give an undertaking to the Sardars that whenever they would need money they would have to take on loan from them.

Most of the debts, however, are unproductive, connected with marriage, funeral rites etc. The ancestral debt also hangs like a heavy deadweight on the workers just as it does in the case of rural labour force.

According to the survey report "in good many cases indebtedness may arise out of extravagance, vice and improvidence but the root cause of the evil is in fact the absence of any margin left after the normal and unforeseen expenditure the increase in wages has been largely offset by post-war rise in prices".

To meet the situation and to curb the activities of money lenders in the interest of "cordial industrial relations and unhampered production", the survey report has stressed the need to implement the recommendations of the Bihar Labour Inquiry Committee, which was set up in 1938 under the Chairmanship of Dr. Rajendra Prasad, now President of India.

The Committee had recommended enactment of the Debt Conciliation Act as had been done in some other States in respect of agriculturists. It was not done. The creation of a debt redemption fund was also recommended by the Committee but no industrial unit has so far taken any step in this regard.

The survey report suggests that deposits under the Labour Welfare Fund, which has been formed voluntarily by some of the industrial units, balance of ~~undistrib~~ undistributed wages which should, under the Payment of Wages Act, be spent for the welfare of workers as also the employers' share of provident fund and contributions forfeited under the Act, may be ploughed back into a debt redemption fund. Workers also may be encouraged to deposit a part of their profit-sharing bonus to the fund.

The formation of a workers' saving fund, co-operative credit societies, amendment of Bihar Money Orders Act, 1938, to make it more effective, and better implementation of Bihar Workmen's Protection Act are some of the other recommendations contained in the survey report.

(The Economic Times of India,
13 September 1961)

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

India - September-October 1961.

Madras: Working of the Payment of Wages Act, 1936
during the year 1959.

The following is a brief review of the Report on the Working of the Payment of Wages Act, 1936, during the year 1959*, published recently by the Government of Madras.

Extent of application.- The Payment of Wages Act applies to the payment of wages to persons employed in all factories as defined in the Factories Act including those notified as Factories under section 85(i) of the Factories Act, 1948 and to the persons employed upon any Railway by a Railway Administration or by a person fulfilling a contract, with a Railway Administration. The Act has also been extended and made applicable to all classes of persons employed in plantations and in motor omnibus services in the State. The Act is not applicable to persons whose wages ~~fixed~~ exceed Rs. 400 in a wage period (a month).

Fixation of wage periods.- Section 4 of the Act requiring employers to fix wages periods in respect of which wages shall be payable, was generally complied with. The Act was applicable to 5,843 factories covered by the Factories Act, 1948; 3,678 plantations and 201 omnibus services establishments and 135 plantations were in commission. All the factories and establishments which were in commission have fixed wage periods. Out of 3,678 plantations covered by the Act, only 135 plantations were covered by the Plantations Labour Act, 1951 and all the plantations covered by the Plantations Labour Act have fixed wage periods.
~~The position in resp~~

* Report on the Working of the Payment of Wages Act, 1936, in the State of Madras for the year 1959; Printed by the Controller of Stationery and Printing, Madras, 1961. pp. 35, price Rs. 1.30n.p.

Time of payment of wages.- Section 5 of the Act requiring the employers to pay the wages before the expiry of the 7th day in the case of those establishments employing less than 1,000 persons before the expiry of the 10th day in respect of other establishments, was generally complied with by all the factories, establishments and plantations in the State which were in commission. A few cases of non-payment of wages within the prescribed date were however reported and the paymasters of such establishments were warned to pay the wages on or before the due dates.

Deduction from wages.- The deductions made from the wages of the workers under section 7(2) of the Payment of Wages Act, the number of cases and the amount so deducted during the year are furnished below:-

Nature of deductions.	Number of cases.	Amount Rs. nP.
I. Factories -		
(a) 'Fines' ----	63,838	26,843.15
(b) 'Damage or loss' of goods--	13,786	7,586.83
(c) For Breach of contract ----	167	8,688.75
Total.	<u>77,791</u>	<u>43,118.73</u>
II. Plantations -		
(a) Fines ----	618	748.00
(b) Damage or loss of goods----	56	144.00
(c) For Breach of contract ----	158	213.77
Total.	<u>832</u>	<u>1,105.77</u>

Claims arising out of deductions from wages and delay in payment of wages disposed of by the authorities appointed under section 15 of the Payment of Wages Act, 1936.- There were 182 claims arising out of deductions from wages and delayed payment of wages were pending with the authorities under section 15 of the Payment of Wages Act, at commencement of the year. Two hundred and seventy-eight cases were filed during the year 1959. Of the 460 cases, 274 cases were disposed of during the year. The total amount claimed as non-payment of wages and unauthorised deductions from wages was Rs. 337,889.23. The amounts directed to be paid in the cases disposed of during the year was Rs. 6,103.23 by the way of wages; Rs. 248.97 by way of compensation and Rs. 43.75 by way of cost.

Recovery of the amounts directed to be paid by the authorities under section 15 or 17 of the Act.- At the commencement of the year 1959 action in respect of five applications for recovery of the amounts awarded by the authorities under section 15 of the Act was pending. Six applications were received during the year. Six cases were disposed of during the year and five cases were pending in the end of the year.

Registers and notices.- The provisions of sections 25 and 26(3) (a) and (b) of the Act relating to display of notices and maintenance of registers were generally complied with.

Inspections.- Factories and other industrial establishments to which the provisions of the Act were applicable were inspected by the Inspectors of Factories, Inspectors of Plantations and Assistant Inspectors of Labour along with their regular inspections under the other Acts, i.e., Factories Act or Plantations Labour Act, etc. Special visits were also made by the Inspectors to enquire into complaints of non-payment of wages, delayed payment of wages and unauthorised deductions from the wages of workers.

Prosecutions.- During the year under report, eighteen prosecutions were launched against the paymasters for their failure to submit annual returns for the year 1959, for non-maintenance of registers and for their failure to display the required notices. Seventeen cases were disposed of and a sum of Rs. 388 was realised as fines.

Number of workers employed.- The number of persons employed during the year in Factories and Industrial Establishments from which satisfactory returns were received is furnished below:-

Category.	Average number of persons employed.
1. Factories	271,193
2. Plantations	41,663
3. Omnibus services establishments.	40,374

Wages.- The gross wages paid in factories and Industrial Establishments during the year, 1959 including deductions are detailed below:-

Category.	Gross wages paid including deductions (Amounts in Million Rupees).
A. Factories	339.2
B. Plantations	32.7
C. Omnibus services establishments.	3.4

67. Conciliation and Arbitration.

India - September-October 1961.

Employers' Seminar on the Code of Discipline in Industry:
Defects in working pointed out.

A two-day Seminar on the working of the Code of Discipline in Industry, jointly organised by the Employers' Federation of India and the All India Organisation of Industrial Employers was held at New Delhi on 22 and 23 September 1961, under the chairmanship of Shri Naval H. Tata. The Seminar was attended by over 50 representatives of industrial associations and industrial establishments. The Seminar adopted a statement pointing out certain defects in the working of the Code and making recommendations for their solution.

Background Note.- A note prepared for the participants traced the evolution and adoption of the Code, which came into effect from 1 June 1958. In spite of some wide and sweeping provisions and imprecise language of the Code, the employers consider that the Code was in the right direction. After the Code had been in operation for nearly two years, certain defects and difficulties were brought to the notice of the Federation. It was found that some unions were endeavouring to use the Code for ~~for~~ their own purposes by interpreting the wording of certain items to suit their convenience. It was considered inappropriate, however, to seek to modify the Code at that stage. Since the principle of "voluntarism", which underlines the Code, was of fundamental importance to employing interests, it was thought fit not to raise any controversy by asking for amendment of the text.

The note mentions specific difficulties, in respect of, among other matters, the applicability of the employers' obligation in regard to adjudication and voluntary arbitration, recognition of unions and retrenchment. Regarding implementation, the note points out that the Central Implementation Machinery has been working with commendable zeal to achieve the objectives of the Code, while the working of the Implementation Machinery in different States left much to be desired.

Concluding the note states that it would not be true to say that the Code has been an unmitigated failure. As a matter of fact, the experience of a number of regions and industries is that, despite drawbacks, the Code of Discipline has been to the advantage of management and labour and has improved industrial relations. Large sections of responsible labour unions have given genuine support to the principles of the Code and, whatever the failing of the union members, the leaders have used their good offices to maintain industrial peace. On the whole, the government machinery also has been objective in its approach in regard to breaches reported by managements against unions. The difficulties pointed out are not necessarily experienced by all employers in all the States.

Conclusions of the Seminar.— The Seminar unanimously adopted a statement embodying its recommendations on the Code. The statement says that the employers have accepted the Code in the belief that it would prepare the ground for better industrial relations. From the very beginning, it has been the general understanding that the Code is a moral instrument and should not be looked upon as a legal document. The future of the Code and its potentialities will depend upon the spirit in which the Code is observed by all the parties. During this period of three years, the Code, by and large, has created a sense of awareness in the parties of the need to follow certain principles to promote industrial peace.

The working of the Code over the past three years has, however, revealed that the purpose of the Code has been misconceived in certain quarters, and this has reduced to that extent the effectiveness of the Code. There are instances where parties have endeavoured to use the Code for their own purposes by interpreting the wording of certain provisions to suit their convenience. Also the divergent interpretations given by the State Governments have added to the confusion and consequently the working of the Code has suffered. Not all State Implementation Officers are adequately aware of the principles and purpose of the Code with the result that they either exceed their powers or create a situation not conducive to a proper functioning of industry. At the level of individual workers, the Code is almost unknown. There is need for popularising the Code among the ranks of the employers also. It is absolutely essential that the Central Government should make it widely known to all the parties including the State Governments that where the provisions of the Code may seem to come in conflict with the provisions of any law, the latter will prevail. This will help strengthen the confidence in the Code as also make it more acceptable.

In this light, and especially taking into account the specific difficulties experienced in the working of the Code, it was resolved by the Seminar to make the following recommendations:

A. Recognition of Unions.- The Code enjoins upon an employer to recognise a union in accordance with the criteria evolved at the 16th Session of the Indian Labour Conference (May 1958). Authentic and speedy verification of membership of the unions for purposes of recognition is not always available. While the existing law does not enable the employers to secure this information, in some States the implementation machinery has not so far followed an appropriate procedure and in others verification takes an unduly long time. These defects should be removed.

Since the recognition is voluntary under the Code, where there is a clear-cut and gross violation of the Code, the management should have the right to suspend the recognition of the union concerned pending consideration of the breach reported to the implementation machinery. Similarly, in dealing with claims for recognition, the employer may withhold such recognition pending investigation by the implementation machinery into the breaches already reported.

The question of industry-wise recognition of unions vis-a-vis unit level union also raises difficulties. The recognition of a representative union on industry-wise basis will not be harmonious to industrial relations if that union does not have sufficient hold on the workers in the different units of the industry or if the unions at the unit level feel aggrieved that they have been relegated to the background in preference to the industry-wise union.

The objective of recognition can be better achieved by developing cordial relations between the management and the unions at the unit level, but in cases where the practice has developed for industry-wise negotiations for settlement of terms and conditions of employment, the same should continue.

The purpose of recognising a union under the Code is defeated if unrecognised unions have also the right to raise industrial disputes which are taken cognizance of by the industrial relations machinery of Government. Both the employers and trade unions do not feel greatly enthused about recognition status. Convention should be set up that where agreements concerning the general terms of employment are entered into between recognised unions and the employer, these agreements should not be disturbed by unrecognised unions.

B. Implementation Machinery.- This machinery is not functioning satisfactorily in a number of States. There is no clear conception of its functions, nor are there adequate and informed implementation personnel. The following measures are necessary to improve the situation:

1. The number of investigating officers should be increased, wherever necessary.
2. The Central Government should organise seminars for these officers, so that they may appreciate the principles underlying the Code and the intention with which it was evolved, as also the rights and obligations of the parties including those of Government.
3. The tendency to widen the functions of the implementation machinery should be checked, and in no case the Implementation Committee should deal with matters which normally come under the purview of the industrial relations machinery of Government, or those involving interpretation of law.
4. The implementation machinery should not take upon itself the work which is entrusted to the authorities prescribed under the various enactments.
5. No reference made by a union which has not accepted the Code should be entertained by the implementation machinery.
6. There must be immediate and on-the-spot enquiries about the breaches of the Code. At the same time, no enquiry or investigation by the Implementation Officer must be made without giving due notice to the parties concerned.
7. The Implementation Committee should not consider any reference made to it without informing the parties concerned.
8. There are instances where the employing interests have been nominated by the authorities without reference to employers' organisations. This should be rectified, and uniform principles must be followed regarding the composition of the Implementation Committees in different States.
9. It should be clearly recognised that voluntary arbitration implies willingness on the part of both employers and workers to resort to arbitration. A demand for arbitration by one party and non-acceptance of it by the other party should not be construed as violation of the Code by the latter.

(Papers of the Seminar received in this Office).

Labour-Management Relations in Coal Mines;
Departmental Enquiry to be held.

A departmental inquiry will be conducted by the Union Labour Ministry into the entire question of labour-management relations in coal mines. The decision was taken at the meeting of the Central Implementation and Evaluation Committee, a top-level tripartite body keeping a watch over the implementation of the Code of Discipline held on 15 September 1961. Union Labour Minister, Shri G.L. Nanda presided.

The inquiry will cover the law and order situation, non-implementation of awards and agreements and breaches of the Code of Discipline.

It also decided that extensive publicity should be given to habitual defaulters of the Code and those who committed grave breaches as well as those who failed to set them right expeditiously.

Another major outcome of the meeting was that the central organisations of employers and workers had agreed to review the industrial disputes pending before industrial courts to settle as many ~~as~~ of them out of court as possible.

The committee is reported to have felt that much success had been achieved in the voluntary approach for avoiding litigation. There was, however, room for further improvement if the central organisations took more interest in screening cases and effecting out of court settlements.

Representatives of both employers and workers agreed that the Code had had a salutary effect on industrial relations as evidenced by the fall in the man-days lost.

The committee deprecated the tendency of both unions and employers to delay replies to communications from the central implementation machinery regarding breaches of the Code and shifting of the ground in order to gain time.

(The Hindustan Times, 16 September 1961).

73. Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings or Undertakings Managed with the Participation of the Public Authorities.

India - September-October 1961.

Facilities for Trade Union Activities of Central Government Officials.

The Government of India has decided to grant certain facilities to recognised trade unions to carry on their activities, in line with the Pay Commission's recommendation that reasonable facilities should be provided for Government for trade union activities of their employees.

(For details, please see Section 25, pp. 40-41 of this Report).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - SEPTEMBER-OCTOBER 1961.

81. Employment Situation.

National Technical Training Week, 17-23 September 1961.

A National Technical Training Week was observed throughout India between 17 and 23 September 1961.

The week owes its origin to a recommendation to this effect of a recent meeting of Commonwealth High Commissioners in London which had been accepted by the Government of India.

The aim and objects of the celebration of the week is to stimulate awareness of the responsibility of the community towards young people entering employment; to stress the importance of schemes of induction and training both for the benefit of individual firms and in the interests of the young people themselves; to give increased opportunity to young people to learn of the opportunities available for training and education; and generally to emphasize the significant place of the young worker in society, are the main aims and objects of the proposed celebrations. The Week is intended to cover all forms of training for employment. It would, for instance, include training for apprentices and learners, craftsmen operative training, training for commerce, for agriculture for the professions, and induction training.

As the main idea of the Week is generally to enhance the status of craftsmen and technicians and to promote production and prosperity, the responsibility for co-ordinating the planning and Organisation of Week has been entrusted to the Ministry of Labour and Employment, Directorate General of Employment and Training in consultation with the Ministries who have training schemes in other fields, e.g., commerce, agriculture, etc. etc.

A Central Co-ordination Committee has been formed with the representatives of the Ministries of Scientific Research and Cultural Affairs, Commerce and Industry, Railways, Defence, Health, Agriculture, Community Development and Co-operation and Labour and Employment and the Planning Commission for planning and organising the Week and coordinating the activities in this connection throughout the country. The Director General of Employment and Training and Joint Secretary is the Chairman of this Committee. The Committee associates with its work such other Ministries and public or private agencies as are concerned with or interested in the training of persons.

The Week was inaugurated at New Delhi on 17 September 1961 by Shri Gulzarilal Nanda, Union Minister of Labour and Employment and Planning. Speaking on the occasion he stated that only trained manpower could lead the country to progress and prosperity and remove discontent among the people.

Inauguration of Central Training Institute for Instructors.- During the Week, Shri Nanda also inaugurated at Calcutta on 23 September 1961, the Central Training Institute for Instructors being set up with aid from the U.N. Special Fund and with I.L.O. as the Executing Agency.

Seminar on Training.- During the Week a special seminar was held in New Delhi on 19 September 1961 in which eminent industrialists, economists and planners participated. Shri V.K.R. Menon, Director of this Office addressed the seminar on the importance of apprenticeship training to the industry.

Employment Exchanges: Working during June 1961.

Employment situation.- According to the Review on the principle activities of the Directorate-General of Employment and Training during the month of June 1961, the number of registrations effected during the month of June 1961 was 311,201 as against 293,236 during the month of May 1961 -showing a rise of 17,965. A total of 1,755,491 applicants were on the Live Register at the end of the month under review as against 1,705,330 during the previous month - showing a rise of 50,161. The number of employers who utilized the services of the employment exchanges was 10,735 as against 10,733 in May 1961. The number of vacancies made available to the employment exchanges was 67,314 during the month under review as against 72,131 in May 1961. The number of placements during June 1961 was 38,252 as against 37,970 of the preceding month showing a rise of 282.

Shortage and Surpluses.- Shortage was experienced in respect of 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.- A total of 34 Employment Market Reports relating to different areas in different States were issued during the month.

Vocational Guidance and Employment Counselling.- One Vocational Guidance Unit in the Employment Exchange, Jaipur was opened during the month thus bringing the total number of Vocational Guidance Units to 69 at the end of June 1961.

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

		Number retrench- ed.	Number placed.	Number awaiting assistance.
DAmodar Valley Corporation	--	207	122	553
Bhakra Nangal Project	--	-	-	-
Bhilai Steel Project	--	-	156	2,610
Chambal Hydrel Scheme (M.P.)	--	77	8	135
Special Cell of Ministry of Home Affairs.		82	21	Class I)) 38 Class II) Class III) 315 Class IV) 68 <u>418</u>

Gorakhpur Labour Organisation.- Consequent upon the recommendations of the Special Committee which met on the 14th/25th March 1961, the administration of the Gorakhpur Labour Organisation has been transferred to the control of the Directorate General of Employment and Training from that of Director of Training and Employment, U.P. A tripartite Central Hostel Committee has also been set up to supervise the working of hostels for workers. The Commissioner, Coal Mines Welfare Organisation is the Chairman of this Committee.

Employment Exchange Procedure.- On a proposal from the Development Commissioner, Small Scale Industries for relaxation of the procedure of recruitment through employment exchanges for a batch of 63 trainees who had completed their inplant training the Directorate General of Employment and Training agreed to the direct appointment of these trainees in the Small Industries Service Institutes and Extension Centres under the Ministry of Commerce and Industry.

(Review of the Principle activities of the Directorate General of Employment and Training during the Month of June 1961; Ministry of Labour and Employment, Government of India, New Delhi).

Employment Exchanges: Working during July 1961.

Employment situation:- According to the Review of the activities of the Directorate General of Employment and Training during the month of July 1961, registrations recorded a rise of 41,975 and stood at 353,176. A total of 11,269 employers utilised the services of the employment exchanges during July 1961 as against 10,735 during June 1961. The number of vacancies notified to the employment exchanges during the July 1961 was 64,474 which was 2,840 less than that during the previous month. Number of placement effected during the month under report showed an increase of 1,488 the number being 39,740 during July 1961 as against 38,252 in the previous month. The Live Register was 1,844,279 at the end of the July 1961 showing a rise of 88,788.

Shortages and Surpluses:- Shortage was experienced in respect of typists, stenographers, nurses, midwives, compounders, doctors, health visitors, physicians, training instructors, trained teachers, engineers, draughtsmen, overseers, skilled mechanics, fitters, electricians and accountants, etc., while the surpluses persisted in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information:- In all 35 Employment Market Reports relating to different areas in different States were issued during the month.

Vocational Guidance and Employment Counselling:- A Vocational Guidance Unit in the Employment Exchange at Tiruchirappalli was opened during the month bringing the total number to 70 at the end of July 1961.

International Labour Organisation Training Programmes:- Mr. Tran Luu Cung, Assistant to the Director General of Technical Education, Government of the Republic of Vietnam was afforded facilities to study and observe the working of the organisation and administration of the vocational training schemes of the Directorate General of Employment and Training during the month of July 1961.

Mr. Prakrit Kraikarnchana, an Instructor of the Department of Public Welfare, Thailand has been deputed by the International Labour Organisation for training in India in the field of Vocational Training of Unemployed Youth for a period of six months with effect from 4 July 1961.

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

		Number retrenched.	Number placed.	Number awaiting assistance.
Damodar Valley Corporation	--	66	116	595
Bhakra Nangal Project	--	-	-	-
Bhilai Steel Project	--	113	120	3,229
Durgapur Steel Project	--	10	49	646
Priority I retrenchees of the various Ministries handled by the Special Cell of the Ministry of Home Affairs.		102	28	Class I & II) 20 Class III) 339 Class IV) 72 <u>431</u>

Employment Exchange Procedure.- The following instructions were issued during the month of July 1961 to all Employment Officers for information and guidance:-

Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 - Vacancies against which submission action is not taken - statistics of.- For the purpose of showing separate statistics of vacancies in respect of employers who fall within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 it was further clarified to all Employment Officers that vacancies against which submission action is not taken should not be treated ~~as~~ statistically as outstanding and that such vacancies should be treated as having been cancelled during the same month in which they were notified.

Scheduled Caste/Tribe applicants - Secondary Registration in Delhi Exchange for employment in Central Government Vacancies.- It was impressed on all Employment Officers the need for promptly reporting to the Delhi Exchange the non-availability for employment assistance of the Scheduled Caste/Tribe applicants whose duplicate index cards have been forwarded to Delhi Exchange as they were qualified for Central Government service and were willing to serve in Delhi and also for an interview at Delhi at their own expense.

Surplus/retrenched employees of the Ministry of Rehabilitation - Employment Assistance to.- In order to expedite the resettlement of surplus employees of the Ministry of Rehabilitation, the Ministry of Home Affairs have granted further concessions and their instructions in this respect were brought to the notice of all Employment Officers with a view to making special efforts to find out alternative jobs for the affected personnel.

A Special Selection Board under the Chairmanship of a Member of the Union Public Service Commission has been set up with the Director of Employment Exchanges as its Member-Secretary. All retrenched and inpost officers are being interviewed for selections to such comparable posts suitable for the absorption of these surplus officers.

Recruitment in the Public Sector Projects under the Ministry of Commerce and Industry, Government of India. Under the revised instructions issued by the Ministry of Commerce and Industry, governing the recruitment policy of the Government of India in regard to public sector projects, preference may be given only to persons displaced from the areas acquired for the projects, Scheduled Castes/Tribes, and personnel who have been retrenched or are surplus in other Government undertakings, for purposes of recruitment to posts in the lower scale of pay. All class III and IV Central Government vacancies are pooled at the Special Cell of the Directorate General of Employment and Training for the absorption of Ministry of Rehabilitation employees.

Employment Assistance to Orthopaedically Handicapped. During the quarter ending June 1961, there were 91 blind, 40 deaf and dumb, 170 orthopaedically handicapped persons on the Live Register. A total of 14 vacancies were notified and 22 persons were placed in employment.

Opening of additional Employment Exchanges. The number of employment exchanges at the end of July 1961 remained 317.

(Review of the Activities of the Directorate General of Employment and Training during the Month of July 1961; Ministry of Labour and Employment, Government of India, New Delhi)

83. Vocational Training.

India - September-October 1961.

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

According to the Review of the activities of the Directorate General of Employment and Training during the month of June 1961, there were 165 institutes for training of craftsmen, 15 work orientation centres for educated unemployed, 97 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 49,358 and the total number of persons undergoing training stood at 40,751.

Central Training Institute, Kanpur. - Necessary sanction for further expansion of seating capacity, establishment of an attached Industrial Training Institute and for construction of buildings, as approved by the Expenditure Finance Committee has been issued.

Stores and Equipment. - The total aid received so far under the UNTAB (ILO) remained as 1.9072 million rupees.

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

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

According to the Review of the activities of the Directorate General of Employment and Training during the month of July 1961, there were 166 institutes for the training of craftsmen, 15 work orientation centres for educated unemployed, 98 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 51,578 and the total number of persons undergoing training stood at 40,751.

National Apprenticeship Scheme and Evening Classes for Industrial Workers. Under this scheme 60 additional seats were sanctioned in West Bengal and 13 in Kerala bringing the total seats sanctioned during the Third Plan to 2,073. The total number of seats sanctioned during 2nd Plan thus went upto 4,764 and 2,342 respectively.

(Review on activities of Directorate-General of Employment and Training during the Month of July 1961; Ministry of Labour and Employment, Government of India, New Delhi) .

The Apprentices Bill, 1961.

Shri Gulzarilal Nanda, Minister for Labour and Employment, Government of India, introduced in the Lok Sabha on 19 August 1961 a Bill to provide for the regulation and control of training of apprentices in trades and for matters connected therewith.

According to the Statement of Objects and Reasons of the Bill, the question of undertaking legislation for regulating the training of apprentices in industry has been under the consideration of the Government for a long time. Expert Committees which went into the question have recommended such legislation. Although certain establishments in the public and private sectors have been carrying out programmes of training of skilled workers on a systematic basis, industry in general has not as yet fully organised such programmes. In the context of the Five Year Plans and the large scale industrial development of the country, there is an increasing demand for skilled craftsmen. The Government considers that it is necessary fully to utilise the facilities available for the training of apprentices and to ensure their training in accordance with the programmes, standards and syllabi drawn up by expert bodies. The Bill is intended to give effect to these objects.

The Bill makes it obligatory on all employers to whom a requisition is made by the Government to train apprentices if the Government makes available to them such additional facilities and financial assistance as are considered necessary by the Apprenticeship Adviser to be appointed under the measure.

Under the Bill Apprenticeship Advisers will be appointed at the Central and State levels and Central and State Apprenticeship Councils will be constituted. The State bodies will work under the direction of the Central body.

The recurring cost of practical training to apprentices, including stipend, will be borne by the employer where the establishment concerned employed 500 or more workers. Where the number of workers is less than 500 the cost will be shared by the Government and the employer equally within limits to be prescribed. Where the expenses exceed the limit the employer shall be responsible for the amount beyond the limit.

In the case of training imparted to those who have already undergone institutional training and passed trade tests, the recurring cost will be borne by the employer.

Definitions.- The Bill defines the qualifications of apprentices, their obligations and the obligations of the employers as also the powers of the authorities to be constituted under it. It prohibits apprentices from participating in piece-rate work of output bonus or other incentive schemes.

The apprentices will be entitled ^{to} leave and paid holidays as are observed ~~and~~ in the establishment of their training. They are also protected in respect of compensation from the employers under the Workmen's Compensation Act in the event of personal injury arising during the course of training in the establishment.

As regards related instruction (theory) in connection with the training the Bill provides that the cost of such instruction will be met by the appropriate Government but the employer shall, when so required, afford all facilities for imparting such instruction. The period spent by an apprentice in attending classes on related instruction shall be treated as part of his paid period of work.

~~The~~ The Bill seeks to repeal the Apprentices Act, 1850.

(The Gazette of India, Extraordinary, Part II, Sec. 2, 19 August 1961, pp. 729-749)

84. Vocational Rehabilitation of Disabled Persons.

India - September-October 1961.

Kerala: Sample Survey of Physically Handicapped.

There are about 70,400 physically handicapped persons in the Kerala State - comprising of 47,400 males and 23,000 females - according to a sample survey of the physically handicapped employment seekers in the State conducted by the Department of Statistics.

According to the nature of their disabilities, the deaf persons constitute 7.1 per cent, the dumb 3.5 per cent, the blind 22.2 per cent, the lame 32.6 per cent, the crippled 22.6 per cent, persons suffering from leprosy 5.5 per cent, and the deaf and dumb 6.5 per cent.

The purpose of the survey was to decide whether there is scope for a special employment exchange to give effective employment assistance to the physically handicapped persons. According to this survey, of the 70,400 handicapped persons in the State, nearly 22 per cent are below 15 years of age and 25 per cent above 55. Thus 53 per cent fall in the working age group 15-54 years.

The survey has revealed that in both the agricultural and the non-agricultural classes, the main cause of the disabilities is disease. Nearly 39 per cent of the handicapped persons have been disabled by disease. Persons born with a handicap are proportionately more in the agricultural class. On the other hand, in the non-agricultural class, a larger proportion of persons had been disabled due to accidents. It is also found that most of the blind, lame and crippled persons have their disabilities from birth.

The disabled persons have in general received very little education, the survey points out. Nearly 76 per cent of them are illiterate, about 15 per cent are literate but have not completed the primary standard and about 7 per cent have passed the primary standard. The number of persons who have completed either the middle school or the secondary school does not exceed two per cent. None of the persons enumerated has any technical or professional qualifications.

(The Hindu, 12 October 1961).

CHAPTER 9. SOCIAL SECURITY.

INDIA - SEPTEMBER-OCTOBER 1961.

91. Pre-legislation Measures.

Andhra Pradesh: Old Age Pension Scheme for Destitutes.

The Andhra Pradesh Government has decided to introduce an old-age pension scheme in this State as a measure of social security in a welfare state. All destitute persons of 70 years of age and over, who were domiciled and had been residing in the State for a continuous period of three years on the date of application, would be entitled to old-age pension. Such destitutes belonging to the twin cities of Hyderabad and Secunderabad would be granted a pension of 25 rupees per month and those from large towns having a population of 100,000 and above, 20 rupees per month and the remaining at 15 rupees per month.

Beggars and persons maintained free of cost in poor houses, would not be considered to be destitutes; but persons who were not actually beggars by profession, but sometimes receive occasional assistance would be allowed pension if they were otherwise eligible and were certified to be destitutes by the District Collectors concerned. Any destitute would be eligible for pension if he had no relations like a son, son's son, a brother and wife aged 20 years and over; but a person would be deemed to be a destitute if all the relations referred to above were over the age of 70 years and were totally incapacitated to earn a living, or had been continuously missing for seven years and were totally incapacitated to earn a living, or had been continuously missing for seven years or more. A person would be deemed to be destitute if his wife had attained the age of 55 years or over and if the wife herself was not an earning member and also had no means of income of her own, the husband would be eligible for old age pension. Where both the wife and the husband were aged 70 years and over, each of them would be eligible for pension if they had no other living relations of categories mentioned above. In cases where in the opinion of the District Collectors, any person of 70 years of age or over was really in a condition of destitution, the Collector may at his discretion recommend the grant of pension even though the individual had one or more relations of the categories mentioned above. In such cases, the Collector should record in writing the special reasons in support of his recommendations.

CHAPTER 9. SOCIAL SECURITY.

INDIA - SEPTEMBER-OCTOBER 1961.

92. Legislation.

Madhya Pradesh: Employees' State Insurance Scheme
extended to Certain Areas.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government has appointed the 27th August 1961, as the date on which the provisions of Chapter IV, (except sections 44 and 45 which have already been brought into force), Chapter V and Chapter VI (except sub-section (1) of section 76 and section 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Madhya Pradesh, namely:-

- I. The areas within the Municipal limits of Mandasaur.
- II. (a) The areas within the Municipal limits of Dewas and the following revenue villages:-
 - (i) Balgarh and
 - (ii) Shankargarh in Dewas Tehsil, Dewas District,
- (b) The revenue areas of Dewas Senior and Dewas in Dewas-Dewas Tehsil, Dewas District.

By another notification the Central Government has notified the above mentioned provisions of the Employees' State Insurance Act shall come into force in the following areas of Bammore from 29 October 1961:-

- (i) Jaitpur Nurawad; and (ii) Bammore Kalan; in tehsil Morena, District Morena.

(Notification SO.2026 dated 19 August 1961, the Gazette of India, Part II, Sec.3(ii), 26 August 1961, page 2053;
Notification SO 2555 dated 23 October 1961, the Gazette of India, Part II, Sec.3, Sub-section (ii), 28 October 1961, page 2778)

Madras: Employees' State Insurance Scheme extended to
Certain Areas.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 29 October 1961, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76, and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Madras namely:-

- I. The areas comprised within the revenue villages of:-
 - (a) Saravanampatti; (b) Chinnavadampatti; (c) Krishnarayapuram; (d) Kuniamuthur; (e) Idigarai; (f) Madukkarai; (g) Kavundampalayam; (h) Anupparpalaiyam; (i) Pulikulam; (j) Kumarapalaiyam; and (k) Ramanathapuram in the Coimbatore taluk, Coimbatore District.

- II. The revenue villages of:-
 - (a) Sulur; and (b) Kannampalayam - in Palladam taluk, Coimbatore District.

The Scheme is extended to the following areas with effect from 1 October 1961.

- I. The areas within the limits of the revenue villages of:-
 - (a) Adambakkam; (b) St. Thomas Mount; (c) Nandambakkam; and (d) Velacheri - in Saidapet taluk, Chingleput district.
- II. (A) Areas comprised within the limits of the revenue villages in Dindigul town.
 - (B) The areas within the limits of the revenue villages of:-
 - (a) Adianuthu; (b) Pillayaranatham; (c) Chettinackinpatti; (d) Alamarathupatti; (e) Pallapatti; and (f) Kurumbapatti in Dindigul taluk, Madurai district.

(Notification No. SO 2554 dated 23 October 1961, the Gazette of India, Part II, Sec. 3, sub-section (ii), 28 October 1961, page 2778; Notification No. SO 2310 dated 19 September 1961, the Gazette of India, Part II, Sec. 3, sub-section (ii), 23 September 1961, pp. 2417-2418)

93. Application.

India - September-October 1961.

Working of the Workmen's Compensation Act, 1923, during 1959.

This review is based on the annual reports received from the States of Andhra Pradesh, Bombay, Kerala, Madhya Pradesh, Madras, Mysore, Orissa, Punjab, Rajasthan, Uttar Pradesh and West Bengal and union territories of Andaman and Nicobar Islands, Delhi and Himachal Pradesh. Assam, Bihar and Tripura did not submit returns as required. In addition, the annual returns were furnished by Railways, Posts and Telegraphs Department and C.P.W.D.

Compensated accidents and occupational diseases.- The table given below shows the number of compensated accidents and the amount of compensation paid during the period 1956-1959:-

Year	Average daily No. of workers covered.	Number of Compensated accidents resulting in*			Amount of Compensation paid (Rs.)**				
		Death	Permanent disablement	Temporary disablement	Death	Permanent disablement	Temporary disablement		
1956 -	3417529	937 (0.27)	3406 (1.00)	57267 (16.76)	61610 (18.03)	2041114 (2,178)	1759945 (517)	1381998 (24)	5183057 (84)
1957 -	4123610	1032 (0.25)	6661 (1.62)	64215 (15.57)	71908 (17.44)	2275026 (2,204)	1978525 (297)	1933195 (30)	6186746 (86)
1958 -	4388343	1903 (0.43)	4887 (1.11)	76548 (17.45)	83338 (18.99)	3700225 (2,298)	2661492 (545)	2126078 (28)	8487795 (102)
1959£-	3547520	1075 (0.28)	5066 (1.36)	70086 (18.33)	76227 (19.97)	2630565 (2,447)	2659701 (525)	1853418 (26)	7143684 (94)

* Figures in brackets show rate per 1,000 workers covered.

** Figures in brackets show average compensation paid per case.

& Amount of compensation paid in respect of 293 cases of Death not available.

£ Figures for Assam, Bihar and Tripura incomplete or not received.

© Incomplete, as data for Mysore and Delhi not received for coverage.

It will be seen from the table that with the extended coverage of the Employees State Insurance Scheme, the number of compensated accidents decreased from 83,338 in 1958 to 76,227 in 1959. The number of accidents declined from 36,778 in 1958 to 31,192 in 1959 in factories, and from 18,121 in 1958 to 13,768 in 1959 in mines, and from 2,415 in 1958 to 2,092 in 1959 in Building and Construction. However, the number of compensated accidents in Docks and Ports increased from 1,008 in 1958 to 2,289 in 1959 and the Railways from 17,802 in 1958 to ~~17,802~~^{17,809} in 1959, and in

The accidents rate per thousand workers increased from 18.99 in 1958 to 19.97 in 1959 inspite of the decrease in the number of workers covered under the Act.

An analysis of the compensated accidents during 1959 shows that 91.94 per cent resulted in temporary disablement, 6.64 per cent in permanent disablement and 1.42 per cent (as compared to 2.28 per cent in 1958) were fatal. The total number of fatal cases (1,075) as also the accident rate per thousand workers covered (0.28) during the year were both smaller than those in 1958. The number of permanent disablement cases, however, increased from 4,887 in 1958 to 5,066 in 1959.

The total amount of compensation paid for all the accidents occurring in 1959 was 7.144 million rupees as compared to 8.488 million rupees in 1958. This decrease was mainly due to the decrease in the amount of compensation paid for fatal cases and temporary disablements occurring during the year. The total amount of compensation paid for fatal cases decreased from 3.70 million rupees in 1958 to 2.631 million rupees in 1959, and for temporary disablement cases from 2.120 million rupees in 1958 to 1.853 million rupees in 1959. The average amount of compensation paid per accident during 1959 was 94 rupees. The decrease was mainly due to the decrease in the average amount of compensation paid per case of permanent disablement, i.e., from 545 rupees in 1958 to 525 rupees in 1959.

The rate of compensated accidents per thousand workers was the highest in Mines (54.05) followed by Miscellaneous group (48.92). It was, however, quite low in Municipalities (0.48), Posts and Telegraphs (1.08), Central Public Works Department (1.13) and Plantations (2.73). The rate of fatal accidents per thousand workers was the highest (0.93) in Building and Construction industry followed by Miscellaneous group (0.91) and Mines (0.89). Similar rate in cases of permanent disablement was quite high in Docks and Ports (13.54) and in Mines (3.55).

The average amount of compensation paid per accident was quite high in Municipalities (Rs.1,056). This figure was Rs.294 in Post and Telegraphs, Rs.261 in Building and Construction, Rs.157 in Docks and Ports and Rs.100 in Mines. The amount of compensation paid per case of fatal accidents was invariably much higher than the compensation paid for permanent disablement cases in the various industry groups. For 27 fatal accidents in Docks and Ports, an amount of Rs.87,271 was paid, and on an average Rs.3,232 being paid, was higher in the average paid in any other industry group. Similarly, the amount of compensation paid per case of permanent disablement in the various industry groups was always higher than the amount paid per case of temporary disablement. The average amount of compensation paid for temporary disablement cases was quite high (Rs.63) in Municipalities as compared to the all Industry average of Rs.26 only.

The comparative accident rates per thousand workers and the average compensation paid in the various industry groups during 1958 and 1959 are given below:-

Industry	1958		1959	
	Accident rate per thousand workers.	Average Compensation paid per case. (Rs.)	Accident rate per thousand workers.	Average Compensation paid per case. (Rs.)
Factories --	18.51	87	17.59	77
Plantations --	2.06	100	2.73	114
Mines --	49.39	110	54.05	100
Railways --	20.35	92	22.10	94
Docks and Ports--	45.55	131	37.62	157
Tramways --	26.16	80	33.71	52
Posts and Telegraphs.	0.72	119	1.08	294
C.P.W.D. --	2.29	981	1.13	1
Building and Construc- tion.	22.21	239	17.32	261
Municipalities--	3.09	202	0.48	1,056
Miscellaneous --	17.01	129	48.92	70
Total.	18.99	102	19.97	94

The incidence of cost of compensated accidents per worker by important industry groups has been obtained by dividing the amount of compensation paid by the corresponding figures of average daily employment, and the data are given in the following statement:-

(Rs.)

Industry Group.	1958	1959
Factories	1.6	1.4
Plantations	0.2	0.3
Mines	5.3	8.2
Railways	1.9	2.1
Docks and Ports	6.0	5.9
Tramways	2.1	1.8
Posts and Telegraphs	0.9	0.3
C.P.W.D.	2.3	0.0
Building and Construction	5.3	4.7
Municipalities	0.6	0.5
Miscellaneous	2.2	3.4
Total.	1.9	2.0

The rate of accidents per thousand workers covered under the Act was the highest (132.68) in Himachal Pradesh, followed by Rajasthan (67.95) and Punjab (59.11). The rate of fatal accidents per thousand workers was as high as 49.14 in Himachal Pradesh and 3.67 in Punjab as compared to the All-States rate of 0.26. The rates for permanent disablement and temporary disablement cases in Himachal Pradesh were as high as 27.03 and 56.51 respectively as compared to the All-States average of 1.69 and 18.50 respectively.

The average amount of compensation paid per accident was quite high in Delhi (Rs.1,333), Himachal Pradesh (Rs.619), Uttar Pradesh (Rs.419) and Punjab (Rs.245) as compared to the All-States average of Rs.93 per accident. The average compensation per fatal accident was the highest (Rs.2,969) in Bombay and the lowest (Rs.221) in Mysore. The average amount of compensation paid per case permanent disablement was Rs.924 in Himachal Pradesh and Rs.716 in Delhi as compared to the All-States average of Rs.505. In case of accidents involving temporary disablement, average compensation paid was exceptionally high (Rs.110) in Himachal Pradesh as compared to the all-India average of Rs.23 only.

The payment of compensation in case of certain occupational diseases was reported in 2 cases of temporary disablement in West Bengal in which Rs.46 was paid as compensation.

Cases before Commissioners of Workmen's Compensation.- The cases coming up before the various Commissioners for Workmen's Compensation are classified by the wage group of the worker involved in the accident. The information collected reveals that the wage groups '80 - 100' and '100 - 200' covered about more than a half of the total cases. The lesser number of accidents in the lower wage-groups appears to be mainly because the cases for such workers appear to be settled away from the Commissioners. The cases of Fatalities accounted for 13.4 per cent of the total whereas permanent disablement cases formed another 24.9 per cent of the total cases coming up before the Commissioners. Women formed 2.6 per cent of the temporary disablement cases, 4.1 per cent of the permanent disablement cases and as much as 8.6 per cent of the Fatalities that came up before the Commissioners. The coverage of the returns completed under Section 16 of the Act however appears to be different, in the case of Fatalities, at least as the figures in this table indicate. The Fatalities that came before the Commissioners were 1,290 whereas the Fatalities that came reported under Section 16 were only 1,075. It is possible that the coverage of Section 16 is defective, or there was double counting due to transfers of cases.

Compared to the previous years, the percentage of cases of wage earners "Below Rs. 30" decreased while that of either of other groups increased almost by an equal margin. The decrease in the number of cases in the lowest wage group may be primarily due to inability or reluctance of such persons to approach the Commissioners as the cases might in some cases be minor.

The Commissioners received 4,918 fresh cases under section 10 for award of compensation, and inclusive of the cases pending from the previous year, 4,717 cases were disposed of or transferred to other Commissioners, while 3,053 cases were left pending. They also disposed of 2,929 cases under section 8 pertaining to deposit deposits and 1,130 cases were still reported pending at the end of the year.

A similar review for the year 1958 was given at pp. 78-84, Section 93, of the report of this Office for September 1960.

(Indian Labour Journal, Vol. II, No. 9, September 1961, pp. 844-856)

Assam: Annual Report on the Working of the Assam Tea Plantations Provident Fund Scheme for the Year 1959-1960.

The Government of Assam published on 20 September 1961 the annual report on the working of the Assam Tea Plantations Provident Fund Scheme for the year from 1 October 1959 to 30 September 1960. The salient features of the report are summarised below.

According to the Report the Assam Tea Plantations Provident Fund Scheme completed fifth year of its working on the 30 September 1960. The extent of application of the Scheme was enlarged by the Assam Tea Plantations Provident Fund Scheme (Amendment) Act, 1960 and the scheme now covers all categories of workers and includes adolescents and children, who, hitherto, were outside the purview of the Scheme. The tea garden employees who form the bulk of the labour force in the State, have hardly any other source of savings. The progress of the Scheme, therefore, is an indication, though inexhaustive of the progress of savings of such huge number of workers in the State.

The Amendment Act of 1960 extended operation of the Act to adolescents and children with effect from 24 May 1960. The Act now covers all categories of workers in the plantations in the State irrespective of age and residence. This alone increased the membership of the Fund by 21,433 members.

Coverage.- The following table will illustrate district-wise the number of the Tea Estates to which the Scheme was applied upto 30 September 1960, together with those which were treated as exempted:-

District	Total No. of plantations in the State.	Total No. of Plantations			
		Covered by the Scheme		Exempted	
		On 30 September 1959	On 30 September 1960	On 30 September 1959.	On 30th September 1960.
1. Lakhimpur --	236	217	217	19	19
2. Sibsagar --	285	232	232	53	53
3. Darrang --	104	103	103	1	1
4. Nowgong --	21	19	19	2	2
5. Kamrup --	19	16	16	3	3
6. Goalpara --	11	10	10	1	1
7. Cachar --	114	111	111	3	3
Total.	790	708	708	82	82

From the above, it will be seen that the number of plantations covered by the Scheme remained the same during the year under report as it was previously. It is of interest to note that while in 1955, the Scheme covered only 585 out of 790 tea plantations in the State, today only 82 small units are left uncovered and that out of a total acreage of 386,097; 384,692 acres are within the purview of the Scheme.

Broadly speaking, there are three categories of members - (a) staff members, (b) Adult workers and (c) Adolescents and children. The following table will illustrate district-wise, the number of members broken category-wise as stood on 30 September 1960:-

District.	Number of members		
	(a) Staff members.	(b) Adult workers.	(c) Adolescents and children.
1. Lakhimpur --	2,373	180,855	5,383
2. Sibsagar --	2,097	130,674	1,834
3. Darrang --	1,662	80,860	9,827
4. Nowgong --	308	13,628	1,011
5. Kamrup --	96	3,858	125
6. Goalpara --	98	5,274	50
7. Cachar --	1,075	66,920	1,203
TOTAL.	8,609	482,069	17,433
Grand Total = 507,111			

Contributions. - The overall collections made since the date of enforcement of the scheme are as follows:-

Year	Provident Fund contribution.		Bonus.		Total	
	Rs.	nP.	Rs.	nP.	Rs.	nP.
1955-56 -	22,333,847.35		Nil.		22,333,847.35	
1956-57 -	23,936,804.33		12,421,931.52		36,358,735.85	
1957-58 -	24,468,288.64		6,215,658.27		30,683,946.91	
1958-59 -	24,070,693.81		1,000,667.40		35,071,361.21	
1959-60 -	34,357,952.32		1,448,171.68		35,806,124.00	
Grand Total						
as on 30th September 1960.	139,167,586.45		21,086,428.87		1,60,254,015.32	

Settlement of Claims. - The position regarding settlement of claims and refunds made to the out-going members/nominees under paragraphs 20 and 31 of the scheme, is summarised below:-

(i) Number of claims received	-----	21,142
(ii) Number of claims settled	-----	21,101
(iii) Number of claims outstanding	-----	41
(iv) Number of claims in which whereabouts of the employees are not known	-----	26

The total amount repaid to members, ^{and} paid to nominees of deceased members from the fund during the year under report is Rs. 6,140,428.10 nP.

Advances.- In order to stop the practice of utilising provident fund as a borrowing source, the Board empowered the Primary Committees to exercise strict vigilance, and restricted the purposes for which loans were admissible to marriage and death ceremonies in a member's family and to payment of insurance premia. As a further measure, the Board directed realisation of interest at a small rate on the advances drawn so as to make such advances costly. This has reduced to some extent the number of petitions for advances.

During the year under report, a sum of Rs. 459,201.54 nP. was granted as advances to the members and Rs. 405,355.78 nP. was recovered from them. Under provisions of the Scheme, a member can draw as advance a sum not exceeding 25 per cent of his provident fund accumulations. The addition of bonus contribution to provident fund account enabled some of the members to draw advances exceeding Rs. 100. The total amount realised as interest on advances was Rs. 4,102.60 nP. during the year under report.

Collection of Bonus.- During the year under report, bonus payable to the employees for the year 1957 was realised from some employers. Under the terms of the agreement between employers and the Indian National Trade Union Congress, one-third of any amount payable as bonus exceeding Rupees forty is to be invested in the National Savings Certificates through the Assam Tea Plantations Provident Fund Scheme. Thus the amount to be collected as bonus was not more than Rs. 10 per head. A large number of gardens was not required to deposit anything to the Fund as the rate of the amount paid as bonus did not exceed Rs. 40 per head. The following figures will show the amount of bonus (1957) deposited to Provident Funds-

District.	Number of Gardens.	Amount deposited.	
		Rs.	nP.
(1) Lakhimpur	98	464,164.71	
(2) Sibsagar	44	264,845.36	
(3) Darrang	21	75,506.90	
(4) Kamrup	1	4,322.00	
(5) Nowgong	3	4,818.00	
	Total.	813,656.97	

Investment.- Investment of the balances of the Fund is made by the Investment Committee with full regard to maximum yield and absolute security. In accordance with the directions of the Government of India, investment was made only in Government of India Securities. The entire bonus contributions were invested in the National Savings Certificates as per terms of the bonus agreement. Some of the Securities taken over from the various Companies as previous accumulations were, however, not in Government of India Loans.

During the year under report, a sum of Rs. 29,246,268.60nP. was invested, of which Rs. 16,400,000.00 was in the National Savings Certificates and Rs. 12,846,268 was in other Government of India Securities. The total investments of the Board from 12 September 1955 to 30 September 1960 are as follows:-

		Rs.	nP.
1955-56	----	18,497,061	09
1956-57	----	35,429,507	51
1957-58	----	25,641,875	17
1958-59	----	30,461,472	55
1959-60	----	36,079,622	51 (inclusive of previous provident fund accumulations taken over by the Board)
Total.		<u>146,109,538</u>	<u>83</u>

There was a cash balance of Rs. 8,079,088.00 in Collection, Investment and Interest Accounts. This amount was invested during the first week of October 1960, thus bringing the over-all investments made and due, to Rs. 154,188,626.83 nP.

Interest.- The Board declared interest at 3 per cent on the credit balance of a member as it stood on 31 March 1950. This was duly credited to the individual accounts. During the year 1958-59, a sum of Rupees 2,961,051.50 nP. was distributed to the members at 3 per cent on their credit balance as it stood on 31 March 1959.

During the year under report (1959-60), a sum of Rs. 4,051,814.65 nP., (being interest income of the Fund, realised and due) is available for distribution as interest among the members of the Fund. The Board is pleased therefore to declare interest at the rate of 3 per cent on the credit balance of a member as it stood on 30 September 1960.

(The Assam Gazette, Part IIA, 20 September 1961, pp. 3041-3057).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - SEPTEMBER-OCTOBER 1961.

111. General.

Industrial Safety: National Awards to be instituted.

The Union Ministry of Labour has drawn up two schemes for giving national safety awards and rewards for safety suggestions, it is learnt, ~~here.~~

The scheme for national safety awards envisages the grant of awards to industrial undertakings which work at least one million man-hours per year and achieve the largest percentage of reduction in accidents with during a calendar year in comparison with the previous year. A special formula for calculating the accident frequency rate has been prepared for the purpose. There will be ten running trophies for the winners in ten industries.

The purpose of the scheme is to stimulate and maintain the interests both of the management and the workers in the prevention of accidents.

The scheme for rewards on safety suggestions provides that suggestions and ideas on account prevention will be received from workers and accepted in accordance with the procedure laid down for it. There will be three classes of prizes. An awards committee will be formed every year by the State labour departments which would decide the number of rewards to be given every year.

(The Times of India, 30 October 1961).

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - SEPTEMBER-OCTOBER 1961.

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

The Marking of Heavy Packages (Amendment) Act, 1961
(No. 29 of 1961).

The Marking of Heavy Packages (Amendment) Bill (vide pages 154-155 of the report of this Office for November-December 1960) as passed by Parliament received the assent of the President on 25 August 1961 and has been gazetted as Central Act No. 29 of 1961. The Amendment Act provides for the appointment of inspectors for the enforcement of its provisions. The Act further provides that if on examination by an inspector, any heavy package is found not to have been marked in accordance with provisions of section 3 he may direct that the package shall not be transported by sea or inland waterway until it has been marked in accordance with the provisions. Penalties are provided for contravention of the provisions of the Act.

(The Gazette of India, Extraordinary,
Part II, Sec. 1, 26 August 1961, pp. 275-278).

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LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR SEPTEMBER-OCTOBER, 1961.

INDIA - SEPTEMBER-OCTOBER 1961.

CHAPTER 3. ECONOMIC QUESTIONS.

The Minimum Wages (Amendment) Act, 1961 (No. 31 of 1961) (The Gazette of India, Extraordinary, Part II, Sec. 1, 29 August 1961, pp. 283-286).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- (a) Uttar Pradesh: U.P. Industrial Establishment (National Holidays) Act, 1961 (U.P. Act No. XVIII of 1961) (Government Gazette of the Uttar Pradesh, Extraordinary, 8 August 1961, pp. 1-4).
- (b) Bombay Labour Welfare Fund (Extension and Amendment) Act, 1961 (Maharashtra Act No. XXXVI of 1961) (Maharashtra Government Gazette, Part IV, 28 September 1961, pp. 362-366).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

The Marking of Heavy Packages (Amendment) Act, 1961 (No. 29 of 1961) (The Gazette of India, Extraordinary, Part II, Sec. 1, 26 August 1961, pp. 275-278).

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- *(e) "Electric Brass Lamp-Holders (Bayonet Type) (All-India)"; Small-Scale Industry - Analysis and Planning Report No. 10; Development Commissioner (Small-Scale Industries), Ministry of Commerce and Industry; Government of India, New Delhi. Price Re. 0.35 nP. or 7d. pp. 41.

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