

COPY NO. 2

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

42394

Industrial and Labour Developments in June 1962.

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

Contents.

ILL OFFICE GENEVA
27 JUL 1962
File No. 33-2-259
With:
on:

Pages.

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

11. Political Situation and Administrative Action:

- (a) Two More Ministers Included in the Central Cabinet. 1
- (b) Reallocation of Portfolios in Rajasthan Cabinet. 2

12. Activities of External Services:

3

14. Conventions and Recommendations:

Government of India's Action taken or proposed to be taken on the Conventions and Recommendations of the 45th Session of I.L. Conference: Statement placed before Parliament.

4-6

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

25. Wage-Earners' Organisations:

- (a) Representative Character of Trade Unions: Lok Sabha debates Private Resolution. 7
- (b) Tenth Annual Convention of Hind Mazdoor Sabha, Coimbatore, 5-8 May 1962. 8-12
- (c) Thirteenth Annual Session of INTUC, Calcutta, 10 and 11 June 1962: Rationalisation of Wage Structure, Security of Employment and Share in Management urged. 13-19

28. Employers' Organisations:

22nd Annual Conference of the All-India Manufacturers' Organisation, Bombay, 23 June 1962. 20-23

CHAPTER 3. ECONOMIC QUESTIONS.

33. Full Employment Policy:

Bihar: Report of Unemployment Committee published.

24

<u>Contents.</u>	<u>Pages.</u>
34. <u>Economic Planning, Control and Development:</u>	
Shortage of Foreign Exchange: Finance Minister Announces Further Restrictions.	25-26
36. <u>Wages:</u>	
Madhya Pradesh Minimum Wages Fixation Ordinance (No.4 of 1962).	27-28
38. <u>Housing:</u>	
Maximum Limit of House-Building Loans for Central Government Employees Raised.	29
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
41. <u>Agriculture:</u>	
Andhra Pradesh Tenancy Bill, 1962.	30-32
42. <u>Co-operation:</u>	
(a) Development of Cooperative Societies: Concrete Measures taken by Central Government.	33-34
(b) Co-operative Training Activities to be entrusted to National Co-operative Union of India: Central Government's Decision.	35
43. <u>Handicrafts:</u>	
(a) Conference of Small-Scale Industries, Bombay 9-10 June 1962: Ad-hoc Committee to go into Problems of Small Industries.	36
(b) Financial Aid to Small Industries recommended: Report of a Co-ordination Committee.	37
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
50. <u>General:</u>	
Committee for Improvement of Working Conditions of Scavengers appointed.	38
56. <u>Labour Administration:</u>	
(a) Work of the Ministry of Labour and Employment during the Year 1961-62.	39-58
(b) Lok Sabha approves Demands for Grants of the Ministry of Labour and Employment: Incentive Awards for Workers to be Instituted.	59-63

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
<u>67. Conciliation and Arbitration:</u>	
Madras: Bilateral talks on Rationalisation in Textile Industry fail.	64
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
<u>73. Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings Or Undertakings Managed with the Participation of the Public Authorities:</u>	
Tenth Annual Conference of the Indian Federation of Working Journalists, Calcutta, 26 May 1962.	65-67
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
<u>81. Employment Situation:</u>	
(a) Employment Exchanges: Working during February 1962.	68-70
(b) Bihar: Report of Unemployment Committee Published.	71
(c) Review of the Work of the Directorate-General of Employment and Training during 1961-62.	72-85
<u>83. Vocational Training:</u>	
Labour Ministry's Training Schemes: Working during February 1962.	86-87
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
<u>91. Pre-legislation Measures:</u>	
Mysore Government Industrial Concerns Employees Retiring Gratuity Rules, 1962.	88-89
<u>92. Legislation:</u>	
Employees' Provident Funds Act, 1952 extended to Fruit and Vegetable Preservation Industry.	90
<u>93. Applications:</u>	
Employees' State Insurance Act, 1948, extended to Certain Areas in Madras State.	91

Contents.

Pages.

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

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

- (a) Mysore: Boiler Attendants' Rules, 1962. 92
- (b) Mines (Amendment) Bill, 1962: Private Bill introduced in Lok Sabha. 93

BIBLIOGRAPHY - INDIA - JUNE 1962. 94-95

* * * * *

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JUNE 1962.

11. Political Situation and Administrative Action.

Two More Ministers Included in the Central Cabinet.

On the advice of the Prime Minister, the President of India announced on 6 June 1962, the appointment of Shri T.T. Krishnamachari a Cabinet Minister without portfolio, and Shri Prakash Chandra Sethi Deputy Minister in the Ministry of Steel and Heavy Industries.

Although no specific portfolio has been assigned to Shri T.T. Krishnamachari, he will be mainly concerned with the co-ordination of four ministries, the Railways, Transport, Steel and Heavy Industries and Mines and Fuel.

(The Hindustan Times, 7 June 1962).

2

Reallocation of Portfolios in Rajasthan Cabinet.

Consequent upon a reshuffle in the Rajasthan Cabinet announced on 14 June 1962, Shri Bhawani Shankar Nandwani has taken over the portfolio of labour in place of Shri Bheeka Bhai.

(The Hindustan Times, 15 June 1962).

12. Activities of External Services.

India - June 1962.

Contacts:

On 28 June the Director met Shri Jagjivan Ram, Minister for Transport and Communications in connexion with the Top Executives' Programme for Transport Undertakings to be conducted by the ILO Productivity and Management Development Mission in India at Bombay next month.

The Transport and Communications Minister acceded to the Director's request to inaugurate the Programme.

Visitors:

Among the visitors to the Office during the month were Mr. Smirnov and Mr. Cheremukhin, ILO expert and interpreter and Mr. Percy, ILO expert.

'L'

4

14. Conventions and Recommendations.

India - June 1962.

Government of India's Action taken or proposed to be taken
on the Conventions and Recommendations of the 45th Session
of I.L. Conference: Statement placed before Parliament .

The Government of India laid on the table of both the houses of Parliament during March 1962 a statement on the action taken or proposed to be taken on the Conventions and Recommendations adopted at the 45th Session of the International Labour Conference (June 1961).

Final Articles Revision Convention, 1961 (No.116).- As this Convention relates purely to procedural matters which concern the International Labour Office and does not create any fresh obligation for the Member States, the Government of India proposes to ratify it.

Recommendation No. 115 concerning Workers' Housing.- The position obtaining in India in respect of the provisions of the Recommendation is as follows:-

- (i) The provision of housing for workers forms an integral part of national housing policy in India. It aims at promoting through private, cooperative and public endeavour, provision of housing and related community facilities to certain specified categories of workers such as those employed in industry, mines and plantations, at a reasonable cost to them. The rent of houses, constructed with financial assistance from public authorities, is fixed at reasonable rates; in many States, rents of urban dwellings are subject to control by law. The financial assistance given through various other housing schemes such as Slum Clearance Scheme, Low Income Group Housing Scheme, Middle Income Group Housing Scheme, and Schemes for amelioration of the living conditions of the Scheduled Castes and Scheduled Tribes and for the welfare of the Backward Classes and various other programmes undertaken by the Central and State Governments for the housing of their employees also indirectly aims at providing housing accommodation to workers. There are, however, no specific schemes for self-employed workers except one scheme for handloom weavers. The housing of the aged, retired or physically handicapped persons is generally looked after by their families.

- 5
- (ii) The housing programmes and priorities are drawn up by the Planning Commission after taking full account of the resources available and of the housing requirements and other needs of the economy.
- (iii) The overall housing need of the various sections of the population in the country, including that of workers, is duly assessed by the Planning Commission in the Five Year Plans. The formulation of housing policy and programmes within the frame-work of the Plans, by and large, is governed by the views of Central and State Housing Ministers expressed in periodic conferences and meetings. The members of the Informal Consultative Committee of Parliament attached to the Ministry of Works, Housing and Supply are also associated in such conferences and meetings. The views of employers and workers are also given due consideration. The Ministry of Works, Housing and Supply in consultation with the Planning Commission and other Ministries concerned act as the primary co-ordinating authority in the matter. Assessment and fulfilment of local needs are the concern of the State Governments, who have the Local Bodies/Statutory Housing Boards etc., to help them in the discharge of this responsibility.
- (iv) In so far as employers' obligation in the matter of provision of workers' housing is concerned, the employers voluntarily agreed at the 15th and 16th Sessions of the Indian Labour Conference (New Delhi, 11th-12th July, 1957 and Nainital, 19th-20th May, 1958) to provide housing facilities at least for a reasonable number of their workers. Under the Plantation Labour Act, the employers are required to provide such housing. While it has been Government's policy to give them financial and other assistance for the purpose, the general principle enunciated in the Recommendation is not applicable to the situation in India.
- (v) Minimum standards of accommodation, lay-outs and environmental conditions are ensured by the incorporation of suitable provisions in the various Housing Schemes. Liberal subsidies are given under the Subsidised Industrial Housing Scheme; the Slum Clearance Scheme; the Housing Schemes for coal and mica mine workers and handloom weavers; and the special Schemes formulated for the amelioration of the living conditions of the Scheduled Castes and Scheduled Tribes and Backward Classes with a view to ensuring that the rent remains within the paying capacity of the workers. There is also an element of subsidy in the rent of houses provided for ~~to Government~~ to Workers employed in Government Departments and public sector undertakings. In addition, public and private loan facilities are available for the purpose of construction of houses for the general public, including workers, through the various Housing Schemes, namely, Low and Middle Income Group Housing Schemes, Plantation Labour Housing Scheme and Village Housing Projects Scheme. With a view to raising additional private resources for promoting housing activities in general, a Central Housing Board is proposed to be created, which will provide necessary finance to intending builders through insured mortgages and improved lending practices.

6

Tax concessions are also given to encourage low-cost housing and housing by the employers for their workers.

- (vi) Measures so far adopted to promote efficiency in the building industry include the setting up of the National Buildings Organisation and the Central Building Research Institute, and formulation of training schemes to promote efficiency in the building industry. The need for general country and regional planning has been recognised, and a Central Regional and Urban Planning Organisation has already been set up.

It will be clear from the facts mentioned above that housing policy and programmes in India broadly conform to the principles underlying the Recommendation except in regard to the coverage and in respect of employers' obligation in the matter of workers' housing. Efforts on the lines mentioned earlier in the direction of speeding up the execution of existing housing programmes for workers would be continued and intensified to the extent possible in the present context of the economy.

(Text of the Statement received in this
Office)

'L'

Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - June 1962.

Representative Character of Trade Unions: Lok Sabha debates Private Resolution.

The Lok Sabha discussed inconclusively on 15 June 1962 a private member's resolution recommending enacting legislation to test the representative character of trade unions.

The resolution was moved by Shri S.M. Banerjee (Ind.) who urged that the influence of trade unions be tested periodically by secret ballot. Shri Banerjee for the most part of his speech attacked the Indian National Trade Union Congress saying that it did not represent the workers; that its membership figures were "faked" and that if a referendum was held, its lack of hold on the working class would be exposed.

Dr. G.S. Melkote (C.), who is vice-president of the Indian National Trade Union Congress, and Shri Amar Nath Vidyalkar, former Labour Minister of Punjab, strongly opposed the resolution. They said that the resolution looked "innocuous" but, if accepted, it would disrupt the trade union movement in the country by interference from the Government and employers.

(The Statesman, 16 June 1962).

8

Tenth Annual Convention of Hind Mazdoor Sabha, Coimbatore,
5-8 May 1962.

The tenth annual Convention of the Hind Mazdoor Sabha was held at Coimbatore on 5 May 1962. Shri B.S. Mahadev Singh, President of the Hind Mazdoor Sabha presided. The Convention was attended by about 280 delegates. Shri V.K.R. Menon, Director of the ILO India Branch Office attended the Convention as an observer on behalf of I.L.O.

Presidential address.- In his presidential address to the tenth annual Convention of the Hind Mazdoor Sabha, Shri B.S. Mahadev Singh suggested the promotion of a third world body of trade unions representing workers of neutral countries. He said that by and large the world today was divided into two hostile camps. Workers of one camp hated the workers of the other camp, because of the political situation. Both the international trade union bodies - the ICFTU and WFTU - appeared more to be set against each other rather than take care of their own objectives. In this context, he said workers of the neutral and non-aligned countries could make a satisfactory contribution in the promotion of international goodwill of the working class and help ease tensions. Even in the committed countries, many trade union organisations would probably share their views.

To start with, the third world body of workers, he said, would be very weak but that should not discourage them. "We have a mission to perform. This third world body can be a bridge between the other two," he added.

Shri Mahadev Singh said that there was no denying of the fact that as matters stood today, between the two world bodies - ICFTU and WFTU, if they were to make a choice, it could only be the ICFTU regardless of some of its aspects "with which I am not in agreement, particularly the emphasis on anti-communism by the American section of this body."

The ICFTU, he said, was a democratic organisation and there was no attempt by the rich workers to dominate the poor workers. The President of the Hind Mazdoor Sabha said that while the organised labour in India could not make such headway during the last 15 years because of the unhelpful and on certain occasions hostile attitude of the duly elected Governments, both in the Centre and in the States. It should, however, be recognised that in any other form of Government even this little freedom to agitate and fight for our rights will be denied." Therefore, it was in the interest of the working class to promote democratic system of Government. "That section of the working class that believed in democracy should join hands with others of common faith, regardless of political affiliations, to fight and resist fascist and totalitarian tendencies that are now showing up in certain sections of our society."

9

Shri Singh added: "The working class can help strengthen democratic system of Government in our country by sincerely adopting democratic practices in the conduct and functioning of their unions, by holding free and fair elections periodically as provided in their constitutions; by recognising the principle of majority and minority rights and privileges."

Shri Singh deplored that the Government ~~were~~ contemplating legislation to ban strikes in the essential services and to prevent "the so-called outsiders being elected to the offices of the trade unions in these establishments."

He said if the legislation - an offshoot of the Central Government employees' strike - came through, the trade union movement would be crippled and "we will go twenty years back." He called on all trade union organisations to resist the legislation as it would positively be an "encroachment" on workers' right.

Referring to the proposed formulation of Whitley Council, Shri Singh said that the Government intended providing "disputes settling machinery" on the pattern of Whitley Councils, but even to this day no indication had been given as to the powers, functions and composition of those councils. Some State Governments had introduced some such machinery. "If they are the models, we better do not have them at all," he added. The labour leader accused the Government of having two standards - one for the public sector and the other for the private sector. The Union Minister for Labour and Employment, he said, had more than once said that no discrimination would be made between the workers in the public sector and private sector in respect of enforcement of labour laws. Could a single instance be shown when an officer of the Government or manager of a Government factory was punished for breach of law, he asked.

Referring to the Third Plan, he said that perhaps because the Government were not able to accomplish all that it was committed to in the Second Plan, no big assurances had been given in regard to the labour in the Third Plan. The Second Plan which had the objective of making a contribution to the building up of a socialist pattern of society actually resulted in increasing disparities between the rich and the poor and the concentration of wealth and income in the hands of a few.

That being the position, he added, the workers would be hardly enthused to actively cooperate with the Third Plan and consider the Plan as their own. ~~Plan~~ In the course of the Second Plan "productivity and efficiency of the worker increased enormously, yet he was denied his adequate share in the gains that accrued."

The wage policy in the country, Shri Mahadev Singh said, was anything but scientific and rational. Recommendations and findings of commissions, committees and tribunals were generally arbitrary and unreal. The Ministry Minimum Wages Act hardly protected the workers concerned and the State Governments did not have the necessary machinery to implement the recommendations.

In this context, he said, he appreciated the recent announcement of the Government of India in regard to the "modest increase" in the Dearness Allowance for their employees, although the principle of hundred per cent. neutralisation had not been agreed upon yet.

He said it was a matter of regret that some good projects of the Government of India like that of workers participation in management, provident fund scheme, Employees' State Insurance Scheme and housing scheme suffered because of "delays and insincerity" in implementation. "If the workers' participation is only aimed at making the worker to put his maximum, without reciprocal returns to him in any form, it is bound to go the way it is going."

Concluding his address Shri Singh said: "In this Conference, let us make up our minds that when we get back to our places, we concentrate on building and strengthening our unions. It is only then, can we march gloriously forward towards our objective. Our task is to mobilize strength in our unions and prepare the minds of our workers for an intensified agitation with the object of: 1) Fixation of Wages on the basis of Need Based Minimum Wage formula; 2) 100 per cent. neutralisation of Dearness Allowance in Public and Private Sector Establishments; 3) Revision of Wages fixed under the Minimum Wages Act because of changed conditions; 4) Removal of discrimination between the workers of the Private and Public Sectors; 5) Protest against the contemplated legislation banning strikes and denying the freedom to the workers to choose their own leaders."

Resolutions.- The Convention adopted a number of resolutions which included the one relating to the grant of Dearness Allowance and the rights of the Central Government employees. The Convention strongly disapproved of the unilateral manner in which the Government of India had taken its decision in the matter of dearness allowance of its employees. The resolution said that by refusing to negotiate on this issue with the recognised representative organisations of the employees, the Government had demonstrated its utter unconcern for all principles of sound industrial relations. Moreover, the Government had flouted its solemn assurances given before and after last strike of the employees that the Government would introduce and encourage consultation with employees' organisations in the matter of determining their service conditions and that where agreement was not possible, the matters in dispute would be referred to arbitration. The Government was of the opinion that the quantum of increase in dearness allowance granted to the employees was quite inadequate. The Pay Commission had recommended that the Government should protect the real earnings of the employees from further erosion due to price increases. However, the increase of dearness allowance announced by the Government will neutralise the increase in price only to the extent of about 50 per cent. for the average salary of the salary slab concerned. The Convention recalled that on the eve of the strike as well as later in the Lok Sabha, the spokesmen of the Government had given solemn assurances that in the event of All India Consumer Price Index remaining on an average at or above 125 for

11

a period of 12 months, the Government would increase dearness allowance to the extent of 50 per cent. neutralisation and would be prepared to refer the question of any additional degree of neutralisation to arbitration. These solemn assurances had been cavalierly flouted by the Government.

The Convention also reiterated its uncompromising opposition to any legislation which the Government might undertake to put restrictions on the employees' freedom of organisation and strike as also electing persons of their own choice as office-bearers of their organisations. The Convention was of the view that the machinery which the Government intended to set up for the purpose of consultations between the employees organisations on the one hand and the Government on the other was utterly unsatisfactory.

This Convention registered its strong protest against the continuance of the policy of repression by the Government of India upon its employees in the form of dismissals, suspensions, demotions, stoppage of increments and transfers to distant places and urged upon the Government to forthwith withdraw all these punishments.

This Convention further noted with strong resentment the recognition granted by the Railway administrations to new Unions on certain railways in complete violation of the principles of the Code of Discipline and of fair labour practice.

The Hind Mazdoor Sabha reiterated its pledge to stand by the Central Government Employees' in defence of their freedom of organisation and strikes.

Resolution on Third Five Year Plan.— Moving the resolution on the Third Five Year Plan, the Convention regretted that the lack of foresight and imagination of those in charge of formulating the plan was leading to a serious constricting bottleneck developing in transport, which will have a chain reaction on all the targets of the plan, particularly as coal shortages would result in less steel, less power, less industrial production, more unemployment and higher prices. The Convention warned the Government that unless positive steps were taken to mobilise the elan of the toiling masses, right reaction could triumph with disastrous consequences to the democratic structure of the country. Whatever shortfalls there might be in physical targets, the support of the common man could be ensured only by a rigorous pursuit of the social objectives, so nobly announced in all the plans and so ignominiously ignored up till now. Economic inequalities far from being narrowed were widening. The Convention was of the view that the process should be arrested forthwith and the trend reversed, by coordinating all measures to this end, such as freezing dividend distribution, enhancing the wealth tax and direct taxes, restoring the expenditure tax, overhauling the machinery of tax collection, imposing capital levies and bringing down the prices of essential commodities. The Convention urged a more careful assessment of employment potential in the matter of issue of licences, so that while preferring labour intensive projects, there could be an optimum utilisation of capital. Specific schemes should be drawn up and vigorously implemented for full utilisation of the unemployed and underemployed manpower of the country. In particular, the Convention urged that a massive scheme of urban and rural housing be adopted, as such a scheme will improve the standard of living of the people and reduce unemployment.

12

The Convention felt that standard of living of the masses could not be improved unless and until productivity on land was stepped up. In this regard the Convention called for elimination of landlordism and the freeing of the agriculturist from the grip of money lender, through liberalised credit facilities being afforded.

In the opinion of the Convention the call issued for national support for the plan was lukewarm and whole hearted response to it could not be forthcoming unless the reliance on the bureaucratic apparatus for its execution was substituted by reliance on popular participation at all levels and at all stages. In respect of all public sector undertakings genuine representatives of labour should be nominated so that labour's cooperation may be elicited and sound industrial relations policies pursued.

Regarding Wage policy the Convention was of the opinion that it should be regulated in such a way that real wages are enhanced pari pasu with rises in productivity and/ or profits, so that the needs based minimum wages would become universally enjoyed by at least the end of the third Plan period.

The Convention elected the following office bearers for the ensuing year:

President: Shri P.S. Chinnadurai.

Vice-Presidents: 1. Shri Brajkishore Shastri. 2. Miss Maniben Kara. 3. Shri S.S.C. Anthoni Pillai. 4. Shri Deven Sen. 5. Shri B.S. Mahadev Singh.

General Secretary: Shri Bagaram Tulpule.

Secretaries: 1. Shri Ram Desai. 2. Shri Paritosh Banerjee.

Treasurer: Shri K.A. Khan.

(The Deccan Herald, 7 May 1962;
Hind Mazdoor, Vol. IX, No.5, May 1962).

Thirteenth Annual Session of INTUC, Calcutta,
10 and 11 June 1962: Rationalisation of Wage
Structure, Security of Employment and Share in
Management urged.

The 13th annual session of the Indian National Trade Union Congress was held at Calcutta on 10 and 11 June 1962. Shri Michael John presided. The session which was attended by over two thousand delegates from all parts of India was inaugurated by the Union Minister for Labour, Employment and Planning, Shri Gulzarilal Nanda.

The open session was attended, among others, by Shri Jaisukhlal Hathi, Union Minister of State for Labour, Shri Khandubhai Desai, Ministers of the State Cabinet, West Bengal Congress Committee Chief, Shri Atulya Ghosh, labour attache to the U.S. Embassy and the deputy labour adviser to the U.K. High Commission in Delhi.

The session was also addressed by Shri Lakhyashi Yaker, representative of the provisional Government of the Algerian Republic in India.

The session adopted twelve resolutions, dealing, among others with security of employment, rationalisation of the wage structure, prices, worker's participation in management and abolition of the contract system of recruitment.

Labour Minister's inaugural address: Government to evolve new system to avert strikes. The Union Minister for Labour, Employment and Planning, in his inaugural address stated that it was the intention of the Government to probe into every case of stoppage in production with a view to determining the responsibility and taking suitable action. Shri Nanda said that no stoppages should be allowed to occur because they curtailed production. Last year, he added, was the most peaceful for a fairly long period. The mandays lost were 4.2 millions and the approximate loss of production was to the tune of 160 million rupees and wages 20 million rupees. Actually the damage extended much further and loss to the economy was far greater because of the repercussions, he said.

Shri Nanda said that the working class had derived considerable benefits and raised their standards of well being since independence but a large leeway had still to be made as a living wage had not been achieved for a large majority of workers.

He stressed that, however, one should not forget millions were unemployed or underemployed elsewhere in the country.

14

Slow economic growth.- Shri Nanda said that the root cause for a large majority not having yet achieved a living wage was the country's slow economic growth. While there was some room even now for the improvement in the present conditions, it was only to a very limited extent. Unless production increased progressively, the scope for improvement would be abridged further.

He added that any pressure for higher share would be at the expense of other sections who were no better off necessarily, and if a large number pressed for their claims, prices would rise and most people would be fairing worse in consequence. The Minister appealed to workers to appreciate the need for modernisation and rationalisation regarding which there was already an agreement at the national level, which had introduced proper safeguards regarding unemployment against retrenchment and for a proper share for the workers. Analysing the present economic situation in the country Shri Nanda said that even when the workers had done their best in the existing circumstances, economic progress was not going to be rapid enough because within the industrial sphere there were serious obstacles to expansion of production.

The spectacle of want and hardship experienced by large numbers of persons on the one side and the waste and luxury indulged in by a small group on the other, militated against the generation of enthusiasm among the mass of the people in the country, he said.

"The status quo can not therefore last. There will have to be large-scale social change. The first need is to remove all impediments in the way of production which arise because of the system as it is functioning now," he said.

He added that the basic needs of the people in terms of a national minimum must be secured as the first priority and the claim on the national income.

Growth of INTUC.- Referring to the growth of the INTUC Shri Nanda said that it had been formed to extend to the whole of the labour field the application of the principles and ideas of a socialist society. He said that some of the main features of their approach were the stress on the obligations of the workers as well as their rights, earliest attainment of a living wage, status of equality and partnership for the workers in industry and industrial relations, avoidance of force and the acceptance of the principles of arbitration in the settlement of all disputes. The INTUC had made a very substantial contribution towards the advancement of the working class on these lines and the stability and the progress of industry in India.

15

Presidential address: Living wage demanded.- In his presidential address, Shri Michael John urged the Union Government to assure a living wage to the working class in order that the goals of democratic socialism may be achieved.

He pointed out that the additional earnings of the workers during the plan periods had been offset by indirect taxation and high cost of living. While the real income of some workers had remained the same, as in the pre-planning days, in majority of the cases it had gone down.

"This is not the socialism we have been cherishing all along. The working class cannot live by high sounding words or good promises. They want tangible benefits which will gradually remove the great disparity in income and wealth of different section of the society." If the employers had a right to attractive dividend and the Government to the collection of huge revenue it was not understandable why the workers' fundamental right to a reasonable living wage was not accepted, he said.

Shri John challenged the employers' contention that productivity had not caught up with the wage increases. While the gross output per worker had risen by 53 per cent, the wages had increased by only 27 per cent. Where the workers were not getting a fair wage as in this country the entire additional gains of productivity should go to the labour till it got a fair wage.

He urged the Government to accept the code of discipline in all public sector undertaking. That would enable it to take up application of the code in the private sector more effectively. He argued that the unco-operative attitude of the management was responsible for the failure of the scheme of workers' participation in the management and asked the Government to prevail upon the employers' organisations to make a success of the scheme in the interest of higher productivity.

General Secretary's report.- The General Secretary's Report for 1961-62 was presented by Shri S.R. Vasavada.

Shri Vasavada in his introduction to the report briefly reviewed important socio-economic events affecting the working class. He said that during the last 10 years of planning, the wealth of the country had increased by the combined efforts of all but, "it is not equitably distributed".

He added, "even though a rosy picture is drawn by the Planning Commission about the future of the country, we cannot but take note of some of the serious problems which confront us today".

Even though the production of food and other consumer goods was increasing in the country, prices still remain uncontrolled. "Our money wages have no doubt gone up but the level of real wages has deteriorated," he said.

Shri Vasavada added, "there is no denying the fact that the rich have become richer and the poor, if not poorer remain where they were. It is high time that the Government paid attention to rectify this method of inequitable distribution of wealth."

He said, "production in the country is increasing but everywhere enthusiasm among workers is lacking. Workers somehow do not feel that they are serving their country. This sensation has got to be created among the workers if the tempo of production both for internal consumption and export is to be increased."

This feeling could not be created unless some arrangement was made to enable the worker to effectively participate in the management of the industry.

He added, "if some difficulty is experienced in experimenting with the scheme in the private sector, it is difficult to understand why a serious attempt is not made in the public sector to enable workers to participate in the management."

Shri Vasavada expressed his gratification that the policy regarding appointment of wage boards was being implemented by the Government. He, however, appealed to the Government to apply the Industrial Disputes Act to the employees in the public sector without taking recourse to enactment of any special legislation in the regard. This he said, was the considered view of the INTUC.

According to the report the membership of the INTUC as on 6 April 1962, was 1,636,458 from 1,403 unions as against 1,563,893 from 1,520 unions on 15 March 1961.

The report also enumerates various meetings of the ILO at which INTUC delegates participated.

Resolutions: Security of Employment. - The resolution of the subject pointed out that security of employment was of fundamental importance to workers, of great value to industrial peace and to the orderly progress of the Plan.

The resolution urged that the present Industrial Disputes Act be amended suitably to equip tribunals and labour courts with appellate powers to deal with disciplinary matters involving the discharge or dismissal of workers. In the present set up, workers could hardly get benefit from tribunals and labour courts with regard to the cases of discharge and dismissal and as a result, workers had to resort to "other methods" which obviously dislocate the country's production. The resolution called upon Government to amend the Act urgently and suggested that even a issue of an immediate ordinance to this effect would not be "too quick a remedy".

Rationalisation. With regard to the rationalisation of wage structure, the Congress was of the opinion that the systems of wage-payments in the country are unsatisfactory and irrational. Uniformity in wage structure is needed in all industries, services and sectors. The resolution suggested some points to fix up the need-based wage and asked the Government to work on the lines indicated there.

The points were:

- a) The average level of price that obtained in 1960 should be taken as the basis for arriving at the need-based wage;
- b) That 75 per cent. of the sum so arrived at should be treated as basic wage and equated to 75 per cent. of the average cost of living index for the centre or region;
- c) The remaining 25 per cent. of the wages should be considered as dearness allowance and linked to the remaining 25 per cent. of the cost of living index;
- d) And the dearness allowance should be expressed as so much per point over the 75 per cent. level so as to permit automatic adjustment in wages commensurate with price.

Prices. The resolution on prices observed that the gap between the prices of commodities and the wages paid to labourers has been widened. The Congress feels that the Union Government should take prompt and adequate measures for holding the price line. It suggests for setting up more fair price shops and consumers co-operatives for checking the price spirals.

Government employees. The resolution on Government employees emphasised the need for the availability of arbitration and adjudication for settling disputes between the Government and its employees if both the parties fail to resolve the disputes through bi-partite meetings or by voluntary arbitration.

Labour participation in management. With regard to labour participation in management the Congress expressed regrets at the rather slow pace of progress of the scheme for labour participation in management of industries. It, however, feels that this slow progress should not damp on workers' enthusiasm for the scheme for it was basically sound and highly desirable.

The resolution said that two essential pre-requisites must be ensured for the successful implementation of the scheme, viz., 1) intelligent labour organised under a sound union, and 2) enlightened management. To make labour intelligent enough to appreciate, accept and act in accordance with its responsibilities in its new role, the trade unions should come forward. To make managements enlightened enough to accept the new status and role of labour in industries and to surmount the psychological barrier, the employers' organisations should accept the responsibility. They should educate their member-employers to shed their old ideas and prejudices borne out of superiority complex. Until both the parties undergo the necessary transformation, labour participation in management on any large scale must always remain round the corner.

The Congress therefore urged upon all its affiliated unions to take up seriously to the constructive task of educating their membership with a view to equip them to effectively play their new roles as part of the union's regular activity. The Congress also urged upon the employers' organisations in the country at the same time to work for bringing about the necessary psychological change in their members, so that the scheme can be started in as many industries and units as possible and that too as early as possible.

Workers' Education.- The resolution on this subject expresses the belief that the State taking up the project of 'workers' education' may not succeed in catering to the many-sided requirements of such education. The INTUC has therefore been advising its unions that while they may co-operate as much as possible with the scheme sponsored by Government, real education of the workers can be done more effectively by the unions themselves taking up this work as one of the items of constructive programme which the union may profitably engaged in for the benefit of its members.

The resolution expresses the view that it would be much better for the Government to assist such of the unions' educational activities which it considers worth encouraging, instead of attempting to do it by itself as at present with nominal tripartite association. It, however, cautions the affiliate unions not to wait for signs of Government's encouragement or assistance for starting their own workers' education programmes; as in any case all progressive and established unions will have to start this department, with Government's assistance if it comes and without it as they must.

Increased rate of contribution for provident fund.- By a resolution the Congress welcomed the Government's announcement to raise rate of Provident Fund contribution both by the employees and employers in four or five industries from 6-1/4 per cent. to 8-1/3 per cent. The Congress had been asking for such increase to all major industries since the last few years; and the present announcement though good for a beginning would be too small considering the poor coverage in terms of the number of workers employed in industries in the country to whom the Provident Fund Scheme applies. The Congress therefore reiterated its earlier demand to raise the rate of Provident Fund contribution to 8-1/3 per cent in all major industries, without further loss of time.

Wage Boards.- While welcoming the decision of the Government of India to appoint a Wage Board for the Coal Mining Industry, the Congress regretted that delay in covering the other major industries by appointment of similar wage boards had been causing discontentment among the workers so left out. The Congress, therefore, reiterated its earlier decision and requested the Government of India to appoint Wage Boards to ensure fair wage to workers employed in other major industries.

Abolition of Contract system of recruitment.- By a resolution of the question the Congress pointed out that it has for long been urging for the abolition of the contract system. The labour policy enunciated in the Second and Third Five Year Plans has accepted in principle the desirability of progressively abolishing this pernicious system. In a recent decision the Supreme Court has stated that the contract system should be eliminated in respect of employment of labour on regular occupations. The Congress expressed satisfaction at the agreement regarding abolition of contract system at the last session of the Indian Labour Conference, but regretted that no progress had been made in this direction. The Congress, therefore, called upon the Government to take immediate and effective steps to bring about an early end of contract system in all forms.

Office bearers.- Shrimati Maitreyee Bose, M.L.A., was elected President of the INTUC for the ensuing year. The other office-bearers elected were: Vice-Presidents: Shri Michael John, Shri G. Ramanujam, Shri Kashinath Pandey, MP., and Ramainghbai Verma and Shri Abid Ali, MP..

General Secretary.- Shri S.R. Vasavada.

Treasurer.- Shri G.D. Ambekar.

(Amrita Bazar Patrika, 12 June 1962;
Copies of Texts of Resolutions adopted
and General Secretary's Report received
in this Office).

28. Employers' Organisations.

India - June 1962.

22nd Annual Conference of the All-India Manufacturers' Organisation, Bombay, 23 June 1962.

The 22nd annual meeting of the All-India Manufacturers' Organisation was held in Bombay on 23 June 1962. The Conference was inaugurated by Dr. P. Subbaroyan, Governor of Maharashtra and presided by Shri G.V. Puranik, chairman of the All-India Manufacturers' Organisation.

Inaugural address.- Dr. P. Subbaroyan, Governor of Maharashtra, inaugurating the 22nd meeting of the All-India Manufacturers' Organisation called upon manufacturers to become quality-conscious to achieve India's ambition of competing on equal terms in the world markets. He appealed to industrialists to co-operate with the Indian Standards Organisation for Quality Control and make its campaign a success. The Governor also appealed to the industrial community to cultivate the spirit of give-and-take. He emphasised that in the sphere of employer-employee relations proper harmony had to be maintained. Without industrial peace, production would always fall short of our requirements and the resulting foreign exchange crisis might prove the very death-knell of the Third Plan.

On the question of delay in ~~increa~~ licences, Dr. Subbaroyan pointed out that the Ministry of Industries and Commerce had been recognised and hence the vexing question would now be satisfactorily solved. Regarding the handicaps confronting the manufacturers in the sphere of essential raw materials. Dr. Subbaroyan said that the Government was taking measures to overcome them. He welcomed the present trend among manufacturers of inducing their associates to produce the required basic items in larger quantities so that the dependent industries could prosper.

The Governor took exception to the "growing tendency to look to the Government for all solutions and to blame the Government for all shortcomings." While admitting that Government could on occasions be at fault, Dr. Subbaroyan observed that this tendency cut at the root of initiative and self-reliance of Indian industrialists and prevented them from growing into a vigorous section of the Indian nation. While the Government was committed to assist them, industrialists should primarily depend upon themselves for their success, and only then was the future of India assured.

Presidential speech.- In his presidential speech, Shri G.V. Puranik, Chairman of the AIMO, said that in the present critical situation in the country it was imperative that industrial productivity should be stepped up immediately, and a great deal could be done by those in industry itself in this connection. Shri Puranik observed that the indigenous industry lagged behind in cost consciousness, in product design, in the application of research, and in the efficient conduct of enterprises. Cost consciousness would have to be promoted at all levels of management, he emphasised.

Referring to the Government's role in increasing productivity, the AIMO Chairman said that there was the urgent need to tackle the pressing problems such as (i) gap between installed capacity and actual production of steel, (ii) making available to all industries, and particularly to the engineering industries, the required grades of pig-iron, coal, coke, M.S. sheets and wires alloy steel, tools, etc., (iii) raising the plan targets of basic industries like steel and cement, (iv) encouraging entrepreneurs in the private sector, and making available all necessary facilities to them to expand coal production.

Shri Puranik pointed out that in the amendments proposed to the rules relating to registration and licensing of industrial undertakings, the Government proposed to assume power to force entrepreneurs to raise 60 per cent. of the capital ~~or~~ place orders for substantial part of plant and machinery required for the undertaking within a year. The provisions like these would serve little purpose if they were not accompanied by reform in the administrative procedure, he added.

Liaison Committee.- In view of shortages in essential requirements Shri Pruanik suggested it would be advisable to set up liaison committees in the Development Wing of the Ministry of Commerce and Industry to keep a continuous watch on the problems faced by industry. These committees should be constantly on the move to study the actual position and evolve, on the spot, suitable remedial measures. He underlined the need for evolving a proper pricing policy for basic raw materials and in its absence the higher prices of raw materials would continue to increase the prices of finished goods, making it impossible for Indian products to be competitive in the international markets.

He highlighted the fact that for an accelerated pace of industrialisation, it was necessary to make a rapid progress in the machine-building industry. Shri Puranik urged the Government should give highest priority to the import of machine tools for the machine-building industry, and arrange for the prompt supply of the full quantities of raw materials and components required by the machine tool and machine-building industries. Touching on the problem of enhancing the country's exports, the AIMO Chairman pointed out that a lacuna in the promotional effort could be traced to the lack of understanding and trust on the part of the Government towards the mercantile community.

Shri Puranik said that though there was a provision for the issue of incentive licences for certain percentage of imported raw materials consumed in the manufacture of export items, it did not offer adequate incentive in a number of industries where the imported raw materials constituted only a fraction of the cost of the finished goods exported. This anomaly had to be corrected urgently and in such cases, the retention of a part of foreign exchange earned for the import of any permissible item under the import policy, as was allowed in many foreign countries would offer sufficient incentive, he said.

According to Shri Puranik another drawback was that a manufacturer was not allowed to utilise freely for the import of machinery even the meagre foreign exchange made available to him by way of incentive on the ground that export promotion scheme was essentially intended to provide raw materials. Modernisation of machinery was imperative if exporters were to face successfully the growing foreign competition, he emphasised.

The AIMO Chairman said that the Government should give favourable consideration to all the recommendations of the Import-Export Policy Committee and implement them in the same way as they had done in respect of certain procedural reforms recommended by the Committee.

Export Promotion.— In this background, Shri Puranik suggested that like the export promotion councils for commodities, it would be desirable to have export promotion councils for selected regions as U.S.A. and Europe, with which India had a large adverse trade balance at present and where markets were expanding at a fast rate. Shri Puranik said that government imports on account of the public sector industries had been increasing rapidly in recent years, and the authorities should search more vigorously for economies in the use of foreign exchange. Inadequacy of transport facilities had also been hindering rapid industrialisation, he said. All unnecessary restrictions placed on the development of road transport should be removed without delay.

Growth of Small-Scale Industries.- Dealing with the growth of small-scale industries, Shri Puranik said that the cost price inflation was particularly affecting the small-scale industries, and they found it difficult to market their products in competition with large-scale industries. It was essential to acquaint small-scale industrialists with the advantages of ~~rationalisation~~ rationalised methods of production and encourage them to adopt them, he pointed out.

Resolutions.- The Conference passed three resolutions, on the European Economic Community and its effect and on Indian industries, on pre-requisites for the successful implementation of the industrial targets of the Third Five Year Plan, and on productivity and rational approach.

The resolution on pre-requisites for the successful implementation of the industrial targets for the Third Five Year Plan said that for the successful implementation of all the industrial targets and for achieving the overall objective of the Third Plan, the management in the private sector had certain responsibilities and, therefore, it appealed to manufacturers to develop a constructive approach towards all the problems that might arise from day to day and to make an allout effort to surmount the difficulties.

The resolution "Productivity and Rational Approach" said that as productivity was basically dependent on the attitude of mind, it believed that a fundamental change in the approach to the various problems of productivity on the part of management, workers and trade unions was called for to achieve the desired results. It appealed to both the principal parties who are concerned in industry and the Government to realise the imperative need for rational thinking and change of attitude for promoting productivity in industry.

(The Economic Times, 24 June 1962).

'L'

Chapter 3. Economic Questions.

33. Full Employment Policy.

India - June 1962.

Bihar: Report of Unemployment Committee published.

According to the report of the Bihar Unemployment Committee published recently, 45.3 per cent. of the 40.2 million population (1951 census) were outside the labour force and in the dependent age groups.

(For details please ^{see} section 81, pp. 71 of this Report).

25

34. Economic Planning, Control and Development.

India - June 1962.

Shortage of Foreign Exchange: Finance Minister Announces
Further Restrictions.

In a statement in the Lok Sabha on 8 June 1962, on the steps to conserve foreign exchange, Shri Morarji Desai, Union Finance Minister announced drastic cuts in all imports, whether Government or private, and curbs on overseas travel to tide over the difficult foreign exchange position.

Reviewing the foreign exchange position, the Finance Minister said that when the Third Plan was formulated, India's sterling balances which had been heavily drawn upon during the second Plan period, stood at the level of 1,360 million rupees. It was recognised that the level was too low to permit any further drawal on these reserves for developmental purposes. Further, the sizable increase in foreign indebtedness during the second plan period, much of it of a short-term nature, had created large repayment and service obligations which could not be covered from export earnings after allowing for the imports necessary to sustain a rising level of industrial production and other essential needs of the economy.

"It was assessed that for the successful implementation of the Plan, even after taking every possible measure for the development of our exports, which clearly must be given the highest priority, we would need external assistance of the order of 26,000 million rupees. Of this, 7,000 million rupees were intended to be for financing imports of components, raw materials, etc., as well as repayment obligations. In addition, 19,000 million rupees were required to cover the foreign exchange cost of the projects included in the Plan."

The sterling balances, he said, stood at present around 1,000 million rupees against 1,280 million rupees on 1 April. "We have in addition 1,130 million rupees reserves in the shape of gold as well as certain working balances maintained by the Government which are not part of the Reserve Bank balances. As a member of the International Monetary Fund we have a second line of reserves to fall back upon if necessary."

"While our reserves are thus much larger than our sterling balances, clearly our aim should be to avoid any net drawal on them over the year as a whole", he said.

(The Hindustan Times, 9 June 1962;
The Statesman, 9 June 1962).

36. Wages.

India - June 1962.

Madhya Pradesh Minimum Wages Fixation Ordinance
(No. 4 of 1962).

The Governor of Madhya Pradesh issued on 21 June 1962, the Madhya Pradesh Minimum Wages Fixation Ordinance, 1962, to fix minimum rates of wages in certain scheduled employments and to provide for certain other matters connected therewith.

The Ordinance provides that: "Notwithstanding anything contained in section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Madhya Pradesh (hereinafter referred to as the said Act) or any other provision contained therein relating to the fixation or revision of minimum rates of wages in scheduled employments and any judgment, decree or order of any court to the contrary, the minimum rates of wages in respect of employments in items 2, 3, 5, 6, 7, 8 and 11 in Part I and in respect of employment in Part II of the Schedule to the said Act shall be and shall always, in respect of each such employment, be deemed to be as specified in the Table appended hereto and it is hereby enacted that the said minimum rates of wages shall be payable by the employer in the said scheduled employments and shall be enforceable against him with effect from 1 January 1959, as if the provisions herein contained have been in force at all material times."

It is further provided that the provisions relating to revision of minimum wages shall apply to minimum wages as fixed under this Ordinance.

A brief review is given below of the Minimum Wages fixed under this Ordinance:

Employment in Rice, Flour or dal mills, in oil mills and under local authorities. The minimum wages for unskilled workers range from Rs.1.25 per day in 'D' areas to Rs.1.75 per day in 'A' class areas; for semi-skilled workers range from Rs.2 per day in 'D' areas to Rs.2.75 per day in 'A' areas; those of skilled from Rs.2.75 in 'D' areas to Rs.3.50 in 'A' areas; and of clerks from Rs.45 per month in 'D' areas to Rs.75 per month in 'A' areas.

Employment in tobacco (including bidi-making) manufactories.-
The minimum wages fixed range from the highest, Rs.75 per month for bidi-sorters in 'A' areas to Rs.35 per month for Bhattiwalas in 'D' areas.

Employment in construction, maintenance of roads and in building operations.- The rates fixed area-wise are between Rs.45 per month and Rs.75 per month for clerical workers, and for the others the same rate as in rice, flour and dal mills.

Employment in public motor transport.- The following are the rates of wages fixed:

<u>Categories</u>	<u>Minimum Rates of wages per month.</u>	<u>Rs.</u>
Driver	90) Inclusive of mileage allowance but not any other allowance.
Conductor	80	
Mechanic	100) Inclusive of Dearness but exclusive of other allowances.
Cleaner	60	
Unskilled	50	

Employment in Agriculture.- The rates fixed zone-wise are the following:-

<u>Class of Employees</u>	<u>Zone I</u>	<u>Zone II</u>	<u>Zone III</u>
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
Casual employees -			
Adult male (per day)	1.55	1.15	0.90
Adult female (-do-)	1.15	0.90	0.75
Adult employees on a monthly contract for a period of one month or more. (per month).	30.00	25.00	20.00

(The Madhya Pradesh Gazette, dated 21 June 1962, pp. 977-984).

38. Housing.

India - June 1962.

Maximum Limit of House-Building Loans for Central Government Employees Raised.

The Union Ministry of Works, Housing and Supply has increased the amount of house building advances to Central Government employees and revised the scheme to extend its benefits.

Central Government employees can now draw house building advances equal to 36 months' pay, instead of 24 months' pay, as at present, subject to a maximum of 35,000 rupees. Low-paid employees can draw up to 4,800 rupees irrespective of their pay. Advances for enlarging living accommodation has also been raised from 10,000 rupees to 12,500 rupees.

The rules have been relaxed to enable Central Government employees to build houses in the rural areas also even though the amenities available there are not up to the standards prescribed for urban areas.

The scheme also applies to all-India service officers, such as ICS., IAS., and IPS., personnel on permanent deputation to the Centre.

The rules have been extended to employees of the Union Territories. Government employees of the North-East Frontier Agency and the Naga Hills and Tuensang area are also now eligible for the advances.

Previously the benefits of this scheme were not available to Armed Forces personnel other than commissioned officers. The scheme has now been extended to junior and non-commissioned officers of the Army and the equivalent ranks of the Navy and the Air Force.

(The Statesman, 20 June 1962).

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

INDIA - JUNE 1962.

41. Agriculture.

Andhra Pradesh Tenancy Bill, 1962.

The Government of Andhra Pradesh published on 19 June 1962 the text of the Andhra Pradesh Tenancy Bill, 1962, to regulate the relations of landlords and tenants of agricultural lands and to confer certain rights on a class of tenants in the State and matters connected therewith.

The Statement of Objects and Reasons appended to the Bill states that at present matters relating to tenancy are governed by four different enactments, in the Telangana area by the Andhra Pradesh (Telangana Area) Tenancy and Agricultural Lands Act, 1950, in the Andhra area by the Andhra Pradesh (Andhra Area) Tenancy Act, 1956 and in the territories transferred from the Madras State to this State on the 1st April 1960 by the Madras Cultivating Tenants Protection Act, 1955 and the Madras Cultivating Tenants (Payment of Fair Rent) Act, 1956. The Government had had under consideration the question of integrating the provisions of the aforesaid Acts and had decided to undertake a unified tenancy legislation applicable to the whole of the State of Andhra Pradesh.

The Bill provides for regulation of rent payable by a tenant to his landlord, the enjoining of a minimum period for an agricultural lease, the ceiling on land that can be taken on lease, the conferment of certain rights on a class of tenants termed as protected tenants and other connected matters.

Having due regard to the recommendations of the Planning Commission and the provisions in the Andhra Pradesh (Telangana Area) Tenancy and Agricultural Lands Act, 1950, the maximum rate of rent is fixed, in the case of every crop grown on any irrigable land other than a land irrigated by baling of water, at 25 per cent. of the gross produce and in the case of every crop grown on any land irrigated by baling of water and on any unirrigable land, at 20 per cent. of the gross produce. While the tenant is required to bear all cultivation expenses, the landlord is made liable to pay all ~~cultivation expenses~~, assessments, taxes, rates, cesses and other like charges payable to the Government and the local authorities in respect of the land. Subject to the maximum rent fixed, it shall be open to the landlord and the tenant to agree between themselves as to the rent payable. Notwithstanding any such agreement it shall, however, be open to either party to

get the reasonable rent fixed by the Revenue Divisional Officer if there is any change of circumstances warranting such fixation. The proposed legislation also prohibits receipt by a landlord of any premium or ~~set-off~~ in addition to the rent due. It also provides that whenever land revenue is remitted wholly or in part, the landlord shall grant a corresponding remission of the whole or proportionate part, as the case may be, of the rent due to him from the tenant.

The Bill prescribes that in future every agricultural lease shall be for a minimum period of six years and shall be successively renewable for a like period unless the landlord desires to resume the land for personal cultivation or the tenant surrenders his tenancy or relinquishes his right of renewal. Provision is also made for termination of the tenancy and eviction of a tenant during the currency of a lease in cases where, among others, the tenant has failed to pay the rent due, has misused, damaged or sub-let the land leased to him.

Provision is also made that on and from the date of commencement of the proposed legislation, no persons shall take on lease any land if in consequence thereof the total extent of any land held by him either as landlord or as tenant or in both such capacities exceeds the ceiling areas specified in the Andhra Pradesh Ceiling on Agricultural Holdings Act, 1961, and the Government has been empowered to direct by notification that such of the provisions of the Ceiling Act as may be specified in such notification shall apply to lands taken on lease with such adaptations and modifications not affecting the substance or policy as they may consider necessary or expedient.

Certain classes of tenants were given the status of protected tenants under the Andhra Pradesh (Telangana Area) Tenancy and Agricultural Lands Act, 1950. These tenants enjoy certain rights and privileges which the ordinary tenants do not have. The said Act also contains a provision for automatic transfer of ownership of land to protected tenants subject to certain conditions. The landlords were however allowed certain time within which they could resume the land for personal cultivation. In addition to the persons recognised as protected tenants in the Telangana area by the Telangana Area Tenancy Act, the Bill creates a new class of protected tenants in respect of the lands in the other areas ~~by the~~ of the State if the tenants were cultivating personally the lands of landlords owning three times the family holding or more for a continuous period of not less than six years immediately before the 1st day of April, 1960, subject to certain restrictions and limitations mentioned therein.

The Bill also provides that subject to the retention with the protected tenant of an area equal to a basic holding, the landlord may resume his land for personal cultivation if the he has not been cultivating an area equal to three times the family-holding. It also provides that after the time fixed for resumption for personal cultivation is over, a protected tenant shall acquire the right of ownership in respect of the lands held by him subject to payment of compensation for the land and for the improvements made thereon by the landlord. In the Telangana area, a landlord is not proposed to be allowed to make any fresh application for a certificate of reservation of lands or for resumption for personal cultivation if a certificate of reservation under the Telangana Area Tenancy Act was issued before the 4th February, 1959.

The provisions of the Bill will not apply to lands owned or held on lease by the Union Government or a State Government or any local authority, to lands held on lease for the purpose of such industrial or commercial undertaking as may be notified by the Government, to lands held by religious or charitable institutions, to lands in which the plantation crops are raised and to orchards where the lease is for the enjoyment of only the usufruct of the trees.

(Andhra Pradesh Gazette, Extraordinary,
dated 19 June 1962, pp. 1-27)

'L'

42. Co-operation.

India - June 1962 .

Development of Cooperative Societies: Concrete Measures
taken by Central Government.

It is understood that a series of meetings which took place between officials of various Union Ministries and Shri Shriman Narayan, Member of the Planning Commission, recently have resulted in the the various steps being undertaken by the Government to give concrete shape to the objective of enlargement and strengthening of the co-operative sector of the country's economy, emphasised in the third Plan.

Dairy and animal husbandry.- The Ministry of Food and Agriculture is understood to have agreed to establish on a co-operative basis most of the 55 dairy schemes scheduled to be undertaken during the third Plan. The milk co-operatives will concern themselves with collection, of milk processing and distribution of milk and milk products. Other branches of animal husbandry where headway is to be made in the establishment of co-operatives include wool raising, flaying and tanning of hides and supply of fodder. The Union Ministries of Food and Agriculture and Community Development are believed to be working out the pattern of assistance to be given to co-operative societies in these fields.

To encourage co-operatives in fisheries, it has been decided that all mechanized boats will be distributed only to fishermen's co-operatives and not to individuals. Schemes for starting co-operative cold storage and marketing societies for fish are also getting ready.

The opening of co-operative poultry farms is also to be sponsored and encouraged.

Industry.- As regards industry, it has been agreed to that every attempt should be made to set up industrial estates on a co-operative basis during the third Plan. Two hundred industrial estates in towns and 200 rural industrial estates are to be started in the third Plan and most of them are expected to be given the co-operative bias. Preference is to be given to industrial co-operative societies over individual entrepreneurs. Details are being worked out for giving special incentives to industrial co-operatives in granting loans from Central and State industrial finance corporations. In the allocation of foreign exchange, co-operative industries are to be given favoured treatment.

Co-operative consumers' societies.- A network of co-operative consumer societies is also to be established, and the Union Ministries of Finance and Community Development are formulating a scheme to benefit Government employees in particular.

Transport cooperative-societies.- In the field of transport, co-operatives are to be started for rickshaw-pullers to prevent their being exploited by proprietors. The Union Ministry of Community Development has already started six co-operative rickshaw-pullers' societies and these are stated to be working successfully.

Countrycraft co-operative societies are also to be organised for transport of goods.

House building co-operative societies.- Another decision is that by and large the scheme of house-building for the low-income groups set out in the Plan should be handled by co-operative societies.

Besides, during the the discussions for the annual plan for 1963-64 towards the end of this year, definite targets are expected to be laid for the establishment of co-operative housing societies in States.

The Union Ministry is also understood to have agreed to a proposal that housing grants intended for Scheduled Castes and Tribes would be made through co-operative housing societies. For the benefit of the tribal people co-operative enterprise is also to be encouraged in the processing of timber and other forest produce.

(The Hindustan Times, 11 June 1962).

Co-operative Training Activities to be entrusted to
National Co-operative Union of India: Central Government's
Decision.

In 1953, Government of India jointly with the Reserve Bank of India constituted a Central Committee for Cooperative Training for formulating plans and for organising and directing arrangements in regard to the training of personnel employed or to be employed in the cooperative departments and institutions in the country. In pursuance of the decision taken by Government on the recommendations of the Study Team on Cooperative Training set up by this Ministry, the work relating to cooperative training is being entrusted to the National Cooperative Union of India to be done through a special committee. Accordingly the existing Central Committee for Co-operative Training Constituted in 1953 will cease to exist from 1 July 1962.

(The Gazette of India, Part I, Section 1,
dated 30 June 1962, page 197).

43. Handicrafts.

India - June 1962.

Conference of Small-Scale Industries, Bombay
9-10 June 1962: Ad-hoc Committee to go into
Problems of Small Industries.

A two day conference of small scale industries of the Western region held at Bombay on 9 June 1962, recommended, among other things, the formation of an ad hoc committee of representatives of Maharashtra, Gujarat and Madhya Pradesh to go into the difficulties of small-scale industries in these areas. Shri Pravind Chandra Gandhi, President of the Indian Merchants Chamber, will be the chairman of this committee.

The conference unanimously passed three reports on the state of small scale industries in the Western region. The reports regarding credit requirements and administrative difficulties observed that the delay in securing licences, land, and credit facilities were enormous and in fact other often thwarted the Government's proclaimed policy of encouraging small industries. The foreign exchange allotment to the small industries was inadequate and the multiplicity of laws both by the Central and the State Governments often rendered business worthless.

It was also recommended, that the definition of a small-scale industry be modified to cover units with a capital investment up to 1,000,000 rupees.

The report said ^{that} credit by banks should be more liberal and has recommended that the Reserve Bank grant necessary permission for this. It was further suggested that the State or Central Government or municipal authorities in big cities be approached to establish permanent exhibitions to promote the products of the small industries.

(The Hindustan Times, 11 June 1962).

Financial Aid to Small Industries recommended:
Report of a Co-ordination Committee.

Shri Nityanand Kanungo, Union Minister for Industries laid on the table of the Lok Sabha in New Delhi on 1 June 1962 the report of the sub-committee of the Co-ordination Committee of small-industries. The report, among other things, has suggested a uniform pattern of financial assistance by Central and State Governments for the development of village and small industries. The main recommendation of the report relate to provision up to 75 per cent. of the value working capital of the industrial co-operatives, or 75 per cent. of the value of the share capital, or loans to cover three-fourths of the cost of the machinery and equipment.

The committee has recommended that the State Governments may provide loans up to 75 per cent. of the requirements of working capital to various types of industrial co-operative societies at a concessional rate of 2-1/2 per cent. (for loans up to 200,000 rupees) for a period of ten years. The remaining 25 per cent. should be contributed by the co-operative societies themselves. The repayment of loans to State Governments should start two years after the date of disbursement of the last instalment.

The committee has recommended that a minimum expenditure of about 75 per cent. of allotment for small-scale industries should be spent in rural and semi-urban areas, out of which two-thirds should be earmarked for the villages with less than 5,000 population. The State Governments have been requested to implement this recommendation commencing from their annual Plan, for 1962-63.

The existing pattern in respect of rates of interest and subsidy on interest should be made uniformly applicable to all eligible village and small industries, the committee has suggested.

(The Economic Times, 3 June 1962).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JUNE 1962.

50. General.

Committee for Improvement of Working Conditions of Scavengers appointed.

The Union Government announced on 4 June 1962 the appointment of a nine-man Committee to advise on the steps to improve the working and living conditions of Scavengers. Shri R. Malkani will be the chairman of this Committee. This follows the recommendation of the Scavenging Conditions Inquiry Committee, which said that there should be an advisory committee to help mobilize efforts to better the lot of scavengers and to abolish the practice of carrying nightsoil as head-loads.

(The Statesman, 5 June 1962).

56. Labour Administration.

India - June 1962.

Work of the Ministry of Labour and Employment during
the Year 1961-62*.

In connection with Parliament discussion on the demands for grants of the Ministry of Labour and Employment, the Ministry published a report of its activities during 1961-62. The report is in two volumes - The first volume deals with the work of the Ministry in the field of labour relations, wages, working conditions, social security, etc. The second volume covers employment and training and the work of the Directorate General of Employment and Training. A brief review of the first volume of the report is given below.

General labour situation.- The main emphasis in Government's labour policy in recent years has been on the promotion of constructive cooperation between labour and management for the attainment of common and socially desirable ends. The statistics of man-days lost, however, provide an indication of the overall industrial relations situation in terms of absence of industrial conflict. The number of man-days lost owing to strikes and lock-outs during 1961 was 4.850 millions. This compares well with the figures for 1960, 1959 and 1958 which were 6.515 millions, 5.633 millions and 7.798 millions, respectively. The 1960, however, was an abnormal year with about 1.299 millions man-days lost owing to the Central Government employees' strike and other stoppages that occurred in its wake. If due allowance is made for this factor, time lost through disputes would appear to have been steadily on the basis decline during the last three years. This declining trend was well maintained during 1961.

* Report 1961-62 (Volume I): Ministry of Labour and Employment, pp. 93.

An examination of the position separately in the Central and State spheres shows a comparatively peaceful atmosphere in both. In the railways, defence and other Central Government undertakings the situation was normal. Except in the Hindustan Shipyard, Visakhapatnam, the Heavy-Heavy Electricals, Bhopal, the Hindustan Steel, Rourkela and the Hindustan Cables, Roopnarayanpur (West Bengal) where there was some unrest, no major strike of any significance took place during the year in the companies and corporations in the public sector. Recently, in February 1962, the crew of Dock and Harbour Flotilla in Bombay Port struck work for about a week. There were also four work-stoppages by dock workers during February 1962 in Visakhapatnam port. The number of strikes during the year in coal mines was smaller than in the previous year.

Closures.- (a) Cotton Textile Mills.- At the beginning of the year 1961, 27 cotton textile units remained closed as compared to 39 units at the beginning of 1960. Nearly 37,000 workers were affected by the closure of these units. Of the 27 closed mills, licences of 9 were either revoked or modified. The position by the end of March 1962 was that 13 units remained closed, accounting for a capacity of 165,000 spindles and 2300 looms and affecting 8,120 workers. These closures were mainly due to financial difficulties and uneconomic working.

(b) Jute Mills.- Owing to difficulties in getting sufficient quantities of raw jute, the Indian Jute Mills Association allowed its members to close their mills for two weeks - once from 26 June 1961 and later from 24 July 1961. The total number of workers affected by these block closures was about 185,000. In view, however, of the improvement in the supply position of raw jute, the mills resumed normal working (48 hours per week) with effect from 16 October 1961.

Industrial relations machinery and its working.- Part of the improvement in industrial relations in the last few years is attributable to the change of emphasis in Government's labour policy from mere prevention of unrest to the creation of an atmosphere of constructive co-operation. The main instruments of this policy have been the mutually accepted Codes like the Code of Discipline in Industry and the Code of Conduct. The contribution of the Code of Discipline in Industry to better industrial relations has been significant. In addition to the central organisations of employers and workers who originally ratified the Code of Discipline, nearly 900 independent employers and unions have now agreed to abide by the provisions of the Code. The State Bank of India, the Life Insurance Corporation and the Port Trusts in the public sector have agreed to abide by the provisions of the Code with certain clarifications. Some of the departmentally run undertakings in the State sphere are also being brought within the purview of the Code.

Code of Discipline.- The working of the Code of Discipline was reviewed by the Standing Labour Committee in April 1961 and the Indian Labour Conference in October 1961. The review showed that the Code has taken root. The initial doubts have been dispelled and the Code is becoming a living force in the day-to-day conduct of industrial relations. The central organisations of employers and workers and their affiliates were already parties to the Code. More and more employers and unions are agreeing to abide by its provisions. Nearly 900 independent employers and unions have now come within its scope. The employers and workers are settling disputes through peaceful methods rather than by resort to direct action. The upward trend in the number of man-days lost noticed till the first half of 1958 was arrested on the introduction of the Code of Discipline in June 1958. The declining trend has been maintained during 1961.

During 1961 the Central Implementation and Evaluation Division received 709 complaints about breaches of the Code in the Central sphere. This included 260 complaints of non-implementation of labour enactments and awards. In 58 per cent. of the cases, where action was to be taken by the Division, breaches were brought home to the parties and the situations set right or the parties advised to avoid such breaches in future; 17 per cent. of the complaints were not substantiated on enquiry and the remaining 25 per cent. were under investigation. In a number of cases the central organisations accepted responsibility and asked their members to abide by the Code strictly. In several cases the Division succeeded in preventing strikes by persuading parties to settle their disputes peacefully. In 25 cases, where legal action was started against employers for contravention of enactments and awards, the Division was called upon to take action under the Code. The omissions were set right through persuasion and legal action was dropped.

Implementation Machinery.- The Central Implementation and Evaluation Committee held two meetings during 1961 and considered a number of individual cases of breach of the Code. It also reviewed the progress of out-of-court settlement of dispute cases and the work of the Screening Committees set up by the employers' and workers' organisations. The State/Administration Implementation Committees, now functioning in all States/Union Territories, except Jammu and Kashmir, also held a number of meetings and considered cases under the Code in their spheres. The Government of Jammu and Kashmir has its implementation machinery and is also taking steps to set up a tripartite implementation committee. Local/Zonal implementation committees are functioning in four States (Andhra Pradesh, Assam, Punjab and Rajasthan).

12

Screening Machinery.- The Screening Committee of the Employers' Federation of India screened 23 cases during 1960 and persuaded the employers in 2 cases not to file appeals against the decision of Industrial Tribunals. In the first half of 1961, out of 9 cases taken up for screening they were successful in 3. The Screening Committees of the All-India Organisation of Industrial Employers considered 5 cases during 1960 and were able to keep out only one. They screened 2 cases in the first half of 1961 and allowed both to go to higher courts. Among the workers' organisations, the Hind Mazdoor Sabha screened 5 cases in 1960, and allowed all of them to go in appeal. In the first half of 1961, however, it dissuaded members in 8 out of 10 cases from filing appeals. The United Trades Union Congress was successful in persuading its members in 19 out of 20 cases in 1960 not to go to higher courts. To achieve greater success, the central organisations have been requested to make their screening committees more effective.

Out-of-Court Settlements.- The Central Implementation and Evaluation Division has so far succeeded in 45 per cent. of the cases taken up by it for out-of-court settlement. The Implementation Machinery at the State/Administration level also brought about settlement in 22 per cent. of the cases taken by them during 1960 and the first half of 1961. The central organisations of employers and workers were also requested to intensify their efforts to bring about such settlement in respect of cases pending in higher courts.

Code of Conduct.- During 1961 the Central Implementation and Evaluation Division received 30 complaints under the Code of Conduct as against 35 in 1960 and 59 in 1959. Of these 8 were not established on enquiry, 4 did not require action, and 5 were referred to the respective State Governments for appropriate action. Of the rest, breaches were brought home to the concerned unions in 10 cases. The remaining 3 cases were under investigation. The steady decline in the number of complaints since 1959 shows that the Code is creating an atmosphere of accord in interunion dealings.

Works Committees.- A tripartite committee was appointed by the 17th Session of the Indian Labour Conference to go into the question of effective functioning of works committees. The conclusions of the Committee were discussed by the Standing Labour Committee which met at New Delhi in April 1961. The Industrial Disputes (Central) Rules, 1957 are to be amended to give effect to the conclusions approved by the Standing Labour Committee. Draft amendments for this purpose have been published for comments.

Labour Participation in Management.- Twentynine Joint Management Councils are functioning at present, 11 in the public and 18 in the private sector. The tripartite Committee on Labour Management Co-operation set up during the year met to review the progress of the scheme and to recommend measures for its extension. The State Governments were requested to set up a special machinery to promote the scheme. The Governments of Rajasthan, Orissa, Madras, West Bengal and Punjab have already done so. Steps have also been taken to strengthen the machinery at the Centre. Special measures were adopted to extend the scheme to more units in the public sector. A conference of Central Ministers held in February 1961 for securing fuller co-operation of the Ministries concerned decided that the progress of the scheme should be reviewed every half year at the Ministers' level. A special committee was also constituted for making a quarterly review of progress.

Evaluation studies were completed in respect of Joint Management Councils in 23 units. These studies have revealed that the achievements of these Joint Management Councils were, on the whole, not unsatisfactory. The experiment was a failure only in two, three instances. One good result brought about by these Councils is the closer understanding between the management and the workers. The two sides have come to appreciate each other's difficulties and problems. The managements are growing more sympathetic to the workers and are more willing to listen to them.

Code of Efficiency and Welfare.- The Code of Efficiency and Welfare has been conceived as a sequel to the Code of Discipline in Industry. While the Code of Discipline aims at the promotion of cooperation in the field of industrial relations, the proposed Code would spell out the obligations of the parties concerned in the matter of increasing productivity. As the efficiency and welfare of workers are closely interlinked, it would cover the welfare aspect also.

Wages.- In addition to the existing wage board for tea plantations, separate Wage Boards were constituted in July 1961 for coffee and rubber plantations. A Wage Board for iron and steel started functioning from January 1962. It has also been decided to set up a Wage Board for the coal industry. The present position in regard to Wage Boards for different industries is as follows:-

a) Cotton Textiles.- The recommendations have been implemented by 393 (357 fully and 36 partly) of 416 cotton textile mills. An inquiry is being conducted into the reasons for non-implementation in the remaining units. The question of statutory enforcement of the recommendations will be considered, if necessary, after the findings of the enquiry are available.

b) Cement.- Out of 33 cement factories, 23 factories have implemented the Cement Wage Board's recommendations fully and 7 factories are reported to have done so partly.

44

c) Sugar Industry.- Out of 170 sugar factories, the recommendations of the Sugar Wage Board have been implemented by 105 (66 fully and 39 partly). Most of the remaining factories are reported to be working out the details of implementation.

The Jute Wage Board's recommendation for the grant of interim relief has been implemented by all jute mills in the country, except 3 in Uttar Pradesh where the matter is pending before the High Court.

The Wage Board for rubber plantations has also made a recommendation for interim relief, which has been accepted by Government. The Wage Board for tea plantations has made a unanimous recommendation for an interim wage increase in tea plantations in South India. This has also been accepted by Government. Over the question of a similar interim increase in tea plantations in North and North-East India, however, the Board's recommendation is not unanimous. The Board is hearing the parties again.

Bonus Commission.- A Bonus Commission has been set up to study the question of bonus for workers in industrial employments and to make suitable recommendations. The Commission has started its work.

Bonus for Plantation Workers.- Bonus for the years 1953-56 was generally paid to the workers in the tea gardens of Assam, West Bengal and Tripura in accordance with the terms of the agreement signed at New Delhi on 8 January 1956. It was decided at a meeting of the Bombay Sub-Committee of the Industrial Committee on Plantations that in the absence of any other agreement between an employer and his workers, the Delhi Agreement would be followed for the payment of bonus for the years 1957 and 1958 also. Separate agreements were signed for the payment of bonus for 1957 and 1958 in Assam and West Bengal.

Minimum Wages.- Minimum rates of wages were notified under the Minimum Wages Act, 1948 in respect of the Indian Veterinary Research Institute at Izzatnagar and Mukteshwar; the Port Trusts of Madras and Calcutta and the Sugarcane Sub-station, Karnal (Punjab). These rates took effect from 10 November 1961.

Draft proposals for wage fixation were notified for eliciting comments in respect of employments in the construction or maintenance of roads or in building operations in the collieries other than those under the National Coal Development Corporation.

Social Security.- The year under review witnessed the enlargement of the coverage of the various social security schemes such as the Employees' State Insurance Scheme, the Employees' Provident Funds Scheme, Coal Mines Provident Fund Scheme, Coal Mines Bonus Schemes, Relief and Assistance Fund and Unemployment Relief Fund.

1) Employees' State Insurance Scheme.- During the period 1 April 1961 to 28 February 1962, Employees' State Insurance Scheme was extended to Punalur, Kottayam and Perambavoor in Kerala; Dewas, Mandasur, Banmore, Satna, Raipur and Raigarh in Madhya Pradesh; Kharar, Faridabad, Gondgarh, Kapurthala and Phagwara in Punjab; Dindigul and Thirunelveli in Madras; Vizianagram in Andhra Pradesh; Mangalore in Mysore; and Izzatnagar, Roorkee and Jhansi in Uttar Pradesh. In addition, four villages lying on the outskirts of Madras city, 13 villages lying on the outskirts of Coimbatore and one village Bhiwani Job Pal contiguous to Bhiwani and Bassein Taluka contiguous to Bombay were also brought under the Scheme. The number of additional workers covered was 46,945 - thus bringing the total coverage to 1.721 millions in 142 centres. Medical care was extended to about 614,000 more family units at Dandeli in Mysore; Hissar, Sonapat, Kharar and one village contiguous to Bhiwani in Punjab; Ahola, Hinganghat and Greater Bombay and Bassein contiguous to Bombay city in Maharashtra; Meerut, Moradabad and Faridabad in Uttar Pradesh; Tiruchirapalli, Cauverynagar, Dalmiapuram, Rajapalyam, Sivakasi, Ranipet, Udumelpet, Tiruppur, Salem, Dindigul and Tirunelveli in Madras; Dewas, Mandasur and Banmore in Madhya Pradesh; Trivandrum in Kerala; and Vizianagram in Andhra Pradesh. The total number of family units of employees so far covered is 1.187 millions consisting of about 4.014 millions additional beneficiaries. An additional amount of 47.3 million rupees was sanctioned for the construction of hospitals, annexes and dispensaries. This will provide 2,214 additional beds. The total amount for construction so far sanctioned is about 81.3 million rupees and the total number of beds to be constructed is 4,146. Besides this, 358 additional beds were reserved bringing the total number of beds so far reserved to 2,846.

Improvements effected.- Insured persons suffering from tuberculosis, leprosy, malignant and mental diseases are now assured of cash assistance and medical treatment for one year. Similar facility has been extended to persons who suffer disability as a result of rare and peculiar reaction to certain modern drugs/injections and to persons suffering from fractures of the lower extremity (otherwise than as a result of employment injury). Artificial limbs are provided free of cost as also artificial dentures in employment injury cases; ambulance and other forms of transport are made available or conveyance charges reimbursed wherever necessary. Specialist services are also provided. In addition, it has recently been decided to provide free spectacles to the insured persons who sustain impairment of eye-sight owing to the insured persons who sustain employment injury. It has also been decided to give family planning guidance as part of medical care provided under the Scheme. Most of the States where medical care has been extended to workers' families have agreed to implement this proposal. The Corporation has recently approved the establishment of separate T.B. Clinics covering an insured population between 50,000 and 100,000. Cash payments by money-order has been made a regular feature of the Scheme.

Future Programme.- During the Third Plan period, the Scheme will be extended to all centres with an insurable population of 500 and above and the families of the insured workers will also be covered. It is estimated that by the end of the Third Plan, the total coverage will be about 3 millions workers and three times as many beneficiaries in their families as against the present coverage of about 1.7 million workers and 4.014 millions beneficiaries in their families. The construction of independent hospitals, dispensaries and offices of the Corporation will be speeded up. Four hospitals, one each at Madras, Kanpur, Bangalore and Bombay, have already been completed. Four more hospitals, one each at Indore and Bombay and two in West Bengal are under construction. In addition, proposals for construction of 29 more hospitals have also been taken up. At present, the total capital outlay on the construction of hospitals and dispensaries is estimated to be about 281.5 million rupees. This will consume more than the present accumulated reserves. With a view to augmenting the resources of the Corporation, the rate of employer's special contribution in areas where the scheme is in operation has been raised from $1\frac{1}{4}$ per cent. to $2\frac{1}{2}$ per cent. of the wage-bill with effect from 1 April 1962. Stress will be laid on the preventive side of medical care and suitable measures will be adopted for this purpose.

2) Employees' Provident Funds Scheme, 1952: Coverage.- Originally all factories and establishments in covered industries having 50 employees or more and of three years' standing were required to comply with the statutory provisions. Only in newspaper establishments the Act, used to apply to units employing 20 or more persons. It was amended in December 1960, in order to make it applicable to establishments employing 20 or more persons in other industries also.

At the end of 1961, the number of establishments covered was as follows:-

Exempted	Unexempted	Total
919	15,979	16,898

Membership.- At the end of 1961, the number of subscribers was as follows:-

Exempted	Unexempted	Total
1,156,239	1,946,151	3,102,390

Contribution.- The members of the Provident Fund are required to contribute at the rate of $6\frac{1}{2}$ per cent. of basic wages, dearness allowance, etc. The employer is also required to pay a similar sum to the Fund. A member can, however, voluntarily contribute, as his own share, upto $8\frac{1}{3}$ per cent.

The question of enhancement of the rate of contribution from 6 1/4 per cent. to 8-1/3 per cent. has been receiving attention for some time past. The Technical Committee set up in May 1960, to investigate which of the six industries initially covered could bear the additional burden involved in the event of an increase in the rate of contribution, submitted its report in respect of four industries namely, cigarettes, electrical and engineering products, iron and steel, and paper. The Committee recommended that the rate of contributions in these industries should be raised from 6 1/4 per cent to 8 per cent. except for the units manufacturing hand-made paper and those employing less than 50 workers. These recommendations have been accepted by the Government. Suitable legislation is proposed to be undertaken to give effect to these recommendations.

Accumulations and investments.- Till the end of 1961 a sum of 3,125.1 million rupees had been collected as contributions. Out of this sum, 2,243.7 million rupees stood to the credit of the members, the balance having been refunded to outgoing members or advanced as loans.

The amount of provident fund accumulations (including interests) invested in Central Government securities (and transferred securities) at the end of 1961 was 2,382.5 million rupees.

Rate of Interest.- Interest on accumulations to the credit of members continued to be paid at the rate of 3.75 per cent. per annum.

3) Coal Mines Provident Fund Scheme 1948.- Coverage.- The number of collieries covered under the Act and the Scheme was 1,213 as on 28 February 1962.

Membership.- The membership of the Fund was 1.381 millions as on 28 February 1962.

Contributions.- Both workers and employers contribute at the rate of 6 1/4 per cent. of a worker's total emoluments. The total accumulations in the Fund were 266.6 million rupees as on 28 February 1962.

Investments.- The Provident Fund moneys are invested in Central Government securities. The total amount invested was 296.2 million rupees as on 28 February 1962.

4) Coal Mines Bonus Schemes: Coverage.- The total number of collieries covered by the Scheme as on 30 September 1961 was 801.

Number of employees eligible for bonus.- The number of persons who qualified for bonus during the period 1 April to 30 September 1961 was 470,000.

48

Amount of Bonus.- The employees covered by the Schemes are entitled to get 1/3rd of their basic earnings as quarterly bonus. Under the Assam Coal Mines Bonus Scheme, however, the daily-rated employees are entitled to the payment of both weekly and quarterly bonus while the monthly-rated ones get only quarterly bonus.

Inspections carried out and Irregularities detected.- Between 1 March 1961 and 28 February 1962, 1,755 inspections were carried out. A total of 2,323 irregularities detected, 1,519 irregularities rectified, 784 prosecutions launched and 0.145 million rupees recovered.

5) Relief and Assistance Fund.- It is proposed to set up a Relief and Assistance Fund to render financial assistance to the old, indigent and physically handicapped persons. Details of the Scheme are being finalised.

6) Unemployment Relief Fund.- A sum of 20 million rupees has been allocated under the Third Plan-Five Year Plan for providing relief to workers affected by closures. The informal meeting of the Labour Ministers held on 27 April 1961 constituted a sub-committee consisting of the Labour Ministers of Maharashtra, Madhya Pradesh and Rajasthan to draw up a scheme on the subject. The Committee has since submitted its report.

Working and Living Conditions.- Another important aspect of labour administration relates to provision of suitable working conditions and welfare facilities. One aspect of working conditions which deserves immediate attention is accident prevention. The accident rate is quite high particularly during the construction stage of a project. The subject of industrial accidents was ~~that~~ discussed at the 19th Session of the Standing Labour Committee held during the year and the consensus of opinion was that there should be more vigorous and sustained efforts by all concerned to prevent accidents. To promote safety consciousness and interest in accident prevention it is proposed to institute a system of safety awards. In view of the high rate of accidents in the building and construction industry separate legislation covering safety in construction is under consideration.

Welfare of Coal Miners.- The Coal Mines Labour Welfare Fund was constituted in 1944 by levying a cess on all coal and coke despatched from collieries. The present rate of cess is 49:21 np. per metric tonne. The total income of the Fund is being allocated into two Accounts - the Housing Account and the General Welfare Account. The Fund continues to maintain a steady progress in all spheres of its activities.

The income of the Fund during 1961-62 is expected to be about 27.3 million rupees. The estimated expenditure during the year on general welfare and housing is about 13.4 million rupees. The surplus will be utilised in financing the expansion of activities envisaged during the coming year.

Medical Facilities.- The various medical facilities provided by the Coal Mines Labour Welfare Organisation are detailed below:

a) Hospitals.- The Organisation runs 2 well-equipped Central Hospitals at Dhanbad and Asansol, and 7 Regional Hospitals. About 12,000 in-patients and 52,000 out-patients were treated in these hospitals during the year.

At the Rehabilitation Centres attached to the Two Central Hospitals, about 13,000 cases were treated during the year.

b) Maternity and Child Welfare Facilities.- A maternity and child welfare centre is attached to each of the 7 Regional Hospitals. Additional centres have also been set up, one at Jatachappa in Madhya Pradesh, and two each in Orissa and Andhra Pradesh. A 10-bed Maternity block has been provided at the Government hospital, Chanda for the benefit of colliery workers, and an annual grant is being ~~made~~ paid by the Fund for its maintenance. Provision of these facilities has also been arranged through the Asansol, Jharia and Hazaribagh Mines Boards of Health by the payment of annual grants-in-aid. The number of centres run by these Boards is 51.

c) Anti-T.B. Measures.- The Fund has two T.B. clinics, one at Katras and the other at Searsole, with 62 beds in all. Two 100-bed T.B. Blocks are under construction as adjuncts to the two Central Hospitals. Provision of 25 additional beds at the T.B. Clinic at Katras has also been approved. In addition, 91 beds have been reserved by the Coal Mines Welfare Organisation in various sanatoria in the country for the treatment of T.B. patients from different coalfields.

The Coal Mines Labour Welfare Fund also covers the educational and recreational facilities including the working of the miners' institutes, adult educational centres, women's welfare centres, holiday homes for coal miners, residential homes for children, and games and sports. Other benefits provided under the Fund relate to housing schemes, death benefit scheme, and supply of footwear and uniforms.

Welfare of Mica Miners.- The Mica Mines Labour Welfare Fund constituted under the Mica Mines Labour Welfare Fund Act, 1946 is intended to provide educational, recreational and other welfare amenities to workers in mica mines. The Act provides for the levy of a duty on all mica exported from India upto a maximum rate of $6\frac{3}{4}$ per cent. ad valorem. The present rate is $2\frac{1}{2}$ per cent.

The collections are allocated for expenditure on welfare measures among the various mica-producing areas in proportion to their average production.

Welfare measures covered by the Fund include construction of new hospitals; increase of beds in the existing hospitals; setting up of dispensaries, mobile medical units, maternity and child welfare centres and reservation of beds in T.B. Sanatoriums for mica miners and their families.

Educational Facilities.- Seven multi-purpose institutes, each with an Adult-Education Centre and a Women's Welfare Centre, provide educational and recreational facilities to workers in Bihar. Training in handicrafts like sewing and knitting is given to women attending centres. Each institute serves as a training-cum-production centre. One community centre is functioning in Andhra Pradesh where male workers learn carpentry in their leisure time. In two women's centres in Andhra Pradesh and eight centres in Rajasthan, girls and women workers are taught tailoring, stitching, etc. Educational facilities for miner's children are being provided in 6 primary schools, 7 community centres and 6 feeder centres in Bihar; seven primary schools, one middle school and 25 Adult Education Centres in Rajasthan; and six primary schools, one High School and one Middle School in Andhra Pradesh.

In all the schools in Andhra Pradesh, children are provided with facilities like free mid-day meals, milk, books, slates, clothing, bags and chappals. Milk and snacks are provided to the miners' children attending the multi-purpose institutes in Bihar. Mid-day meals, books and slates and other stationery articles are supplied to the school-going children of mica miners in Rajasthan.

The Fund also provides scholarships, recreational and housing facilities and financial help in case of accidents to the widows and children of miners who die as a result of accidents. The rates of such assistance are as follows:-

- a) an allowance of Rs.10 per month to the widow of the deceased for a period of two years;
- b) a scholarship of Rs.5 per month to each of the school-going children of the deceased for a period of 3 years.

A sum of Rs. 2,543 was granted during the year by way of such assistance.

Enforcement.- Three hundred thirty-six prosecutions were initiated during the year by the organisation of the Chief Inspector of Mines for the contravention of different rules and regulations applicable to mica mines.

Working Conditions in Mines.- Working conditions in mines are regulated by the Mines Act, 1952. The safety precautions to be followed in mines have been laid down in the Regulations framed under the Act. The fatality rate per thousand persons employed has come down from 0.77 in 1951 to 0.53 in 1961.

The following set of figures indicates the fatality rates in mines during the period 1951-1961:-

Fatality rates (Per thousand persons employed)

<u>Year</u>	<u>Coal Mines</u>	<u>All Mines</u>
1951	0.90	0.77
1954	0.96	0.72
1958*	1.10	0.78
1959	0.55	0.47
1960	0.59	0.49
1961**	0.64	0.43

* Two hundred were killed in Chinakuri and Central Bhowrah disasters during this year.

** Provisional.

The question of safety in mines is being kept constantly under review and measures aimed at the promotion of greater safety in mines are being adopted from time to time.

The Mines Act, 1952 has been amended to enable Government to frame rules relating to the provision of safety training to workers. Suitable training schemes have also been drawn up for the purpose. Action is being taken to set up a National Mines Safety Council for promotion on safety education and propaganda among the mine workers, officials and the managerial staff. A Committee of Medical Officers has been set up to examine how far human fatigue is a factor in causing accidents. Problems created by working of deep and difficult mines are also engaging the attention of the Central Mining Research Station. The two mining experts from the U.S.S.R. whose services were secured to advise Government on safety in mines have submitted their report; their recommendations are under examination.

Rescue Stations. - Rescue stations set up under the Coal Mines Rescue Rules assist in rescue and recovery operations in coal mines in the event of fire, explosion, etc. For this purpose, permanent rescue brigades are maintained at these stations to attend to emergency calls. The rescue stations also provide training in rescue work to persons deputed from the mines.

During the year, 2 new rescue stations were opened - one in the Singareni coalfield on 21 July 1961, and the other in the Ramgarh - Karanpura coalfield on 21 February 1962. As the new stations are housed in temporary buildings and are not yet fully staffed and equipped, initial training in rescue and recovery work is imparted only at the old stations at Dhansar and Sitarampur. The training capacity at these stations has been suitably augmented.

52

Initial training was given during the year to 380 persons as compared to 196 in the previous year. On 31 March 1962, 1,182 persons were on the active list of rescue persons, compared to 817 during the last year. The total number of refresher practices given was 402 in mines and 592 in the training gallery. The rescue brigades attended to emergency calls on 109 days during which 2,449 proto-shifts were worked. A major reopening operation at the Kurasia colliery of the National Coal Development Corporation was taken up in January 1962.

Coal Mines Rescue Rules, 1959 were amended by a notification in October 1961 in order, inter alia, to give effect to the recommendations of the Conference on Safety in Mines (1959).

Welfare of Dock Labour.- The Dock Workers (Regulation of Employment) Schemes.- Decasualisation schemes for stevedore labour have so far been framed for the ports of Bombay, Calcutta, Madras, Cochin and Visakhapatnam.

The implementation of the Scheme for Visakhapatnam started on 15 June 1961 after the registration of workers and employers covered by the Scheme were completed. It has not been found possible to implement the Scheme for Cochin because of some difficulties in completing the preliminaries. The disputes involved were referred to adjudication in June 1961. The award of the adjudicator is awaited.

The Unregistered Dock Workers (Regulation of Employment) Schemes.- These schemes are at present in operation in the ports of Calcutta, Bombay and Madras. Each Scheme provides for -

- a) the listing of the categories of dock workers covered by the Scheme and their employers;
- b) the allotment of work by rotation as far as practicable;
- c) the direct payment of wages and allowances to the listed workers by their employers; and
- d) the employment of listed workers in preference to unlisted workers.

In Bombay, as a result of an agreement reached between the employers and workers in June 1961, the chipping and painting workers have been given the benefit of an attendance allowance of 1 rupee per day, guaranteed minimum wages for 12 days in a month, benefits of a contributory provident fund, etc.

In Madras, the coal and shore workers have been given the benefit of rotational booking, piece-rate system of payment, etc.

53

In Calcutta, the Scheme was not found to be working satisfactorily. To ensure proper compliance with its provisions, certain amendments were made in the Scheme in August 1961. Even after these amendments there was little progress in implementation and the Scheme had to be amended further in December 1961 to provide for the operation of the pools and the payment of wages to the listed workers by the Board itself.

The Dock Workers (Safety, Health and Welfare) Scheme, 1961.— The Indian Dock Labourers' Regulations, 1948 framed under the Indian Dock Labourers' Act, 1934 have been in operation for over 12 years. To cover the health and welfare requirements of all dock workers and the safety of such workers as are not already covered by the Indian Dock Labourers' Regulations, 1948 the Dock Workers (Safety, Health and Welfare) Scheme, 1961, was framed and brought into force on 1 October 1961. The Scheme is administered by the Chief Adviser, Factories.

Housing for Dock Workers.— The Bombay Dock Labour Board has constructed a housing colony of about 570 tenements for its registered workers. The Dock Labour Boards for Calcutta and Madras have also formulated housing schemes for their workers.

The Dock Labour Boards have been asking for Central assistance in the shape of loans and subsidy, at least on the scale provided for under the Subsidised Housing Scheme for industrial workers. Although it has not been found practicable to extend the Subsidised Housing Scheme to dock workers, it is proposed to formulate a separate housing scheme for them. Under the proposed Scheme the Board may get a subsidy between 15 per cent. and 20 per cent. and loans up to 35 per cent. of the cost of construction. The Dock Labour Boards have been asked to furnish detailed information regarding the funds that they can spare or raise from their own resources, the extent to which they can contribute an additional subsidy for bringing the rent within the paying capacity of the workers, etc.

Accidents.— The total number of reportable accidents notified in the major ports of Calcutta, Bombay, Madras, Cochin, Visakhapatnam and Kandla was 3,858 including 12 fatal ones in 1961 as against 5,107 including 5 fatal ones in 1960.

Welfare work in Central Government under-takings.— The Ministry of Labour and Employment operates a pool of Labour Officers from which officers are drawn by different Ministries for employment in their establishments. Onehundred fifty-five Labour Officers were in position in different Central Undertakings and in some of the Companies or Corporations owned and/or controlled by the Central Government. Reports on welfare activities from about 130 establishments received through these officers showed that regular welfare amenities, such as canteens; medical facilities, rest rooms, latrines, urinals, etc., were provided in almost all of them. Wherever these were inadequate, the matter was taken up with the local authorities. Besides these welfare amenities which are statutory, the Labour Officers also initiated a number of welfare activities of a non-statutory nature, such as, reading rooms and libraries, sports and recreation centres, kindergarten and primary schools and adult education classes. They also helped in the formation and running of workers' cooperative societies.

the improvement of transport facilities and the administration of labour welfare funds. In cases where workers' colonies exist, welfare activities were also organised for the benefit of the workers, and their families.

The Labour Officers also look into the grievances of the workers, both individual and collective. During 1961, 30,704 complaints were handled by them. Out of these, as many as 30,431 were settled. The Labour Officers also assisted the management in the smooth functioning of the various bi-partite committees, such as works committees, production committees, welfare committees, canteen committees, safety committees, etc.

Labour Officers in the Central Public Work Department were in addition, concerned with the implementation of the C.P.W.D. Contractors' Labour Regulations, the Fair Wage Clause and the Model Rules for Health and Sanitation which form part of agreements entered into by the C.P.W.D. with their contractors. Five of the C.P.W.D. Labour Officers carried out 717 inspections during 1961 and reported irregularities for rectification or recommended penalties for the contractors.

Study Team on Labour Welfare.- The Study Team on Labour Welfare submitted its report. The recommendations of the Team were discussed at the Informal Meeting of Labour Ministers at Bangalore on 8 October 1961. It was agreed that the State Governments would consider the feasibility of setting up Welfare Funds for workers through appropriate legislation.

Safety Councils and Safety Awards.- A proposal for setting up Safety Councils at Central and State levels is receiving Government's consideration. The main function of these Councils, when set up, will be to organise safety campaigns for the promotion of safety consciousness with through educative propaganda. These Councils will be concerned with problems of safety in all sectors others than mines for which a separate safety institution is envisaged.

It is proposed to introduce a system of National Safety Awards in recognition of good safety records in industrial undertakings with a view to stimulating interest in accident prevention work. It is also proposed to institute a system of rewards for safety suggestions in order to secure practical suggestions and ideas on safety. Draft schemes on the subject have been drawn up and circulated for comments to State Governments and all-India organisations of employers and Workers.

Education and Training.- The Central Board for Workers' Education has, so far, set up 13 regional workers' education centres, three of which are residential. The fourteenth centre at Jamshedpur is expected to start functioning shortly. The Board had run three teacher-administrators' courses in which about 135 teacher-administrators were trained. By the end of February 1962, 1,781 worker-teachers had been trained and another 230 were under training; 22,735 workers had been trained and 9,441 were under training.

In order to extend its scope to outlying areas, the Board has decided (i) to convert the existing centres into residential ones; (ii) to pay a subsistence allowance to worker-teachers ranging between Rs.15 and Rs.25 depending on the cost of living of the area; and (iii) to open temporary sub-regional centres.

A proposal to establish a Central Training Institute is under consideration.

Training Programmes Under the Chief Adviser, Factories:
The Central Labour Institute, Bombay.- The construction of the Central Labour Institute building has been taken in hand by the National Building Construction Corporation.

Besides the Safety, Productivity and Training-Within-Industry Centres already functioning as parts of the Institute, an Industrial Hygiene Laboratory has recently been set up as another section of the Institute. This Unit is staffed by a chemist, a medical officer and a physiologist and will undertake industrial hygiene surveys. It will also carry out research into various aspects of work and work environment and their effect on workers.

Regional Labour Institutes at Calcutta, Kanpur and Madras.- Pending the construction of permanent buildings, the Regional Labour Institutes have been temporarily set up in rented premises.

The Training-Within-Industry Centres.- Two more projects were conducted by the Centres during the year. The projects covered all three aspects of Training-Within-Industry, viz., Job Instruction, Job Methods, and Job Relations supplemented by follow-up projects.

The ILO and Other Programmes.- One expert in 'Industrial Engineering' and another in 'Productivity' who had come towards the end of 1958 and 1960, respectively, continued their work during 1961 also. In addition, two I.L.O. experts in 'Management Development' and 'Personnel Management' arrived during the year.

56

In all, 62 trainees were sent to different countries for training in labour administration, workers' education, productivity, vocational guidance, employment market information, etc. The Ministry also rendered technical assistance to some countries in South-East Asia. Training facilities were provided in vocational rehabilitation of the disabled, safety in mines, cottage industries, co-operation, co-operative bank management labour statistics etc., to 9 officers - 2 each from Ceylon and Afghanistan; one each from Pakistan and Philippines and 3 from Burma.

A Regional Seminar on Workers' Education for North-East and South Asian countries was organised by the U.S. Technical Cooperation Mission to India at Simla from 10 to 21 April 1961. About 30 delegates from Ceylon, India, Iran, Pakistan and Turkey participated.

A Technical Meeting on Small-Scale and Handicraft Industries for Asia, Africa and the Near and Middle East Countries was organised by the International Labour Organisation in New Delhi from 3 to 15 October 1961.

The U.N. Special Fund.- The following projects were approved during the year for being financed from the U.N. Special Fund:-

- (i) the Establishment and initial operation of a vocational training scheme for industrial trades including the establishment of the Central Instructors Training Institute, Kanpur;
- (ii) the Establishment and initial operation of the Central Instructors' Training Institute, Madras; and
- (iii) the Establishment of a Central Instructors' Training Institute at Hyderabad.

According to the plan of operation for the establishment of three Regional Labour Institutes at Calcutta, Madras and Kanpur signed in October 1960, assistance to the extent of \$ 351,400 is being made available. Of this amount \$ 180,000 will be for experts and \$ 150,000 for specialised equipment and publications. The Project for technical assistance is phased over a period of three years from 1 March 1961. Indian Indents for the equipment and publications have been forwarded to the I.L.O. which is the executive agency under the project and supplies have started arriving. The services of two experts (one in Industrial Physiology and the other in Audio-Visual Publicity) were made available (with effect from 7 September 1961 and 6 November 1961, respectively) for a period of 12 months in the first instance. An expert in "Production Planning and Control" joined on 14 January 1962.

Research and Studies.- During the year under review, the Labour Bureau continued its collection of information on employment, wages, working conditions, welfare activities, etc., in certain selected industries with a view to bringing the reports of the Labour Investigation Committee up-to-date. During the year under review, articles on match, potteries and ceramic industries were prepared and published in the Indian Labour Journal.

Projects undertaken by the Labour Bureau under the Second Five Year Plan included: (a) Family Living Surveys at 50 industrial centres and maintenance of a new series of Consumer Price Index Numbers; (b) A Wage Census on an all-India basis; (c) Compilation of interim indices of labour productivity; (d) Survey of Labour Conditions; and (e) A Second All-India Agricultural Labour Enquiry.

The Third Five Year Plan Projects.- Work in respect of the following Third Plan Schemes was also taken up during the year: (a) Maintenance of Working Class Price Index Numbers for 50 Centres; (b) Compilation of Interim Indices of Labour Productivity; (c) Comparative Study of Conditions in Public and Private Sectors; and the (d) Third Agricultural Labour Enquiry.

Central Institute for Labour Research.- The inadequacy of existing information and of arrangements for independent research on labour matters has been a source of weakness in the formulation and implementation of labour policy. A significant step taken during the year for encouraging labour research is the setting up of a Central Committee on Labour Research to co-ordinate labour research in the country. Apart from employers, employees and Government, educational institutions are also represented on the Committee. As recommended by this Committee a Central Institute for Labour Research is being set up as an autonomous body. The Institute will undertake, aid and promote research in the field of labour, particularly on problems having a bearing on (i) the development of harmonious relations between employers and employees, (ii) the creation of an atmosphere for improvement in productivity, (iii) the promotion of better working and living conditions for labour, and (iv) the evolution of rational wage and benefit policies. Research on specific problems will be undertaken by the Institute either on its own initiative or at the instance of other interested parties. The Institute will also train nominees of employers' and workers' organisations and other scholars in research methodology.

58

A provision of 1.5 million rupees has been made for this purpose in the Third Plan. In addition, the Institute will get aid from other agencies and accept fees for work done on behalf of the various parties. It is hoped that the setting up of the Institute will fill in the existing gaps in information in the labour field and provide the necessary base for the formulation of labour policy in future.

Legislation.- In regard to legislation on labour matters, the current emphasis is on the efficient administration of existing laws rather than on the enactment of new ones. Some of the existing enactments have been amended during the year either to remove certain shortcomings or to facilitate better implementation. Of the new laws enacted during the year, the Motor Transport Workers Act, 1961 seeks to regulate the working conditions of the motor transport workers and the Iron Ore Mines Labour Welfare Cess Act, 1961 aims at the setting up of a welfare fund for workers in iron ore mines on the lines of Coal Mines Labour Welfare Fund. A third enactment - the Maternity Benefit Act, 1961 - aims at removing disparities in the existing enactments on the subject and levelling up the standards by incorporating the progressive provisions in these enactments.

Emigrant Labour.- A total of 3,966 cases of illicit recruitment were detected. A total of 584 cases were regulated and regularised and emigrant labour cess was realised. No prosecution was launched. According to available information, 2,348 workers moved from surplus to deficit areas. An employment exchange has been set up at Dibrugarh to assist in such movement. In all 16,393 emigrant labourers and their families were sent back to their homes at the employers' cost.

The report has also reviewed briefly the national and international meetings held during the year in the field of labour.

(Note: The second part of this report dealing with the work of the Directorate-General of Employment and Training is reviewed at section 81, pp. 72-85 of this Report).

Lok Sabha approves Demands for Grants of the Ministry
of Labour and Employment; Incentive Awards for Workers
to be Instituted.

The Lok Sabha voted on 7 June 1962 the demands for grants for the Ministry of Labour and Employment after a debate on 6 and 7 June 1962.

Incentive awards.— Moving the demands on 6 June 1962 Shri Gulzarilal Nanda, Union Minister for Labour and Employment stated that industrial relations had improved much since the introduction of the code of discipline in industry and the setting up of wage boards in a number of industries. The Minister added that the Government proposed to go into each case where conciliation proceedings had failed and there had been stoppage of work. The purpose of such investigation would be to examine the genesis of the trouble and avoid recurrence of work stoppage.

The Minister stated that the Government intended to allocate every year 1 million rupees to be given as rewards to workers for outstanding performances in industrial units. The rewards would be given to individual workers or group of workers and would be related either to productivity, reduction in absenteeism, effective participation in works committees or joint councils and maintenance of industrial peace.

The Minister said the scheme would have to be worked out on a tripartite basis.

Shri Nanda admitted that wage increases had not been excessive, but it was clear that improvements could only be based on increased productivity; otherwise an inflationary situation could arise.

He said: "We are trying to meet the challenge of unemployment by increasing investments and the volume of employment. But still there will be a backlog."

About the steps to reduce the time loss from stoppage of work, he said utmost efforts would be made to achieve a target of 2.1 million days at the maximum during the third Plan compared to 4.2 million days in 1961. The figure was 6.5 million days in 1959. Reduction in time losses was to be ensured by promoting arbitration for settlement of disputes, improving the machinery for adjudication and implementing strictly the code of discipline and other measures including awards and agreements. It had also been decided that each case of failure of conciliation and consequent stoppage of work would be fully inquired into to determine why it failed, so that in future such a situation could be prevented.

Shri Nanda laid emphasis on the improving the working of joint management councils. He said special efforts in this direction had to be made in view of the uniformly satisfactory results from their functioning.

The Debate.- During the debate that followed, a number of members sharply criticised the Government's wage policy which they described as "unimaginative". The Government was asked to take firm steps to hold the price-line. It was pointed out that the wage increase was not commensurate with the work-load or additional responsibilities on workers. The spiral of rising prices tended to reduce real wages.

Shri G. Oza (C.-Gujarat) praised the programme of workers' education launched by the Government. Referring to the Employees' State Insurance scheme, he said the cash benefit under the scheme was running smoothly, but not the medical benefit. He wanted the Employees' State Insurance Corporation to take on the responsibility of medical benefit under the scheme instead of entrusting it to the State Governments.

Shri P.K. Deo (Swa.-Orissa) referred to the hazards faced by workers employed in atomic energy establishments and wanted the Government to include radio-activity in the list of occupational hazards. He regretted that labour laws were being flouted by the public sector undertakings and urged the Government to see that cordial labour relations were maintained in these undertakings. He also wanted the Government to take early steps for labour participation in these undertakings the management of public sector undertakings.

Shri N. Sreekantan Nair (RSP.-Kerala) said that non-implementation of wage board decisions in a number of States was creating a lot of unrest among the working class. In Kerala State alone, workers in a number of factories in Alwaye and Trichur were on strike because of the "indifferent attitude" of the State Government. He said that thousands of workers had been thrown out of employment on account of the closure of a mineral sand factory in Kerala owing to the ban on export of monazite. He appealed to the Prime Minister, who was in charge of the Atomic Energy Commission, and the Labour and Planning Minister to lift the existing ban on export of monazite.

Shri J.L. Hathi, Minister of State in the Ministry of Labour and Employment, intervening in the debate, said the labour policy of the Government had been evolved by a process of consultations on a tripartite basis. In the implementation of these policies, the Government did not claim perfection. Shri Hathi rejected the suggestion that conciliation officers should be given the power of adjudication. It would not be practicable, because conciliation officers were not judicial officers. He said there was also no need to amend the law to provide for security of service to employees working in shops and establishments. Under the existing law they could raise an industrial dispute if they were dismissed. He agreed with the suggestion for raising the amount of compensation to workers in cases of fatal accidents, in view of the present increased cost of living and said the Government would consider the question.

61

The Minister said that the Employees' State Insurance Scheme was now providing treatment for eye and dental diseases. The Corporation had also decided to provide free spectacles and dentures wherever necessary. The Corporation for the first time now was in a position to give indoor treatment in four hospitals. The Employees' State Insurance hospital in Bombay, Bangalore, Madras and Kanpur were being expanded. The Government had sanctioned 11 hospitals in West Bengal, of which two were already under construction.

Shri Hathi denied that there had been no revision of minimum wages during the last 10 years. The Central and State Governments had taken various steps to this regard from time to time. Six State Governments had even fixed minimum wages for agricultural labour.

Stressing the need for making the workers education programme a success, Shri Hathi said that on this would depend the emergence of strong trade union movement.

Shri H.C. Soy (Ind.-Bihar) said that preference should be given to local workers in recruitment to industrial undertakings and said that the wages paid to imported labour were low.

Shri Gopal Dutt Mengi (NC.-Kashmir) wanted a more proper implementation of labour laws in public sector undertakings. He said that employment exchanges should be made more effective in supplying personnel to industry.

Shri Balkrishna Wasnik (C.-Maharashtra) said that the Government should make a thorough probe into the causes of discontent in public sector undertakings. He suspected that the discontent in public sector undertakings was fomented either by those who wanted to run down the public sector or by those who wanted to exploit labour unrest for their political ends. He demanded a wage board for the bidi industry to ensure a uniform wage-rate for bidi workers.

Shri K.N. Tiwari (C.-Bihar) regretted that sufficient attention was not being given to agricultural labour. He called for enforcement of the minimum wage for agricultural labour and extension of industrial medical benefit to agricultural workers.

Shri F.H. Mohsini (C.-Mysore) welcomed the scheme for workers' participation in management. But he regretted that this scheme was not introduced in the public sector. He congratulated the Labour Ministry for its efforts to promote co-operation between workers and management.

Shri Sinhasan Singh (C.-U.P.) asked for special steps to remove the hardships of casual workers.

Shri Homi Daji (C.-Madhya Pradesh) asked for a code to prevent the police interfering in the labour disputes. He complained that while many workers had been victimised in their dispute with the management no employer had been punished for violation of labour laws. Shri Daji criticised the Government for not enforcing the code of discipline in the public sector.

Minister's reply to debate.- Replying to the debate Shri Nanda said that it was possible that in a certain unit the number of workers might be reduced because of the process of rationalisation. But rationalisation was subject to safeguards agreed to by different parties, one of them being that there could be no rationalisation if it entailed unemployment for the existing labour force. There might be exceptional cases in which special action had to be taken.

Referring to agricultural labour, Shri Nanda said that the responsibility of the Labour Ministry did not stop with industrial labour, but extended to agricultural labour as well. There were certain difficulties in implementing labour laws, like the Minimum Wages Act in the rural sector, but efforts were being made to rectify things.

He denied the charge that in public sector undertakings there was no labour policy. There was a policy which had been applied "progressively" to the public sector.

Referring to hunger-strikes by workers to voice their grievances. Shri Nanda said that hunger-strikes for resolving labour disputes should be discouraged. It would be better, when all other methods failed, to resort to a strike rather than to a "hunger-strike".

Shri Nanda said that the machinery of industrial relations had consistently improved though he could not claim it was perfect. He claimed that the disposal of labour appeals by the Supreme Court had also shown improvement. In conciliation, the situation had "improved remarkably". In the matter of adjudication too, the position had improved. In fact, in every direction "we have made much progress".

Social Security.- In regard to social security - provident fund for workers, compensation for lay-off, etc. - compared to many countries which were in the same stage of development as India, "we can feel proud", he said. He admitted that workers had to be given better wages and greater social security, but there were certain limitations, he added. One of the limitations was how far the economy of the country in the present stage of its development could bear additional burden. It was not enough if a few millions of workers got higher wages. The Government had to view the matter in larger terms - the expansion of the economy and the provision of employment for more people.

63

He contended that the lot of the worker could not be much improved by reducing the dividends. At best, workers' wages could be improved by 8 or 9 per cent. by distributing the dividends among them. But the Government wanted workers' wages to be doubled and their provident fund to be increased. That could be achieved only by an all-round expansion of the economy.

Shri Nanda said that the standard of living of the workers had improved. The fair wage committee's report had been accepted and it had been recommended to all wage boards.

A distinctive development in the matter of wage determination was the appointment of wage boards for various industries.

(The Statesman, 7 and 8 June 1962;
The Hindustan Times, 7 and 8 June 1962).

'L'

Chapter 6 - General Rights of Workers

67. Conciliation and Arbitration.

India - June 1962.

Madras: Bilateral talks on Rationalisation in Textile Industry fail.

Shri N.K. Krishnan, President of the Coimbatore Mill Workers' Union, affiliated to AITUC and the other trade union leaders representing the INFUC, the Hind Mazdoor Sabha and the Dravida Munnetra Kazhagam who participated in the discussions stated in Coimbatore on 10 June 1962 that the talks between representatives of the Southern India Millowners' Association and trade union leaders on the question of rationalisation in the textile industry have broken down.

The Madras Government had appointed Shri K. Ramaswamy Gounder, a retired High Court Judge, as an umpire last October after the trade union leaders and millowners' representatives failed to come to an amicable settlement on rationalisation in pursuance of the agreement signed in June, 1960, following the recommendation of the Textile Wage Board.

About 60,000 workers in 80 textile mills in Coimbatore, Salem, Trichy and North Arcot districts are involved in the dispute over rationalisation.

(The Statesman, 12 June 1962)

'L'

Chapter 7. Problems Peculiar to Certain Categories of Workers

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

India - June 1962.

Tenth Annual Conference of the Indian Federation of Working Journalists, Calcutta, 26 May 1962.

The tenth annual Conference of the Indian Federation of Working Journalists was held in Calcutta on 26 May 1962. The Conference was inaugurated by Shri Asoke Sen, Union Law Minister and presided by Shri Adhir Chandra Banerjee, President of the Federation. About 200 delegates from all over India besides a dozen observers attended the session.

Inaugural speech.- Inaugurating the Conference Shri Asoke Sen, Union Law Minister said that the press like Parliament, State legislatures and the judiciary was an essential pillar of a democratic government and therefore those who run the wheels of the free press should be free from any kind of fetters and must enjoy a free life. Shri Sen said that unfortunately the press "is getting into the hands of a group of powerful monopolies" and therefore some kind of reasonable restrictions should be imposed to prevent emergence of monopoly. There was nothing more dangerous to the free press than the emergence of powerful monopoly to control it.

Discussing the point concerning the privileges of the press vis-a-vis Parliament and State legislatures, Shri Sen felt that there was no need to codify these privileges as these could be laid by conventions.

Presidential Address.- In his presidential address Shri Adhir Chandra Banerjee emphasised that the Federation's mind continued to be applied to the twin requirements of a healthy press - raising the status of the profession of journalism and promoting the highest standard of journalistic ethics. Referring to the Federation's achievements, Shri Banerjee said, "From the collective efforts made by the Federation substantial benefits have flowed. The working journalists all over the country and at all levels of the profession, whether within the fold of the organisation or still sitting on the fence for some reason or other, are more securely placed today in their position, and are materially better off."

He however, admitted that suitability of the distribution of the benefits so far gained could be rightly questioned and that need for fresh moves for improvement and for removing certain glaring injustices was undoubtedly there. That, he said, emphasised the necessity of more ~~feeling~~ of intensive organised drive. Any feeling of frustration or complacency could only stultify their efforts and he drew the journalists' attention to this aspect of their collective activity.

Wage Committee's recommendations.- Not all sections of journalists, Shri Banerjee pointed out, had got a fair deal from the Wage Committee's recommendations. Serious anomalies arising from the Committee's recommendation needed to be removed. As regards the question of a second Wage Board now under consideration of the Government, Shri Banerjee said. A firm decision is yet to come. Unless, therefore, the demand is backed by our collective move, we cannot be sure of a second Wage Board being constituted soon. Besides, intensive efforts will be needed at all levels to feed the Wage Board with facts and arguments when it starts work. It should be noted that the newspaper proprietors have a powerful machinery to agitate against or block any progressive move for improving the conditions of the press. Our cause can, therefore, be advanced only by the rallying of equally, if not more, powerful and organised forces on our side. The units have before them the task of creating a strong public opinion in favour of appointment of a second Wage Board and collecting relevant data. I must remind you that there is no substitute for collective effort and self-help.

One other point emphasised by Shri Banerjee was that recruitment and placement of journalists in different positions had got to be governed by certain well defined principles. Shri Banerjee felt that it was necessary to constitute staff councils with representatives from different categories of journalists to advise the editor in all matters relating to the editorial side of a paper as well as selection and placement of individual journalists.

Resolutions.- The Conference adopted a resolution demanding that Press Accreditation Committees be set up in accordance with the recommendations of the Press Commission, immediately in Gujarat, West Bengal, Punjab, Madras, Orissa and Maharashtra States which were "sticking to the outmoded system". Staff councils also should be formed with representatives of different categories of journalists in individual newspaper establishments to advise the editor on professional matters and grievances of working journalists.

The Conference, by another resolution, urged the Government to take immediate steps to bring forth legislation in the current session of Parliament itself to amend the Working Journalists (Conditions of Service and Miscellaneous Provisions) Act.

A resolution on non-journalist employees, drew the attention of the Union Government to the "deplorable working conditions" of newspaper employees other than working journalists. The conference asked the Government to provide a suitable machinery, such as constitution of a national tribunal, for fixing wages and improvement of service conditions of workers in the newspaper industry.

The conference drew the attention of the Government to the fact that non-modification of privileges of Parliament and legislatures had resulted in frequent conflicts between the Press on the one hand and Parliament and State Legislatures on the other.

It said even the Press Commission, whose recommendations were adopted by Parliament had suggested that the condification of privileges was essential for healthy functioning of democracy and development of a free Press. It, therefore, called upon the authorities concerned to define, as early as possible, by legislation, their powers, privileges and immunities.

(The Amrita Bazar Patrika, 27 May 1962;
The Hindustan Times, 30 May 1962)

68

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JUNE 1962.

81. Employment Situation.

Employment Exchanges: Working during February 1962.

General Employment Situation.- According to the Review of the activities of the Directorate-General of Employment and Training for the month of February 1962, the number of registrations effected during the month of February 1962 by the employment exchanges was 207,789 as against 274,564 during the January 1962 showing a decrease of 66,775. The number of registrants on the Live Register during the month under review was 1,860,887 as against 1,865,508 of the previous month showing a decrease of 4,621. The number of employers using the employment exchanges during February 1962 was 9,704 as against 11,190 during January 1962 showing a decrease of 1,486. The number of placements effected during the month under review was 28,946 as against 36,244 in the previous month showing a fall of 7,298. The number of vacancies notified during the month was 48,391 as against 55,804 in the previous month showing a fall of 7,413.

Shortages and Surpluses.- Shortages were reported in respect of typists, stenographers, nurses, midwives, compounders, doctors, health visitors, trained teachers, engineers, electricians, librarians and physical training instructors; while surpluses have been reported in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- Employment Market Information Reports relating to 60 different areas in different States were issued during the month.

Vocational Guidance and Employment Counselling.- The fifth meeting of the Central Co-ordination Committee for Vocational Guidance was held during the month.

Central Employment Exchange (Special Cell).- The Central Employment Exchange (Special Cell) rendered employment assistance to retrenched workers in various Projects/establishments during the month of February 1962 as follows:—

	No. Retrenched.	No. Placed.	No. awaiting Assistance.	
Damodar Valley Corporation.	5	104	827	
Bhakra Nangal Project.	30	6	41	
Bhilai Steel Plant.	-	267	3,031	
Durgapur Steel Plant.	-	8	745	
Special Cell of Ministry of Home Affairs.	14	23	Class I & II.	155
			Class III.	339
			Class IV.	26
			Total.	<u>520</u>

Gorakhpur Labour Organisation. During the month of February 1962, the Gorakhpur Labour Organisation despatched 1,412 workers to various work sites.

Employment exchange procedure. The following instructions were issued to all Employment Officers for information and guidance:

1) List of recognised scheduled caste/tribe associations. A list of recognised scheduled caste/tribe associations was circulated to all employment exchanges for the purpose of enlisting the co-operation of such associations for finding employment for scheduled caste/tribe candidates.

2) Shortage occupations. A review is being made of the occupations in which shortages of manpower is experienced by employers. This review will be used for formulating training programmes at the national and State levels. Employment Officers are required to render quarterly returns giving information regarding shortage occupations.

3) Registrations of employed persons. The Ministry of Home Affairs have further liberalised the procedure regarding grant of "No Objection Certificate" to serving employees of the Government of India, in order to facilitate their registration at employment exchanges. According to the revised procedure, temporary employees are allowed to register with employment exchange without the production of "No Objection Certificates" from the employer.

4) Physically handicapped persons - Exemption from passing the typing tests for purposes of appointment to clerical posts under the Central Government. It has been decided by the Ministry of Home Affairs that such of the physically handicapped persons as are otherwise qualified to hold clerical posts and as are certified as being unable to type by the Medical Board attached to the Special Employment Exchanges for the Handicapped or by a civil surgeon, where there is no such Board, should be exempted from the typing qualifications for purposes of appointment to clerical posts under the Central Government.

5) Issue of Caste Certificates to applicants belonging to Scheduled Castes/Tribes. - Harijan Welfare Officer, Delhi, has been authorised to issue Caste Certificates to scheduled caste/tribe candidates from the Union Territory of Delhi who seek employment under the Central Government.

6) Priority to displaced persons from East Pakistan for submission against Central Government vacancies outside the Eastern Zone. - Priority III accorded to the displaced persons from East Pakistan for appointment in Central Government Offices located outside the Eastern Zone, has been extended for a further period of one year with effect from 9 February 1962.

7) Production of original educational certificates by applicants at the time of registration. - Employment exchanges have been instructed that properly attested copies of educational certificates should be accepted and that original certificates need not be insisted upon from candidates seeking registration at employment exchanges.

8) Retention of seniority of applicants placed in short term vacancies. - It has been decided that the retention of seniority of registration should be permitted in the case of candidates who found work for a period of six months or less, provided the applicant reports for registration to the exchanges within 15 days of issue of discharge certificate by the previous employer.

(Review of the activities of the Directorate-General of Employment and Training for the Month of February 1962; Ministry of Labour and Employment, Government of India, New Delhi)

71

Bihar: Report of Unemployment Committee published.

According to the report of the Bihar Unemployment Committee published recently, 45.3 per cent. of the 40.2 million population (1951 census) were outside the labour force and in the dependent age groups. The labour force itself was made up of approximately 40 per cent. of the population and not only the load of the dependent population on the economically active was very high but even the 40 per cent. equal to about 16 million, were not gainfully occupied.

The census on which the Committee had based its investigations had returned 12.7 million people as "economically active" and 3.4 million adults as "not active", that is neither engaged in domestic work nor employed otherwise. To these features was to be added the redundant number in agriculture.

The Committee's findings relate to the period 1951-61 but some changes had taken place while the Committee was at work for about eight years. It will be some time before the new picture has been determined and the present employment pattern revealed.

Bihar's economy, however, was still highly ruralised and at the same time undiversified when considered in the background of the low average area of only 0.64 acre of cultivable land available per head to the population engaged in agriculture before the transfer of 3,166 sq. miles to West Bengal. Since then the average per head acre of the cultivable land had gone down further. The mineral resources which have given Bihar the misleading picture of an industrial State and the heavy industries that were growing could make an impact upon the employment pattern only when a balance between heavy, medium and light industries has been struck.

The ratio of urban to rural population was 1 to 14 as against 1 to 2 in Bombay and 1 to 3 in the neighbouring States of West Bengal. A snap-shot survey in 1954 had revealed that the heaviest incidence of unemployment was in the group of families in the low income categories of 50 rupees to 100 rupees per month.

The State Government's attention had been drawn to the decay of rural economy in areas surrounding the mining settlements and industrial towns and had recommended that the Departments of Agriculture and Community Development might look into this unexpectedly adverse development.

(The Hindu, 15 June 1962)

Review of the Work of the Directorate-General of Employment and Training during 1961-62*.

Introduction.- There is at present a network of 336 employment exchanges, and 264 industrial training institutes. There are in all 87,446 training places in over 50 trades. For the training of craft instructors, the D.G.E. & T. is administering directly four Central Training Institutes, including one at Delhi which is exclusively for women instructors.

The activity in regard to employment, placement and training took place in the context of a backlog of unemployment which stood at 5.3 millions at the beginning of the Third Plan. Second Plan was approximately 9 millions at the beginning of the Third Plan. Under-employment in the sense of those who have some work but need to have full work, though not precisely estimated, is of the order of 15 to 18 millions. The number of new entrants to the labour force during the Third Plan period is now estimated at 17 millions. Of these, about 3 millions will be those who have studied at least up to high school standard.

At the same time the shortage of skilled and qualified workers in various fields of occupations was often a bottleneck in the execution of projects of national significance.

The scope of assistance in placement, has, in recent years, been considerably expanded by establishing more employment exchanges and employment bureaux. In addition to the setting up of an employment exchange in practically each district, employment information and guidance bureaux in universities for the benefit of college students, employment information and assistance bureaux for the benefit of rural population and special employment offices for the physically handicapped are also being established. Facilities for assistance in placement have also been extended to colliery workers through the setting up of special colliery exchanges. A significant step was taken in this field of service when the Gorakhpur Labour Organisation, which has been supplying unskilled labour to the collieries for a number of years, became an integral wing of the national employment service during the year under report.

* Report 1961-62 (Volume II), Ministry of Labour and Employment (Directorate-General of Employment and Training), pp.46.

An accelerated programme of training in industrial training institutes has been undertaken and is being pursued vigorously. In order to incorporate some of the advantages of training in industry, efforts have been made to introduce workshop conditions and rhythm in these Institutes. The huge expansion in craftsmen training is observed from the fact that the seating capacity of the industrial institutes rose from ten thousand at the end of the First Plan to about fifty thousand at the end of the Second Plan and is expected to rise to over a 100,000 by the end of the Third Plan. There has been an increase in the number of the industrial training institutes, their number at the end of the Third Plan almost doubling the figure at the end of the Second Plan.

Employment Trends: Employment in the Public Sector.— The total number employed in the public sector increased from 5.23 millions at the beginning of the Second Plan to 7.05 millions at the end of the Second Plan indicating an increase of 1.82 millions during the Plan period. This represented an average annual increase of 6.9 per cent. During the subsequent quarters, employment in the public sector continued to show an upward trend and there was an increase of 0.9 per cent. during the quarter ended June 1961 followed by 1.3 per cent. increase during the quarter ended September 1961. The total estimated employment in the public sector at the end of September 1961 in the country as a whole was 7.25 millions comprising 2.14 millions in Central Government, 3.05 millions in State Governments, 0.83 millions in Quasi-Government establishments and 1.23 millions in Local Bodies.

Employment in the Private Sector.— Information collected from private employers employing 25 or more persons indicated fluctuating trends in the level of employment from quarter to quarter depending on seasonal and other factors. Returns received from nearly 20,000 employers revealed that the total number of persons employed by them increased by 2.8 per cent. during the quarter ended March 1961, while there was a slight decline during the following two quarters. This was mainly due to seasonal factors affecting manufacturing industries like, tobacco, cotton textiles, foodstuffs, sugar and bricks and tiles.

Based on the information collected from employers, it has been noticed that manpower shortages are experienced by them for professional, technical and skilled workers. Among professional workers, shortages are experienced in the following occupations - chemist, doctor, nurse, midwife, compounder, electrical engineer, mechanical engineer, mining engineer, draughtsman and laboratory assistant. There was also shortage for librarians and physical training instructors. Employers also reported shortage of suitable personnel to fill their vacancies for stenographers and accountants. Above all, the demand for craftsmen and production process workers has exceeded the supply position in regard to skilled workers particularly in the following occupations - fitter, electrician, moulder, machinist, turner, pattern maker, welder, boilerman and compositor. Necessary steps are taken to augment the supply of professional and technical manpower by increasing the seating capacity of the educational and training institutions under the Third Five Year Plan.

Expansion of Employment Exchanges.— In a vast country like India with only a limited number of employment exchanges, the jurisdiction of each exchange is necessarily large. To be able to bring the service nearer home to the employment seekers and employers, the employment service has been gradually expanded by establishing new employment exchanges and by setting up special exchanges to deal with certain categories of employment seekers and vacancies. Under the Third Five Year Plan the expansion proposals include the setting up of 65 employment exchanges, 33 university employment bureaux, and 290 employment information and assistance bureaux. Sanctions were issued during the year under report for the setting up of a number of these new offices. The number of exchanges functioning at the beginning of the year under report and at the end of February 1962 was as follows:—

	No. in April, 1961.	No. in February 1962.
Employment Exchanges	296	305
University Employment Bureaux	5	8
Project Employment Exchanges	9	13
Employment Exchange for Physically Handicapped.	1	3
Special Employment Exchange for domestic servants.	1	1
Colliery Exchanges.	5	6
Total.	317	336

Gorakhpur Labour Organisation.— In order to suggest methods for improvement of the set-up of the Gorakhpur Labour Organisation, an Informal Committee of Members of Parliament was formed. The report of this Informal Committee was laid on the table of both the Houses of Parliament on 29 April 1960. The Committee's main recommendations were that: (i) the Gorakhpur Labour Organisation be placed directly under the control of the Directorate-General of Employment and Training; (ii) all forms of control or regulation exercised separately over Gorakhpur labour should cease; (iii) at the end worksites the Coal Mines Welfare Fund Organisation should take over the welfare functions and exercise them through Tripartite Committees composed of workers' and employers' representatives.

In order to implement these decisions, the Minister of Labour and Employment called a meeting on 24 January 1961 at New Delhi, of the representatives of Employers' and Workers' Organisations in the Coal Mining Industry, and the Labour Ministers of Andhra Pradesh, Bihar, Madhya Pradesh, Orissa, Uttar Pradesh and West Bengal. At this meeting it was agreed to constitute a tripartite Special Committee to implement the recommendations of the Informal Committee of Members of Parliament. The Special Committee met on 14 and 15 March 1961 and on the basis of its recommendations, unanimously made, the following action has been taken to revise the set-up of the Gorakhpur Labour Organisation:—

(i) The Gorakhpur Labour Organisation is now functioning as a coordinated and integral part of the National Employment Service. Six Colliery Exchanges have been set up - three in Madhya Pradesh, two in West Bengal and 1 in Bihar where the workers can register themselves for recruitment instead of going to Gorakhpur. (ii) The administration of the Gorakhpur Labour Organisation has been transferred to the Directorate of Employment Exchanges, D.G.E. & T., with effect from 1 April 1961. (iii) The scheme for savings from earnings has been made voluntary and is applicable to both the Gorakhpuris and non-Gorakhpuris. (iv) Hostels for workers have been opened at worksites. These hostels will be open to all workers. The hostels will be administered by Unit Committees. (v) Central Hostel Committee of Employers' and Workers' Organisations has been set up under the Chairmanship of the Commissioner, Coal Mines Welfare Organisation. (vi) It has been ensured that in the matter of supervision of workers there is no distinction between the Gorakhpuris and local workers at the sites. (vii) The workers have been given the option to receive their wages in full at the work sites or to avail themselves of the facilities of 'deferred payment system' of the Gorakhpur Labour Organisation.

It is observed from the periodical reports received from the Coal Mines Welfare Commissioner, Dhanbad that the process of implementation has been progressing gradually. The former labour camps run by the employers have been abolished and in their place workers' hostels have been set up. A majority of collieries have constituted local committees for day to day administration of the hostel. Escorting of workers and other restrictions which were placed on them previously have been removed.

The recruitment of labour by the Gorakhpur Labour Organisation has been stepped up since the transfer of administration of the Organisation to the D.G.E. & T. The strength of Labour sponsored by the Gorakhpur Labour Organisation working in the collieries has arisen from 11,810 in February 1961 to 21,335 at the end of February 1962.

Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959. - A review of the Act showed that the number of vacancies notified more than doubled, but the increase in the number of placements was less than proportionate. There is, of course, no compulsion on employers to fill these vacancies through the exchanges, but advantage is being taken by the exchanges to persuade employers to recruit employees through the exchanges against these notified vacancies in an increasing measure. The reviews also revealed that, inspite of the statutory obligation for rendering of returns, there have been many instances of delays, defaults and errors. Though the Act provides penalties to deal with such cases, it has been the policy to obtain the required data from establishments through close contact and follow-up, since it was found that the defaults were in many cases due to the fact that employers were not fully aware of the provisions of the Act.

Performance of Employment Exchanges.- Employment exchanges statistics for any period of time reflect the performance of the service during the period. Apart from this, the data, subject of course to certain known limitations, are also useful indicators of the trends in employment and unemployment. During the period April 1961 to February 1962, there was an appreciable increase in registrations, vacancy notifications, submission of applicants to employers and placements, as revealed by the following figures:-

		April, 1960 to February 1961.	April, 1961 to February 1962.
Registrations	--	2,601,881	3,068,088
Vacancies notified	--	514,907	660,593
Submissions	--	2,026,960	2,450,094
Placements	--	294,276	385,958

The monthly average number of employers using the exchanges also increased to 10,677 as against 9,204 in the preceding period.

The increase in the number of employers using the exchanges as well as in the notification of vacancies, particularly by private sector establishments, is largely attributable to the impact of the Employment Exchanges (Compulsory Notification of Vacancies) Act. An analysis of vacancy notifications by types of employers is given below:-

Type of Employer.		Monthly average number of vacancies notified during	
		April 1960 to February 1961.	April 1961 to February 1962.
Central Government	--	10,449	12,521
State Governments	--	22,255	24,966
Quasi-Government and Local Bodies.		5,413	8,821
Private Employers	--	8,693	13,746
	Total.	<u>46,810</u>	<u>60,054</u>

Live Register.- There was a rising trend in the Live Register of the exchanges. The Live Register at the end of February 1962 was 1,860,887, which showed an increase of 16.6 per cent. over the live register in February 1961. This trend, while partly due to the opening of new exchanges, is also indicative of additions to the labour force in the country. The distribution of the applicants on the Live Register at the end of December 1961 by broad occupational groups is given below:-

Percentage of total
Live Register at the
end of December 1961.

Professional, technical and related workers.	4.4
Administrative, executive and managerial workers.	0.2
Clerical, sales and related workers.	4.8
Agricultural, dairy and related workers.	0.6
Workers in transport and Communication Occupations.	1.9
Miners, quarrymen and related workers.	0.3
Craftsmen, and production process workers.	7.3
Service workers (e.g., cooks, chowkidars etc.).	4.0
Labourers with work experience not elsewhere classified.	5.9
Persons without professional or vocational training or previous work experience.	70.6
TOTAL.	<u>100.0</u>

An analysis by industrial affiliation of the registrations during April-December 1961 shows that 59.0 per cent. of the applicants were new entrants to the labour market, 13.6 per cent. were from agriculture, 9.8 per cent. were from services, 4.8 per cent from manufacturing industries, 3.8 per cent. from construction industry and the balance distributed among other industry groups.

Educated Unemployed.— The problem of unemployment among educated persons (matriculates and above) is one which demands serious attention. The number of employment seekers of this category has shown an upward trend. There were 590,230 persons on the Live Register at the end of December 1961 as against 507,220 at the end of December 1960. During the period April-December 1961, the exchanges placed 119,642 educated applicants (including 15,915 graduates) in employment.

Scheduled Caste/Tribe applicants.— At the end of December 1960, there were 200,510, Scheduled Caste/Tribe applicants on the Live Register of the employment exchanges. The number increased to 230,599, at the end of December 1961. (Scheduled Castes - 200,029; Scheduled Tribes - 30,570). During the period April-December 1961, 39,550 scheduled caste applicants and 5,346, scheduled tribe applicants were placed in employment. The percentage of placements to registrations was 14.0 in the case of Scheduled Caste/Scheduled Tribe applicants as against 12.6, in the case of others.

Women.— Women entering the employment market have been increasing in numbers. The monthly average number of registrations increased from 15,121 during April, 1960-February 1961, to 19,134 during April 1961-February 1962. The number of women placed in employment also increased from a monthly average of 1,799 during April 1960, to February, 1961, to 2,688, in April 1961 to February 1962. At the end of February 1962, 141,093 women applicants remained on the Live Register, this being 17.0 per cent higher than the Live Register figure a year ago.

Deployment of Surplus Personnel.- The deployment of surplus personnel from one project which is nearing completion to another which is about to be started is essential for the effective utilisation of experienced manpower besides providing them continuity of employment. The problem of deployment is particularly important in the context of the developing economy of the country. The Central Co-ordinating Unit which was set up in the Directorate General of Employment and Training in 1956, continued to maintain close liaison with the respective Ministries directing the execution of the projects, the State Co-ordinating units and the special exchanges set up at the project sites with a view to organising the systematic re-absorption of skilled manpower rendered surplus on completion of projects both in the public and private sectors.

During 1961, large scale recruitment was made by the Defence Services Ordnance Installations, Border Road Development Organisation, Oil Refineries and Oil and Natural Gas Commission, absorbing surplus workers of Damodar Valley Corporation, Bhakra Dam and Bhilai and Rourkela Steel Plants. Up to the end of February 1962, out of 54,422 surplus workers of various projects, 16,733, i.e. 31 per cent. were provided with alternative employment. A total of 31,661, i.e. 59 per cent. of retrenched personnel left project areas on receipt of retrenchment benefits indicating no desire for alternative employment and 6,028 are awaiting employment assistance.

Special Cell of Central Government Surplus Employees.- A special cell was set up by the Ministry of Home Affairs in the Directorate General of Employment and Training to facilitate speedy absorption of Central Government employees declared surplus to requirements as a result of the economy drive in Central Government departments. During the period 1 April 1961 to 28 February 1962, the Special Cell placed 793 surplus employees in alternative employment. So far, out of 4,939, Central Government employees declared surplus by different Ministries, 2,093 have been placed. A total of 1,270 employees are still awaiting employment assistance. A large number of these persons are surplus employees of the establishments under the Ministry of Rehabilitation in areas other than West Bengal.

Occupational Research and Analysis.- Under the Occupational Research and Analysis Scheme, job analysis and other types of occupational studies continued to be made for the preparation of various kinds of useful occupational information. Apart from the preparation of new occupational information material, one of the tasks of the Occupational Information Unit in this programme of studies has been to keep basic reference publications such as the National Classification of Occupations up-to-date by identification and analysis of new occupations which come up in the wake of industrial development.

During the period under review, occupations belonging to 6 occupational groups and 51 occupational families were studied, besides study of occupations in the cashewnut industry, coffee industry, coffee plantations and quinine plantations.

Vocational Guidance and Employment Counselling.— In the implementation of this programme, the Directorate General of Employment and Training continued to deal with the formulation of general policy and procedures, and preparation of the necessary tools and materials. The D.G.E. & T. is also concerned with the task of co-ordinating the programme with Guidance Services in schools which operate under the educational authorities. The programme is undertaken in exchanges through specialised Vocational Guidance Sections. By April 1961, these sections had been set up at 62 employment exchanges. During the Third Plan, it is proposed to establish 100 additional sections. Of this target, 24 sections were set up during the period under report. In order to co-ordinate the activities of the vocational guidance sections at the exchanges in each State, State Vocational guidance units had been set up in Andhra Pradesh, Bihar, Punjab and Uttar Pradesh, by April 1961. During the period 1 April 1961, to 28 February 1962, sanction was issued for setting up the Units in four more States. It is proposed to set up similar units in the remaining States during the Third Plan.

The following figures relate to the Vocational Guidance activities of Vocational Guidance Sections at Employment Exchanges during the period reviewed;

No. of applicants guided in group.	259,119
No. of group guidance programmes conducted at employment exchanges and other institutions.	17,563
No. of applicants who were given occupational information individually.	96,239
No. of applicants guided individually at employment exchanges.	13,448

Manpower Studies and Surveys: Employment in the Industrial Estate, Okhla.— In view of the potentialities of small industries in creating productive employment, special studies are being made to assess the extent to which employment is generated in selected industrial estates, the occupational pattern in the units located in these estates and the investment-employment ratio. The first such study relates to employment in the Industrial Estate, Okhla. Of the 33 small-scale units functioning at the Okhla Industrial Estate, 31 responded to the questionnaire sent out to them.

The total investment made by the 31 responding units at the Industrial Estate, Okhla, was reported to be 6.6 million rupees. A total of 1,477 persons were employed in these units on 1 December 1960, comprising 612 skilled workers, 122 office staff, 80 supervisory personnel and 663 unskilled workers. The average investment-employment ratio for these units works out at approximately 4,500 rupees for every person employed. The employment-investment ratio was found to vary from one industry to another. It was also estimated that additional employment opportunities could be provided for about 800 persons if the small-scale units could utilise their entire installed capacity. In that case the average investment-employment ratio was estimated to come down to 3,000 rupees per worker.

80

Educational and Technical Requirements for Craftsmen and Production Process Workers.— This study was taken up by the D.G.E.&T. at the instance of the Manpower Directorate of the Ministry of Home Affairs and with the help of funds made available by the Ford Foundation. The object of the study is to determine the level of general education and technical training required for various industrial operations and trades which will provide a firm basis for the planning of programmes for the training of technical personnel. This data will also be of considerable use to the industries, vocational guidance officers and employment officers. The study was undertaken with the help of a Committee of Direction consisting of representatives of all concerned agencies including the Planning Commission and the Manpower Directorate. The survey covered 85 manufacturing industries involving over 360 big and medium-sized industrial units located in 7 States.

All-India Survey of the Pattern of Graduate Employment.— A Survey of the Pattern of Graduate Employment with reference to the alumni of Delhi University was undertaken during 1958-59 in collaboration with Delhi University and the report is under print. At the instance of the Directorate of Manpower a similar survey has been undertaken to examine the employment pattern of graduates who had passed out from all universities in the country during 1950 and 1954. This is being financed from out of the funds made available by the Ford Foundation.

Complete questionnaires have been received from about 7,500 graduates who had passed out of the universities during the years 1950 and 1954. These graduates belong to various faculties and the information collected from them related to their present employment status, income and other matters including the relationship of education to their present occupations in which they are engaged. All the questionnaires have been tabulated and analysed and the report is now being drafted.

Survey of Employment of Matriculates.— At the suggestion of the I.L.O., a survey of employment of matriculates was undertaken. This survey, in the nature of case studies, is designed to throw light on the underlying causes responsible for unemployment among the matriculates with special reference to the educational and employment patterns obtaining in the country. In view of the large size of the population, the survey is confined to matriculates who passed in 1954 from the schools in the districts of Burdwan, Bombay, Trichur and Ludhiana. A questionnaire was addressed to 9,562 matriculates in these districts and replies were received from 4,000. Of these 3,207 are being interviewed by field investigators to obtain the necessary particulars. The field work is expected to be completed shortly.

81

Census of Central Government Employees.— The annual Census of Central Government employees, which was hitherto conducted by the Central Statistical Organisation, has been taken over by the Directorate-General of Employment and Training with effect from 31 March 1960. The Census provides a count of all civilians employees under Central Government establishments including public enterprises, statutory bodies and Quasi-Government Organisations, and shows the distribution of employees according to basic pay ranges. The Census also provides information regarding the number of Central Government employees working in Class A, B and C cities and the number of employees by categories (Class I, II, III and V). Report relating to the year 1960 will be published shortly. Data in respect of 1961 Census has been collected and is being tabulated.

Training Schemes: Training Craftsman Training Scheme.— The industrial training institutes established under this Scheme provide a comprehensive training programme in engineering and non-engineering trades. The period of training for engineering trades is 2 years including six months inplant training, and for non-engineering trades one year. The training is free. Further, stipends are given to 1/3rd of the trainees.

The programme of expansion during the Third Five Year Plan envisages about 186 new institutes and 58,000 additional seats, thereby raising the total number of institutes to 323 and seating capacity to a little over 100,000. Of the additional seats, 20,840 will be in existing institutes and the rest in new institutes. The expansion programme has been so phased as to achieve the full seating capacity by the end of the third year of the Plan. As it takes considerable work and time in organising new institutes, the emphasis in the first year was on the expansion of existing institutes. A total of 37,618 additional seats were sanctioned during the year under review.

Training of Craft Instructors.— The scheme for training of craft instructors is designed to improve the efficiency of the instructors in the various training institutes of the Central and State Governments as also in private institutions and industrial establishments.

During the period under review, the seating capacity for training of instructors, which was 512 at the end of the Second Five Year Plan, was raised to 900. The progress made in regard to the different institutes is stated below:

C.T.I. Calcutta.— The shifting of the C.T.I. Koni Bilaspur (M.P.) to Calcutta was completed and its seating capacity raised from 258 to 400 seats. The attached I.T.C. was also started at Calcutta in May 1961 with 252 seats and 152 seats were added to it in February 1962.

82

C.T.I. Bombay.- The proposal for shifting the C.T.I. which was started temporarily at Aundh (Poona) with 144 seats to Bombay was approved. The Institute is expected to start functioning at Bombay with a seating capacity of 224 from July 1962 and the attached Industrial Training Centre from November 1962. The ultimate seating capacity of the C.T.I. will be 252 and of the I.T.C. 244.

C.T.I. Kanpur.- The Institute started functioning at Kanpur with a seating capacity of 152 from January 1961 and was temporarily housed in the Industrial Training Institute already located there under a special arrangement made with the Government of Uttar Pradesh. The number of seats was increased to 244 in October 1961.

C.T.I. for Women, New Delhi.- This Institute imparts training in Cutting and Tailoring and Embroidery and Needle Works. During the year under review the administrative control of this Institute was transferred from the Delhi Administration to the D.G.E. & T. and the Institute brought on the pattern of other C.T.Is., after necessary reorganisation. It is proposed to raise its seating capacity from 32 to 80 during the Third Five Year Plan.

Five hundred and seventyone instructor trainees passed out from the various central training institutes during the period under review bringing the total number of instructors passed out so far to 4,598.

Apprentices Act, 1961.- The National Apprenticeship Training Scheme introduced on a voluntary basis, had not proved adequate in placing apprentices in training. It was accepted that there was need to regulate the programme of practical training in industry in such a way as to conform to prescribed standards, period of training etc. It was also recognised that the facilities available in industry for imparting practical training should be fully utilised. With these objectives, the Apprentices Act was passed in December 1961. The Act, which applies to public and private sectors has been brought into force from 1 March 1962. A number of industries which afford facilities for training by apprenticeship have been specified and the provisions of the Act made applicable to them by notification in the official Gazette. The list covers important branches of engineering, namely, mechanical, electrical and manufacturing industries, electricity generation, transmission and distribution industries, chemical engineering, automobiles, heavy machinery industries etc., throughout the country except Jammu and Kashmir. The applicability of the Act will be extended to other industries by stages. The trades in which training will be imparted will be designated by the Central Government in consultation with the Central Apprenticeship Council.

Rules regarding the composition etc. of the Central Apprenticeship Council have also been framed and notified in the Gazette. The Council which will be responsible for the laying down of standards of training and for advising the Government in various matters connected with the designation of trades, fixation of ratio of apprentices to workers, etc. is being formed. As the provisions of the Act have to be implemented through the State Governments, a special meeting of the State representatives was convened to discuss with them the programme of implementation and the setting up of State Apprenticeship Councils. The training of apprentices under the Act is expected to commence by the middle of the year.

During the period under review, 2,159 additional seats were sanctioned under the existing apprenticeship scheme bringing the total number of seats to 4,850.

Evening Classes for Industrial Workers.— The Scheme for training for industrial workers was introduced with the object of improving their theoretical knowledge. On the completion of the course, certificates are awarded to the successful candidates by the State Councils for Training in Vocational Trades. A total of 1,695 additional seats were sanctioned during the year period under review, bringing the total sanctioned seats to 3,837. It is proposed to raise this number to 11,292 by the end of the Third Plan.

Scheme for the Training of Displaced Persons.— This scheme which was formerly administered by the Ministry of Rehabilitation was transferred to the Directorate General of Employment and Training in 1958 in respect of the western region and in 1960 in respect of the eastern region. The training centres under this scheme in the western region were integrated with the I.T.Is. under the Craftsmen Training Scheme with effect from 1 April 1961 and those in the eastern region are also being integrated in stages. The work of integration in eastern region will be completed by the end of 1964.

Training of Educated Unemployed.— Under the Third Five Year Plan, it is proposed to provide facilities for the training of educated youths in the techniques of management so that those interested in undertaking business responsibilities either on their own or through co-operatives, will have wider employment opportunities. With this object in view the question of introduction of a 'composite course' consisting of trade training and instructions in business management is under consideration. It is proposed to start such courses in a few selected I.T.Is. on a pilot basis in the first instance. The separate Work and Orientation Centres started earlier are being integrated with the I.T.Is. under the Craftsmen Training Scheme.

National Technical Training Week.- With a view to bringing home to the public the facilities and importance of training, India, alongwith certain other countries of the Commonwealth, celebrated a Technical Training Week in September, 1961. In this nation-wide celebration, Central Ministries, State Governments, technical institutions and many industries in the public and private sectors participated.

Foreign Aid and Technical Assistance.- Under the Expanded Programme of Technical Assistance of the I.L.O. the services of a foreign expert on occupational research were made available to the D.G.E. & T. for a period of three months. Five officers of the National Employment Service also received training abroad for a period of six months; three of these officers were trained in employment market information, one in vocational guidance and one in occupational information. The services of the ILO Senior officer of the D.G.E. & T. were placed at the disposal of the ILO for assignment as expert in E.M.I. This brings the total number of D.G.E. & T. Officers so far assigned as ILO experts to four; these officers are now assisting the Governments of Iraq, Afghanistan, Sudan and Ghana.

Assistance from U.N. Special Fund.- Out of 14 experts which the U.N. Special Fund have agreed to provide for the C.T.I. Calcutta, 10 have already arrived. Most of the equipment for this Institute has also arrived.

Assistance in the shape of expert services for the establishment of C.T.I. Kanpur has also started and six experts out of nine have already arrived.

During the year under review the Plan of Operation for assistance in the shape of experts and equipment for the establishment of C.T.I. Madras was signed between the Special Fund, Government of India and the ILO. In addition, the Governing Council of the Special Fund also approved similar assistance for the establishment of C.T.I. Hyderabad.

For rendering expert assistance at national level, the services of one Senior ILO Adviser and one Expert on Apprenticeship Training (out of the four approved) were also made available during the year under review. These two experts, are attached to the D.G.E. & T. Headquarters.

Assistance from T.C.M.- An agreement for the supply of a team of nine experts and equipment worth 330,000 dollars for the establishment of C.T.I. at Bombay was signed between the Government of India and the T.C.M. (now Aid Mission to India) during the year under review. A two-man survey team visited India in this connection recently. It is expected that assistance under this project will start coming in shortly.

Assistance from ILO.- Equipment worth 0.231 million rupees was received during the year bringing the total aid so far received under this programme to 1.877 million rupees.

Technical assistance rendered by DGE&T to other countries.- Under the Expanded Programme of Technical Assistance of the ILO, the DGE&T provided training to a nominee of the Government of Thailand in the field of Vocational Training of the Unemployed Youth for a period of six months. Under the Technical Co-operation Programme of the Colombo Plan (1961-62) two nominees of the Government of Nepal are receiving training at an industrial training institute in Delhi for a period of one year. In addition, five instructor trainees nominated by the Government of Ceylon were given training at the C.T.I. Aundh, Poona.

83. Vocational Training.

India - June 1962.

Labour Ministry's Training Schemes: Working during
February 1962.

According to the Review of activities of the Directorate General of Employment and Training for the month of February 1962, there were 166 training institutes for educated unemployed, 100 undertakings imparting apprenticeship training and 18 centres holding evening classes for industrial workers. The total number of seats in all these centres and undertakings was 53392 and the total number of persons undergoing training stood at 39,005.

Central Training Institute for Instructors.- Ten I.L.O. experts have since joined the Central Training Institute, Calcutta, and one at Kanpur.

Admission to the Central Training Institutes.- The next session for admission of Craft Instructors to Central Training Institutes at Calcutta, Bombay, Kanpur, Madras and Curzon Road, New Delhi, will commence from 1 July, 1962.

Training Schemes.- During the month of February 1962, 1,892 seats under the Craftmen Training Scheme and 500 seats under the Evening Classes Scheme were sanctioned with four new Industrial Training Institutes. The progressive total of seats sanctioned for the Third Five Year Plan in respect of each scheme is given as under:-

i) Craftmen Training Scheme.	37,618 seats.
ii) National Apprenticeship Training Scheme.	2,159 seats.
iii) Evening Classes Scheme.	1,695 seats.
iv) Number of new Industrial Training Institutes sanctioned during 3rd Plan.	97

Equipment.- As against a total allotment of 2 million rupees upto the allotment period ending 1958, equipment of the value of 1.907 million rupees has been received by the end of October 1961. Equipment of the value of 0.286 million rupees has been allotted in 1960 Aid Programmes and an order covering the entire amount has also been placed by the I.L.O. Geneva; supplies against this allotment are being received and are stipulated to be completed by the end of March 1962.

Under the United Nations Special Fund Programme equipment to the value of 1.738 million rupees is to be provided for the Central Training Institute for Instructors, Calcutta. Of this substantial quantity of material has reached the Calcutta Port and equipment to the value of 1.224 million rupees had been reported as received at the Central Training Institute, Calcutta, by 31 October 1961.

Under the T.C.A. (O.A. 104) Aid Programme Equipment/Machinery worth 204,758 rupees and books, periodicals etc., worth 66,667 rupees are to be received for the Central Training Institute, Bombay.

(Review on the activities of the Directorate-General of Employment and Training for the Month of February 1962: Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 9. SOCIAL SECURITY.

INDIA - JUNE 1962.

91. Pre-legislation Measures.

Mysore Government Industrial Concerns Employees Retiring
Gratuity Rules, 1962.

In exercise of the powers conferred under Article 309 of the Constitution, the Government of Mysore has made the Mysore Government Industrial Concerns Employees' Gratuity Rules, 1962, for providing payment of gratuity to the employees of industrial undertaking owned by the Government of Mysore.

Gratuity is payable at the rates given below for employees or their dependents, as the case may be:

Amount of Gratuity -

- | | |
|---|--|
| a) Completion of 30 years of service. | Half-a- month's pay or |
| b) Attainment of the age of 55 years, provided that not less than 15 years' of service has been completed. | wages for each year of qualifying service, subject to a maximum of 15 months' pay. |
| c) Termination after 15 years' service, except in the case of dismissal or removal for fraud, misappropriation for misconduct. | |
| d) Retirement before 15 years of service due to permanent physical or mental incapacity or abolition of post, provided that other suitable employment cannot be found and that the employee had joined service before reaching the age of 40. | Same as above, subject, however, to a maximum of 6 months' pay. |

The maximum amount of gratuity payable to an employee shall not, in any case, exceed 10,000 rupees.

Compassionate gratuity.- The Rules also provide for compassionate gratuity which may be granted to the wife, dependent, children or other dependent members of the family of a deceased employee, when no other service gratuity is granted. The minimum service for grant of compassionate gratuity is 5 years qualifying service, and paid at the rate of half month's pay or wages for each year of continuous service, subject to a maximum of six months' pay or 1,000 rupees whichever is less.

The list of undertakings to which these Rules have been applied are the following:-

1. Government Electric Factory, Bangalore.
2. Government Soap Factory, Bangalore.
3. Government Porcelain Factory, Bangalore.
4. Central Industrial Workshop, Bangalore.
5. Mysore Implements Factory, Hassan.
6. Government Sandal Wood Oil Factories, Mysore and Shimoga.
7. Government Silk Weaving Factory, Mysore.
8. Government Central Workshop, Mercara.

(those governed by Works Service Rules).

(The Mysore Gazette, Part IV-Section 2-B, dated 28 June 1962, pp. 624-635).

90

92. Legislation.

India - June 1962.

Employees' Provident Funds Act, 1952 extended to Fruit and Vegetable Preservation Industry.

By a notification dated 6 June 1962 in exercise of sub-section (1) of section 4 of the Employees' Provident Funds Act, 1952, the Central Government has directed that the fruit and vegetable preservation industry shall be added to Schedule I of the Act, to make the enable the framing of a provident fund scheme for the employees in this industry.

The notification explains that the fruit and vegetable preservation industry means any industry which is engaged in the preparation or production of any of the following articles, namely: -

- (i) canned and bottled fruits, juices and pulps;
- (ii) canned and bottled vegetables;
- (iii) frozen fruits and vegetables;
- (iv) jams, jellies and marmalades;
- (v) tomato products, ketchup and sauces;
- (vi) squashes, cruches, cordials and ready-to-serve beverages or any other beverages containing fruit juice or fruit pulp;
- (vii) preserves, candied and crystallised fruits and peels;
- (viii) chutneys;
- (ix) any other unspecified items relating to the preservation or canning of fruits or vegetables.

(Notification No. G.S.R. 786 dated 6 June 1962;
The Gazette of India, Part II, Section 3(i),
dated 16 June 1962, pp. 706-707.)

93. Application.

India - June 1962.

Employees' State Insurance Act, 1948; extended to
Certain Areas in Madras State.

By a notification dated 26 June 1962, the Central Government has appointed 1 July 1962 as the date on which the provisions of Chapter IV, V and VI of the Employees' State Insurance Act, 1948, (except certain provisions which had already been brought into force) shall come into force in the following areas of Pudukottai and Namanasamudram in Madras State:

- I. The area within the municipal limits of Pudukottai in Tiruchirapalli District.
- II. The area comprised within the limits of revenue village of Thekkathur in Thirumayam taluk in Tiruchirapalli District.

(The Gazette of India, Part II, Section 3(ii),
dated 30 June 1962, page 2324)

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JUNE 1962.

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

Mysore: Boiler Attendants' Rules, 1962.

The Government of Mysore gazetted on 21 June 1962, the Boiler Attendants' Rules, 1962 made in exercise of powers conferred under Section 29 of the Indian Boiler Act, 1923 (Central Act V of 1923). The rules relate, inter alia, to the constitution and functions of the Board of Examiners to conduct examinations and grant certificates of competency as a boiler attendant.

(The Mysore Gazette, Part IV, Section 1-C-(ii), dated 21 June 1962, pp. 1265-1282).

Mines (Amendment) Bill, 1962: Private Bill introduced
in Lok Sabha.

A Private Member's Bill to amend the Mines Act, 1952, was introduced in Lok Sabha on 25 May 1962 by Shri Satis Chandra Samanta, M.P.

The Statement of Objects and Reasons appended to the Bill states: It appears from reports about the working of penal provisions of the Mines Act, 1952 that the courts have generally taken a very lenient view of the offences under the Act. Consequently the enactment has not served the desired purpose. Hence the provisions have been proposed for prescribing the minimum sentence. Opportunity has also been taken to amend section 12 of the Act so as to provide that the Mining Boards do meet at least twice a year and take decisions speedily.

(The Gazette of India, Extraordinary,
Part II, Section 2, dated 25 May 1962,
pp. 236-239)

BIBLIOGRAPHY.

INDIA - JUNE 1962.

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

- * (a) "Report - April 1961 to May 1962": 13th Session Calcutta, June 1962; Presented by Shri S.R. Vasavada, General Secretary, Indian National Trade Union Congress, New Delhi. Price Rs.2/- . pp. 129 + XXVI.
- * (b) "Presidential Address by Shri Michael John at the Thirteenth Annual Session, Calcutta, 10 June 1962": Indian National Trade Union Congress, New Delhi. pp.15.
- * (c) "Address of the Chairman, Reception Committee, Thirteenth Annual Session, Calcutta, 10 June 1962": Indian National Trade Union Congress, New Delhi.
- * (d) "Resolutions Adopted at the 13th Annual Session of the INTUC held at Calcutta on 10 and 11 June 1962": Indian National Trade Union Congress, New Delhi. pp.9. (Roneoed).
- * (e) "Proceedings of the Thirty-fifth Annual Session held in New Delhi on the 24th, 25th and 26th March 1962": Federation of Indian Chambers of Commerce and Industry: Federation House, New Delhi-1(1962). pp.112.

CHAPTER 3. ECONOMIC QUESTIONS.

- * (a) "Report 1961-62": Ministry of Community Development and Cooperation (Department of Cooperation), Government of India. pp.52.
- * (b) "Report on Sample Survey of Manufacturing Industries - 1955(1) - Survey of Scheduled Industries": The National Sample Survey - Number 56; Issued by the Cabinet Secretariat; Government of India; Printed by the Eka Press, Calcutta in 1962 and published by the Manager of Publications, Civil Lines, Delhi-8. pp.84.
- * (c) "Report on Sample Survey of Manufacturing Industries - 1955(2)": Issued by the Cabinet Secretariat; Government of India; Printed by the Eka Press, Calcutta, 1962 and Published by the Manager of Publications, Civil Lines, Delhi-8. pp.34.

* Publications received in this Office.

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

- * "Report on the Working of Cooperative Societies in Punjab State for the Year Cooperative Year ending 30th June 1957": by S.S. Puri, I.A .S., Registrar, Cooperative Societies, Punjab; Patiala; Printed by the Controller, Printing and Stationery, Punjab, 1962. Price Rs.34.20 nP. pp.891.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- * (a) "Report 1961-62(Volume II);" Ministry of Labour and Employment, Government of India, New Delhi. pp.93.
- * (b) "Labour Problems in Ancient and Medieval India": by Shitala Prasad Misra; Foreword by Shri Gulzarilal Nanda, Minister of Labour, Employment and Planning, Government of India; Bookland Primate Ltd., Publishers and Booksellers, Calcutta - Allahabad - Patna. pp.98.

CHAPTER 8. MANPOWER PROBLEMS.

- * "Employment Survey of the Alumni of Delhi University - Report of the Committee of Direction"; Directorate General of Employment and Training, Ministry of Labour and Employment, Government of India, New Delhi. 1962. pp.198.

'L'

* Publications received in this Office.