

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

49781

Industrial and Labour Developments in July 1962.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY 1962.

11. Political Situation and Administrative Action.

New Ministry formed in Mysore.

Consequent on election of Shri S. Nijalingappa as leader of the majority Congress Party in Mysore Legislature, a new Ministry has been formed with Shri Nijalingappa as Chief Minister.

The labour portfolio has been given to Shri D. Devaraj Urs.

(The Deccan Herald, 3 July 1962).

14. Conventions and Recommendations.

India - July 1962.

I.L. Convention (No.110) Concerning Conditions of Employment of Plantation Workers: Statement of Government's Views on Ratification placed before Parliament.

The Minister for Labour and Employment placed before the Lok Sabha on 11 June 1962 and the Rajya Sabha on 15 June 1962 a statement on ratification of the International Labour Convention (No.110) concerning Conditions of Employment of Plantation Workers.

According to this statement, in India, workers employed in tea, coffee, rubber and cinchona plantations are generally assured of the necessary protection, as laid down in the I.L.O. Convention, under the Plantations Labour Act, 1951, the Tea Districts Emigrant Labour Act, 1932, the Minimum Wages Act, 1948, the Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, etc. However, the coverage of the Convention is very wide. Besides tea, coffee, rubber and cinchona, the Convention covers a large number of other crops like sugar-cane, bananas, cocoa, coconuts, groundnuts, cotton, tobacco, fibres (sisal, jute and hemp), citrus and palmoil. In addition, its scope embraces small holdings employing hired labour and producing for commercial purposes. As the initial scope of the Plantations Labour Act, 1951 is confined only to tea, coffee, rubber and cinchona plantations measuring 25 acres (10.117 hectares) or more and employing 30 or more workers and it was also not practicable to extend the scope of the Act to cover all these crops, Government's decision on the question of ratification of the Convention had to be deferred. Confirmation was, however, sought from the I.L.O. as to whether the Convention could be ratified on the basis of the existing coverage of the Plantations Labour Act, 1951.

The Statement adds that the I.L.O. in its reply indicated that it was not competent to give an authentic interpretation of the provisions of a Convention adopted by the International Labour Conference and that any decision as to the conformity of a country's legislation with the provisions of a Convention must rest, in the first instance, with the Government of the country concerned. It was, therefore, decided that an enquiry should be undertaken to collect full data in respect of all these crops on the basis of which a final decision could be taken on the matter.

A detailed questionnaire on the subject was circulated to the State Governments, administrations of Union Territories and others concerned. But it became evident that the collection of detailed data on such a large scale would not be practicable, without resort to an elaborate and costly field survey. The matter was, therefore, reconsidered and the enquiry was restricted, in the first instance, to four crops i.e. tea, coffee, rubber and cinchona. Information collected from different sources showed that there are about 42,000 coffee holdings measuring less than 25 acres and 52,000 rubber holdings and 7,800 tea holdings below 10 acres. The figure for rubber and tea holdings ranging between 10 and 25 acres is not available but the number of rubber holdings within this range may be estimated to be around 2,000. Secondly, these small holdings which exceed 100,000 in number employ about 300,000 workers and produce mainly for commercial purposes.

It was clear that all these small holdings could not be excluded from the purview of the Convention even though they did not come within the scope of the Plantations Labour Act, 1951. The extension of the Act to cover all these holdings is not practicable as it would make the task of enforcement almost impossible. When it is not feasible to apply the Convention fully even to all tea, coffee, rubber and cinchona plantations irrespective of size, it is much less practicable to apply it to those growing crops like sugarcane, bananas, coconuts, cotton, groundnuts, tobacco, jute, citrus, palmoil, etc.

In October, 1961, the whole question was considered in detail by the Committee on Conventions - a standing tripartite body set up by the Indian Labour Conference to advise Government on questions relating to the ratification of I.L.O. Conventions. The Committee was of the view that it would not be possible for India to ratify the Convention with its wide coverage. The subject also came up before the 11th Session of the I.L.O. Asian Advisory Committee which met at Geneva in November 1961. Noting that the Convention had not been ratified by a single Asian country so far, the Committee expressed the opinion "that the most important factor making it difficult for Asian countries to ratify the Plantations Convention was its scope". It, therefore, recommended "that appropriate measures should be taken to have the scope of the Convention amended". This recommendation has since been taken note of by the I.L.O. Governing Body at its 150th Session (Geneva, December 1961).

In view of the position explained above, the Government of India proposes to consider the question of ratification of the Plantations Convention (No. 110) only after it has been suitably revised on the lines recommended by the Asian Advisory Committee.

(Text of the Statement received in this Office).

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Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - July 1962.

Hind Mazdoor Panchayat a New Central Trade Union Organisation to be Formed.

According to a report in the Statesman dated 29 July 1962, a new Central trade union organisation known as Hind Mazdoor panchayat is being formed under the auspices of the Socialist Party.

Shri George Fernandes, a Bombay trade union leader and secretary of the Bombay party unit, is likely to be the general secretary of the new organisation, while Shri Shivanlal Saxena, a U.P. trade unionist, is tipped for chairmanship.

The unions controlled by the Lohia Socialists were affiliates of the Hind Mazdoor Sabha till 1958 when they broke away from it.

The Socialist Party broke away from its parent party, the Prajansocialist Party, some years ago under the leadership of Dr. Ram Manohar Lohia.

(The Statesman, 29 July 1962).

5

All-India Federation of Textile Workers to be
set up.

The Bharatiya Mazdoor Sangh*, a Central trade union organisation, at its meeting held in New Delhi on 15 July 1962 decided to form an All-India Federation of Textile Workers. The meeting which was attended by representatives from nine States of the unions affiliated to the Bharat Mazdoor Sangh was presided over by Shri D.B. Thengadi, General Secretary of the Sangh. The meeting appointed a five-man preparatory committee to draft a constitution for the proposed federation. The committee was asked to call the first meeting of the Federation in March 1963.

The unions affiliated to the Bharatiya Mazdoor Sangh claim a membership of 30,000 workers.

In his presidential address Shri Thengadi urged refashioning of the third Five Year Plan with greater emphasis given to the employment aspect. He called for large-scale decentralisation of productive processes with "due care being taken of producers' interests". He said that while the country would be justified in demanding the utmost sacrifice from the working force, that should not be interpreted to mean that the workers' legitimate dues would be denied to them. He demanded the extension of the provisions of the Minimum Wages Act, to all uncovered industries and that a national minimum be fixed in the light of the needs-based-minimum wage formula of the 15th Labour Conference.

(The Statesman, 15 July 1962).

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* Adequate information is not yet available on the objectives, constitution and the composition of this organisation. It is understood, however, that this Sangh has been organised by the right-wing Bhartiya Jan Sangh party.

6

Indian Trade Unions (Madhya Pradesh Amendment) Bill, 1962.

The Government of Madhya Pradesh published on 21 July 1962 the text of the Indian Trade Unions (Madhya Pradesh Amendment) Bill proposed to be introduced in the Legislative Assembly of the State. The Statement of Objects and Reasons of the Bill declares that it has been noticed that the provisions of section 28-J of the Indian Trade Unions Act in its application to the State of Madhya Pradesh have been resorted to for harassing the office-bearers of a Union. In the interest of development of healthy trade unionism, it is necessary to curb such activities. The Bill is designed to achieve this object.

Section 28-J as introduced by the Indian Trade Unions (Madhya Pradesh Amendment) Bill Act, 1960, provides for reference of disputes as to lawful officer of registered trade unions to the Industrial Court for decision. An amendment now sought to be made to the section provides for the payment of such fee not exceeding ten rupees for the applications under the section. Other amendments provide that the costs of the proceedings under this section shall be in the discretion of the Industrial Court and the Industrial Court shall have full power to determine by whom the whole or any part of such costs shall be paid. If in any proceeding under this section, the Industrial Court is, after hearing the person making the reference, satisfied that the ground on which the claim has been preferred is false or vexatious, the Court may after recording its reasons for holding such claim to be false or vexatious, make an order for the payment of costs by way of compensation, which shall not be less than fifty rupees and not exceeding two hundred rupees to such person or persons, as it may specify in the order.

(The Madhya Pradesh Gazette, Extraordinary,
21 July 1962, pp. 1286-1287).

7

Chapter 3. Economic Questions

34. Economic Planning, Control and Development.

India - July 1962.

Committee on Research in Planning and Development Constituted.

A Committee on research in planning and development has been appointed, comprising representatives of five organisations - Gokhale Institute of Politics and Economics, Poona; Institute of Economic Growth, Delhi; Department of Economics of Bombay University; Indian Statistical Institute of Calcutta; and National Council of Applied Economic Research, Delhi; and Shri Gulzarilal Nanda, Vice-Chairman of the Planning Commission.

The Committee will hold its first meeting in Delhi on 9 July to draw up a list of subjects on which research could be done immediately.

(The Statesman , 7 July 1962).

35. Productivity.

India - July 1962.

Meeting of the All-India Board of Technical Studies in Management, Calcutta, 24 July 1962: Need for Management Research stressed.

The ninth meeting of the All-India Board of Technical Studies in Management in Calcutta was held on 24 July 1962. Addressing the meeting, Sir Jehangir Ghandy, Chairman of the Board and the Director in charge, Tata Iron and Steel Company emphasised the need for management research. He pointed out that while Institutions like the Administrative Staff College, Hyderabad, the Textile Research Associations, Ahmedabad, and private organisations like Tata Steel had done some good work in this direction, only the fringe of the problem had been touched so far. "Management education cannot come into its own and develop as a respectable discipline, unless there is sufficient management literature with Indian background", Sir Jehangir said. He asked universities, concerned with management education, to take up immediately basic, applied and developmental research in the field of management.

Referring to the organisation of management courses, Sir Jehangir said that for the present efforts were being concentrated on part-time diploma courses in management. The introduction of a Master's degree course at the Indian Institute of Management, Calcutta, was almost now in sight. In the interest of uniformity of nomenclature the courses should be known as courses in business management rather than business administration.

Sir Jehangir, however, added that in order to ensure proper standards and co-ordination, Government should consult the Board in advance before setting up new management institutions. He said the Committee set up by the Board had already collected data relating to the requirements of managerial personnel in the Third Plan period, with particular reference to the industrial potential of every important city in the country. The report of the committee should be helpful in deciding the centres where industrial engineering courses should be organised.

Management Courses.- Sir Johangir referred to the recommendations of the committee set up by the Board to organise industrial management, business management and general management courses, and said that the time had come to devote attention to an organisation of courses in general management. He also emphasised the need for a logical extension of training in management education from persons working in industry and business organisation to personnel in public administration whose jobs have proper managerial content.

(The Amrita Bazar Patrika, 25 July, 1952).

16

Institute of Work Study set up at Landour, Mussoorie.

Shri V.K. Krishna Menon, Union Defence Minister formally inaugurated on 6 July 1962, the Institute of Work Study at Landour, Mussoorie.

The aim of the Institute of Work Study is three-fold: to train personnel of the Defence Services and organisations in work study and allied subjects; to offer, on request, assistance to any organisation or service of the Defence Ministry in the field of practical application of work study; and to act as a co-ordinating organisation for the work study effort in the whole Ministry. To further this aim, the Institute will conduct several courses in Basic Work Study, Advanced Work Study, Production Planning and Control, Organisation and Methods and so on. The staff of the Institute will tour various parts of the country and conduct appreciation conferences. These conferences are specially designed to give in a minimum space of time a picture of the full scope of work study.

(The Statesman, 7 July 1962).

36. Wages.

India - July 1962.

Night Allowance to Dock Workers Granted.

The Government of India has accepted the principle of granting weightage for night work by way of a coefficient allowance to all categories of port and dock workers in all major ports of the country - Bombay, Madras, Calcutta, Cochin, Vishakapatnam and Kandla employed by port authorities working in shifts of eight or more hours between 10 p.m. and 6.a.m.

For details please see section 44, page 34 of this Report.

12

Andhra Pradesh: Minimum Rates of Wages fixed for
Employment in Wooden Furniture Manufacturing
Establishments.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Andhra Pradesh has with effect from 14 June 1962 fixed the following minimum rates of wages for employees employed in the employment in wooden furniture manufacturing establishments in Zones I and II in the State of Andhra Pradesh:-

Category of Workers.	All inclusive minimum Wages			
	Zone I		Zone II	
	Per Day	Per Month.	Per Day	Per Month
	Rs.nP.	Rs.nP.	Rs.nP.	Rs.nP.
Carpenters.	3.50	91.00	3.00	78.00
Assistant Carpenters.	2.75	71.50	2.25	58.50
Polishers.	3.50	91.00	3.00	78.00
Assistant Polishers.	2.75	71.50	2.25	58.50
Machine Operators.	4.00	104.00	3.50	91.00
Upholsterers.	4.00	104.00	3.50	91.00
Cane Weavers.	3.50	91.00	3.00	78.00
Unskilled Workers.	1.75	45.50	1.60	41.60
Accountant and/or Clerk.	-	80.00	-	70.00
Watchmen.	-	50.00	-	40.00
Office Boys.	1.25	32.50	1.00	26.00

Note.-1. Children where employed shall be paid at 70 of the rate of Minimum Wages fixed for adults.

2. For the purposes of this Notification, Zone I shall consist of the cities of Hyderabad and Secunderabad, Nizamabad, Warangal, Visakhapatnam, Rajahmundry, Kakinda, Vijayawada, Guntur and Kurnool, and Zone II shall consist of the rest of the State.

(Notification No.480 GOMs.No.948 Home(Labour II), dated 24 May 1962; Andhra Pradesh Gazette, Part I, 14 June 1962, page 1497).

Andhra Pradesh; Minimum Rates of Wages fixed for
Employment in Hotels, Restaurants or Eating Houses.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Andhra Pradesh has with effect from 14 June 1952, fixed the following minimum rates of wages for employees employed in any hotels, restaurants or eating houses in Zones I and II in the State of Andhra Pradesh:-

Category of Workers.	All inclusive Minimum Wages per month			
	Zone I Rs. NP.	Zone II Rs. NP.		
CATEGORY-A.				
Head Cook)	112.50	105.00		
Sarak Master)				
Head Baker)				
CATEGORY-B.				
Cook)	80.25	75.00		
Baker)				
Cashier)				
Typist)				
CATEGORY-C.				
Assistant Cook)	69.55	55.00		
Supervisor)				
Clerks)				
Telephone Operators or Telephone)				
Switch Boards Operators.)				
Bill Writers)				
Store Keeper)				
CATEGORY-D.				
Grinder)	57.78	54.00		
Pantriman)				
Suppliers and Servers including)				
Waiters)				
Coffee of tea maker)	48.15	45.00		
CATEGORY-E.				
Helpers in Kitchen)				
Cleaners including table and)				
vessel cleaners or floor)				
sweepers)				
Watchmen)				
Mali)				
Sweeper)				
Cycle Boy)				
Utensil Cleaner)				
Waterman)				
Room Boy or Room Attendant)				

Note.-1. Deduction for cash value of Accommodation and Food. Where accommodation and food is provided to the workers the following deductions shall be made from the wages notified above namely:-

	Zone I Rs. nP.	Zone II Rs. nP.
(i) Accommodation.	2.50	2.50
(ii) Food:		
Meal Hotels.	26.75	25.00
Non-meals Hotels.	24.08	22.50

Note.-2. Definitions -

(i) 'Head Cook' means a person who is the head of the kitchen in the meals section.

(ii) 'Sarak Master' means a person who is the head of the kitchen in Restaurant Section.

(Notification No.481, G.O.Ms.No.950 Home(Labour II) dated 25 May 1962; Andhra Pradesh Gazette, Part I, 14 June 1962, pp. 1497-1498).

Punjab: Minimum Wages Act, 1948, to be extended to
Employment in Saw Mills and Timber Trade.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Punjab has given notice of its intention to include the following employment in Part I of the Schedule to the said Act, viz.

"(22) Employment in Saw Mills and Timber Trade".

(Punjab Government Gazette, 29 June 1962, p. 271).

Madhya Pradesh Minimum Wages Fixation Bill, 1962.

inserted

The Government of Madhya Pradesh published on 21 July 1962 the text of the Madhya Pradesh Minimum Wages Fixation Bill, 1962, proposed to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the Madhya Pradesh High Court has by an order dated the 2 May 1962, in Messrs. Dayalal Meghaji and Co., Vs. State of Madhya Pradesh, held section 31-A ~~inserted~~ by the Minimum Wages (Madhya Pradesh Amendment and Validation) Act, 1961 (23 of 1961), which sought to validate fixation of minimum rates of wages in certain scheduled employments, to be invalid. In order to protect the unorganised employment from possible exploitation, it is imperative to provide for minimum rates of wages in the scheduled employments concerned.

As the matter was urgent and the Legislative Assembly was not in session the Madhya Pradesh Minimum Wages Fixation Ordinance, 1962 (4 of 1962) was promulgated on 21 June 1962, (vide pages 27-28 of the report of this Office for June 1962). The Bill seeks to replace the Ordinance.

The Bill provides that notwithstanding anything contained in section 5 of the Minimum Wages Act, 1948, in its application to the State of Madhya Pradesh 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 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 be enforceable against him with effect from 1 January 1959, as if the provisions herein contained have been in force at all material times. The table appended to the Bill gives the rates of minimum wages payable to employees in scheduled employments.

(Madhya Pradesh Gazette, Extraordinary,
21 July 1962, pp. 1270-1276)

37. Salaries.

India - July 1962.

Higher Wages for Tea Plantation Workers:
Recommendation of Wage Board Accepted .

The Government of India has accepted the recommendation of the central wage board for the tea plantation industry for an interim wage increase in respect of Tripura and has requested the employers to implement them as early as possible.

The interim increase, which is to take effect from 1 July 1962 would be as follows:

(A) In regard to daily rated labour, the following will be the interim increase in the rates of daily wages:

Men workers - 0.09 np; women workers - 0.07 np.; employable child - 0.04 np.

(B) In regard to monthly rated workers, an increase of 10 rupees per month each in respect of clerical, educational, medical and supervisory staff and artisans and 6 rupees per month in respect of others, will be given.

(The Hindustan Times, 21 July 1962).

18

Higher Salaries for Bank Employees: Recommendations of
Tribunal Award Accepted.

The national industrial tribunal which was set up in March 1960, with Shri K.T. Desai, Chief Justice of the Gujarat High Court as Adjudicator in the dispute between the banks and their workmen released its award at New Delhi on 4 July 1962. The Government has accepted the award in full.

The Desai tribunal was appointed in March 1960 to adjudicate the dispute between banks and their workmen. Twenty-two issues concerning 84 banks were referred for adjudication. The demand for putting the State Bank in a separate class was turned down by the tribunal.

The award, among other things, provides for higher scales of pay and merger of a portion of the existing dearness allowance in the basic pay. At present, the starting salary, inclusive of dearness allowance, of a clerk in a Class A bank in Area I is Rs.152.85 per month. Under the award, he will get a starting salary of Rs.158 (basic salary of Rs.140 and additional dearness allowance of Rs.18). The maximum basic salary goes up from Rs.280 to Rs.405.

Justifying the enhancement of pay scales, Shri Justice Desai says: "Having considered all aspects of the matter, I am of the view that to the extent that prevailing rates of wages in similar occupations in the same localities play a part in the fixation of wages, the workmen have made out a case for an upward revision of their emoluments."

He, however, concedes that the data before him on which a decision could be based in connection with the needs of the staff are meagre. "But from the very nature of the proceedings before me it is not open to me to carry on an independent inquiry or investigation of ~~my~~ my own for the purpose of gathering material from which such scales could be built up", he says.

The award classifies the banks into three categories instead of the existing four. For purposes of calculating the dearness allowance, the country is divided into three areas instead of four.

19

Classifications.- Categorisation of banks into three classes is on the following basis: those with working funds amounting to 250 million rupees and above and all exchange banks - A Class; those with working funds amounting to 75 million rupees and above but less than 250 million rupees - B Class; and those with working funds below 75 million rupees C Class.

The Desai tribunal has placed six banks under what is called the excepted list, for whom separate scales of pay have been recommended, as it is felt that they cannot pay the scales recommended for Class C Banks.

Area I will comprise (1) the city of Bombay including Greater Bombay; (2) city of Calcutta including Howrah, Barrackpore, Behala, Alipore, Cossipore, Garden Reach, Barnagore, Kaliganj, south suburban municipal area and Dum Dum; (3) city of Delhi including New and Old Delhi and Delhi-Shahdara; (4) city of Madras; (5) city of Ahmedabad; (6) city of Hyderabad comprising areas falling within the Hyderabad municipal limits, Secunderabad and outlying urban units; (7) Bangalore comprising areas within the Bangalore corporation limits area notified under the Bangalore City Improvement Trust Board Act excluding satellite towns and townships; (8) Kalyan; (9) Thana; (10) Uttarpara; and (11) all places having a population of more than ~~12~~ 1.2 millions.

Area II comprises all cities other than those included in Area I, which have a population of one 100,000 or more and Dhivandi, Chanderanagore, Chandigarh, Chinsurah, Cochin, Dombivli, Ferozapore, Kakinada, Nasik, Pimpri, Pondicherry, Raipur, Shillong, Tirunelveli and Tuticorin.

Area III comprises all places not included in Areas I and II.

For the purpose of classification of areas, the tribunal has directed that the latest available all-India census figures should be taken into account. Until the final population figures of the last 1961 census are available, provisional figures as finally published are to be adopted.

The Desai tribunal has abolished Class IV area created by Government. Justifying the abolition, the award says that the inducement offered by the creation of Area IV and lower scales of pay fixed for workmen in this area have not resulted in providing any appreciable incentives to the commercial banks in opening branches in such area.

The tribunal has, however, observed that the change consequent on the abolition of Area IV should be gradual.

While recommending higher scales of pay for bankmen, the award says that the future of banking and of banks except a few smaller units is bright and that the banks should be able to bear the additional burden.

The tribunal ~~and~~ has also recommended a formula by which bankman should be fitted into the new scales.

New Scales.- The following are the new scales of pay (in rupees) recommended for workmen other than those belonging to the subordinate staff with reference to the base year 1949:

"A" Class Banks

- Area I: 140-6-182-11-281-13-307-15,322-EB-15-337-16-369-18-405.
- Area II: 130-5-140-6-182-11-281-13-294-EB-13-307-15-337-16-369.
- Area III: 120-5-140-6-182-11-270-EB-11-281-15-307-15-337.

"B" Class Banks

- Area I: 150-5-140-6-182-11-281-13-294-EB-13-307-15-337-16-369.
- Area II: 120-5-140-6-182-11-270-EB-11-281-13-307-15-337.
- Area III: 112-4-120-5-140-6-182-11-248-EB-11-281-13-307.

"C" Class Banks except banks in the Excepted List

- Area I: 120-5-140-6-182-11-270-EB-11-281-13-307-15-337.
- Area II: 112-4-120-5-140-6-182-11-248-EB-11-281-13-307.
- Area III: 104-4-120-5-140-6-162-11-226-EB-11-281.

Banks in the Excepted List

- Area I: 96-4-120-5-140-6-182-11-204-EB-11-259.
- Area II: 88-4-120-5-140-6-182-EB-11-237.
- Area III: 80-4-120-5-140-6-170-EB-6-182-11-215.

Subordinate Staff.- The following are the pay scales for members of the subordinate staff with reference to the base year 1949:

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"A" Class Banks

Area I: 86-1-105-EB-1-108-2-112.

Area II: 80-2-86-1-102-EB-1-107.

Area III: 74-2-86-1-99-EB-1-104.

"B" Class Banks

Area I: 80-2-86-1-102-EB-1-107.

Area II: 74-2-86-1-99-EB-1-104.

Area III: 68-2-86-1-96-EB-1-101.

"C" Class Banks Except banks in the Excepted List

Area I: 74-2-86-1-99-EB-1-104.

Area II: 68-2-86-1-96-EB-1-101.

Area III: 62-2-86-1-93-EB-1-98.

Banks in the Excepted List

Area I: 50-1-59-EB-1-74.

Area II: 46-2-50-1-67-EB-1-72.

Area III: 42-2-50-1-65-EB-1-70.

Dearness Allowance Merger.- In the case of clerical staff, the Dearness Allowance is to be calculated and paid at the rate of 3 per cent. of the pay (basic pay provided under the award) special allowance if any and officiating allowance if any) for every rise in the of four points above 100 in the quarterly average of the all-India average working class consumer price index (general) base 1949 - 100. In the case of subordinate staff it will be calculated at the rate of four per cent. of pay for every rise of four point above 100.

As regards the objection of the banks to the merger of any part of the dearness allowance with the basic pay on the ground of the increase in the burden in regard to Provident Fund and gratuity, the tribunal has stated that this can be met by suitable provisions which may prevent increases therein except to the extent intended. (Actually, the tribunal has made suitable provisions in connection with issues relating to gratuity, provident fund and pension).

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Special allowance for Supervisors.- The tribunal has rejected the demand of the employees that separate scales of pay should be fixed, specially allowances, for employees doing supervisory duties as was done by the Sastry tribunal after applying to them the scales of pay provided for the clerical staff. It has increased the special allowance for different classes of banks.

For supervisory, Superintendents, sub-accountants, accountants and departmental incharges, the allowance has been increased in the case of A Class banks from Rs.60 to Rs.65; in the case of B Class banks from Rs.45 to Rs.60 and in the case of C Class banks from Rs.40 to Rs.55.

Nature of duties.- In deciding whether a workman is entitled to supervisory allowance, the designation of the "workman" would not be decisive but the nature of duties and functions assigned to him would determine whether he would be entitled to a special allowance. The banks have been given discretion to give higher allowances or separate grades for supervisory or staff if they so desire.

The tribunal has also enhanced to a certain extent the special allowances payable at present to clerical staff. Special allowances have also been provided for certain new categories of employees such as compositors, pressmen in the State Bank of India, cyclostyle-machine operators, hundi presenters and others.

D Class Banks.- Banks now classified as D class will become C Class as from 1 January 1962, except those put under the Excepted List.

With the abolition of Area IV, the tribunal says there would be a sudden rise in the burden which the banks in this area would have to bear under the award. To lighten the burden, it has recommended that the new scales should be implemented gradually. It considers that the relief it has provided will be an incentive for banks to open branches in Area IV within the third Plan period.

House Rent Allowance.- The tribunal has also recommended slightly higher house rent allowances.

Under the Sastry award, in Calcutta and Bombay, an employee whose pay does not exceed Rs.100 gets Rs.8 as house rent allowance. Under the present award, an employee whose pay does not exceed Rs.150 per month in Bombay, Calcutta and Delhi will get Rs.12 as house rent allowance.

Subordinate staff will also get house rent allowance.

The tribunal has rejected the demand for children allowances, city compensatory and local allowances. However, in the case of employees of A Class banks, it has recommended leave fare concession once in three years. Such employees should be paid the actual railway fare or steamer fare incurred by him for himself and members of his family up to a distance of 800 klm.

Gratuity benefits.- The award recommends liberalised gratuity benefits. Under the award, gratuity will become payable on the death of an employee, while in service of the bank; on an employee becoming physically or mentally incapable of further service or on his termination of service by the employer; on voluntary retirement or resignation.

After ten years of continuous service, the amount of gratuity in A Class banks shall be equal to one month's pay for each year of service subject to a maximum of 15 months' pay. In the case of B and C Class banks including the banks in the Excepted List, the maximum is 12 months' and nine months' pay, respectively.

In the case of workmen, who have put in over 30 years of service, extra amount by way of additional gratuity at the rate of half-month's pay for each completed year of service beyond 30 years will become payable.

For the purpose of calculation of gratuity, basic pay for all classes of banks, except banks in the Excepted List, shall be deemed to be 80 per cent of that provided under the award for clerical staff and 75 per cent for subordinate staff.

Pension scheme.- Where there is a pension scheme in existence already, the employees will have to choose between gratuity under this award and bank's pension scheme unless any bank desires to give the benefit of both to a workman.

The leave rules have been slightly liberalised, particularly in respect of sick leave and extraordinary leave.

For subordinate staff, the tribunal has directed that at least two sets of cotton uniforms should be supplied by bank every year and one set of a woollen uniform once in three years.

The age of retirement has been fixed at 58.

The tribunal has given option to the employees to retain the present terms and conditions of service if they find the award is unfavourable. But it opines that the award is, by and large, very favourable to bank employees.

The award says that the contribution to be made to provident fund would be $8\frac{1}{3}$ per cent of pay in respect of employees in A and B Class category of banks and $6\frac{1}{4}$ per cent in case of C Class banks. The "pay" for purpose of provident fund contribution has been defined in the award.

The tribunal has suggested that the major recommendations should come into force from 1 January 1962.

(The Gazette of India, Extraordinary,
Part II, Section 3-sub-section (ii),
dated 30 June 1962, pp. 1487-1829;
The Hindustan Times, 5 July 1962).

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38. Housing.

India - July 1962.

Seminar on Village Housing, Bangalore, 10-12 July 1962:
Higher Allocation for Rural Housing Suggested.

A Seminar on Village Housing was held at Bangalore from 10 to 12 July 1962. The Seminar was inaugurated by Shri Mehr Chand Khanna, Union Minister for Works, Housing and Supply and attended, among others, by nearly 100 field workers from all over the country and State and Central Government representatives.

Inaugural speech.- Inaugurating the Seminar, Shri Mehr Chand Khanna, Union Minister for Works, Housing and Supply, said that the Government proposed to grant 50 million rupees during Third Plan to States to enable them acquire develop and allot house sites to families of landless agricultural labour. He hoped the existing imbalance among the poorest sections of the village community would go. "What we intend improving is not only the house, but also the surroundings which make it a proper place to live in", he added. The Minister pleaded for co-ordination of all Governmental activity to avoid duplication and waste of resources.

He confessed that barring a few States, progress in most others had not been encouraging. He hoped the Seminar would suggest ways to remove the hurdles and increase the tempo of house-building in selected villages.

Shri D. Devaraje Urs, Minister for Housing Mysore said that the one important hurdle in the State in village housing was land acquisition. Although the question has to be tackled by the revenue authorities, nothing prevented them from finding a quick solution, he added.

He said Mysore State modified rules in regard to land acquisition proceedings so as to ensure speedy disposal of the issue.

also

The Minister/stressed the need for creation of a machinery at Governmental level for supply of required housing materials from the forest areas. He also stressed the need for research in manufacture of improved materials.

Shri Jagannatha Rao, Union Deputy Minister for Works, Housing and Supply, expressed the view that the performance of the State Governments in implementing the village housing schemes could hardly be regarded very creditable "even after allowing the fact the scheme happened to be a difficult one and that considerable time was taken up in earlier stages in organising the necessary machinery".

The Deputy Minister listed three factors which might have resulted in "unsatisfactory progress of the scheme in some of the States". Villages may not have been selected initially with sufficient care; the layout in the selected villages may not have been evolved in consultation with village panchayats; layout plans may have been drawn without waiting for the physical and social economic survey to be carried out.

Out of the 54 million houses in rural areas, housing 295 million population in 550,000 villages, about 5 million had to be either rebuilt completely or improved substantially. On the basis of an average expenditure of 500 rupees per house for reconstruction or improvement, the total amount required would amount to 25,000 million rupees. The response to the scheme had been very encouraging in the States of Rajasthan, Mysore, Uttar Pradesh, Maharashtra, Andhra Pradesh, Orissa, Punjab and Madras, he said.

Shri Khanna stressed the need for physical and socio-economic surveys of villages before preparing the lay-out for improved villages.

Underlining importance of correct advice about design of house which villager should build, specifications which he should adopt, building materials which he should use and construction methods that he should employ, Shri Khanna said, Rural Housing Cells should give their advice and guidance and on the type of counsel they give depends success of scheme. He emphasises that house which comes up should not be out of tune with rural environment, it should not be built to urban specifications, it should use indigenous building materials and it should be constructed largely with the help of villagers' own labour and labour of his family.

Recommendations.- Among others, the Seminar recommended the to bring ten thousand villages under the purview of the Centrally-sponsored Village Housing Scheme during the Third Plan period.

At present, the Scheme is in operation in 5,000 villages. Funds for the Scheme will also be raised. It also proposed to raise funds for the Scheme proportionately from 125 million rupees to 250 million rupees for the Plan period.

The Seminar recommended that more attention should be devoted to lay-outs for villages, to ensure better provision of roads and drainage. It also suggested proper co-ordination between departments connected with community development, rural water supply, village and small-scale industries and the welfare of Scheduled Castes and other Backward Classes.

It was also estimated that of 54 million houses in rural areas, about 50 million have either to be rebuilt or improved substantially.

The Seminar emphasized the need for making available expert advice and more technical staff and recommended adequate arrangements by State Governments for the training of village masons and artisans who could provide expert guidance to the villagers. It was also recommended that the rural housing wings should intensify research and experimentation in the use of indigenous building materials and popularize these through demonstration houses at suitable centres. The Seminar urged the Centre to arrange a special quota of coal dust, cement, corrugated iron sheets and coal dust as without these basic materials, State Governments found it difficult to implement rural housing programmes.

The Seminar believed that as the Scheme at present was in the pilot stage, only economically progressive villages, desirous of bettering their lot, should be selected. The Seminar further decided the ceiling of 5,000 rupees for construction of houses in villages should be abolished though it insisted that the maximum amount of loan per house should continue at 2,000 rupees and should not exceed 66-2/3 per cent. of the total cost of the house.

The Seminar recommended steps to create enthusiasm for the scheme among villagers through pictorial literature and propaganda through panchayats and other organisations.

(The Indian Worker, 23 July, 1962;
The Deccan Herald, 12 July 1962).

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

42. Co-operation.

India - July 1962.

Extension of Co-operative Movement: Working Groups
set up.

As a result of a series of discussions between Shri Shriman Narayan, member of the Planning Commission in charge of agriculture, community development and co-operation and various Central Ministries, it was decided at New Delhi on 11 July 1962, to set up four working groups for suggesting steps for extension of the co-operative sector in the spheres of transport, housing, small industries and dairying and fisheries. The working groups will consist of senior officers of the Planning Commission, the Union Ministry of Community Development and Co-operation and the Ministries concerned. Some eminent non-official co-operators are also to be included as members in the working groups.

The working groups are likely to submit their reports in about four months. After a study of the reports, the Planning Commission and the Union Ministry of Community Development and Co-operation are expected to formulate detailed recommendations to extend the co-operative movement speedily in the non-agricultural sector.

(The Hindustan Times, 12 July 1962).

43. Handicrafts.

India - July 1962.

Conference on development of Rural Industries,
New Delhi, 21 July 1962.

A two-day conference on intensive development of rural industries was held in New Delhi on 21 July 1962. Shri G.L. Nanda, Union Minister for Labour and Employment and Planning presided. Among those who attended the conference were: Shri Nityanand Kanungo, Minister for Industries, members of the Planning Commission, Deputy Minister, Ministry of Community Development, and representatives of Central and State Governments.

Addressing the conference, Shri Gulzarilal Nanda, stated that rural industries must maintain the quality of their products and at the same time keep the cost of production down. He stressed the need for an efficient marketing system. While the major portion of the products of small industries would be consumed locally, the surplus must be "profitably marketed", he added.

The conference approved the proposal to establish 42 industries in rural parts of various States and four in Union Territories. A few auxiliary industries will be established near big industrial projects to "achieve integrated industrial-rural development". The original scheme had a provision for only 40 projects but the number was later increased to provide more employment facilities.

Techno-economic surveys of selected project areas are likely to be conducted in October next. These surveys, which may last about three months, will provide the nucleus of the area development programme.

The scheme envisages progressive extension of small industries to rural areas to provide more employment and to raise the standard of living.

(The Statesman, 23 July 1962).

Annual Conference on Community Development and Panchayati Raj, New Delhi, 30 July-1 August 1962.

The annual Conference on Community Development and Panchayati Raj was held at New Delhi on 30 July 1962, Shri V.T. Erishnamachari presiding. The Conference was inaugurated by Shri Gulzarilal Nanda, Union Minister for Labour and Employment and Planning, and attended, among others, by Shri S.K. Dey, Union Minister for Community Development, Development Commissioners and other senior officials from all over the country.

Inaugural speech.- Inaugurating the annual Conference on Community Development and Panchayati Raj, Shri Gulzarilal Nanda, Union Minister for Labour and Employment and Planning called for a realisation of the "importance and urgency of executing our agricultural programmes successfully, effectively and promptly". Agriculture was the most important single factor in the economy of the country, and it would have to be the "major concern of the people and the Government for many years to come", he said. The Minister said he was not belittling the importance of industrial progress. The economy had been "badly unbalanced" for many decades because industry did not find its due place and this had done harm to agriculture also. "Still the fact remains that agriculture has a dominant place in our economic life." Quoting statistics in respect of the contribution of agriculture towards national income, Shri Nanda said the urgency about agriculture "has been brought home to some of us in a very unpleasant manner recently", but it was somewhat doubtful whether in actual practice this urgency was being translated into action. The fact that the increase in national income last year was only around 3 per cent. had evoked very adverse comment. In the previous year, i.e., the last year of the Second Plan, it was 7.1 per cent. "These fluctuations in national income are very largely due to corresponding contribution of agriculture." The increase of 7.1 per cent. in the last year of the second Plan, he said, was mainly due to a "spectacular increase" in agricultural production by about eight per cent. In the first year of the Third Plan the share of agriculture was just about one per cent. He emphasised that for achieving the expected 30 per cent. increase in national income under the Third Plan, there would have to be a corresponding increase in agriculture.

Shri Handa added that while there should be a planned approach for general increase in agricultural production there should also be a "selective approach". They had recently considered the problems of cotton and oilseeds, and had decided that it was not enough to have targets for the whole country. They should have targets lower down at the town, district, block and even village levels, and see that the best results were obtained at places where the conditions were most favourable. Shri Handa pointed out that at present exports based on primary produce and commodities and other agricultural raw materials accounted for 46 per cent. of the total exports as compared to 43 per cent. ten years ago. He expressed the view that if any deficiencies were to occur in the agricultural targets of the Third Plan, it would not be due mainly to lack of resources. There were enough resources for programmes like supply of food, seed and minor irrigation. The Planning Commission had decided that if a State made effective use of its allotments for small irrigation, it could have even additional resources outside the Plan for the purpose.

VI Presidential address.— In his presidential address, Shri Krishnamachari, said the conference was taking place at a "very important stage" in the evolution of the community development movement. They had made considerable progress in the setting up of self-governing panchayats at some States, these bodies had already commenced work and the system was expected to be "in full working order" in all the States before their next annual conference.

He emphasised that in view of the establishment of Panchayati Raj, the methods of planning for the rural sector and of carrying out the programmes had to be changed radically.

The first duty of the panchayats was to build up rural plans from the village upwards. The starting point was the village plan which should be prepared after detailed discussions with the people, the panchayat and the co-operative and after the preparation of careful estimates of the supplies, services and credit which would be available to each village.

The villagers, on their side, he said should make commitments for carrying out their customary obligations in regard to irrigation, afforestation and soil conservation programmes, full use of irrigation and other facilities, their contribution in labour and money for works programmes and the deposits which they would make in co-operatives from their own resources every year. There should be a review of progress every year and also an annual plan for the coming year with increased production targets. Shri Krishnamachari emphasised that there should be integration of the plans at all the tiers. The village plan should interlock with the block plan which should be integrated in the district plan.

Production Programmes.- Shri Krishnamachari said that production programmes could be organised for all families in areas where there were major and medium irrigation projects or adequate rainfall, if emphasis was laid on three factors: administrative and technical efficiency, an uninterrupted chain of responsibility for co-ordination co-ordinated work, and the working of the movement with due emphasis on its moral aims. As success in these production programmes depended to a large extent on the efficiency of the agricultural and animal husbandry services, the State Governments should reorganise these services and improve the prospects to attract young men of ability. He suggested that "a strong, well-knit" co-operative services should be built up in the States and early steps taken to establish an all-India agricultural service. Shri Krishnamachari called for a national policy in regard to the obligation of beneficiaries under irrigation and soil conservation programmes.

The implementation of betterment laws by the States "has been very slow", he said. He referred to the non-utilisation of irrigation facilities over fairly long periods, and added: "The third Finance Commission has drawn attention to the fact that in the four years - 1957-58 to 1960-61 - the working of irrigation projects in 13 States resulted in an aggregate loss of about 496 million rupees. Only two States showed a slight surplus (about 30 million rupees).

Shri S.K. Dey's address.- Speaking on the occasion, Shri S.K. Dey, Union Minister of Community Development, Panchayati Raj and Cooperation said the three main tests by which they should judge the success of the Panchayati programme were those relating to agriculture, utilisation of funds for rural industrialisation and welfare of the backward sections of the people.

He was sorry there had not been "enough understanding" in the Government of India about the problem of rural industrialisation, and they had only been "tinkering about it". The working of the 50 pilot projects for the purpose recently sanctioned, he hoped, would bring them to a critical situation where they would have to decide to go ahead with rural industrialisation. Shri Dey suggested that every Panchayati Raj institution should have a special committee to look after the welfare of the backward classes. He said a study team headed by Shri K. Santhanam had been appointed yesterday to go into the question of resources for panchayats.

Stressing the importance of training and education, Shri Day said: "Our intention is ultimately to have, broadly, one institution of Panchayati Raj in every district, so that that institution takes care of the education of the people in the philosophy and objectives of Panchayati Raj". They could be run by non-official agencies or by the federal organisation of the Panchayati Raj institutions.

(The Hindustan Times, 31 July 1962).

44. Merchant Marine and Fisheries.

India - July 1962.

Night Allowance to Dock Workers Granted.

The Government of India has accepted the principle of granting weightage for night work by way of a co-efficient allowance to all categories of port and dock workers in all major ports of the country - Bombay, Madras, Calcutta, Cochin, Vishakapatnam and Kandla-employed by port authorities working in shifts of eight or more hours between 10 p.m. and 6 a.m. This has brought to an end the year-old dispute between the All-India Port and Dock Workers' Federation and its various units with the Port Authorities. Shri S.R. Kulkarni, president of the Federation, said more than 30,000 employees would receive the benefit.

(The Times of India, 13 July 1962).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JULY 1962.

50. General.

West Bengal Shops and Establishments Bill, 1962.

The Government of West Bengal published on 12 July 1962 the text of the West Bengal Shops and Establishments Bill, 1962, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the object of the Bill is to repeal the Bengal Shops and Establishments Act, 1940, and to introduce in its place a new legislation with a view to eliminating various defects in the existing Act and providing the employees with some additional benefits in the context of changes circumstances. A brief account of the more important provisions of the Bill is given below.

Extent and commencement.- The provisions of the Bill extend to the whole of West Bengal, and shall come into force on such date as the State Government may, by notification, appoint. It shall apply to the areas and to the classes of shops and establishments to which the Bengal Shops and Establishments Act, 1940 applied immediately before the commencement of this Act; and shall also apply to such other areas or to such other classes of shops or establishments as the State Government may, by notification, specify in this behalf.

Hours of Work.- In no shop shall the hour of opening be earlier than eight o'clock ante meridiem or the hour of closing be later than eight o'clock post meridiem.

No person employed in a shop shall be required or permitted to work in such shop for more than eight hours and a half in any one day or for more than forty-eight hours in any one week or after the hour of closing of such shop.

In no hotel, restaurant, eating-house, or cafe shall the hour of closing be later than eleven o'clock post meridiem. No person employed in an establishment for public entertainment or amusement shall be required or permitted to work in such establishment for more than nine hours in any one day.

The total number of hours of his work including overtime work shall not exceed ten hours in any one day, and the total number of hours worked overtime by him shall not exceed one hundred and twenty hours in any one year.

Children and Young Persons.- No child who has not completed the age of twelve years shall be employed in any shop or establishment.

No young person under 15 years of age employed in a shop or an establishment shall be required or permitted to work in such shop or establishment for more than seven hours in any one day or for more than forty hours in any one week. The periods of work of young persons in a shop or an establishment during each day shall be so fixed that no such person shall work for more than four hours before he has had an interval for rest of at least one hour.

No young person shall be required or permitted to work in any shop or establishment after eight o'clock post meridiem and no woman shall be allowed or permitted to work -

- (a) in any establishment for public entertainment or amusement other than a cinema or a theatre, after six o'clock post meridiem, or
- (b) in any shop or commercial establishment, after eight o'clock post meridiem.

Holidays and Leave.- In each week, -

(a) every shop or establishment shall remain entirely closed on, or

(b) every person employed in a shop or an establishment shall be allowed as holiday,

at least one day and a half day next preceding or next following such day. No deduction on account of any holiday shall be made from the wages of any person employed in a shop or an establishment, and even if such person is employed on the basis of 'no work, no pay', he shall be paid for such holiday the wages which he would have been entitled to had he not been allowed the holiday.

A person employed in a shop or an establishment shall be entitled -

(a) for every completed year of continuous service, to privilege leave on full pay for fourteen days,

(b) in every year, to sick leave on half pay for fourteen days on medical certificate obtained from a medical practitioner registered under the Bengal Medical Act, 1914, or any other law for the time being in force,

(c) in every year, to casual leave on full pay for ten days, and

(d) in the case of women, to maternity leave in accordance with such rules as may be prescribed.

Privilege leave admissible may be accumulated up to a maximum of not more than twenty-eight days; sick leave admissible may be accumulated up to a maximum of not more than fifty-six days; and casual leave admissible shall not be accumulated.

Any person employed in a shop or an establishment whose services are terminated by or under the orders of the shop-keeper or the employer shall ~~ent~~ be entitled to wages for the period of privilege leave due to his credit at the time of such termination.

Wages.- All wages payable to a person employed in a shop or an establishment shall be payable not later than the tenth day of the month immediately succeeding that in respect of which such wages are payable.

When any person employed in a shop or an establishment is required or permitted to work overtime in such shop or establishment, the wages payable to such person in respect of such overtime work shall be calculated at the ~~rate~~ rate of one and one-half times of the ordinary rate of wages payable to him, and such ordinary rate of wages shall be calculated in such manner as may be prescribed.

Notice of termination.- No person shall, after completing one year of continuous service in any shop or establishment, have his services terminated, without sufficient cause, unless he has been given one month's notice in writing or has been paid one month's wages in lieu of such notice.

Other provisions of the Bill deal inter alia with registration of shops and establishments, appointment of inspectors, powers of inspectors, penalties and procedure, and power to make rules.

The Bill seeks to repeal the Bengal Shops and Establishments Act, 1940.

(The Calcutta Gazette, Extraordinary,
12 July 1962, pp. 2115-2125).

Madhya Pradesh Employment (Regulation of Minimum Working
and Service Conditions) Bill, 1962.

The Government of Madhya Pradesh published on 25 July 1962 the text of a Bill to regulate minimum working and service conditions of employees in certain employments in the State and to provide for certain other matters connected therewith. The Statement of Objects and Reasons of the Bill declares that while some of the existing Labour Laws e.g., Factories Act, Industrial Disputes Act, Industrial Relations Act, et c., contain their specific and detailed provisions for the respective matters within their purview, these provisions are not generally suited to meet the conditions and requirements in unorganised industries and employments. The Minimum Wages Act, introduced particularly to serve labour in these unorganised industries and employments, confines itself mostly to one aspect only, that of Minimum Wages Rates. It is, therefore, proposed to enact a measure to suit the conditions and meet the main requirements in such unorganised industries and employment.

Clause 3 of the Bill provides that for the purpose of determining minimum working and service conditions in respect of any Scheduled employment relating to all or any of the matters specified in the First Schedule, the State Government shall, either:-

(a) appoint a Committee consisting of such number of representatives of the employers and the employees in the Scheduled employment who shall be equal in number, and such number of independent persons not exceeding one-third of its total number of members including independent members as it may deem fit to hold enquiries and advise it in respect of such determination within such time as may be prescribed; or

(b) by notification, publish its proposals for the information of the persons likely to be affected thereby and specify a date not less than two months from the date of the notification on which the proposals will be taken into consideration.

After considering the advice of the committee or all representations received by it before the date specified in the notifications, the State Government shall, by notification determine the minimum working and service conditions in respect of such Scheduled employment relating to the matter of matters as may be specified in such notification, and it shall come into force on the date as may be appointed therein.

Notwithstanding anything contained in any law, usage, contract award or decision of any court or authority, the employer shall be liable to secure for the employees and the employees shall be entitled to receive from the employer, the minimum working and service conditions determined or revised in accordance with the provisions of the Bill.

The Matters for which minimum working and service conditions to be determined include wages, including the period and mode of payment; hours of work and rest intervals; leave and holidays; conditions of services; and health and welfare.

The employments scheduled in the Second Schedule to the Bill are : 1) Employment in any rice mill, flour mill, dal mill or oil mill. 2) Employment in any tobacco (including bidi making) manufactory. 3) Employment in power loom and carpet making industries. 4) Employment in tanneries and leather manufactory. 5) Employment in any lac manufactory. 6) Employment in any mica works. 7) Employment on construction or maintenance of roads or in building operations, stone breaking or stone crushing.

Other provisions of the Bill deal ^{with} inter alia powers and duties of labour officers, ~~rewards~~ ^{rewards} for wrongful dismissal, powers and duties of labour courts, offences and penalties.

The provisions of the Bill do not apply to Scheduled employments or Industries in respect of which the provisions of the Madhya Pradesh Industrial Relations Act, 1960 (27 of 1960), have been brought into force under clause (b) of sub-section (3) of section 1 of the said Act.

As from the date from which minimum working and service conditions in relation to any Scheduled employment with respect to any matter of matters specified in the First Schedule come into force under sub-section (2) of section 3, the provisions of the Industrial Disputes Act, 1947 (14 of 1947), except Chapter V-A thereof, the provisions of the Factories Act, 1948 (63 of 1948), except Chapter IV thereof, the Minimum Wages Act, 1948 (10 of 1948), in its application to the State of Madhya Pradesh, the Madhya Pradesh Shops and Establishments Act, 1958 (23 of 1958), or the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961 (25 of 1961), shall cease to apply to such Scheduled employments in so far as they relate to matters in respect of which such minimum working and service conditions have been determined or revised under this Act.

(Madhya Pradesh Gazette, 26 July 1962, pp. 1563-1572).

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55. Protection of Minors.

India - July 1962.

Madras: Juvenile Delinquency in Working Classes:
Results of a Survey Published.

According to the findings of a survey published in the Hindu dated 2 July 1962, on juvenile delinquency in Madras carried out by the Madras School of Social Work, ~~stated that~~ juvenile delinquency is mostly confined to the working class population, the vast majority of whom live in an environment far from conducive to the healthy growth of children physically and psychologically. The quality of environmental conditions, it is pointed out is important when the child seeks outlets to compensate for its emotional and social inadequacy.

The findings of the survey into the nature, causes and conditions of juvenile delinquency in Madras, has special reference to the slum areas of the City and are embodied in a report which points out that the conditions of life of the families studied are so defective and inadequate that unless they are reorganised there does not seem to be any scope for attempting to solve the problem of juvenile misbehaviour. "Unless the scourges of poverty and its concomitant evil effects are removed the roots of delinquency can never be eradicated", states the report.

The survey has recommended that similar studies should be undertaken in other urban areas as it would help to understand and appreciate the various factors and conditions that exist in conjunction with delinquent behaviour in children in India as a whole.

As a remedy, it is suggested that there should be facilities for wholesome recreational activities in order to curb delinquency. The lack of adequate facilities for organised recreation for boys and girls is generally considered an important factor in the causation of delinquency. It is therefore the responsibility of the community to see that wholesome recreational facilities are provided for children.

(The Hindu, 2 July 1962).

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56. Labour Administration.

India - July 1962.

Maharashtra: State Assembly Votes demand for Labour
and Employment.

The Maharashtra State Legislative Assembly voted on 4 July 1962 the demand for grants under the head "labour and employment" amounting to 9.6 million rupees.

During the debate on this demand Shri S.G. Patkar (Communist-Samiti) asked the Government for a categorical statement on how far the recommendations of the tripartite conference on "need-based wage" had been implemented in the State. As far as the textile industry in Bombay was concerned, he pointed that the number of workers had gone down by 64,000 since 1947. He also wanted the Government to note that the employment of women in the industry had almost come to an end.

Shri Tushar Pawar (Congress) said that the State Government's labour policy had always benefited labour. Even where the Government intervened to find a solution to a labour problem, the result invariably was more beneficial to labour. This had helped preserve industrial peace in the State. He asserted that the real wage of the workers had definitely gone up in the past few years.

Replying to the debate Shri H.G. Hans, Labour Minister, stated that the Government would not discriminate between one trade union and another, but would judge each issue on its merits. He said that unions which encouraged violence and sabotage would not be viewed with sympathy by the Government.

He said there had been considerable industrial expansion in the State which created an increased scope for employment. The employment exchange service was being further extended. At five places in the State the Government had set up employment information and assistance bureaux.

For the benefit of those passing out of universities, university employment bureaux were being started. Even then, it would be difficult to provide full employment for all seeking employment.

Shri Hans said the time had come to review the Government policy of taking over industrial units under its unemployment relief scheme. The Government's experience had been that, in the long run, it did not benefit either labour or the State. He cited, as an instance, a textile mill at Barshi which had closed down some time ago. He said the assets of the Barshi mill had been evaluated at 600,000 rupees while its liabilities and rehabilitation costs were estimated at 5 million rupees. In such cases it would be more prudent to invest 5 million rupees in starting new units than investing the amount in old one.

(The Times of India, 5 July 1932).

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Madhya Pradesh: Demands for Labour and Agriculture
Approved by State Legislative Assembly.

Replying to the debate on demands under labour and agriculture heads in the Madhya Pradesh State Legislative Assembly in Bhopal on 17 July 1952, Shri V.V. Dravid, Madhya Pradesh Labour and Agriculture Minister, said a Bill for the fixation of minimum wages in the State factories would be brought before the House shortly. The Bill, among other things, would also deal with labour disputes. Shri Dravid claimed that the present minimum wages in the State were higher than those in several other States and that the labour legislation here was more up-to-date than in other States.

After the Minister's reply to the debate, demands under labour and agriculture heads amounting to 96,200,000 rupees were passed.

(The Hindustan Times, 19 July 1952).

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Andhra Pradesh: Demands for Grants of Labour,
Factories and National Employment Service Approved
by State Assembly: Industrial Relations and
Negotiating Committees Proposed.

The Andhra State Legislative Assembly adopted on 25 July 1962 the demand for grants under the head "labour and employment" amounting to 3.58 million rupees.

Moving the demands for grants, Shri B.V. Gurumurthy, Minister for Labour and Transport of Andhra Pradesh stated in the Legislative Assembly in Hyderabad on 24 July 1962 that in order to tackle labour problems in the public sector it had been proposed to constitute two-tier negotiating committees - either at the district, workshop or unit level, and at the State level - on the lines of the machinery now in vogue in the Railway and Defence organisations. Shri Gurumurthy said at the local level, where local problems were to be settled, the committee would consist of the local chief of the department, a representative of the union, and the Labour Officer. At the State level, where problems of a general nature and those not solved at the local level would be taken up, the committee would consist of the Secretary to the department concerned, and the head of the Department, the Commissioner of Labour or his representative and a representative of the workers. He hoped the industrial relation committees in the private sector and the negotiating committees in the public sector would help in eliminating areas of friction between management and labour and provide a medium for peaceful settlement of disputes and redressal of grievances.

In accordance with the recommendation of the State Evaluation and Implementation Committee for the private sector, the Minister said the Government had, as a first step, framed rules for the constitution of tripartite industrial relations committees in the sugar and textile industries and constitution of them was under way.

Standard conditions of service. - The Government, the Minister said, was examining the advisability of promoting a new legislation for standing orders in place of the present Central Act - providing for automatic application of standard conditions of service (to be prescribed under the proposed legislation) to all factories, employing 100 and less number of workmen. The new legislation, if prompted would ensure minimum conditions of service to all workers and anything beyond them could be negotiated and settled by collective bargaining or through adjudication. Shri Gurumurthy said the Government proposed to establish 12 labour welfare centres during the Third Plan period. It was proposed to establish three centres during the current year and 12 adult education classes for illiterate workers in the premises of factories.

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The total number of factories as on 1 April, 1951, was 6,008 as against 5,977 on the corresponding date last year. To promote industrial safety, hygiene, and productivity, the Minister said, an institute of industrial safety and productivity was being set up in Hyderabad.

Shri Gurumurthy said it was proposed to bring a consolidated legislation for the whole State in respect of shops and establishments.

To guide and assist university students in choosing their careers, there was a scheme for having University Employment Bureaux. One had been started in Waltair last year and it was proposed to have another in Hyderabad attached to the Osmania University during the current year. The Minister said that to check the influx of rural people into urban areas and to generate more employment in the rural areas, the Government were implementing various schemes with large employment potential on pilot basis in select Blocks. The department had opened national employment assistance and information bureaux in nine such pilot project areas. Another four pilot project areas were proposed to be set up during this year.

The State Productivity Council the Minister said, had constituted two industry-wise committees, one for sugar and the other for cement and had conducted a productivity technical training course and was contemplating to extend its activities to various other industries.

Debate.- Shri K. Nagaiah (Com.), initiating the discussion, said that the prices of essential commodities were going up. But the dearness allowance was not being given on the basis of the cost of living index. He wanted the Government to implement the recommendations of the various minimum wages committees, constituted by the Government.

Shri T. Anjaiah (Cong.) said that the Budget provision for Labour was inadequate. He said that he was sorry that in the Government-controlled institutions like Electricity and the Road Transport Corporation, bonus was not given to the employees. The Government should set an example to private institutions in improving the conditions in-in of labour.

Shri G.C. Kondaliah (Cong.) said Government should strictly implement the recommendations of the various Wage Boards in the public sector first and then see that they were implemented in the private sector. He urged the Government to establish a workers' education centre in Vijayawada or Visakhapatnam.

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Shri Vavilala Gopalakrishnayya (Ind.) wanted the Government to expedite the integrated Shops and Establishment Bill. He stressed the need for protecting the rights of the work-charged employees. Referring to the recommendations of the Minimum Wages Committee for Agricultural Labour, he said that the work connected with the implementation of those recommendations should not be entrusted to the revenue officials, but to some other cadre. Labour awards were not being implemented properly.

Shri G. Gangareddi (Cong.) felt that no restriction should be imposed on the working hours of agricultural labour.

Shri H. Satyanarayana (Com.) said that Government's approach to the problems of labour or wages remained the same as before. He was afraid that the directions of the Government of India were not being followed. There was also disparity in pay scales between the workers of Telengana and Andhra area in departments like the Highways. Industrial awards were not implemented fully. He said transport facilities should be improved in Singareni collieries as the workers had to walk about 10 miles to reach their work spot. He wanted that a conveyance allowance be granted to them, as the fares were high.

Minister's Reply to Debate.- Replying to the debate, Shri Gurumurthy stated that the Government was keen on implementing the minimum wages for agriculture, which had been already fixed, but it would shortly decide as to the machinery through which the decision could be implemented.

Shri Gurumurthy said that the Minimum Wages Committee suggested with the task that separate staff be entrusted with the task of implementing minimum wages in the agricultural sector, in view of the magnitude of the problem. It was stated that revenue inspectors under the guidance of an officer of the cadre of deputy collector, should be in charge of this work. But, it was estimated that the expenditure might be considerable. The Labour Department suggested that the municipalities and the panchayats could be entrusted with this work. The problem of implementing minimum wages for agricultural labour was a complicated one and could not be entrusted to a single department as such. He proposed to consult all the concerned departments, like Revenue, Planning and Labour and arrive at a decision.

The Minister said he was prepared to explore any possibility of workers' participation in industrial management, if any concrete proposals with an eye on its feasibility, were made. The question of having one union for one industry, could be considered, if all the organisations had not ~~agreed~~ agreed. The labour unions had not accepted it. There could be no healthy competition, if monopoly were given to any union.

Shri Gurumurthy pointed out that the Factory Act was being implemented satisfactorily and a thousand prosecutions had been launched in 1961. Regarding the suggestion for having a secret ballot for the recognition of a union, the Minister said that if all the unions agreed, it could be considered.

Shri Gurumurthy said that the Government was anxious not to allow any industrial unrest.

(The Hindu, 25 and 26 July 1962).

Madras: State Legislative Assembly Approves
Labour Demands: Minister's Statement.

After a reply to the debate in the State Legislative Assembly of Madras on 13 July 1932, by Shri M. Bhaktavatsalam, Madras Finance Minister, the Assembly voted the demand for grants of labour of 4.04 million rupees.

In his reply, Shri M. Bhaktavatsalam said that the main principles underlying the labour policy were primarily designed to preserve industrial peace and promote uninterrupted production. He also appealed to the political parties not to exploit the labour for party purposes.

Shri Bhaktavatsalam refused to accept any suggestion that the labour had not derived benefit by the policies pursued by the Government. He said that the establishment of numerous industries in the State had increased the employment opportunities, and the lot of the industrial labour had considerably improved. He did not claim that the labour had achieved every thing they wanted. But he said, the industrial labour were much better off than their counterparts in the agricultural sector. Still, the Government were reviewing labour laws from time to time with a view to bring more benefits to the workers.

About settlement of disputes, the Minister said that the conciliation machinery was strengthened periodically to the extent necessary. If the number of disputes referred to adjudication was low, it was because that either the bulk of the cases had been settled by conciliation or there was no sufficient ground for referring the disputes for adjudication. He said that factories were persuaded to have labour welfare officers under their employ, but it was not proper to expect that these officers should be appointed by the Government.

Shri Bhaktavatsalam said that public undertakings could not be treated on the same footing as private concerns in the matter of declaring bonus etc., as the profit earned by these undertakings ultimately benefited the tax-payer. At the same time, the Government were anxious to see that the employees in public undertakings also got their due.

Speaking about accidents in factories, Shri Bhaktavatsalam said that energetic steps were being taken to impress upon the managements of factories the need for bringing down the number of accidents in factories, in the interest of the management and the workers by observing meticulously the provisions relating to safety under the Factories Act. During the year, out of the total of 17,828 accidents, only 21 were fatal accidents. In all there were 5,803 factories in the State. It was hoped that by the concerted action taken in this regard, the incidence of accidents would be brought down rapidly in the near future.

Replying to strikes and lock-outs, he stated that there were only 147 strikes during 1961 resulting in 191,988 man-days lost as against 331 strikes during 1960 resulting in 565,980 man-days lost. Out of the 8,489 complaints received by the State Industrial Relations Machinery, the vast majority of cases were amicably settled as a result of the efforts of the departmental officers. The Government had to refer only 221 cases for adjudication during the year. It was hoped that with sustained co-operation and goodwill from both the sides, it would be possible to achieve greater industrial peace and harmony in the ensuing year, thereby contributing their share to national production, prosperity and wellbeing.

Shri Bhaktavatsalam pointed out that the Code of Discipline in industry had created a healthy climate in the sphere of industrial relations. The awareness by employers and workmen of their responsibilities under the Code was reflected in a marked fall in the number of man-days lost as a result of work stoppage. Three hundred and ninety-four trade unions and 64 employers' organisations had accepted the Code of Discipline so far, besides the All-India organisations of employers and labour. The Workers' Education Scheme had for its objective the creation over a period of time of a well-informed and responsible industrial force capable of organising and running trade unions on sound lines. It was hoped that a sizable number of working population of this State would be covered during the Third Five-Year Plan period and that the scheme would help to improve industrial relations.

The Government, the Minister said proposed to establish three more Employment Assistance Bureau under the control of Block Development Officers concerned.

The Minister also stated that the Government proposed to extend the Employees' State Insurance Schemes during the current financial year to insurable workers and families of such workers residing in the areas of Avadi, Pattabhiram, Erode, Mottupalayam, Pollachi, Gudiyatham, Vaniambadi, Red Hills, Virudhunagar, Nagapattinam, Nagercoil and Palni. They also proposed to construct a 270-bed hospital in Uppilpalayam village, Coimbatore district, for the use of E.S.I. patients. Construction of dispensaries would be taken up during 1962-63 in ten places where sites had been selected for the purpose.

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Housing Facilities.- The Minister deplored that industrialists in the State were not evincing adequate interest in providing housing facilities for their employees. He said they should consider expenditure on industrial housing as a good investment. He expressed the hope that industrialists would take greater interest in housing their employees in future.

(The Hindu, 14 July 1962).

Chapter 6. General Rights of Workers

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

India - July 1962.

The Payment of Wages (Punjab Amendment) Act, 1962 (Punjab Act No. 15 of 1962).

The Government of Punjab gazetted on 11 July 1962, the text of the Payment of Wages (Punjab Amendment) Act, 1962, of the Punjab Legislature. The Act which received the assent of the President on 22 June 1962 amends the Payment of Wages Act, 1936, in its application to the State of Punjab. For the existing section 6 of the Act of 1936, the Amendment Amending Act substitutes a new section providing that all wages shall be paid in current coin or currency notes or in both. Where the amount of any bonus payable to an employed person exceeds an amount of one hundred rupees for the year to which the bonus relates, fifty per cent of the amount of bonus in excess of one hundred rupees shall be paid or invested in the manner prescribed.

Explanation.- For the purposes of this section, the expression -

- (1) "wages" shall include any bonus of the description given in sub-clause (1) of clause (vi) of section 2;
- (2) "bonus" means bonus payable to an employed person under the terms of employment or under any award or settlement or order of a court, and also includes any bonus of the description given in sub-clause (1) of clause (vi) of section 2.

(Punjab Government Gazette, Extraordinary,
11 July 1962, page 43).

Payment of Wages (Madhya Pradesh Amendment) Bill, 1962.

The Government of Madhya Pradesh published on 23 July 1962 the text of a Bill further to amend the Payment of Wages Act, 1936, in its application to the State of Madhya Pradesh. According to the Statement of Objects and Reasons of the Bill, the important amendments proposed to be made in the Payment of Wages Act are:-

1) Experience has shown that the legal representatives of a deceased employee are unable to take the benefit of this Act. Suitable provision has, therefore, been made in this regard.

2) Disposal of appeals in District Courts is delayed to certain extent owing to pressure of other work pending before these Courts. Provision has, therefore, been made in the Bill so that the appeals against the orders passed by an authority under section 15 shall lie to the Industrial Court constituted under the Madhya Pradesh Industrial Relations Act, 1960.

3) The employer in a factory has also been made to deposit the amount determined by an authority under section 15 before an appeal by him against the said order could be entertained by the appellate court.

4) Other minor amendments to suit the convenience of the public have also been incorporated.

The Bill is designed to achieve the above objects.

(Madhya Pradesh Gazette, Extraordinary,
23 July 1962, pp. 1348-1351).

67. Conciliation and Arbitration.

India - July 1962.

Strikes and Lock-outs can be avoided: Minister's
proposal to employers and workers.

In separate communications to the Central Organisations of workers and employers addressed by Shri G.L. Nanda, Union Minister for Labour and Employment on 13 July 1962, the Minister is understood to have suggested to Workers' and Employers' Organisations that before any strike or lockout takes place, advance intimation should be given to the State Labour Minister to enable him to take preventive action. If the workers thought of resorting to direct action after exhausting all means of securing redressal of grievances, Shri Nanda is reported to have said, they should give telegraphic intimation to the Minister concerned. Replies so far received from some of the organisations are understood to have welcomed it and assured the Union Labour Minister of their co-operation in minimizing strikes and lockouts.

Shri Nanda has also advised to the State Labour Ministers that any notice of strike or lockout should be treated as an "SOS" and action initiated to avert such contingencies.

(The Statesman, 23 July 1962).

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Madhya Pradesh Industrial Relations (Amendment) Bill, 1962.

The Government of Madhya Pradesh published on 21 July 1962 the text of a Bill further to amend the Madhya Pradesh Industrial Relations Act, 1960 (vide pages 116-122 of the report of this Office for November-December 1960). According to the Statement of Objects and Reasons of the Bill, experience has shown that the qualifications prescribed for the appointment of the presiding officers of the Labour Courts as laid down in section 8 of the Madhya Pradesh Industrial Relations Act are rigid with the result that suitable candidates are not available.

Further, it is proposed to provide for the appointments of the presiding officers of the Labour Courts and members of Industrial Court in consultation with the Chief Justice of the High Court.

With the establishment of Labour Courts at Raipur and Jabalpur, the cases pending before the Assistant Labour Commissioners under section 16 of the Central Provinces and Berar Industrial Disputes (Settlement) Act should now be transferred to these Courts. Schedule III of the Act, has therefore, to be amended suitably. Opportunity has also been taken to fill up minor lacunae found in the past during the actual working of the Act. Hence the Bill.

Sub-section (3) to section 8 of the Act will be amended to provide that a person shall not be qualified for appointment as a presiding officer of a Labour Court unless - (a) he has held any judicial office in India; or (b) he has held any office in the Labour Department not below the rank of a Labour Officer for a period of not less than five years and is a law graduate; or (c) he has practised as an Advocate or a pleader in Madhya Pradesh for a total period of not less than five years; or (d) he is or has been a presiding officer of a Labour Court constituted under any law.

Other amendments to section 9 prescribe the qualifications for presiding officers of the industrial courts.

(Madhya Pradesh Gazette, Extraordinary,
21 July 1962, pp. 1287-1289).

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Chapter 7. Problems Peculiar to certain Categories
of Workers

74. Indigenous Labour.

India - July 1952.

Conference of State Ministers in Charge of
Backward Classes; Extension of Tribal
Development Blocks considered.

A two-day conference of State Ministers in Charge of backward classes was held at New Delhi on 26 July 1952. The meeting was inaugurated by Shri Lal Bahadur Shastri, Union Home Minister and addressed among others, by Shri G.L. Nanda, Union Minister for Labour and Employment and Planning, and the Chief Ministers of Punjab, Kerala and Rajasthan.

Inaugurating the meeting, Shri L.B. Shastri, Union Home Minister said that a proposal to extend the tribal development blocks to all areas where the Scheduled Tribes constituted 66 per cent. of the population was being favourably considered by the Planning Commission. He said that work carried on by various agencies for the development of the Scheduled Castes and Tribes was not "properly co-ordinated". The nation could not progress without radical improvement in the living conditions of the Scheduled Castes and Tribes, he added.

He told the conference that when funds were available, special blocks would be opened in other scheduled caste areas. He pointed out that according to the plan chalked out by the Community Development Ministry, the entire country was expected to be covered by the community development blocks in about two years' time.

The Punjab Chief Minister, Shri Kairon, suggested that there should be a special levy so that the money collected could be spent exclusively on the welfare of the Scheduled Castes and Tribes.

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Sri G.L. Wanda, Union Minister for Labour and Employment and Planning, said the Planning Commission would not stand in the way of States if they could raise the allocation for the "backward classes" without disturbing the ceiling of their annual plans. He said that the Planning Commission would probably allot additional funds so as to start about 450 tribal development blocks as suggested by the Dhebar Commission.

(The Statesman, 27 July 1962).

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Survey of Tribal indebtedness to be undertaken by
National Sample Survey.

According to a report published in the Hindustan Times, dated 13 July 1962, the Government of India has decided to undertake a survey of indebtedness among the tribals through the agency of the National Sample Survey.

A recommendation to this effect had been made by the Estimated Committee of the Lok Sabha and had been accepted by the Government. Details of the survey are being finalized in consultation with the Central Statistical Organisation. The Government's view is that despite provisions in State laws the problem of indebtedness among tribals exists in an acute form.

The Scheduled Areas and Scheduled Tribes Commission has gone into the problem of money lending in the tribal areas and has made several recommendations for tackling it. These recommendations are being examined in consultation with the State Governments.

(The Hindustan Times, 13 July 1962).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1962.

81. Employment Situation.

Employment in Forests

Introduction.- The scope for employment in forests is fairly large and is steadily growing. Employment of labour in forests, either in the administrative field or forest management or in forest-based industries, has been steadily on the increase. At present forests not only support an appreciable number of whole-time labour, but also help in employing a number of under-employed persons, especially agricultural labourers in their slack season, thus helping to raise the general standard of rural life in our country. Forests in different parts of the country are the concern of the State Governments. Each State Government has its own forest establishment, with a Chief Conservator as the Head of the Department, assisted by Conservators of Forests, Forest Rangers, Foresters and Forest Guards.

Pattern of employment.- The Forest Departments employ a large number of labourers under different systems of silviculture, climber-cutting, seed collection, nursery and planting work, including after-care of the planted area, fire-protection, etc. In exploitation of forests, forest Contractors play a large part employing labour of their own. An average number of persons employed daily on a whole-time basis in the forests is estimated to be over 250,000 and the average number who further depend on the forests daily for part-time employment is estimated to be over 270,000. Thus the strength of casual or seasonal labour is greater than that of regularly employed labour. This seasonal labour in most localities is readily available between the planting and harvesting of agricultural crops and in the fallow seasons. The slack season in Indian agriculture coincides fairly well with the busy season in forestry operations.

In addition, the local population in the undeveloped and under-developed areas around the hills and the tribal population of India depend largely, if not wholly, for their livelihood on their earnings from forestry operations. In these circumstances, mechanisation of forestry operations has been going ahead at a very slow, even negligible rate in our country. In parts of the Himalayan forests, even today the practice prevails of timber being brought out of the forests pick-a-back by labourers. It seems more than likely that this pattern of employment in forests will continue for a long time. In recent years, greater interest has been evinced in mechanisation, and both machinery and experts from overseas have been brought into the country. But some of these very experts have shown themselves in favour of improvement of the hand-tools used by the labourers, so that the earning capacity of the average labourer might improve.

Employment of forest-based industries.- Among the major industries in this field may be mentioned the paper industry (about fifteen large units in different States) the mechanised match industry, mainly the Western India Match Company Limited, the saw-mill industry and the plywood industry. Small-scale industries include the rosin and turpentine industry and the sports goods industry in Upper India; the bobbin and textile-mill accessories industry in Uttar Pradesh, Maharashtra and Gujarat; the sandalwood oil industry in Mysore; the katha industry in Uttar Pradesh and Madhya Pradesh; the pencil industry and the furniture industry. The extent of employment afforded by the large and small scale industries may be exemplified by the instance of Uttar Pradesh alone, where 5,350 persons are engaged in such industries regularly. But all these industries are located outside the forests; as such, they do not generally benefit the forest-dwellers or even the rural folk living near forests.

A great variety of cottage industries dependent on forest produce has existed traditionally in most parts of the country, affording spare-time occupation and employment to a vast population. While it is difficult to ascertain the value of this in terms of additions to income of the people or of numbers so employed, it may be confidently stated that this plays a vital role in rural and even urban economy of the country and permeates the very life of the people. Among the more important may be mentioned the rearing of silk-worms on forest trees and silk spinning and weaving in Assam; the cultivation of lac in several States; the manufacture of wooden toys in many parts of India; the manufacture of bidis (indigenous cigarettes rolled in leaves) in Uttar Pradesh, Madhya Pradesh, Andhra Pradesh and Madras; the tanning of leather using a variety of tan barks, fruits, etc., from forest shrubs and trees; the manufacture of katha in forest locations in Uttar Pradesh, Madhya Pradesh, Bengal and Assam; making of hand-made paper; production of essential oils like lemon grass oil, Rosha grass oil, vetiver oil, etc., the manufacture of baskets and other articles from bamboo and cane; and rope-making from forest fibres. Mention must also be made of the well-organised production of matches in Southern India on a cottage industry basis.

The following table gives the average number of skilled and unskilled labourers employed per day in forestry and forest industry:-

State/ Territories.	Total for Forestry			Total for Industrial			Grand Total for Forestry and Industrially Employed		
	Whole- time.	Part- time.	Total.	Whole- time.	Part- time.	Total.	Whole- time.	Part- time.	Total.
Assam(exo.NEFA, incl.Nagaland).	-	-	25,000	-	-	4,518	-	-	29,518
Bihar.	-	6,488	6,488	1,652	1,021	2,673	-	6,488	6,488
Pombay.	25,749	33,447	57,196	1,252	1,021	2,273	25,000	34,468	59,469
Gujarat.	5,939	8,331	14,300	288	255	543	6,227	8,616	14,843
Maharashtra.	24,411	28,752	51,163	1,199	707	1,903	23,610	29,459	53,069
Jammu & Kashmir.	1,400	1,669	1,669	-	162	162	-	1,831	1,831
Kerala.	-	-	-	-	-	-	-	-	-
Madhya Pradesh.	-	-	-	33,390	14,685	48,075	33,390	14,685	48,075
Punjab.	1,647	3,806	5,453	1,930	730	2,660	3,577	4,536	8,113
Rajasthan.	-	5,000	5,000	-	-	-	-	8,000	8,000
Uttar Pradesh.	12,720	70,431	83,151	96,000	43,000	139,000	108,720	113,431	222,151
West Bengal.	2,460	8,307	10,767	-	6,847	6,847	2,460	15,154	17,614
UNION TERRITORIES									
Andaman and Nicobar Islands.	30,338	-	30,338	15,887	-	15,887	46,225	-	46,225
Himachal Pradesh.	4,555	-	4,555	6	-	6	4,561	-	4,561

Conclusion.- So long as the pattern of life and national economy does not undergo violent changes, India's forests and forest industries will continue to play an important role in affording essential, part-time or casual employment and occupation to a vast proportion of its population to a vast proportion of its population, apart from providing regular and sustained work for a large number of technically qualified men, besides skilled and unskilled workers. The contribution of forestry to the national income has been shown to be about 1.5 per cent. in recent years. As the percentage of the total working force in the country, engaged in forestry is only 0.2 per cent. against 72.4 per cent. for agriculture, forestry and fisheries, the contribution made by forestry to the national income is all the more remarkable. It can, therefore, be expected that the increasing tempo of cottage and small scale industries based on wood and other forest products, will afford gainful employment to large numbers in the future.

(Indian Labour Journal, Vol.III, No.6,
June, 1962, pp. 438-442).

India's Population Estimated at 442 Million:
Revision in Census Figures.

The total population of India including 3 million living in Goa, Daman and Diu, Dadra and Nagar Haveli and NEFA, is estimated about 442 million according to the 1961 Census.

The population of India has undercounted by a little more than 3 million, according to the post-enumeration check of 1961. The provisional total estimated on 1 March 1961, was around 433 million. The post-enumeration check says that there were 1,007 persons for every 1,000 persons, that is, a difference of seven persons per 1,000. The undercount is, however, universal, though India's is the lowest in the world. If this undercount were to be taken into account, the population would increase by a little more than 3 million. In other words, the figure should have stood at 439 million on 1 March 1961, instead of 436 million. Adding another 3 million - the population of Goa, Daman and Diu, Dadra and Nagar Haveli and North-East Frontier Agency - the total count comes to about 442 million.

(The Statesman, 25 July 1962).

Employment Exchanges: Working during March 1962.

General employment situation.- According to the Review of the activities of the Directorate-General of Employment and Training for the month of March 1962, the number of registrations effected during the month of March 1962, was 274,136 as against 207,789 in the month of February 1962 showing an increase of 66,347. A total of 1,853,974 registrants were on the live register of the employment exchanges at the end of March 1962 as against 1,800,887 at the end of the previous month showing a fall of 6,913. The number of placements effected during the month under review was 31,166 as against 28,946 in the previous month showing an increase of 2,220. The number of employers using the employment exchanges was 10,649 in the month of March 1962 as against 9,704 of the previous month showing an increase of 945. The number of vacancies notified during the month under review was 57,425 as against 48,191 in the month of February 1962, showing an increase of 9,234.

Shortages and Surpluses.- Shortage was reported in respect of typists, stenographers, nurses, midwives, compounders, doctors, sanitary inspectors, physical training instructors, trained teachers, engineers, draughtsmen, overseers, librarians, electricians and accountants; while surpluses were reported in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- The ~~em~~ Fifty employment Market Reports relating to different areas in different States were issued during the month. Quarterly Employment Review relating to the quarter ended June 1961, was also issued.

Vocational Guidance and Employment Counselling.- One Vocational Guidance unit has started functioning in the Employment Exchange at Eluru in Andhra Pradesh, thus, bringing the total to 68 in the whole country.

Central Employment Exchanges (Special Cell).- The Central Employment Exchange (Special Cell) rendered employment assistance to retrenched workers in various projects/Establishments during the month of March 1962.

	Number Retrenched.	Number Placed.	Number awaiting assistance.
1. Damodar Valley Corporation.	38	65	800
2. Bhakra Nangal Project.	50	3	81
3. Bhilai Steel Plant.	-	228	2,530
4. Durgapur Steel Plant.	53	18	698
5. Special Cell of Ministry of Home Affairs.	17	9 Class I & II. Class III. Class IV.	150 9 <u>22</u> <u>169</u>

Gorakhpur Labour Organisation.- During the month of March 1962, the Gorakhpur Labour Organisation despatched 1,172 workers to various work-sites.

Assistance to the Physically Handicapped.- During the quarter ended March 1962, 27 blind, 22 deaf and dumb, 52 orthopedically handicapped persons got registered and 47 were placed in employment. Four hundred nineteen were on the live register at the end of March 1962. Fiftyseven vacancies were notified during the quarter.

Employment Exchange Procedure.- The following instructions were issued to all Employment Officers during the month under review:

i) Self-registration by educated applicants.- In pursuance of a recommendation made in the fifth meeting of the Working Group of the National Employment Service, it has been decided that the procedure for self-registration should be invariably adopted in respect of applicants who have passed matriculation or any higher examination.

ii) Vacancies for Indian Nationals in foreign countries.- In modification of the existing procedure, it has been decided that in future, all vacancies for employment of Indian nationals in foreign countries should be dealt with by the Central Employment Exchange in the Directorate General of Employment and Training.

iii) Central Government Vacancies - submissions by a number of Exchanges.- To enable employers to get a wider field of choice of applicants and to ensure that employment opportunities are made available to applicants resident in different exchange areas, it has been decided that the "Vacancy Exchange" should take the initiative to ascertain from employers, whose jurisdiction extend to more than one exchange area, but who notify vacancies only to one of the exchanges, if candidates resident in other exchange areas are required for consideration.

iv) Registration of employed persons.- The Ministry of Home Affairs have directed all employing authorities to issue certificates showing service particulars to temporary employees desirous of registering at employment exchanges.

Opening of additional Employment Exchanges.- Two employment exchanges were opened in the States of Gujarat and Punjab, thus bringing the total number of employment exchanges to 317 at the end of March 1962.

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

Employment Exchanges: Working during April 1962.

General employment situation.- According to the Review of the activities of the Directorate-General of Employment and Training for the month of April 1962, the number of registrations effected during the month of April 1962 was 309,265 as against 274,136 in the month of March 1962, showing an increase of 35,129. A total of 1,924,239 registrants were on live registers of the employment exchanges at the end of April 1962 as against 1,853,974 at the end of the previous month, showing an increase of 70,265. The number of placements effected during the month under report was 33,413 as against 31,166 in the previous month showing an increase of 2,247. The number of employers using the employment exchanges has also gone up to 11,294 as against 10,649 in the month of March 1962. The number of vacancies notified to the employment exchanges during the month of April was 69,869 as against 57,425 in the month of March 1962.

Shortages and surpluses.- Shortages were reported in respect of typists with high speed, stenographers with high speed and belonging to Scheduled Caste and Scheduled Tribes, trained nurses, midwives and compounders, doctors willing to work in rural areas, rural health visitors, trained teachers, ~~engineering~~ engineers willing to accept lower scales of pay, electricians, highly skilled turners, experienced librarians and physical instructors. Surpluses persisted in respect of clerks with low efficiency and experience, untrained teachers, motor drivers, unskilled industrial and other workers.

Collection of Employment Market Information.- Thirty-three Employment Market Reports relating to different areas in different States were released during the month. All-India Quarterly Employment Review for the quarter ended September, 1961 was issued. A report on Employment in the Public Sector in India for the quarter ended June 1961 was also issued.

A seminar for State Employment Market Information Unit Officers in the collection of employment market information was held at the Directorate General of Employment and Training from 16 to 21 April 1962.

Vocational Guidance and Employment Counselling.- Seven Vocational Guidance Sections were set up in Employment Exchanges, Bellare, Hizamabad, Chittoor, Anantapur, Simla, Dharamsala and Raipur - the total number of such sections raised to 94.

The fourth Orientation Course in Vocational Guidance commenced from 16 April 1962 and terminated on 3 May 1962. Thirty Employment Officers from several States, except Andhra Pradesh, Bihar, Delhi, Orissa and Jammu and Kashmir, attended the course.

Central Employment Exchange (Special Cell).- The Central Employment Exchange (Special Cell) rendered employment assistance to retrenched workers as follows:-

	<u>Number Retrenched.</u>	<u>Number Placed.</u>	<u>Number awaiting Assistance.</u>
1. Damodar Valley Corporation.	7	75	732
2. Bhakra Nangal Project.	93	-	166
3. Bhilai Steel Project.	-	147	2,135
4. Durgapur Steel Plant.	34	2	688
5. Special Cell of Ministry of Home Affairs.	26	43	Class II. 130 Class III. 10 Class IV. 1

Gorakhpur Labour Organisation.- During the month, the Gorakhpur Labour Depot despatched 1,153 workers to various work-sites. The strength of Gorakhpuri labourers working in various States was 20,069 at the end of March 1962.

(Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of March, 1962; Ministry of Labour and Employment, Government of India, New Delhi).

Employment Survey of Alumni of Delhi University:
Study published by D.G.E. & T.*

The Directorate General of Employment and Training recently published a report which presents the results of the employment survey of the Alumni of Delhi University undertaken jointly by the University, the Ministry of Labour and Employment and the Planning Commission. The main objectives of the survey were: (i) to investigate the relationship between education imparted in the University and the subsequent occupations of the alumni; (ii) to evaluate the curricula of different faculties and departments of the University in terms of their utility in job performance; and (iii) to study the occupational thinking, the factors determining the choice of subjects and the career pattern of the alumni.

The following is a brief review of this report.

All those who got a degree, diploma or a certificate of Delhi University in 1950 and 1954 were selected as the subjects of the survey. The survey was conducted by the interview method. Of the 1,863 alumni of the two groups, from whom the data were obtained, 1,776 or 95.3 per cent. were actually interviewed. Of these, 1,436, who were residing in Delhi, were interviewed by specially appointed investigators and the remaining 340, staying outside Delhi, were interviewed by the Officers of the National Employment Service. Data from the remaining 87 alumni, who were accessible neither to investigators nor to the Employment Officers, were obtained by the questionnaire method.

General Characteristics of the Alumni.- The number of students who passed various graduate and post-graduate examinations more than doubled itself from 1124 in 1950 to 2456 in 1954. Of the 1124 alumni of the 1950 group, 917 or 81.6 per cent. were men and the remainder 207 or 18.4 per cent. were women. The figures for the 1954 group were 1963 or 69.9 per cent. men and 493 or 20.1 per cent. women. The proportion of women in the 1954 group was, thus, slightly higher than in the 1950 group. The proportion of women has risen with time to form about 30 per cent. of the total number in 1958.

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

Women preferred the study of Arts and Education. However, over the period 1950-58, an increasing proportion of them joined courses in Economics, Mathematics, Library Science and Foreign Languages.

The average age of the alumni at the completion of school (Higher Secondary) education was 16.57 years for the men and 15.95 for the women in the 1954 group and 16.60 for the men and 15.65 for the women in the 1950 group. Both in 1950 and 1954, about two-thirds of the first graduates were of the ages below 21 years and about 60-70 per cent of the double graduates were of the ages ranging from 21-24 years. More than 50 per cent of the alumni in each of the professional categories of Library Science, Law and Education were above the age of 25 years.

In respect of only about a tenth of the alumni the family income at the time they joined the college was less than 150 rupees per month. The rest were distributed almost equally among the four family income brackets of 150-299 rupees, 300-499 rupees, 500-999 rupees and 1000 rupees and above. In the case of women alumni the family income was higher than in the case of men alumni. Relatively, higher proportions of the alumni who studied Arts, Commerce and Science than those who qualified in technical and professional courses had family incomes of more than 500 rupees per month.

Employment.- At the time of the Survey, 83.2 per cent. of the 1381 alumni of the 1954 group were employed, 7.2 per cent were unemployed, and the remaining remainder, 9.6 per cent. were not seeking work. Of the 482 alumni of the 1950 group, 91.7 per cent. were in employment, 3.3 per cent. were unemployed, and 5.0 per cent. were not seeking employment. Proportion of employed persons among men was 90.3 per cent. in the 1954 group and 93.3 per cent. in the 1950 group; for women the corresponding figures are 53.0 per cent. and 66.7 per cent. Among women 33.8 per cent. of 1954 and 24.0 per cent. of 1950 group were not seeking employment. The following table gives data separately for men and women who were employed, unemployed and who were not seeking employment:-

	1954						1950					
	Men		Women		Total		Men		Women		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Employed.	1,007	90.5	142	53.0	1,149	83.2	392	93.3	50	66.7	442	91.7
Unemployed.	61	5.5	58	14.2	99	7.2	9	2.2	7	9.5	16	3.3
Not seeking Employment.	45	4.0	88	32.8	133	9.6	6	1.5	18	24.0	24	5.0
Total.	1,113	100.0	258	100.0	1,381	100.0	407	100.0	75	100.0	482	100.0

The disparity in the two groups in regard to the proportions of the alumni in employment, unemployed, and those not seeking work was perhaps due to the impact of time on the state of employment of the alumni. Higher proportions of the men as well as the women in the 1950 group were employed and smaller proportions were unemployed or were out of the labour force.

Employment Status.- Of the alumni found in employment, 84.1 per cent. of the 1954 group and 90.8 per cent. of the 1950 group were working as employees. 10.2 per cent. of the 1954 group and 13.3 per cent. of the 1950 group were self-employed. Only 3.6 per cent. of the 1954 group and 4.5 per cent. of the 1950 group had become employers. The remaining graduates, 2.1 per cent. of the 1954 group and 1.4 per cent. of the 1950 group, were unpaid family workers. The proportion of employees was higher among women than among men. It was also greater among the alumni with professional qualifications than among those with general degrees except in the case of Law and Medicine.

Occupational Patterns of Employees.- 59.7 per cent. of the 1950 group and 50.3 per cent. of the 1954 group were employees in professional and technical occupations. 25.0 per cent. of the 1950 group and 40.3 per cent. of the 1954 group were clerical workers. 9.8 per cent. of the 1950 group and 5.3 per cent. of the 1954 group were administrative, executive and managerial workers. Having more time to do so, a larger proportion of clerical workers of the 1950 group had become administrative, professional and technical workers.

Of the professional and technical employees, more than half of the 1950 group and over a third of the 1954 group were teachers. Technical Assistants were next in magnitude and formed 25.6 per cent. of the 1950 group and 38.7 per cent. of the 1954 group. Engineers and scientists at senior level accounted for under 5 per cent.

Nearly a third of the 1950 A.B. Hons. degree holders were engaged as administrative workers and about a fourth were employed as clerical workers. Of similar alumni of the 1954 group, under a tenth were engaged as administrative workers and nearly three-fourths were working in clerical occupations. The holders of B.Sc. Hons. degree had found employment mostly as technical assistants, although the proportion of clerical workers was quite high (about a third) in the 1954 group.

Of the holders of a Master's degree in Arts, a majority of those specialising in languages (over three-fourths of the 1950 group and over half of the 1954 group) were found working as teachers. Of those specialising in History, political Science or Philosophy, nearly one-third were working as teachers and an equal proportion as clerks. Among those specialising in Economics, Commerce or Mathematics, the proportion of clerical workers was about the same (about one-third of both the groups). But the reduction in the proportion of teachers was accompanied by increase in the high percentage of technical assistants.

The holders of a Master's degree in Science were mostly employed as technical assistants and teachers. A small proportion (1.4 per cent. of the 1954 group and 3.7 per cent. of the 1950 group) were engaged as full-fledged scientists. Although a majority of those with a diploma in engineering were working as engineers, a fair number were working as technical assistants or were in administrative or clerical posts related to engineering, e.g., as Section Officers in C.P.W.D.

Of the employees with qualifications in Medicine, about 67 to 71 per cent. were engaged in medical practice and the rest occupied teaching and administrative positions.

Of the employees with qualifications in Law and Proficiency in Law, only a tenth were working in their own field. Nearly 50 per cent. were found working in clerical and related occupations and about 20 per cent. were employed in administrative posts. Taking into consideration those of the Law graduates who were working as employers or self-employed persons, it is found that only about 40 per cent. of all the Law Graduates were definitely working in their own field.

Of the employees with qualifications in Social Work, a large proportion (nearly half of the 1954 group and about two-thirds of the 1950 group) were found employed within their field of specialisation, either as social scientists (32 per cent. of the 1954 group and 43 per cent. of the 1950 group) or administrative workers (16 per cent. of the 1954 group and 29 per cent. of the 1950). Almost all the graduates with qualifications in Teaching and Library Science were engaged in their own profession.

Employment within the field of Specialisation.- As job designations do not in all cases indicate whether they are actually working in their field of specialisation, alumni, other than those with B.A. Pass and B.Sc. Pass degrees, were asked whether they considered themselves to be working in their specialised field. The reply was in affirmative from 79 per cent. of 1950 group and 67 per cent. of the 1954 group.

The difference between the two groups suggests that with the passage of time, alumni are able to find employment within their own field. The proportion of those working outside their field was very high in respect of those with B.A. Hons. and M.A. degrees in subjects like Economics, Mathematics, Commerce, Political Science, History and Philosophy. It ranged from 37 to 40 per cent. of the 1950 and 30 to 55 per cent for the 1954 group. It was fairly high in respect of B.Com. and Law graduates, being 23 to 28 per cent for the 1950 group and 34 to 51 per cent. for the 1954 group.

The proportion of those working outside their field of specialisation seems to be related to the division obtained in the examination; the higher the division, the fewer working outside their field.

Employing Agencies.- About 68 per cent of the employees of the 1954 group as against 59 percent. of those of the 1950 group were employed in the public sector and about 22 per cent of the former group as against 33 per cent. of the latter group were engaged in the private sector. The remainder, forming about 10 per cent of both the groups, were working in the universities and affiliated institutions. This indicates that as the time passed by the public sector absorbed more and more of the alumni.

Of the 488 employees of the 1954 group, who held technical and professional posts, 290 were employed in the public sector, 107 in the private sector, and the remainder, 91 in the universities. Of the 52 administrative workers, 31 were engaged in the public sector and 21 in the private sector. Of the 392 clerical workers, 319 were in the public sector, 66 in the private sector, and the remainder 7 in the universities. The figures for the 1950 group exhibited similar pattern.

Mobility of Employment.- Forty per cent. of the 1954 group and 32 per cent. of the 1950 group did not change their employment during the period reported on. Nearly 40 per cent. of the 1954 group and nearly 50 per cent of the 1950 group hold two or three employments.

Unemployment.- The nature and extent of unemployment among the graduates has been judged in this study in three ways; (1) the proportion of the unemployed at the time of investigation, (2) the time lag between completion of education and obtaining first employment or the initial period of unemployment, and (3) the total duration of unemployment suffered by the alumni.

The extent of Unemployment.- It was found that the proportion of the unemployed at the time of investigation was 7.2 per cent. in case of the 1954 group. For the 1950 group this proportion was found to be 3.3 per cent. Among the 1381 alumni of 1954 group who could be interviewed, 232 were found to be without work at the time of investigation. Of these 133 were not seeking employment and hence only 99 could be considered unemployed. Among the alumni of the 1950 group of the 482 who could be interviewed 40 were found to be without work. Of these 24 were not seeking work and hence only 16 could be regarded as unemployed. Thus the number of those not seeking employment in both the year groups was greater than the number of unemployed at the time of investigation. The comparative picture is shown in the table below:

Year group.	Total No. of Alumni interviewed.	Alumni without employment.	Alumni not seeking employment.	Alumni unemployed.	Percentage of unemployed.
1954 --	1381	232	133	99	7.2
1950 --	482	42	24	16	3.3

Durations of Unemployment.- An examination of the total duration of unemployment experienced by the alumni after the completion of their education showed that about 49 per cent. of the 1950 group and 45 per cent of the 1954 group, remained unemployed for less than three months. About 25 per cent. of the 1950 group and about 33 per cent. of the 1954 group were unemployed for periods ranging from three months to one year. The remainder, about 25 per cent of both the groups, expressed total unemployment for more than one year during the 3 and 4 years periods, respectively.

Unemployment in relation to degrees.- Unemployment was comparatively very high among the holders of Master's degree in Language, History, Political Science and Philosophy. It was slight (about 5 per cent.) among those holding professional and technical degrees except in the case of Law (over 9 per cent. in case of the 1954 group).

Alumni not seeking employment.- About 10 per cent. of the alumni of the 1954 group and about 5 per cent. of those of the 1950 group were not seeking employment. About two-thirds of such alumni were women. The men, who were not seeking employment were still studying at the time of the Survey. The main reason advanced by about a half of the women for not seeking employment was marriage. The proportion of such women was the highest among the holders of a B.A. Pass degree.

Earnings.- It has been mentioned earlier that 1149 alumni of the 1954 group and 442 alumni of the 1950 group were found in employment at the time of the Survey. Information regarding earnings was obtained from 1102 of the 95.9 per cent. of the former group and 431 or 97.5 per cent of the latter group. Of 47 alumni of the 1954 group about whom the information could not be obtained, 24 were engaged as unpaid family workers and the remaining 23 most of whom were engaged in their own business, did not disclose their income. Of the 11 similar alumni of the 1950 group, 6 were unpaid family workers and the remaining 5 did not give the desired information.

Analysis of the relevant data showed that the earnings of a large number of the alumni ranged from Rs.100 to Rs.500. This is shown in the following table:-

Monthly Earnings (in Rupees)	1954		1950	
	Number	Per cent.	Number	Percent.
Below 100	12	1.1	-	-
100-200	338	29.4	58	13.1
200-300	398	34.7	135	30.5
300-500	274	23.8	145	32.9
500-750	51	4.4	50	11.3
750-1,000	13	1.1	19	4.3
1,000 and above	16	1.4	24	5.4
Unpaid family workers-	24	2.1	6	1.4
Not Available	23	2.0	5	1.1
Total.	1,149	100.0	442	100.0

The alumni who had specialised in the field of Medicine and Engineering were paid the highest. Those with a B.A. Pass or a B.Com. degree were paid the least. Of the holders of a Master's degree in Arts or Science, those with a degree in Social Work were earning the highest. Those with Bachelor's or Master's degrees in Science were earning more than the alumni with corresponding degrees in Arts and Commerce. Among the alumni with technical and professional qualifications, those who took Engineering and Medicine earned the highest, whereas those with a degree in Education (Teaching) earned the least. Law graduates fared only a little better than graduates in Education.

Employment of Women.- Of the women of the 1954, 53 per cent. were employed, 14 per cent. were unemployed and the remainder, as many as 33 per cent. were not seeking employment. Of the women of the 1950 group, a higher proportion, i.e., 67 per cent were employed, 9 per cent. were unemployed, and only 24 per cent. were not seeking work. Among those not seeking employment, the proportion of the women with B.A. Pass and B.A. Hons. degrees was higher than among those with other degrees. Of the women who were unmarried, about 85 per cent of the 1954 group and all of the 1950 group were either employed or seeking employment at the time of investigation. Of the major married women only 46 per cent. of the 1954 group and 61 per cent of the 1950 group were employed or sought work. Although women were employed in a variety of occupations, over three-fourths of the 1950 group and a little less than half of the 1954 group were engaged in the teaching profession. The selection of occupations was more diversified in respect of the women of the 1954 group than of the women of the 1950 group. A larger proportion of the former group as compared with that of the latter was engaged in administrative, semi-professional and clerical occupations.

Special Aspects of the Employment of Women.- A further enquiry into the effects of marriage on employment showed that women engaged in clerical occupations tend to leave their jobs after marriage. Those engaged in teaching tend to continue although a few are obliged to give up their jobs after a few years of married life. Sixty-three per cent. of the 1950 group and 44 per cent of the 1954 group had taken to their employment with a definite view to making a career. Married women appear to express with greater certainty than unmarried women their intention to make their profession a life-long career.

Over a third of the working women regarded their employment as interfering with their domestic responsibilities. Interference in occupational life by domestic duties was affirmed by a much smaller proportion among them.

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Delhi: Reducing Lag between Registrations and Placements;
Rosters to be opened for temporary Government servants to
meet shortage in Private Sector.

With a view of meet the requirements of personnel of employers in the private sector, the Union Ministry of Labour and Employment approved on 10 July 1962, a proposal of the Directorate of Employment, Delhi, to open the rosters at its exchanges to the temporary staff of Government offices in Delhi. The other step is the institution of a massive training scheme for the educated unemployed. The scheme, being worked out, will have an industrial bias.

The measures are expected to reduce substantially the glaring disparity between the vacancies notified to the employment service by the private sector and the number filled through it.

The disparity became more manifest since the enforcement of the Compulsory Notification of Vacancies Act. A tabulation of last year's work shows that the number of vacancies notified by private employers has risen by 171 per cent. But the employment service was unable to offer suitable candidates for the bulk of the 6,800 demands registered last year. The failure of the service in this sector is attributed to the private employers insistence on securing skilled and experienced personnel - both in short supply.

(The Hindustan Times, 11 July 1962).

83. Vocational Training.

India - July 1962.

Standing Committee on Secondary Education constituted.

The Government of India has set up a Standing Committee on Secondary Education of the Central Advisory Board of Education. The Committee consists of 10 members with Shri G.C. Chatterjee as its chairman. The main purpose of the Committee is to advise and help the Government not only in the formulation of policies and programmes of education but in their implementation. The Committee will assess the present position of secondary education in all its aspects. The extent to which previous recommendations have been implemented and the problems arising therefrom will also be examined.

It will formulate the aims and objects of secondary education in relation to changing conditions and needs. Priorities for future developments and the measures necessary for improvement of secondary education will also be suggested by the Committee.

(The Hindustan Times, 18 July 1962).

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

According to the Review of the activities of the Directorate-General of Employment and Training for the month of March 1962, there were 168 training institutes for craftsmen, 105 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 54,397 and the total number of persons undergoing training stood at 41,681.

Central Training Institutes for Instructors.- The present admission position in all the Central Training Institutes is as under:-

	Crafts Instructors.	Refresher Course.
Central Training Institute, Calcutta.	211	16
Central Training Institute, Aundh (poona).	155	12
Central Training Institute, Kanpur.	153	-
Central Training Institute, Curzon Road, New Delhi.	35	-

Training Schemes.- During the month of March 1962, 2,456 seats under the Craftsmen Training Scheme and 50 seats under the Evening Classes Scheme have been sanctioned with the establishment of eight 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) Craftsmen Training Scheme.	40,074 seats
ii) National Apprenticeship Training Scheme.	2,159 "
iii) Evening Classes Scheme.	1,745 "
iv) Number of new Industrial Training Institute established during the Third Plan.	105

Equipment/UNTA (ILO) AND TCM Aid.- As against a total allotment of 2 million rupees upto the allotment period ending 1953, equipment of the value of 1.907 million rupees has been received by the end of October 1951. Equipment of the value of 0.288 million rupees was allotted under 1950 Aid Programme and the equipment covering the order for its supply has been reported to have been received at the ports of Calcutta and Bombay.

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, a substantial quantity of material has reached the Calcutta port, and equipment to the value of 1.358 million rupees had been reported as received at the Central Training Institute, Calcutta, upto 31 January 1962.

Under the T.C.A. (O.A. 104) Aid Programme Equipment/Machinery worth 1,504,758 rupees under two P.I.Os., and Books periodicals etc., worth 66,867 rupees covered by one P.I.O. are to be received by for the Central Training Institute, Bombay.

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

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

According to the Review of the activities of the Directorate-General of Employment and Training for the month of April 1962, no additional seats in any of the training Schemes has been sanctioned during the month of April, 1962. The total number of sanctioned seats therefore, remained as under:

- 1. Craftsmen Training Scheme. 40,074 seats.
- 2. National Apprenticeship Training Scheme. 2,159 seats.
- 3. Evening Classes Scheme. 1,745 seats.
- 4. Number of new Industrial Training Institutes sanctioned during the Third Plan. 105

Equipment.- There has not been any material change from that reported last month.

Release of foreign exchange to the extent of 0.278 million rupees was obtained and a release sanction there against has been issued.

The present admission position in all the Central Training Institutes is as under:-

	<u>Craft</u> <u>Instructors.</u>	<u>Refresher</u> <u>Courses.</u>
Central Training Institute, Calcutta.	211	31
Central Training Institute, Aundh(Poona).	155	19
Central Training Institute, Kanpur.	152	-
Central Training Institute, Curzon Road, New Delhi.	36	-

(Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of April 1962: Ministry of Labour and Employment, Government of India, New Delhi).

Central Apprenticeship Council set up.

In exercise of the powers conferred under the Apprenticeship Act, 1961 read with the Central Apprenticeship Council Rules, 1962, the Central Government has established a Central Apprenticeship Council with the Union Minister of Labour and Employment as its chairman.

The Council has nine representatives of employers in public sector establishments, a similar number of representatives of employers in the private sector, 10 representatives of the Central Government drawn from the ministries of Labour and Employment, Defence, Railways, Scientific Research and Cultural Affairs, Steel and Heavy Industry, Commerce and Industry, Post and Telegraph Workshops, the Coal Mining Adviser and the Central Apprenticeship Adviser to the Directorate-General of Employment and Training, New Delhi. In addition, there will be 15 representatives of State Governments and the Delhi Administration.

The six members having special knowledge and experience on matters relating to industry and labour are Shri Shri Ram, Shri V.K.R. Menon, Director, International Labour Office, Col. N.B. Grant, Controller, Research and Development (Engineers), Ministry of Defence, Shri Kashi Nath Pandey, Vice-President, Indian National Trade Union Congress, Shri W.B. Tamhane and Shri Bagaram Tulpule, General Secretary, Hind Mazdoor Sabha, Bombay.

(Notification GSR 889 dated 29 June, 1962, the Gazette of India, Extraordinary, Part II, Sec. 3, subsec. (1), 30 June 1962, pp. 385-387).

84. Vocational Rehabilitation of Disabled Persons.

India - July 1962.

Employment of Physically-Handicapped Persons:
Medical Rules Relaxed.

The Government of India has decided to relax medical rules applicable to the physically handicapped registered with the employment exchanges. Instructions have also been issued to all State Governments to constitute medical boards on the lines of the special medical boards attached to special employment exchanges for the physically handicapped.

Such people examined by medical boards will not be subjected to any further medical examination by the employing departments for the purpose of entry into public services.

The Government has established three special employment exchanges for the physically handicapped at Bombay, Delhi and Madras. It is proposed to set up one exchange in each State during the third plan period.

(The Statesman, 16 July 1962).

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Chapter 9. Social Security

92. Legislation.

India - July 1962.

Madras: Draft Amendment to Schedule II of the Workmen's Compensation Act, 1923.

The Government of Madras published on 4 July 1962 the draft of an amendment to Schedule II of the Workmen's Compensation Act, 1923, which the Government proposes to make in exercise of the powers conferred under the Workmen's Compensation Act, 1923.

Draft Amendment.- In the said Schedule, after clause (iii), the following clause shall be inserted, namely :-

"(iii-a) employed for the purpose of making, altering, repairing ornamenting, finishing or otherwise adapting for use, transport or sale any ~~article~~ article or part of an article in any place where in steam, water or other mechanical power or electrical power is not used, if the State Government have, by notification in the official gazette, under Section 85 of the Factories Act, 1948 (Central Act LXIII of 1948), declared that all or any of the provisions of that Act shall apply to such place."

The draft amendment will be taken into consideration by the Government after 4 October 1962.

(Fort St. George Gazette, Part II, Sec. 1,
4 July 1962, page 1167).

93. Application.

India - July 1962.

Bombay: Automatic Registration of Industrial Workers to be introduced under the E.S.I. Scheme.

Shri P.K. Sawant, Minister for Public Health in Bombay, stated in the State Legislative Assembly in Bombay on 11 July 1962 that the system of registration of industrial workers under the Employees' State Insurance Scheme would soon be revised. Under the new system, a worker would be automatically registered under the scheme as soon as he joined an industrial unit, he stated. He said that the system of registration was sought to be revised in order to remove the defect of the present system, pointed out by members, that all the workers eligible for benefits under the scheme were not enrolled with panel practitioners.

He stated that as the benefits of the scheme were now to be extended to the members of the workers' families too, facilities for diagnosis and treatment under it were also being expanded. In addition to the existing six diagnostic centres in Bombay, six more centres were proposed to be started. Of them, two had already been established and had begun to function, he added.

(The Times of India, 12 July 1962).

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE
PERIOD COVERED BY THE REPORT FOR JULY, 1962.

INDIA - JULY 1962.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

The Payment of Wages (Punjab Amendment) Act, 1962
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