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INTERNATIONAL LABOUR OFFICE  
BRANCH OFFICE, NEW DELHI

Industrial and Labour Development in  
January-February 1968

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY-FEBRUARY 1968

11. Political Situation and Administrative  
Action

71st Session of All India Congress held at  
Hyderabad, 10 January 1968

The 71st session of the All India Congress was held at Hyderabad on 10 January 1968. In his the presidential address Shri S. Nijalingappa, dealing with various problems said agricultural breakthrough should facilitate new activities, especially the setting up of agro-industries. He advocated cheap credit at comparatively low rates of interest and treatment of agriculture as industry for purposes of credit. Banks should give more credits in rural areas. Steps should be taken to encourage savings in rural areas. There should be vigorous implementation of land reforms. More area should be brought under irrigation and afforestation. He was against gigantic industries. Industrial projects should be located without concentration.

Mr. Nijalingappa said that instead of States being asked to find substantial resources for implementing medium and big irrigation schemes, the Planning Commission and the Central Government should give attention to the question of construction of big reservoirs as national projects and find funds. He was inclined to suggest that even deficit financing might be resorted to for bringing these projects into being as irrigation resulted in producing twice or thrice as much of food and cash crops as was being produced now.

(The STATESMAN, 11 January 1968)

Joint Session of two Houses of Parliament  
Addressed by the President of India,  
12 February 1968

The President of India, Dr. Zakir Husain, addressed on 12 February 1968, the joint sitting of the two Houses of Parliament marking the beginning of its budget session. Among other things the President in his address, said that he was proud at the manner in which the entire nation rose to meet the food crisis which posed a threat to the very lives of millions of people.

The increased agricultural production had resulted in a substantial increase in national income, which was expected to be about 10.8 per cent. higher in the current year than in 1966-67. Improved agricultural performance has also reduced the upward pressure on prices. Over the year as a whole, the increase in whole - sale prices was 5.7 per cent. as against 16 per cent. during 1966. Speaking about the problem of unemployment he said that there were certain aspects of our national life which were a source of constant concern to Government. Unemployment, specially amongst educated and technically qualified youth was naturally a matter of disquiet. However, there were no easy, short-term solutions. These problems could only be solved in the measure that economic growth provided increasing employment opportunities which would absorb the output of educational and technical institutions as well as take care of population increases.

(The HINDUSTAN TIMES, 13 February 1968).

12. Activities of External Services

India - January-February 1968

Meetings

An Asian Trade Union Economic Conference organised by the I.C.F.T.U.-A.R.O. was held at New Delhi from 24-29 January 1968. Mr. R. Ramamurthi of this Office represented the I.L.O. at the Conference.

2. On the occasion of the visit to Delhi of Dr. Mauritz Bonow and Mr. W.C. Alexander, President and Director respectively of the International Co-operative Alliance, the Director of this Office attended a meeting called by the Regional Office of I.C.A. to informally discuss some problems of technical assistance with representatives of U.N. Agencies based in Delhi.

3. On 5.1.1968 the Director of this Office attended a meeting of the Delhi Chapter of the Society for International Development and addressed the participants on the contribution of the ILO in the promotion of social justice, improvement of working conditions and living standards and development of human resources.



13. Press and Opinion

India- January-February 1968.

In addition to the attached clippings, the following references to the work of the ILO appeared in Indian Journals received in this Office:

1. The Annual number 1967 of 'COMMERCE' Bombay (Vol.115) contains an article on 'Rural Employment' by B.N. Datar, Member-Secretary of the National Commission on Labour. There is an incidental reference to an ILO Report.
2. The December 1967 issue of 'Bombay Labour Journal', published an article on "Democratic Selection Technique D.S.T." by Steve Dembicki, ILO Chief of Project, NITIE.
3. The January 1968 issue of the Journal of the Indian Merchants' Chamber publishes an article on 'Job Security - Myth or reality', by Naval H. Tata. There is a reference to the ILO's Recommendation No.119 on termination of employment.
4. The February 1968 issue of 'Hind Mazdoor' publishes extracts from statement adopted by the First Asian Trade Union Economic Conference held in Delhi during January 1968. There is an incidental reference to the ILO.
5. The same issue publishes a news item about the release from prison of the General-Secretary of the All Nepal Trade Union Organisation. It says the ICFTU took up the issue of restoration of full trade union rights and the release of the Nepali trade union leaders immediately but could not do much except expressing of its concern and anxiety time and again, as until August 1966 when Nepal joined the ILO, and formally accepted the obligations of its constitution. As trade union rights were not restored by the Government during the period following ILO membership, the ICFTU appealed to the King of Nepal in February 1967 and again when Koirana started hunger strike against his detention without trial in January 1968.

6. The 20th February 1968 issue of the 'Trade Union Record' under the heading 'News from WFTU', reports about two 'important international trade union meetings' held in Turin during February 1968 - the International Trade Union Day for Functional Literacy and the World Trade Union Conference on Vocational Training. Mention is made of ILO's participation.

7. Industrial Bulletin, dated 15.2.1968 (issued by the Employers' Federation of India) under the heading 'non-inflationary wage payments' discusses an article on the subject published in a recent issue of the International Labour Review.

8. The February 1968 issue of 'AIOIE Labour News' under the heading 'Curbing Brain-drain' reviews the recommendations of the ILO Advisory Committee on Salaried Employees and Professional Workers, held in 1967.

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS

India - January-February 1968

21 - United Nations and Specialised Agencies

Ninth Commonwealth Forestry Conference held at New Delhi, 3 January 1968.

The 9th Commonwealth Forestry Conference was held at New Delhi on 3 January 1968. The Conference was inaugurated by Shri V.V. Giri, the Vice-President of India. Shri Hari Singh, Inspector-General of Forestry was elected chairman. Among others, the Conference was addressed by Shri Jagjivan Ram, Union Minister for Food and Agriculture. About 75 delegates from 16 Commonwealth countries attended the Conference.

Addressing the Conference Shri Jagjivan Ram said forestry was one area of economic development where perspective planning was necessary. The Government had, therefore, undertaken a comprehensive programme of afforestation, soil and moisture conservation. Recognizing the importance of forestry to the economy, the Indian Forest Service was revived in October 1966.

He said it was estimated that India's need for industrial wood, building material, wood working industry, packaging, pulp and paper and match industry would be about 16 million tons in 1975 while the production rate was only 8 million tons. "In the context of the rapid industrial development of the country, our problem is to increase the productivity of the forests without impairing the fertility of the sites or interfering with their protective role," he said.

(The HINDUSTAN TIMES, 4 January 1968)

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CHAPTER 2. INTERNATIONAL AND NATIONAL  
ORGANISATIONS

India - January-February 1968

Second Session of the United Nations  
Conference on Trade and Development  
(UNCTAD - II) held at New Delhi,  
1 February - 29 March 1968.

The Second Session of the United Nations Conference on Trade and Development (UNCTAD -II) was held at New Delhi from 1 February to 29 March 1968. The Conference was inaugurated on 1 February 1968 by the Prime Minister of India, Mrs. Indira Gandhi. A message from U Thant, U.N. Secretary General was read by Mr. Phillipe de Seynes, Under Secretary for Economic and Social Affairs Department of the U.N. Mr. Dinesh Singh, Union Minister for Commerce and leader of India's delegation was elected President of the Conference. The Conference was attended by 1,600 delegates from 121 Member States and 44 international organisations. Mr. P.M. Menon, Director of the I.L.O. New Delhi Branch Office and Mr. R. Ramamurthi also of this Office attended the meeting on behalf of the I.L.O.

Most of the items on the Conference agenda were assigned, for detailed consideration, to five main Committees and three working groups.

Among other matters the Conference recommended that "each economically advanced country should endeavour to provide annually to developing countries financial resource transfers of a minimum net amount of 1 per cent. of its GNP at market prices in terms of actual disbursements, having regard to the special position of those countries which are not importers of capital". The target should be regarded as "an incentive to greater efforts rather than as a ceiling", the Conference indicated.

The Conference adopted a resolution citing "the unanimous agreement in favour of the early establishment of a mutually acceptable system of generalized non-reciprocal and non-discriminatory preferences which would be beneficial to the developing countries", and the need for further intensive work to formulate such a system.

The Conference also agreed that the objectives of such a system in favour of the developing countries, including special measures favouring the least advanced among them, should be: "(i) to increase their export earnings; (ii) to promote their industrialisation; (iii) to accelerate their rates of economic growth".

In one of 10 resolutions relating to shipping and other "invisibles" such as freight rates and insurance, the Conference expressed belief that the establishment and expansion of merchant marines in many developing countries could make a substantial contribution to their economic growth and, especially, their balance of payments. It therefore invited developed countries to consider sympathetically requests from developing countries for aid in setting up or expanding merchant marines as part of over-all development plans; and invited consideration of proposals for sales of ships to developing countries on deferred-payment terms at low interest rates. Developing countries, for their part, are asked to consider the feasibility of regional or sub-regional merchant fleets.

The Conference unanimously called for a series of measures aimed at expansion of East-West trade, on one hand, and trade between developing countries and Socialist countries on the other.

Countries participating in East-West trade are asked to continue efforts towards the expansion of their trade and, at the same time, to ensure that this expansion does not unfavourably affect the trading possibilities of the developing countries. The Socialist countries of Eastern Europe are asked to expand and diversify their trade with developing countries and to grant preferential conditions for their products. For their part, developing countries are asked to grant to Socialist countries participating in East-West trade "conditions for trade not inferior to those normally granted to the developed market-economy countries".

*sent* Documents of the Conference together with  
detailed reports were sent to Headquarters during  
the month of February-March 1968.

(Documents of the UNCTAD - II received  
in the office during March 1968)

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24. Non-Governmental Organisations (International, Regional and National) other than Employers' and Workers' Trade Organisations

India - January-February 1968

ICFTU Asian Trade Union Economic Conference held at New Delhi, 24 January 1968.

The first Asian Trade Union Economic Conference organised by the Asian Regional Organisation of the ICFTU was inaugurated by Shri Morarji Desai, Deputy Prime Minister and Finance Minister of India. Workers' delegates from Australia, Ceylon, Republic of China, Fiji Islands, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Philippines and Singapore and observer delegates from Australia, Federal Republic of Germany and Japan attended the Conference. The ILO was represented by Mr. R. Ramamurthi of New Delhi Branch Office.

A copy of the statement made on behalf of the ILO and the documents circulated in the Conference were sent to Headquarters on 2 February 1968.

(The Office minute F.6(a)/480/68 of 2 February 1968).

25. Wage Earners' Organisations

India - January-February 1968.

Tenth Convention of All India Defence  
Employees held at Jabalpur,  
24 February 1968.

The 10th Convention of the All India Defence Employees was held at Jabalpur on 24 February 1968. Among others the Conventions was addressed by Shri S.M. Joshi, the President of the Federation and Shri L.N. Mishra, Union Minister for Defence Production.

Inaugurating the AIDEF Convention, Shri Mishra called upon all political parties to keep aloof from the trade union movement and the labour class and pave the way for bringing about real socialism in the country. Mr. Mishra referred to the defence employees' demand for revival of the permanent negotiating machinery and said the Central Government was proceeding in this matter "in an informal manner" as there were some impediments to its revival. He sympathized with the unemployed trained apprentices here numbering 7,000 and said when the expansion and development programmes were taken up, it might be possible to provide work for more of them.

(The HINDUSTAN TIMES, 26 February 1968)



Chapter 3. Economic Questions

32. Public Finance and Fiscal Policy

Rs.30,270 million Budget for 1968-69  
Presented to Parliament on 31 February  
1968: New taxes levied to raise Rs.660  
million: Deficit of Rs.2,900 million  
left uncovered

The Union Finance Minister, Shri Morarji Desai, presented to Parliament on 31 February 1968, Rs.30,270 million budget for 1968-69. The following is a summary of estimates of the budget proposals for 1968-1969:

Summary of Estimates

(In lakhs of Rupees)

	Accounts 1966-67	Budget Estimate 1967-68	Revised Estimates 1967-68	Budget Estimate 1968-69
<u>TAX REVENUE</u>				
Customs	5,85,37	6,40,13	5,22,69	5,19,97 +19,30*
Union Excise duties	10,33,78	11,87,32	11,63,48	12,49,65 +36,43* - 6,84!
Corporation Tax	3,28,90	3,50,00	3,19,65	3,05,65 +14,00*
Estate Duty	6,26	7,25	7,25	7,50
Taxes on Wealth	10,58	12,50	11,00	11,00
Expenditure Tax	7	9	3	3
Gift Tax	1,75	1,50	1,50	1,75
Other Heads	31,13	32,00	35,51	38,91
Total	<u>23,06,52</u>	<u>25,20,79</u>	<u>23,61,46</u>	<u>24,58,81</u> + 58,89*
<u>NON-TAX REVENUE</u>				
Debt Services	3,77,48	4,09,00	4,17,32	4,49,19
Administrative Services	10,64	9,30	10,05	10,00
Social and Developmental Services	22,53	22,87	26,22	25,95
Multi-purpose River Schemes, etc.	29	15	90	1,97
Public Works, etc.	5,62	4,60	5,44	5,87
Transport and Communications	9,14	10,95	11,12	11,38
Currency and Mint	68,30	78,02	78,55	86,05

	Accounts	Budget Estimate	Revised Estimate	Budget Estimate
Miscellaneous Contributions and Miscellaneous Adjustments	25,34	21,42	27,41	22,49
Extraordinary Items	38,62	41,51	46,82	44,47
	8,22	9,48	8,35	15,54
<b>Total</b>	<b>5,66,18</b>	<b>6,07,30</b>	<b>6,32,18</b>	<b>6,72,91</b>
<b>Total-Gross Revenue</b>	<b>28,72,70</b>	<b>31,28,09</b>	<b>29,93,64</b>	<b>31,31,72</b> <b>+58,89*</b>
Deduct-States Share - Income Tax	- 1,37,10	- 1,31,58	- 1,74,52	-1,48,34 - 8,16*
Estate Duty	- 4.54	-6,94	-6,58	- 6,81
<b>Total</b>	<b>- 1,41,64</b>	<b>- 1,38,52</b>	<b>- 1,81,10</b>	<b>-1,55,15</b> <b>- 8,16*</b>
<b>Total Net Revenue</b>	<b>27,31,06</b>	<b>29,89,57</b>	<b>28,12,54</b>	<b>29,76,57</b> <b>+ 50,73*</b>

EXPENDITURE

Collection of Taxes and Duties	32,20	34,53	36,14	39,90
Debt Services	4,63,45	5,09,97	5,08,29	5,50,32
Administrative Services	1,22,96	1,23,77	1,36,67	1,40,41
Social and Developmental Services	1,93,10	2,40,02	2,27,82	2,52,17
Multi-purpose River Schemes, etc.	2,04	3,16	4,04	3,55
Public Works, etc	26,51	28,39	27,72	32,09
Transport and Communications	12,29	14,12	15,28	12,82
Currency and Mint	20,22	21,45	23,43	24,45
Miscellaneous Contributions and Miscellaneous Adjustments	1,75,08	1,67,18	1,71,63	1,82,37
Extraordinary Items	6,42,58	6,90,49	7,08,33	7,52,37
Defence Services (Net)	14,07	10,48	9,28	11,47
	7,97,80	8,42,50	8,56,82	8,94,46
<b>Total Expenditure</b>	<b>25,02,30</b>	<b>26,86,06</b>	<b>27,25,45</b>	<b>28,96,38</b>
Surplus on Revenue Account	2,28,76	3,03,51	87,09	80,19 + 50,73*
<b>Total</b>	<b>27,31,06</b>	<b>29,89,57</b>	<b>28,12,54</b>	<b>30,27,30</b>

\*Effect of Budget proposals

Share of Union Excise Duties payable to States which has been taken in reduction of revenue.

Giving reasons for leaving an uncovered gap of Rs.290 crores in his Rs.3,027 crore Budget. Mr. Desai said that the alternatives could only be either a massive tax-raising effort or slowing down of development. Both would be harmful to the economy. He had not given up his basic opposition to deficit budgets but "if I have reconciled to a deficit next year, it is in the expectation that by assisting the revival of the economy at this stage, we shall be able to achieve a more satisfactory budgetary balance before long", he said.

Highlights of budget proposals

- Annuity deposit scheme abolished
- Basic rates of income-tax over Rs.1 lakh increased from 65% to 70% in the case of incomes up to Rs.2.5 lakhs and 75% above that level.
- Where both husband and wife have taxable incomes the spouse allowance will not be given to either of them.
- The wealth tax has been raised from 2% to 2.5% for assessed wealth of over Rs.10 lakhs and from 2.5% to 3% for over Rs.20 lakhs. The proposed increased levy will be from 1969-70.
- Discontinuance of the dividend tax on excessive distribution of equity dividend and reduction in surtax on company profits from 35% to 25%.
- Excise duty on unmanufactured tobacco increased by about 10%, yielding Rs.6.36 crores.
- Duty on chocolate and confectionery at 80 paise per kg.
- Rs.150 per ton reduction in effective duty on aluminium for smaller producers.
- Increase in basic excise duty on refrigerators and airconditioners from 20% to 30% advalorem and from 30% to 40% on their components.
- Import duty on whisky, brandy and a few other imported liquors would be increased by Rs.9 a bottle.
- The duty on chemical synthetics and plastics has been raised from the present rate of 50% to 60%. It will fetch Rs.12 crores.

- Duty on some iron and steel products to be raised from 15% ad valorem to 27.5%. This will yield Rs.1.15 crores more.
- The rate of basic duty on hessian increased from Rs.375 to Rs.450 per tonne.
- Excise duty on embroidery products, wireless receiving sets like valves and transistor radios.
- Expenditure incurred by companies in providing agricultural inputs, such as fertilizers, seeds, implements and pesticides and extension services is to be allowed to be deducted from business profits to the extent of 1-1/5th of such expenditure.
- Seed processing industry is to be accorded priority industry treatment.

(The STATESMAN, 1 March 1968)

Railway Budget for 1968-69 Presented to  
Parliament on 19 February 1968: Railway  
fare and Freight raised to meet Rs.270  
million Deficit

Shri C.M. Poonacha, Railway Minister, presented to Parliament on 19 February 1968, the Railway budget for 1968-1969. He announced increases in the fares and freights to yield Rs.280 million and to end the year with a nominal surplus of Rs.10 million.

With the prospect of good agricultural year, passenger traffic is expected to increase by 3.5% and passenger earnings have been estimated at Rs.263 crores, about Rs.13 crores more than the revised estimates for 1967-68. The following table summarises the estimated figures of the budget under various heads:

	(Rupees in crores)			
	Actuals 1966-67	Budget estimates 1967-68	Revised estimates 1967-68	Budget estimates 1968-69
Passenger Traffic Receipts	768.78	847.00	829.55	864.50 + 28.00*
Primary Revenue Working Expenses (Net) i.e., after giving credit for recoveries	525.61	567.21	589.74	614.01
Appropriation to depreciation reserve fund from revenue	100.00	105.00	95.00	100.00
Appropriation to Pension and	13.60	15.05	10.00	10.00
and miscellaneous expenditure (including cost of works charged to revenue)	15.45	16.90	16.32	15.49
<b>Total</b>	<b>654.66</b>	<b>704.16</b>	<b>711.06</b>	<b>739.50</b>
Net Railway revenue	114.12	142.84	118.49	153.00
Dividend to general revenues	132.39	141.56	141.08	152.00
Net Surplus (+)/ Deficit (-)	(-) 18.27	(+) 1.28	(-) 22.59	(+) 1.00

\*Effect of Budget proposals for 1968-69

Speaking about the relations between labour and administration the Railway Minister said that the relations were generally cordial during the year under review and that the permanent negotiating machinery continued to function usefully.

( The STATESMAN, 20 February 1968)

34. Economic Planning Control and  
Development

India - January-February 1968.

Economic Survey for 1967-68 Presented to  
Parliament on 23 February 1968

On the eve of the presentation of the Central Budget, Shri Morarji Desai, Deputy Prime Minister, placed before the Parliament on 23 February 1968 the Economic Survey for 1967-68 which gives the Government's assessment of the economic climate of India. The most striking development during 1967-68 was the response of agricultural output to the new development strategy for agriculture in the year of favourable rainfall; production had not reacted to larger supplies of inputs in previous years because of adverse weather conditions. National income rose by about 11 per cent. over the year as a whole. During most of the year, however, a major objective of policy was to ensure adequate supplies of foodgrains and to restore purchasing power in areas particularly affected by scarcity, such as Bihar, and to continue the equitable distribution of large quantities of foodgrains in the country as a whole through public channels. The major administrative task of averting famine was successfully accomplished. Fiscal and monetary policies were deployed to hold in check the rise in prices resulting from shortages of foodgrains and agricultural commodities in general.

Towards the end of the year, prices of foodgrains fell because substantially large crops began to arrive in the markets. The rate of growth of industrial production had slackened because of shortage of agricultural raw materials and in part due to lack of demand. Selective measures were adopted to stimulate production while adhering to the overall policy of restraining inflation. In the latter part of the year, industrial production showed some response to higher outputs in agriculture. The balance of payments continued to be under pressure because of the burdens of debt servicing and import requirements which could not be financed from

foreign assistance. Some progress was made with regard to the re-financing of debt service payments. While shortage of supplies impeded export performance, a number of measures were taken to promote export earnings, including downward adjustments in certain export duties.

Altogether, the short-term economic outlook is one of easing of the economic strain of the last two years. Continued attention to raising productivity, particularly in agriculture, will be necessary in order that these gains are consolidated. Promotion of exports is a major task facing the economy. Capacity available in the capital goods industries will need to be deployed to contribute to industrial expansion while avoiding undue imports. With a sustained tempo of agricultural production, the stage will be set for the Fourth Five-year Plan and significant progress in the coming years towards raising national income, improving the prospects for further growth and strengthening the balance of payments.

(COMMERCE, 2 March 1968)



34. Economic Planning, Control and  
Development.

India - January-February 1968.

Family Budget Enquiries and Consumer  
Price Index Numbers for Industrial Workers

An article on the Family Budget Enquiries and Consumer Price Index Numbers for Industrial Workers has been published in January 1968 issue of the Indian Labour Journal. From the latter half of 1963 onwards there has been considerable agitation in some quarters specially the trade unions regarding the reliability of the consumer price index numbers for industrial workers compiled by the State Governments as also the Central Government (in the Labour Bureau). The author of this article points out that defects in these indices have already been or are being removed by Government. He feels that many of the allegations regarding these indices are by and large due to lack of adequate appreciation of what these indices really are, how these are compiled and what they are designed to measure. The article describes how the data are collected and processed from families. The main object of Family Budget Enquiries is to provide detailed data on consumer expenditure on commodities and services which are needed for drawing up a weighting diagram for the construction (or revision) of consumer price index numbers. The article also describes the procedure for collection of retail prices, and the functions and the working of the Technical Advisory Committee on Statistics of Prices and Cost of Living set up by the Government.

The Indian Labour Journal, Vol IX, No.1,  
January 1968, pp. 1-23

Seminar on Taxation and National  
Development held at New Delhi,  
13 January 1968: Tax on Higher  
Income Groups Not Heavy:

A three-day seminar on Taxation and National Development was held at New Delhi under the auspices of the Institute of Chartered Accountants of India. The seminar was inaugurated by Shri Morarji Desai, Union Finance Minister and Deputy Prime Minister. The presidential address of Mr. G.P. Kapadia was read in his absence. Inaugurating the seminar Shri Morarji Desai said deficit financing placed a burden greater than taxation on the average section of the people.

Mr. Desai did not feel that the tax burden on the higher income groups was heavy. "When a person drawing Rs.10,000 per year pays Rs.5,000 - he does not pay that now - he is still left with Rs.5,000 to meet his needs, but when a person who draws Rs.100 per month pays Rs.15 as tax, his burden would be greater." He felt that there was no justification to demand that the rate of tax on higher income groups should be reduced and the burden on lower income groups increased.

( The HINDU, 14 January 1968 )

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Symposium on Jute Industry held at New Delhi,  
22 January 1968

A two-day symposium on Jute Industry was held at New Delhi on 22 January 1968. Shri Morarji Desai, Deputy Prime Minister inaugurated the symposium. Shri H.S. Singhanian, Chairman of the Indian Jute Mills Association presided. Among others, the symposium was addressed by Shri Jagjivan Ram, Union Food Minister, Shri M.P. Birla, Shri R.P. Goenka, Vice-Chairman of the Association, Shri R.H. Morrison, Overseas Advisor of IJMA, Shri K.B. Lall, Secretary of the Union Ministry of Commerce and Shri P.C. Bhagat, Jute Commissioner.

Inaugural speech.- In his inaugural address, Shri Morarji Desai, Deputy Prime Minister, assured the industry that the Government was vitally interested in its development. He said the Government would not lag behind in helping the industry grow.

The jute industry was an important foreign exchange earner. It was important that it should hold its own and develop according to the requirements of the present time, so that it remained a profitable industry for the manufacturers, labour and the people. The Deputy Prime Minister urged manufacturers to ensure a steady price to the growers if they wanted steady supplies. "Unless you assure a steady price to the grower which is remunerative, you cannot have steady production", he said.

Mr. Desai also advised the industry to act in concert and speak with one voice and put an end to the present practice of "hitting one another behind the back." Only then could the Government know the correct position of the industry, he said.

IJMA Chairman's address: In his opening address Shri H.S. Singhanian, Chairman of the Indian Jute Mills Association said though India was still the largest single producer of jute goods in the world, her share in world output has declined from 49% to 40% and in world exports from 83% to 61%. This decline has occurred while Pakistan has increased her output and exports from seven per cent. to 13 per cent. and 28 per cent. respectively.

Mr. Singhanian said that whereas Indian Jute goods exports rose from 689,000 tonnes in 1950 to 929,000 tonnes in 1965, they dropped to 746,000 tonnes in 1966 and were only 773,000 tonnes last year. The principal reasons for this declining trend, Mr. Singhanian added were the stiffening competition from other countries and the technological displacement of jute by other packing materials.

Main Conclusions.- It was felt that the industry could expand substantially and regain the lost ground in export markets provided assistance was forthcoming from the Government in certain directions.

From the discussions at the seminar, it was amply clear that Indian prices were not competitive. India was beginning to fill a "residual role" in world markets. Prices had to be brought down and the immediate effective way in which this could be achieved was by a reduction in export duties. The seminar unanimously felt that export duties were harmful to the industry and jute goods could not bear a mark-up of over 30 per cent. on the final Calcutta price in the export markets.

The industry recognised its increasing responsibility for the growing of raw jute and appreciated that "not enough has been done in the past in this direction." The cultivator was a partner in the industry and must have an adequate return, for his labours and the chances to increase his standards.

(The HINDUSTAN TIMES, 23 and 24 January 1968  
the STATESMAN, 23 January 1968)

Board of Trade Reconstituted: Advisory  
Council on Trade Set up

The Union Government announced on 14 January 1968 its decision to reconstitute the Board of Trade and form an Advisory Council on Trade replacing the Export-Import Advisory Council. The reconstituted 30-member board will deal with policy questions and provide the guidelines for the country's export and import programmes. The Advisory Council on Trade will only advise the Government on the policies to be pursued.

Both the board and the council will be presided over by the Commerce Minister, with the Deputy Minister as their deputy chairman. The Commerce Secretary will be the executive vice-chairman of the Board of Trade.

(The TIMES OF INDIA, 15 January 1968)

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36. WAGES

India - January-February 1968

Seminar on Employer-Employee Relationship held at New Delhi, 4 February 1968: Abolition of Wage Boards suggested.

A seminar on employer-employee relationship was held at New Delhi on 4 February 1968. The seminar was presided over by Shri S.K. Hedge, Supreme Court Judge. Among others, Shri Jaisukhlal Hathi, Union Minister for Labour and Employment, Shri R. Venkataraman, member of the Planning Commission, Shri Bharat Ram, industrialist and Shri N.K. Bhatt, INTUC leader addressed the seminar. The seminar was organised to focus the attention of the public on the obligations of both the employers and the employees to maintain relationship on an even keel.

Initiating discussions at the seminar, Mr. Hathi expressed concern over what was happening in West Bengal. He said, "if people feel that they can get all they demand by coercion, then an atmosphere will develop where indiscipline and general lawlessness prevail. If such a situation is allowed to continue, the atmosphere will spread to many fields, - educational, domestic life and ultimately the root of democratic way of life."

Mr. Hathi urged both sides - the management and the trade unions - to condemn such action. But he added, such condemnation should be followed by the management by meeting the legitimate demands of the workers. Otherwise there would be frustration.

Mr. Hathi asked trade union leaders to see that they were not unreasonable in their demands for wage increases. It was their responsibility to tell the workers how far their demand was justified and beyond which they should not go.

Addressing management representatives, he said that it was their duty to meet all reasonable needs of workers. "Needs, if not satisfied, result in strikes, strikes if not averted result in higher prices, and higher prices result in demand for yet higher wages," he said.

On the question of settlement of disputes between the management and trade unions, the Minister wanted full efforts to be made to settle them through direct negotiations between the two parties, failing which they should be referred to third parties.

Shri Venkataraman bluntly said that the wage boards and the adjudication machinery, instead of strengthening had weakened the trade union movement. He commended abolition of all wage boards in the country. Instead of working as negotiating bodies, they had been equated to tribunals in the country, he added.

In the adjudication procedure also, there was no real discussion between the labour and management, he observed. He said that negotiations between the labour and management should be on the basis of productivity increase and incentives. Wages should be linked with productivity.

Mr. Bharat Ram fully supported Mr. Venkataraman in demanding abolition of wage boards. On the main issue of employer-employee relationship, he agreed that there was a good deal to be done by employers. There were many who kept temporary labour for years and who adopted measures to weaken the trade union movement.

(The HINDU, 5 February 1968)

Minimum Wage to be linked to Cost of Living:  
Labour Minister's Statement in Rajya Sabha

Replying to a question in the Rajya Sabha on 9 February 1968 on the concept of "Compromise minimum wage", the Union Minister for Labour and Employment, Shri Jaisukhlal Hathi said that the Central Advisory Board for Minimum Wages was trying to evolve a minimum wage linked with the cost of living reports. Mr. Hathi said that the 1957 Indian Labour Conference formula provided for a need-based minimum wage assuring certain facilities such as education, health and housing for the workers but its acceptance was conditional on the paying capacity of the industry concerned.

"If we cannot reach that level of a need-based minimum, let us at least reach a level of minimum wage with which the cost of living is linked. This is the idea of a compromise minimum wage."

(The STATESMAN, 9 February 1968)



Miners Not benefited by Wage Board Awards:  
Results of Investigation

According to preliminary investigations the recent wage board awards for colliery workers have not yet brought any real benefit to most miners and their families. The workers income has increased by 20% to 70%, but their initial enthusiasm to spend the extra money on improving their living standards died down with the first few days.

(The STATESMAN. 8 January 1968)

Cement Industry: Wage Boards' Recommendations  
accepted

A Resolution dated 13 February 1968 of the Ministry of Labour, Employment and Rehabilitation says that the Second Wage Board for the Cement Industry unanimously recommended an ad hoc interim relief of Rs.5.46 per month with effect from the 1st January, 1965. This was accepted by the Government by their Resolution No.WB-6(5)/64 dated 31st May, 1965.

The Board's final report was received by the Government on 14th August, 1967. A summary of recommendations as appearing in Chapter VII of the Board's report is enclosed.

After careful consideration the Government has decided to accept the Board's recommendations subject to the following:-

Grade (ā): The scales recommended in para 6.23 of the Report for Grade IV and VI of Clerical, lower technical and supervisory staff, shall be modified to read as follows:-

Grade IV: 125+(10x8 years) 205-EB (12x10 years) 325  
Grade VI: 150+(13x5 years) 215 (15x5 years)-290-EB-(20x8 years)-450

(b) The guaranteed increases recommended in para 6.26 of the Report shall not be diluted by a revaluation of the residential accommodation already provided to and under the occupation of the existing employees.

(c) The recommendations shall be brought into operation from the 1st December, 1967

Government has taken note of the recommendations made in para 5.13 wherein it has been suggested that appropriate machinery should be set up to work out a list of standard nomenclature, duty lists, qualifications, test etc., for the various jobs in the cement industry.

Our recommendations will be extended to all those employees who are covered by the first Wage Board. We are, therefore, not repeating them here.

1. We recommend that the minimum total wage in the cement industry should be Rs.164.60 minus Rs.3/- deducted towards amenities as against the existing total wage of Rs.152.46 p.m. which includes Rs.5.46 already recommended by this Board as Interim Relief on 8th February 1965. The above figures are calculated at All India Consumer Price Index - 200 (base 1949 = 100).

2. We have recommended a minimum House Rent Allowance of Rs.13/- p.m. as against Rs.7.50 which is the existing minimum House Rent Allowance ranging from Rs.15/- to Rs.19.50 for other categories of employees.

3. All employees will receive guaranteed increase in their Wages/salaries and the rates of guaranteed increases are from Rs.10/- to Rs.12/- (depending on service) for E grade Operatives and Tally Checkers, Rs.12.50/- to Rs.14.50/- for D Grade Operatives and I Grade Staff, Rs.14.50 to Rs.17.50 for C and II Grade Rs.17/- to Rs.20/- for B and III Grades; Rs.20/- to Rs.24/- for A and IV Grades, Rs.22.50 to Rs.26.50 for the V Grade, Rs.25/- to Rs.29/- for VI Grade and Rs.27.50 to Rs.32.50 for VII Grade.

4. Dearness Allowance should continue to be linked to All India Average Consumer Price Index for working class (base 1949 = 100). The Dearness Allowance should be adjusted each quarter based on the average of index figures of the 3 months of the last but one quarter preceding. The variation of the Dearness Allowance should be at the rate of 1.49 for every 2 points rise or fall in the average index. Extra Dearness Allowance should continue to be paid at the rate of 5 per cent. of the basic wage to the employees in Grade D and at the rate of 10 per cent. of the basic wage to those in Grades C, B, A, Tally Checkers and I to VII. Higher Dearness allowance enjoyed by the workers in Gujarat and Saurashtra regions should be discontinued. But the extra amount which these workers receive immediately before the date

of implementation of these recommendations should be given to them separately as personal allowance which would be absorbed wholly or partly as the case may be in the basic wage/salary at the time of promotion to higher grades. For the new entrants in Saurashtra and Gujarat regions, the Dearness Allowance rates recommended by us will apply

5. The existing number of grades for operatives and staff should continue.

6. Contract labour will continue to be included within the scope of our recommendations. We endorse in all respects the recommendations of the first Wage Board on this subject.

7. Our recommendations apply to the workers employed in the Sewree Unit at Bombay of Digvijay Cement Company.

8. There are no valid reasons for excluding the cement unit of Mysore Iron and Steel Company from the scope of our recommendations. Therefore, our recommendations apply to the workers of that unit.

9. The industry does not appear to have the capacity to bear the burden of wage increases recommended in this report. The Government may be pleased to consider this aspect.

10. Our recommendations will not extend to new cement factories for a period of 18 months from the date of commencement of production. During this period, they shall be required to pay 75 per cent. of the revised wages. Dearness Allowances, etc. recommended by us.

11. We are of the opinion that our recommendations should take effect from 1st April 1967.

(The Gazette of India, Extraordinary, Part I -  
Sec. I, 13 February 1968, pp.127-129).

Road Transport Industry: Government  
Accept Wage Boards' Recommendations  
for Interim Wage Increase for  
Workmen

A Resolution dated 16 January 1968 of the Ministry of Labour, Employment and Rehabilitation says that the Central Wage Board for the Road Transport Industry, set up by the Government of India by their Resolution No.WB-14(1)/64 dated the 28th May, 1966, has considered the question of interim wage increase for workmen, and has made recommendations on the subject which are appended.

The Government of India has decided to accept the majority recommendations of the Wage Board and request the concerned employers to implement the same expeditiously.

Wage Boards' Recommendations.- The coverage of the Wage Board was originally restricted to the establishments employing 20 or more workers. The Board recommended to the Government that the limit of 20 workers in the terms of reference be eliminated as otherwise the very purpose for which the Board had been constituted would be frustrated in as much as a very large number of workers will be left out of consideration by the Board at the time when the recommendations for fair wage structure would be made. Consequently, the Government of India extended the coverage of the Wage Board from establishments employing 20 or more workers to establishments employing 5 or more workers vide Resolution No.WB-14(3)/66 dated the 27th January 1967.

The subject of interim relief is a very complicated one involving consideration of complex factors, particularly those relating to diversity of workers in the industry and regional differences. It was for all these reasons that the Board adopted the procedure of giving public hearings so as to facilitate the interested parties to explain their viewpoints on different aspects of the problem. The deliberations of the Wage Board, while considering the question of grant of interim relief have been based on numerous

representations received from the employee's organisations and the comments offered thereon by the employers' organisations. The public utility character of the Industry has throughout been given full consideration by the Board in its deliberations.

The guiding principles of the following recommendations is to give relief to those who are considered to be most needy. Accordingly the Board in making its recommendations had drawn up certain norms of emoluments for different categories of workers in the Road Transport Industry and recommends the following relief category-wise:-

I. That for the purpose of 'interim relief' employees be divided into 6 broad categories with minimum total monthly wages noted against each category as given below:-

Broad category	Minimum monthly total wages	Maximum interim relief per month
I	II	III
1. Unskilled	Rs.100/- p.m.	Rs.25/-
2. Semi-skilled	Rs.120/- p.m.	Rs.12.50/-
3. Skilled	Rs.135/- p.m.	Rs.12.50/-
4. Highly skilled	Rs.150/- p.m.	Rs.12.50/-
5. Junior Supervisory	Rs.175/- p.m.	Rs.10/-
6. Senior Supervisory	Rs.200/- p.m.	Rs.10/-

II. That the difference between the emoluments recommended above and actual emoluments drawn by the workers in each category at present shall be made good by way of grant of interim relief subject to the condition that maximum quantum of relief shall be as indicated in Column III of table above.

The various sub-categories comprised under each of the above broad categories are listed in an Appendix.

III. That those who are already getting either the minimum or more than that as indicated in Column II of table above shall not be entitled to interim relief.

IV. That 'wages' referred to above will have the same connotation as defined in the Industrial Disputes Act, 1947 under Section 2(rr) which is reproduced below:-

"wages" means all remuneration capable of being expressed in terms of money, which would, if the term of employment expressed or implied, were fulfilled be payable to a workman in respect of his employment or of work done in such employment, and include-

- (i) such allowances (including dearness allowance) as the workman is for the time being entitled to;
- (ii) the value of any house accommodation, or of supply of light, water, medical attendance or other amenity, or of any service or of any concessional supply of foodgrains or other articles;
- (iii) any travelling concessions but does not include
  - (a) any bonus;
  - (b) any contribution paid or payable by the employer to any pension fund or for the benefit of the workman under any law for the time being in force;
  - (c) any gratuity payable on the termination of his service;"

V. That the interim relief that is being recommended shall not count for bonus, provident fund, gratuity, incentive payments, E.S.I. contribution and other allowances for the present but it shall be taken into account while computing wages for leave with pay, paid holidays, overtime.

VI. That the recommendation in this behalf shall be treated as a separate item till the final recommendations are made that is to say, it be specified separately and shall be without prejudice to the final recommendations.

VII. That where under the provisions of any settlement, award or agreement between the employers and employees in the Road Transport Industry a worker is already entitled to a relief which is more favourable to him than interim relief recommended by the Board the workman shall continue to be entitled to the more favourable relief in this respect.

VIII. That if any employee be in receipt of higher relief having been given by the employers than what is being recommended by the Board, he would not be entitled to the interim relief recommended by the Board, but this recommendation about the interim relief which would remain undisturbed.

IX. That this scheme of interim relief shall be effective from 1st June 1967.

X. That the payment of arrears that may become due to the workers as a result of these recommendations shall be payable in one or more instalments by mutual agreement between the employers concerned and the employees.

(The Gazette of India, Part I Sec. I,  
27 January 1968, pp.63-67)



CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JANUARY-FEBRUARY 1968

50. General.

Conditions of Work of Staff on Indian Railways: Railway Board's Annual Report for 1966-67.

The following information regarding conditions of work of railway employees in India during the year ending 31 March 1967 is taken from the Annual Report of the Railway Board on Indian Railways for 1966-67.

Number of Staff.- The total number of employees, permanent and temporary, on all Railways (including non-Government Railways) and in the office of the Railway Board and other offices attached and subordinate thereto as well as staff employed on construction works, at the end of 1966-67 was 1,366,381 compared with 1,357,987 at the end of 1965-66. Of this, the non-Government Railways accounted for 5,345 employees at the end of 1966-67 against 5679 at the end of the previous year.

The strength of staff on the Government Railways increased by 0.65 per cent against 2.55 per cent in 1965-66 and 3.81 per cent in 1964-65.

The total cost of staff, including those on loan from the Indian Audit and Accounts Service amounted to Rs 338.43 crores during the year under review against Rs 310.36 crores during the previous year. The increase in cost was on account of increase in strength of staff, the annual increments, increase in dearness allowances etc.

Details of the number and cost of staff on Indian Government Railways are given below:-

(Please see table on the next page)

	Number of Staff (in Units) &&				Cost of Staff (In crores of rupees) &			
	Open Line		Construction		Total			
Staff	1965-66*	1966-67	1965-66	1966-67	1965-66*	1966-67	1965-66	1966-67
Class II	5,735£	6,572@	807	707	6,542£	7,279@	8.27*	9.56
Class III	531,928	539,854	18,811	15,759	550,739	555,613	182.74*	199.71
Class IV	790,284	794,423	4,737	3,712	795,021	798,135	119.35*	129.16
	1,327,947£	1,340,849@	24,355	20,178	1,352,302£	1,361,027@	310.36*	338.43

vised.

includes six officers on loan from the Indian Audit and Accounts Service.  
 includes nine officers on loan from the Indian Audit and Accounts Service.  
 figures of cost of all staff represent pay, allowances, passages,  
 provident fund contributions, gratuities, pensionary benefits and  
 inshop concessions.  
 the figures exclude casual labour.

The total number of employees belonging to scheduled castes and scheduled tribes at the end of 1966-67 on all Government Railways and the office of the Railway Board and other offices attached and subordinate thereto and including staff employed in construction works was as under:-

	<u>Scheduled Castes</u>	<u>Scheduled Tribes</u>
Class I	63	14
Class II	116	13
Class III	44,325	4,676
Class IV	169,381	30,001

Relation with Labour.- During the year UNDER REVIEW, RELATIONS BETWEEN THE Labour and Railway Administration remained gradually cordial.

Permanent negotiating machinery for settlement of disputes.- The permanent negotiating machinery for maintaining contacts with the Labour functioned satisfactorily during the year under review. On the Railways, 768

meetings were held both at the divisional/workshop and at headquarters level. The number of items discussed at these meetings was 14,385. Of these 11,957 items were disposed of within one year. At the Railway Board's level, six meetings were held at which 140 items were discussed. Of these decisions were taken in respect of 121 items.

Joint Committees of Management and Staff.- At the close of the year, the number of joint committees functioning on the Railways was 500. The object of these committees is to foster a sense of partnership among the staff of different grades in the task of providing efficient service to the public and to take workers into confidence in all such matters. The subjects discussed at these meetings covered a wide range of topics such as maintenance of Passenger Rakes, Controlling the Consumption of Fuel and Electrical Energy, maintenance of better Sanitation in railway colonies, at stations and goods sheds, etc.

Working of Staff Councils and Advisory Committees for Welfare Works.- The number of Staff Councils functioning on the various Railways during the year 1966-67 was 267 which held 565 meetings during the year. Deliberations at these meetings were useful in promoting better understanding between the administration and the staff.

The Advisory Committees for Welfare Works on each Railway with which representatives of Labour are associated in the formulation of welfare schemes continued to function satisfactorily.

Implementation of Labour Laws.- The total number of regular railway employees and departmental casual labour governed by the provisions of the Indian Railways Act relating to hours of employment under different classifications, as well as the payment of Wages Act during 1966-67 was 1,558,838 and 1,732,195 respectively.

There were 245 railway installations such as major workshops, electric power houses and sub-stations, printing presses, governed by the Factories Act. The number of staff of different categories including Casual Labour in these factories was 198,621.

One hundred and four canteens had been provided in these factories. Overtime payment made to the workers in these factories under departmental orders and under the provisions of the Factories Act amounted to Rs 23,49,977 and Rs 90,16,831 respectively.

Infringements and lapses in the working of the Hours of Employment Rules, Payment of Wages Act, Minimum Wages Act and Factories Act detected by the officials of the Ministry of Labour were investigated and arrangements were made for prompt rectification of irregularities.

The following is the position during the year 1966-67 in regard to the number of employees involved in Railway Accidents, the number of cases in which compensation paid and the amount of compensation paid under the Workmen's Compensation Act.

Type of Accident	Number of employees involved in accidents		Number of cases in which compensation was paid		Amount of Compensation paid	
	Regular Employees	Casual Labour	Regular Employees	Casual Labour	Regular Employees Rs	Casual Labour Rs
Permanent disablement	368	105	271	89	19,10,483	3,09,512
Temporary disablement	603	125	513	111	8,40,169	1,23,507
Total	26,766	1,604	20,033	1,280	16,75,293	58,691

The following payments were made in 1966-67 as Compensation on account of accidents which had taken place earlier:

Type of Accident	Number of cases in which compensation was paid		Amount of Compensation paid to	
	Regular Employees	Casual Labour	Regular Employees Rs	Casual Labour Rs
Permanent disablement	183	72	11,99,418	2,28,558
Temporary disablement	447	78	7,69,008	1,39,556
Total	8,976	804	4,25,687	37,635

Service Conditions of Staff.- The rates of dearness allowance were further revised during the year under review, with benefits to the staff ranging from Rs 7 to Rs 60 per month in different pay ranges.

Labour Welfare.- (i) Railway Schools.- During the year under review, three higher secondary schools, one secondary school, one middle school, two junior basic schools and six primary schools were opened; one girls primary school was upgraded to junior high school. The total number of schools functioning on the Railways during the year was 745 and 134,135 pupils were on roll in these schools.

Subsidised Hostels.- The total number of children admitted during 1966-67 to the subsidised hostels was 674 against the capacity to accomodate 729 inmates.

Staff Benefit Fund.- The contribution from Railway Revenues at the rate of Rs 4.50 per non-gazetted railway servant in respect of the Zonal Railways and ad-hoc grants to other units of smaller size were made during the year. Staff Benefit Fund Committees managed the fund. The balance of the fund brought forward from the preceding year, amounted to Rs 24.57 lakhs and a sum of Rs 67.24 lakhs was credited during the year. Additional ad-hoc grants amounting to Rs 8.43 lakhs were made to the fund mainly for sports activities. A total amount of Rs 79.41 lakhs was spent during the year.

Canteens.- Besides canteens statutorily required to be provided under the Factories Act, the Railways also provided, as a measure of Staff Welfare, Canteens at places having concentration of staff. There were 286 canteens on the railways at the end of 1966-67.

Holiday Homes.- Holiday Homes for Class III and Class IV staff at various places continued to be popular. This amnity was made use of by 4000 employees during the year.

Scholarships for Technical Education.-

Under this scheme financed from the Staff Benefit Fund, scholarships ranging from Rs 15 to Rs 50 per month (in special cases up to Rs 70 per month) were awarded for technical education of children of railway employees whose pay did not exceed Rs 575 per month. During the year 1,177 new scholarships were granted in addition to 2,076 scholarships, continuing from the preceding years. The total amount spent on such scholarships during the year was Rs 12.18 lakhs.

Scouting.- Scouting activities maintained their tempo during the year under review. Several training camps, service camps and rallies were held in 1966-67.

Vocational Training Centres.- Technical training was imparted to unskilled and semi-skilled staff during off duty hours at 28 training centres with a view to improving prospects of promotion to higher grades. In addition, vocational training to children of railway employees with a view to infusing in them a bias for technical jobs was also imparted. Training was given to more than 690 children under this Scheme which was financed from the Staff Benefit Fund.

Handicrafts Centres.- The number of handicrafts centres for imparting training to women members of railwaymen's families in handicrafts rose to 314. The centres continued to be very popular. The total number of families that benefited from these centres was over 39 000.

Sports.- During the year 1966-67, inter-railway tournaments in various games were held in different centres.

Railwaymen's Co-operative Credit Societies and Banks.- There were 26 co-operative Credit Societies of railway employees at the beginning and at the end of the year. The total membership of these societies at the end of the year was 734,898 as against 727,898 at the beginning of the year 1966-67. The paid up share capital of these societies rose

from Rs 652.55 lakhs to Rs 698.71 lakhs during the year. The membership of these Societies which also included a small number of retired railway employees works out to 54 per cent of the total railway staff. The average share capital paid by the members amounted to about Rs 95 per head as against Rs 90 per head in the previous year.

The total amount of loans issued during the year was Rs 2569.40 lakhs which was about Rs 233.54 lakhs more than that issued in the previous year.

All the Societies worked at profit during the year under review, the total net profit earned being Rs 50.14 lakhs against Rs 44.66 lakhs earned in the previous year. The Societies declared dividend on shares to members at rates ranging from 2 to 7.50 per cent.

Railwaymen's Consumer Co-operative Societies and Fair Price Shops.- The number of Railwaymen's Consumer Cooperative Societies actively functioning on the railways gave subsidy to 95 Societies during the year to the extent of Rs 2,86,242 towards their administrative and establishment charges against Rs 2,23,584 given to 71 Societies in the previous year.

In order to hold the price line, Fair Price Shops were provided through the agency either of the railwaymen's Consumer Co-operative Societies on the State authorised dealers in or near the railway colonies at places having concentration of more than 300 or more of railway employees. At the end of the year 1966-67, 378 railwaymen's Consumer Co-operative Societies and their branches were running 428 fair price shops. There was an all round improvement in the working of the railwaymen's Consumer Co-operative Societies during the year.

Railwaymen's Cooperative Housing Schemes.- There were 22 railwaymen's Co-operative Housing Societies at the end of the year. These societies had 3376 members.

One hundred and sixty two buildings were constructed either by the Societies on behalf of the members or by the members with the help of mere Societies and 277 buildings were under construction at the end of the year. Of the 22,15 Societies invested Rs 18.81 lakhs in purchasing land for developing into housing sites for allotment to members. Two Societies paid dividend at the rates ranging from 6 to 6.50 per cent to members on shares held by them.

Encouragement to Co-operative Labour Contract Societies.- During the year 63 Co-operative Labour contract Societies undertook handling, and vending/catering contracts at 125 stations on the Railways.

Provision of Quarters for Staff.- In pursuance of the Railway Board's Policy of providing progressively quarters to essential staff, who are required to ~~live~~ *live* near the site of their work, and for non-essential staff at places, *where possible private* accommodation is not available, 10,186 staff quarters and 19 barracks were constructed on the Indian Railways during the year.

Activities of the Medical Department.- The medical facilities were further extended during the year. The cost of medical and health services per railway employee per annum went up from Rs 92.72 in 1965-66 to Rs 98.75 in 1966-67, the total expenditure being Rs 13.4 crores during 1966-67 against Rs 12.5 crores during the preceding year.

Accidents.- The number of passengers, railway servants and other persons killed and injured in accidents on Indian Railways exclusive of casualties in railway workshops during 1966-67 compared with previous year, is shown in the table below:-

	Killed		Injured	
	1965-66	1966-67	1965-66	1966-67
Passengers	481	672	3,419	3,672
Railway servants	376	344	20,894	19,851
Other than passengers and railway servants	533	531	658	352
	1,390	1,547	24,971	23,875



CHAPTER 5. WORKING CONDITIONS AND  
LIVING STANDARDS.

INDIA - JANUARY-FEBRUARY 1968.

50 General.

\*Work attitudes of office Staff: Results  
of a study undertaken in the Department  
of Commercial Intelligence and Statistics  
in Calcutta.

An article on the work attitudes of office staff published in the February 1968 issue of the Indian Labour Journal reveals the various causes of irregularity and late attendance or absence on leave within offices. With a view to coming to some conclusions, a study was undertaken in the Department of Commercial Intelligence and Statistics in Calcutta in 1964. According to study, Railway hold ups over-crowding of city transport and family illness were among the important causes for late arrivals in the office.

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\*Indian Labour Journal, Vol IX, No. 2  
February 1968, pp. 175-76

CHAPTER.5 WORKING CONDITIONS AND LIVING STANDARDS

50. Labour Conditions in Mica Mines: Report  
Published by Labour Bureau

India - January-February 1968

The Labour Bureau recently published a report on labour conditions in the mica mining industry in India. The data of the report pertain to 1962-63. Starting with the origin and growth of industry, the report deals with employment, wages and earning, working conditions, welfare and amenities, social security, industrial relations and labour cost.

From the point of view of employment, the Mica Mining Industry ranks fifth among the mining industries of India. On the basis of the data collected during the Survey, it is estimated that the total number of persons employed in the industry was about 22 thousand in June, 1962. Of these, nearly 89 per cent. were "Production and Related Workers". "Watch and Ward and Other services" constituted the next important group and accounted for about 7 per cent. of the total. The other groups engaged in underground mining operations and the rest were surface workers.

About one-fifth of the mica mines in the country stated that they were providing training and apprenticeship facilities. However, in all of them, such facilities were on an ad hoc basis only.

The wage rates in the industry were found to have been standardised on a regional basis. All the mica mines covered in the course of the Survey were reported to be paying minimum wages fixed under the law. The estimated average daily earning of all workers in the industry in the country were Rs.2.19 in June 1962. Similar figures in respect of all production workers and all lowest paid production workers were Rs.2.01 and Rs.1.63 respectively. Men production workers were getting more than women production workers. The average daily earnings of 'Clerical and Related Employees' and those belonging to the group 'Watch and Ward and Other Services' were Rs.3.67 and Rs.2.04 respectively in June, 1962.

About 30 per cent. of the mines worked one shift, 41 per cent. two shifts, 28 per cent. three shifts and the rest had four shifts a day. Night-shift was worked in 42 per cent. of the mines and in about 40 per cent. of them there was a regular system of change-over from one shift to another. Generally, no special amenities were provided to night-shift workers. Nowhere, the daily and weekly hours of work exceeded 8 and 48 respectively. Certain violations were, however, noticed in regard to rest-intervals, observance of timings and spread-over. In about 38 per cent. of the mines having surface working and 90 % having underground work, there was no fixed rest-interval. Similarly, normal timings were not adhered to in about 5 per cent. of the mines in the country, as a whole. In one mine, covered in the Residual Group, the spread-over for majority of production workers employed underground was 9 hours as against 8 fixed by law.

Not much attention was being paid to the provision of recreation and cultural facilities to workers as such facilities existed in only about 11 per cent. of the mines in the country, as a whole. Practically nothing was being done by the managements of mica mines for the education of workers' children and none of the mines surveyed had made arrangements for adult education.

It is estimated that trade unions existed in about 22 per cent. of the mica mines in the country and about 11 per cent. of workers were members of the unions as on 30th June 1962. The growth of trade unionism was, more or less confined to Bihar only. Everywhere, trade unions were found to have been recognised by the managements. The only activity of the unions was securing of claims of their members under various labour laws.

(Report on Survey of Labour Conditions in Mica Mining Industry (1962-63) published by Labour Bureau, Ministry of Labour and Employment, Government of India, pp.60, Price Rs.4.30)

52. Workers' Welfare, Recreation and Workers' Education

India - January-February 1968

Meeting of Central Advisory Board for Iron Ores Mines Labour Welfare Funds, Panaji, 21 January 1968

The first meeting of the Central Advisory Board for Iron Ores Mines Labour Welfare Funds was held at Panaji on 21 January 1968. Inaugurating the meeting, the Union Labour Minister, Shri J.L. Hathi said that a proposal to integrate the administration of welfare funds in the mica coal and iron ore mining industries was being worked out. Besides giving results at the lowest cost, this would speed up the performance more effectively. The Coal and Mica Mine Labour Welfare Fund Organisations had already accepted the proposal Mr. Hathi said. He also recommended the appointment of a sub-committee of the Iron Ore Welfare Central Advisory Board to deal with the measures to vitalise the existing welfare arrangements and to remove the present balance in the pattern of expenditure between different States.

A sum of Rs.230.34 lakhs had been collected as welfare cess at the rate of 25 paise per metric tonne of iron ore produced since 1963 to provide much needed welfare arrangements to nearly 60,000 iron ore mine workers in seven States in India. Out of the total collected amount only Rs.53.66 lakhs had been spent. The Minister admitted that welfare facilities had not been provided to the extent to which these could have been established. Money was available. The needs were known. But enough had not been done.

(The HINDU, 22 January 1968)

56. Labour Administration.

India - January-February 1968.

Annual Report on the Working of the  
Indian Dock Labourers Regulations  
1948 and the Dock Workers (Safety,  
Health and Welfare) Scheme, 1961\*

The report deals with the 19th year of the administration of the Indian Dock Labourers Regulations 1948 and the Sixth year of the administration of the Dock Workers (Safety, Health and Welfare) Scheme 1961.

Indian Dock Labourers Regulations 1948.- The progress in compliance with the Act and the Regulations was generally satisfactory during the year in all the seven major ports (Bombay, Calcutta, Madras, Cochin, Visakhapatnam, Kandla and Marmugao. The number of accidents reportable under the Regulations decreased from 4827 in 1965 to 4578 during this year. However, the number of fatalities increased from 14 to 23. On board the ships, there was an appreciable decrease in the accident frequency rate from 7.23 in 1965 to 6.03 during the year. The number of accidents in terms of one lakh tons of cargo handled slightly decreased during the year.

Dock Safety Committees.- The Dock Safety Committee continued to function at the major ports.

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\*Annual Report on the working of the Indian Dock Labourers Regulations, 1948, and the Dock Workers (Safety, Health and Welfare) Scheme 1961 during the year 1966. Published by the Directorate General, Factory Advice Service and Labour Institutes.

Quarterly Industrial Safety and Health Bulletin.- Description of some of the important accidents and dangerous occurrences in docks continued to be given in a separate chapter in the above quarterly bulletin. The information given in this Chapter has proved to be useful to those concerned with the loading and unloading of cargo at the ports.

Training of Supervisors.- During the year, a week's training course on Safety was held at Bombay for the Supervisory staff of Bombay Port Trust by the Inspectorate of Dock Safety. Twenty six supervisors participated.

Compliance with Regulations.- The whole number of contraventions of the regulations per 1000 ships inspected is 1037.99 during the year 1966 as compared to 811.5 during the previous year. There has been considerable increase in the number of contraventions, concerning testing and examination of lifting machinery and gear and also maintenance of registers and certificates.

Accidents and Dangerous Occurrences.

A reportable accident according to Regulations is one which either causes loss of life to a worker or disables him from work for more than 48 hours. However, in respect of other accidents also where the worker is disabled from work for the rest of the day on shift, a notice is required to be sent.

During the year 1966, the total number of reportable accidents in the seven ports was 4576 of which 23 were fatal, while the total number of accidents during 1965 was 4827 of which 14 were fatal. The total number of accidents due to handling of Cargo and handling of articles other than Cargo was 1968 with one fatality, as against 2410 during the year 1965. The highest number of accidents happened at the port of Calcutta.

Dangerous .....

Dangerous Occurences.- According to regulation 12 of the Indian Dock Labourers Regulations, the following classes of dangerous occurences are reportable irrespective of whether the personal injury is caused or not:

- i) Collapse or Failure of lifting machinery;
- ii) Breakage or Failure of ropes;
- iii) Collapse or Failure of means of access to or from a ship.

During the year, 1966, the total number of reportable dangerous occurences notified from the seven major ports was 284 as compared to 174 during the previous year.

In 1966, the total number of non-reportable accidents and dangerous occurences brought to the notice of Inspectorates at the seven ports was 4628 of which 8 were fatal.

Accidents on Board the Ship in Relation to the number of Workers employed and volume of Cargo handled.-

Figures relating to the aggregate number of workers employed on board the ships expressed in terms of man-shifts have been obtained from the Dock Labour Boards and from Stevedors. According to these figures 7077 thousand man shifts were worked at the seven ports during the year 1966. A total tonnage of 37050 thousands (excluding bulk oil and bunkening) was handled at the ports during the year.

The total number of accidents on board the ships during 1966 was 3347 at the seven ports as compared to 3521 in 1965 indicating a slight decrease.

Dock Workers .....

Dock Workers (Safety, Health and Welfare) Scheme.- The Scheme is applicable to all the major ports and covers health and welfare measures for all the Dock Workers and also safety of such workers who are not covered by the Indian Dock Labourers Act.

Notification of Accidents, Dangerous Occurrences and Certain Diseases.-

Reporting of accidents and dangerous occurrences was generally satisfactory by the Port Authorities at all the Ports. Reporting by other employees, such clearing and forwarding agents, contractors, etc. were not satisfactory.

Health.- This part covers cleanliness drinking water, latrines, urinals, lighting ventilation and temperature. The responsibility for cleanliness ~~with the previous~~ in this part rests on Port Authorities.

Cleanliness.- Cleanliness in the Dock AREAS was generally satisfactory at all ports.

Drinking Water.- The existing facility for cool drinking water ~~were~~ not adequate at some of the Ports and their maintenance was also not satisfactory.

Lighting.- At most of the ports, some improvements were carried in the lighting during the year.

Welfare.- This port requires provision of washing facilities, first-aid, ambulance, etc. The responsibility for compliance rests with the Port Authorities. In Bombay, and Calcutta, these facilities were not satisfactory. There was some improvement in other ports.

Safety.- This port provides for safety of working places on shore, lighting and maintenance of lifting machinery and gear, safe operation of transport equipment etc. Responsibility for compliance with

these requirements .....



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these requirements rests on various parties such as Port Authorities Employers, owners and Dock workers, compliance with their requirements were generally satisfactory at all ports.

Inspections and Prosecutions.-

This work includes inspection of ships, docks, lifting machinery and gear, investigation of accidents and dangerous occurrences and attendance at the courts in connection with prosecutions.

During the year 11 prosecution cases were instituted of which 4 were at Calcutta, 2 each at Bombay and Madras and Marmagao and one at Cochin. No prosecution was launched at Kandla and Visakapatnam.

CHAPTER 6. GENERAL RIGHTS OF WORKERSIndia - January-February 196861(a). Discrimination in Employment and OccupationSelection of Candidates on district-wise basis for MBBS Course held unconstitutional: Judgment of Supreme Court

on 17 January 1968

In a judgement given by the Supreme Court on ~~17 January 1968~~, it declared unconstitutional Rule 8 promulgated by the State of Madras for selection of candidates for admission to the first year integrated M.B.B.S. course and accordingly allowed the petitions by Rajendran and others against the State on Wednesday.

The Court held that a rule providing for the selection of candidates on the basis of a districtwise distribution of seats had no relation to the object of the Act, which was to secure the best possible candidates for admission. Therefore, the rule resulted in discrimination which violated the fundamental right of equality before the law as guaranteed by Article 14, and must be struck down.

Rule 5 was challenged on the ground that although it made reservations for socially and educationally backward classes, which was permissible under the Constitution it went further to classify such backward classes on the basis of caste. Rule 8 was attacked on the ground that reservation of seats on a districtwise basis amounted to discrimination and would defeat the very object of securing the best candidates.

(The STATESMAN, 18 January 1968)

67. Conciliation and Arbitration.

India - January-February 1968.

Industrial Disputes in India during 1966\*

The January 1968 issue of the Indian Labour Journal contains an article relating to industrial disputes in India during 1966. The author of this article analyses the industrial disputes month-wise, State-wise and industry-wise. The author also gives an analysis of the disputes by causes, by duration by results and by losses to wages and value of production. According to this article, in 1966 West Bengal, Maharashtra and Kerala together accounted for 54.8 per cent of the total number of disputes, 60.1 per cent of the total number of workers involved and 70.8 per cent of the total time-loss. Compared with 1965, the time-loss increased in all the States/Union Territories except Madhya Pradesh, Mysore, Orissa and Goa during the year 1966. The 'Manufacturing Division' accounted for 66.1 per cent of the total time-loss during the year 1966. Among other sectors, "Agriculture, Forestry, Fishing, etc.", accounted for 17.0 per cent, "Transport and Communications (other than Workshops)" for 4.8 per cent, "Services" for 4.4 per cent, "Mining and Quarrying" for 3.2 per cent, "Construction" for 1.8 per cent, "Activities not Adequately Described" for 1.7 per cent, "Electricity Gas, Water and Sanitary Services" for 0.9 per cent, and "Commerce" for 0.1 per cent. In the 'Manufacturing Division', the highest time-loss was recorded by the group "Textiles" (61.1 per cent). In the 'Agriculture, Forestry, Fishing, etc. Division', Rubber and Tea Plantations accounted for 65.3 and 32.2 per cent respectively of the total mandays lost in this Division. As compared to the preceding year, the time-loss increased in all but two major industry groups, viz. "Mining and Quarrying" and "Electricity, Gas, Water and Sanitary Services".

\*The Indian Labour Journal, Vol IX, No. 1, January 1968, pp. 24-78

In 1966 among the disputes classified by these groups of causes, "Wages and Allowances" accounted for more than one-third or 35.8 per cent of the total number of disputes followed by "Others" and "Personnel" which accounted for 23.3 and 21.0 per cent respectively. Disputes relating to "Wages and Allowances" and "Personnel" together constituted 56.8 per cent of the total number of disputes for which the relevant information was available and accounted for 41.5 per cent of the total time-loss. The corresponding percentages for 1965 were 58.4, 59.1 and 50.6 respectively. As compared to 1965 it is seen that there was a rise in percentages to the total number of disputes and mandays lost due to "Wages and Allowances", "Bonus" and "Retrenchment" while there was a decrease in the case of disputes due to "Personnel", "Others" and "Leave and Hours of Work".

Nearly 39.1 per cent of the total mandays lost were accounted for by the affiliates of the I.N.T.U.C. The A.I.T.U.C. accounted for 37.0, 25.0 and 24.4 per cent respectively of the total disputes, workers involved and mandays lost. The H.M.S. and U.T.U.C. together accounted for 10.3 per cent of the total time-loss. The disputes sponsored by more than one Central Organization, accounted for the highest total time-loss (46.2 per cent).

67. CONCILIATION AND ARBITRATION

India - January-February 1968.

Standing Orders of a Company to be Observed  
in a dispute: Allahabad High Court Ruling

A full bench of the Allahabad High Court laid down on 12 February 1968 that in the case of a conflict between a contract of service entered into between a company and one of its employees and its standing orders, the latter would prevail.

In a dispute between the Banaras Electric Light and Power Company Ltd., Varanasi, the company claimed the benefit of a particular agreement between it and its employee Mr. S.P. Srivastava, whose services were terminated, and contended that the agreement prevailed over the standing orders. The court however observed in its judgment that standing orders were a set of basic general rules which could not be ignored or abandoned, departed from, modified, or varied by special agreements with regard to any matter specially contained in the orders.

(The TIMES OF INDIA, 13 February 1968)

CHAPTER 6. GENERAL RIGHTS OF WORKERS

India - January-February 1968

67. Meeting of the National Arbitration  
Promotion Board, New Delhi, 19 Feb-  
ruary 1968: Voluntary Arbitration  
Recommended for Solving Disputes

The first meeting of the National Arbitration Promotion Board was held at New Delhi on 19 February 1968. Shri J.L. Hathi, Union Minister for Labour and Employment inaugurated the meeting. Shri Hathi told representatives of employers and employees organisations that the settlement of disputes by mutual discussion and voluntary arbitration was certainly more conducive to better labour-management relations than recourse to legal remedies. The Minister reiterated his faith in the efficacy of voluntary arbitration as a mode for the settlement of disputes and impressed on them that maintenance of industrial harmony was essentially a phenomenon of give and take. "A dispute settled by these processes is of more enduring results."

(The HINDUSTAN TIMES, 20 February 1968)

Industrial Disputes (Amendment) Bill,  
1967

An Official Bill seeking to empower labour courts and tribunal to set aside a management's order of discharge or dismissal and direct reinstatement of a workman on such terms and conditions as they thought fit was moved in the Rajya Sabha on 28 November 1967 by Shri Jaisukhlal Hathi, Minister of Labour, Employment and Rehabilitation, Government of India.

The Bill also seeks to empower the labour courts and tribunals to give other reliefs to a workman including the award of any lesser punishment in lieu of discharge or dismissal as the circumstances of the case may require.

The Labour Minister, Mr. Jaisukhlal Hathi, informed the House that the Union Government had approved a legislation of the United Front Ministry in West Bengal providing for payment of 50% of wages to workers during the period of inquiry.

He said the Union Government had also accepted this principle and had recently issued a notification providing that workers should be paid 50% of wages during the first 90 days of an inquiry. If the inquiry continued beyond 90 days then the concerned workers would be entitled for 75% of wages.

Mr. Hathi expressed his inability to delete the provision that labour courts "shall rely on the materials on record and shall not take any fresh evidence in relation to the matter". He said the Government had to avoid as far as possible any scope for more litigations.

The Bill was passed by the Rajya Sabha.

(The HINDUSTAN TIMES 29 November 1967, the STATESMAN (Delhi) 1 December 1967).

68. Labour Courts

India - January-February 1968

Auditors' Firm held to be not an Industry:  
Madras High Court Judgment

In a judgment announced at Madras on 5 January 1968, the Madras High Court held that Chartered Accounts and auditors could not be termed as industry within the scope of section 2(j) of the Industrial Disputes Act since the accountants and auditors did constitute a "learned or liberal profession". The writ petition in which the question arose was filed by Messrs. Fraser and Ross against one of the employees of their firm who retired on 1 June 1963.

He made a claim that he ought to be continued in service till the completion of his 60th year or at least for three years more; but this was rejected by the firm. He instituted proceedings in the Labour Court claiming a sum of Rs.7254 as retrenchment compensation and wages in lieu of one month's notice. The petitioners raised a preliminary objection as regards the maintainability of the petition claiming that the firm did not constitute an "industry" within the meaning of the Industrial Disputes Act. The Labour Court negatived this contention. To quash this order the present writ petition was filed.

ALLOW

(The HINDU, 7 January 1968)



Reversion of a Temporary Employee is not  
Punishment: Supreme Court Ruling

In a ruling given by the Supreme Court at New Delhi on 12 January 1968, it held that the mere reversion of a temporary employee in the service of the Union of India to his previous post is not a punishment and is not protected by the provision of Article 311 of the Constitution.

The Appellant was working as a clerk in the Railways and in August 1960 he was appointed Vigilance Inspector in the Norther Railway. He alleged that an adverse report was made against him and in February 1965 he was reverted from the post of Inspector to his original post. According to the Appellant this amounted to a punishment and it was illegal because it was inflicted without giving him a hearing as required by Article 311 of the Constitution.

Their lordship giving judgment said that in their opinion the record did not show that the appellant was a permanent Vigilance Inspector.

(The STATESMAN, 13 January 1968)

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN  
CATEGORIES OF WORKERS

71. Employees and Salaried Intellectual workers

India - January-February 1968

Seventh Delhi Printers' Conference held at  
New Delhi, 18 January 1968

The Seventh Delhi Printers' Conference was held at New Delhi on 18 January 1968 under the presidentship of Mr. J.M.D'Souza. The Conference was inaugurated by Shri Bhanu Pratap Singh, Union Deputy Minister for Industrial Development.

Inaugural Address.- Inaugurating the conference, Mr. Bhanu Prata Singh, Union Deputy Minister for Industrial Development, said that instructions had been given for liberal sanction of foreign exchange for importing machinery needed by the printing industry. He however, added that it was not possible to meet the entire requirements of the industry in view of the serious foreign exchange situation. There were so many other industries needing foreign exchange and the printing industry did not enjoy as much priority as some other industries.

Presidential address.- In his Presidential address, Shri J.M. D'Souza urged the Government to have a second look at the recommendations of the Wage Board for Non-Journalists before requesting the newspapers concerned to implement new wage scales. He said that the recent announcement by the Government accepting the recommendations of the Wage Board for non-journalist staff with minor modifications had come as a shock to the printing industry. Although the Wage Board Award did not apply to the job presses, implementation of the recommendations would have far-reaching effect on job presses also in course of time. In many categories, work in the newspaper presses and job presses was of the same type and therefore fixation of high wages in newspaper presses would have repercussions on the other side.

In certain cases wages were so fixed which had no relation to the existing wage structure. The labour policy followed by the Government did not do justice to the employer. In short the labour legislation should be streamlined and made 'work-oriented' and not 'worker-oriented'. They may be liberal to the work, but must at least be just to the employer, he added.

Referring to the problems of the printing industry in the country, Mr. D'Souza said that the industry had long been neglected by the Government and other authorities concerned. Government had not laid down any long-term policy for import of printing machinery and the 'haphazard' import policy followed had resulted in a chronic shortage of press materials, including spare parts for maintenance of machinery. He said that for quality output and for maintaining proper production, the printers should be able to import machinery from traditional sources. Shortage of foreign exchange had hampered the growth of the industry.

(The HINDU, 19 January 1968)

71. Fair Wage Recommended for Policemen  
by Delhi Police Commission

In an interim report placed on the table of the Lok Sabha on 15 November 1967, the Delhi Police Commission has recommended higher pay scales "designed to secure a police force composed completely of educated honest, efficient, courageous and completely fit individuals", The Government according to the commission has in principle accepted, the liability of the State to pay "a fair wage" to its employees.

The Commission suggested a pay-scale of Rs.95-150 for a constable. Non-matriculate constables will start at Rs.95 a month and matriculate constable at Rs.135. The efficiency bar at Rs.105 will be applicable to non-matriculate only. Head constables will start at Rs.130 assistant sub-inspectors at Rs.160, sub-inspectors at Rs.210 and inspectors at Rs.330 if the Government accepts the commission's recommendations.

The commission has suggested immediate steps to provide family accommodation to all members of the police force with the stipulation that a police constable for the first three years of his service will, however, stay in barracks.

(The STATESMAN, 16 November 1967)

7x. Number of Central Government Employees  
Estimated at 2.63 million

According to the latest figures, the number of employees working for the Central Government is 2.63 millions; of them 2.42 millions are regular employees. The rest are workcharged personnel, contingent staff and local recruits in Indian missions abroad. Of the regular employees, nearly 40,000 are gazetted officials and 732 draw a basic pay of Rs.2,000 or more per month. Those drawing above Rs.1,000 a month total 6,814.

The number of employees with a basic pay of less than Rs.100 is 1,320,144.

(The STATESMAN, 20 January 1968)

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Auditors' Firm Held to be not an Industry:  
Madras High Court Judgment

In a judgment announced at Madras on 5 January 1968, the Madras High Court held that Chartered Accountants and auditors could not be termed as industry within the scope of section 2(j) of the Industrial Disputes Act since the accountants and auditors did constitute a "learned or liberal profession".

(The HINDU, 7 January 1968.)

(For details see Section 68, pp 59  
of the report.)

66

Reversion of a Temporary Employee is not  
Punishment: Supreme Court Ruling.

In a ruling given at New Delhi on 12 January 1968, the Supreme Court held that the mere reversion of a temporary employee in the service of the Union of India to his previous post is not a punishment and is not protected by the provisions of Article 311 of the Constitution.

(For details please see Section 68, pp. 60  
of this report)

(The STATESMAN, 13 January 1968)

CHAPTER 8. MANPOWER PROBLEMS

81. Employment Situation

India - January-February 1968

Employment Exchanges: Working during December  
1967

According to the monthly review of the Principal activities of the Directorate-General of Employment and Training for the month of December 1967, the employment position was as follows:

Items	November 1967	December 1967	Increase (+) Decrease (-)
Registrations	3,01,631	3,31,185	(+) 29,554
Placements	36,599	35,005	(-) 1,594
Live Register	27,37,598	27,40,435	(+) 2,837
Vacancies notified	56,127	55,434*	(-) 693
Employers who used exchanges	11,471	10,934	(-) 537

\* Includes 1028 vacancies notified by private employers falling within the purview of the Employment Exchange (Compulsory Notification of vacancies) Act 1959 against which submission action was not required.

Displaced persons from East Pakistan.- During the month of December, 1967, 417 East Pakistan Migrants were registered with various employment exchanges and 30 East Pakistan Migrants were placed in employment, thus bringing the total number of East Pakistan Migrants registered to 40757 and those placed to 2830.

Repatriates from Burma.- During the month of December, 1957, 317 repatriates from Burma were registered and 84 placed in employment. This brings the total number of such registered persons to 6481 and those placed in employment to 706.



Repatriates from Ceylon.- 21 repatriates were registered and none placed in employment. This brings the total number of such registered persons to 326 and those placed in employment to 15.

Deployment of surplus and retrenched personnel.- During the month under review 29 persons were retrenched, 29 registered and 17 placed in employment. The detailed information is given below:

	Number awaiting assistance at the end of Nov.67	No. retrenched during the month	No. of retrenched (including these left voluntarily) registered during the month for employment assistance	No. placed during the month	No. left indicating the desire for assistance	Number awaiting assistance at the end of the month.
	2	3	4	5	6	7
Valley position.	1886	-	-	3	3	1880
Nangal Steel	37	5	5	8	6	28
Steel	918	24	24	4	10	928
Steel	7	-	-	-	1	6
Cell of Home	86	-	-	2	-	84
Class II -----48)						
Class III & IV --36)						
Total	2934	29	29	17	20	2926

The total number of Employment Exchanges including 38 University Employment Information and Guidance Bureaux and 13 Professional and Executive Employment Offices in the country at the end of December, 1967 remained 437.

83. Vocational Training

India - January-February 1968

Technical Brain drain continues: Results of a Survey by the Institute of Applied Manpower Research

According to the results of a Survey undertaken by the Institute of Applied Manpower Research about 15.6 per cent. of graduates from the Indian Institutes of Technology, are serving abroad.

The ostensible purpose of most of those who go to foreign countries is higher studies, but after completion of their studies they stay on for jobs. About 61 per cent. of the IIT graduates who go abroad do so for higher studies. A salient point in this brain-drain of top engineering students is that the large majority 84.6 per cent. have passed in the first division.

Of the IIT <sup>graduates</sup> who have gone abroad, 60 per cent are in the United States, 18 per cent. in Britain 10 per cent. in Canada and 7 per cent. in West Germany.

(The HINDUSTAN TIMES, 22 January 1968)

Labour Ministry Training Schemes: Working  
During December 1967

According to the review of the principal activities of the D.G.E. & T for the month of December 1967, the number of institutes for training craftsmen and number of centres holding part-time classes stood at 356 and 36 respectively. In all, 140584 seats were introduced and the number of persons undergoing training was 109,575. The number of industrial workers undergoing training in part-time classes was 2605.

Apprenticeship Training Scheme.- The total number of apprentices undergoing Apprenticeship Training and number of Establishments Training apprentices are 35250 and 2651 respectively, as on 31 August 1967.

(Monthly Review of the Principal Activities of the D.G.E. & T for the month of December 1967 issued by the Directorate General of Employment and Training, Government of India, New Delhi.)

## Chapter 9. Social Security

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### 92. Legislation

#### Report of the Employees Provident Funds Scheme for the year 1966-67\*

##### Scope and application.-

The Employees Provident Funds Act extends to the whole of India except the State of Jammu and Kashmir. At the end of March 1967, 106 industries were covered under the Act as against 103 at the end of 1965-66.

The Act continued to be inapplicable to:

a) any establishment registered under any Law relating to Cooperative Societies employing less than 50 persons and working without the aid of Power;

b) any establishment during the first three years or first five years of its being set up <sup>depending on</sup> ~~according to~~ ~~whether it employs 50 or more persons, or not less than 50 or 20.~~

*Whether it employs 50 or more persons, or 20 or more but less than 50 persons.*

During 1966-67 an additional coverage of 4,530 establishments and membership of 3.29 lakhs were registered as against 4,843 establishment and membership of 3,61 lakhs in 1965-66.

Conditions for membership like wage ceiling (not exceeding Rs 1000 per month) and minimum qualifying service (one year's continuous service) remained unchanged.

Contribution.- The statutory rate of Provident Fund contribution both for employees and employers is 6 1/4% of basic wages and dearness allowance including the cash value of any Food Concession and retaining allowance.

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\* Annual Report on the Working of the Employees' Provident Funds Scheme 1952 for the year 1966-67: Employees' Provident Fund Organization.

During the year under report the enhanced rate of Rs 8 per cent was extended to the following establishments employing 50 or more persons:

- i) Textiles
- ii) Biscuit making industry
- iii) Plywood
- iv) Automobile repairing and servicing
- v) Rice milling
- vi) Dal milling
- vii) Flour milling
- viii) Road Motor Transport
- ix) Sugar
- x) Hotels
- xi) Restaurants
- xii) Establishments engaged in storage or transport or distribution of Petroleum etc
- xiii) Cinemas including preview theatres
- xiv) Film Studios
- xv) Distribution concerns dealing with exposed films
- xvi) Film production concerns
- xvii) Film processing laboratories
- xviii) Every cane farm owned by the sugar factory ~~owned or occupied by sugar factory or cultivated by such~~
- xix) starch
- xx) Petroleum or natural gas exploration, prospecting, drilling or production
- xxi) Leather and leather products
- xxii) Stoneware jars
- xxiii) crockery

Voluntary contribution .- Contribution at a higher rate or a voluntary basis were received during 1966-67 from 97,774 subscribers as against 95,624 subscribers in 1965-66.

Administration and Finance.- The total contribution received during the year was Rs 148.35 crores including Rs 80.84 crores from exempted establishments. This composes with Rs 123.72 crores including Rs 68.84 crores from exempted establishments in the previous year.

Arrears continued to be the most worrisome problem. At the end of 1966-67, arrears stood up at 5.96 million. The arrears were mainly due to the recessionary trends partly attributable to effects of devaluation and crisis in Textile Industry.

Inspections and Prosections: During the years 1966-67, 4,109 recovery cases involving a sum of 36.392 million rupees had been instituted as against 5072 cases involving a sum of 26.896 million rupees in 1965-66.

Details of cases filed, disposed of etc, during 1966-67 are given below:

Launched	Disposed of	Pending in courts	Pending in State Governments
5,546		4,695	3,708
	Convicted 2135 Acquitted 120 Withdrawn 561 Dismissed/Discharged 43		
5,546	2,859	4,659	3,708

Claims:- During the year, a sum of OF 157.6 million rupees in respect of 2.16 lakhs claims was paid as against 130.4 million rupees in respect of 1.87 lakhs for 1965-66. A sum of 728.9 million rupees has been paid up to the end of March 1967 in respect of 13.94 lakhs claims. Category wise particulars of the claims settled in 1966-67 are given below. The figures in brackets relate to 1965-66.

(Please see the table on the next page)

Category	No. of claims settled		Amount paid (Rupees in lakhs)	
Death	10,962	(11,056)	121.82	(102.32)
Superannuation	11,928	(11,120)	215.04	(178.75)
Permanent invalidation	8,569	(8,324)	108.17	(85.49)
Resignation/Termination of services	1,21,602	(1,03,976)	686.98	(529.33)
Retrenchment	55,089	(43,566)	387.67	(319.06)
Dismissal	4,263	(4,168)	26.65	(25.18)
Migration	1,209	(995)	13.47	(10.99)
Others	2,702	(3,782)	15.88	(53.30)
<b>TOTAL</b>	<b>2,16,324</b>	<b>(1,86,987)</b>	<b>1,575.76</b>	<b>(1,304.42)</b>

Besides, 10,163 cases were transferred from one region to another or from the Fund to Exempted establishments. The following table gives the period within which claims were settled during 1966-67. The figures in brackets give the comparative position in 1965-66.

	Claims		Percentage	
Claims settled within 15 days	1,33,007	(1,32,525)*	62	(71)*
Claims settled within 1 month but after 15 days	71,380	(45,293)@	33	(24)@
Claims settled within 3 months but after 1 month	10,985	(8,617)	5	(5)
Claims settled within 6 months but after 3 months	714	(396)	..	..
Claims settled within 9 months but after 6 months	90	(130)	..	..
Claims settled within 12 months but after 9 months	26	(26)	..	..
Claims settled after 1 year	122	..	..	..
<b>TOTAL</b>	<b>2,16,324</b>	<b>(1,86,987)</b>	<b>100</b>	<b>(100)</b>

Claims settled within 15 days  
Claims settled within 1 month but after 15 days

Special Reserve Fund.- A Special Reserve Fund was created on 15th September 1960, with a view to making payment to outgoing members where his employer fails to remit to the Fund the whole or part of the amount deducted from the members wages towards his own contribution pending recovery of the arrears from the employer. The total amount transferred from the Reserve and Forfeiture Account to the Special Reserve Fund was 7.5 million rupees. Of this a sum of 7.135 million rupees including Rs 7.37 lakhs paid during the year had been paid out up to the end of March 1967. The amount recovered from the employers against these payment was 2.170 million rupees including Rs 7.56 lakhs recovered during the year. The balance in the Special Reserve Fund at the end of March 1967, was 2.535 million rupees as against 2.516 million rupees at the end of March 1966.

Death Relief Fund.- On first of January 1964, Death Relief Fund was set up on a tentative basis to assure a minimum of Rs 500 to a nominee or heir of a diseased member. A sum of 1 million rupees was transferred to this Fund from the Reserve and Forfeiture Account. The benefit of this Fund is admissible to the nominee or heirs of those diseased members whose pay did not exceed Rs 500 at the time of death. This benefit would not be available to the nominees or heirs of those diseased members who after having once received full retirement benefit had secured re-employment in a covered establishment. The total amount transferred to this fund up to the end of March 1967 was 2.8 million rupees of which a sum of 1.947 million rupees had been paid out till the end of March 1967.

Advances.- Various kinds of advances, admissible and actual amount advanced are given below:

a) Advance for Insurance Policy.- An amount of 3.439 million rupees was remitted towards payment of premium in respect of 47,758 policies during the year as against a sum of 4.025 million rupees covering 50,374 policies during 1965-66.

b) .....



b) Advance for Housing.- A sum of 6.356 million rupees was advanced towards house building during the year in 5038 cases as against 4.443 million rupees in 3921 cases in 1965-66.

c) Advance for purchasing shares of Consumers & Cooperative Societies.- A sum of .195 million rupees was advanced during the year in 6511 cases as against .393 million rupees in 13644 cases in 1965-66.

d) Special Advance during temporary closure of an establishment.- A sum of 11.148 million rupees was paid in 56,762 cases as against 7.180 million rupees paid in 53,577 cases in the preceding year.

e) Unemployment Relief Advance.- During the year a sum of .174 million was paid in 780 cases as against .5979 million rupees paid against 27 cases in the preceding year. There was an increase in the demand for this type of advance due to higher incidence of unemployment in certain industries.

f) Advance for illness.- A sum of .350 million rupees was paid in 1155 cases as against .146 million rupees in 521 cases in 1965-66. This facility was extended to members families also.

Income and Expenditure.- The expenditure involved in administering the employers Provident Funds Act and the Scheme is met from a separate levy called the administrative and inspection charges, collected from employers of non-exempted and exempted establishments respectively. In respect of all establishments the present rate of administrative charges is 0.37% of 'wages' of the members and that of inspection charges is 0.09% of 'wages' of the members.

The year witnessed an increase of 2.799 million rupees in income and of 2.940 million rupees in expenditure over the previous year. The enhanced dearness and compensatory allowances and capital expenditure on purchase of land and construction of office buildings and staff quarters contributed to the rise in expenditure.

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JANUARY-FEBRUARY 1968.

111. General.

Central Coal Mines Rescue Station Committee:  
A Summary of the Report for the year 1966-67\*

A summary of the report for the year 1966-67 of the Central Coal Mines Rescue Station Committee has appeared in the February 1968 issue of the Indian Labour Journal. During the year under review, the Rescue Stations were called out for rescue and recovery work in 25 cases and the Organization assisted in 20 recovery operations involving 67 days of work and 557 protomanshifts and recovered 4.39 million tonnes of coal locked in areas sealed due to occurrence of fire. The achievements of the organization over the period 1941-67 in respect of lives saved from foul air, No. of dead bodies recovered from foul air and coal recovered were 69, 106 and 104.85 million tonnes respectively.

The report has also dealt with development work in the various rescue stations, equipment and Store and training in rescue and recovery work.

\*Indian Labour Journal, Vol IX, No. 2,  
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- \*(b) "Pattern of Employment and Earnings Among Graduates in Lucknow. (A study based on sample survey) by P.D. Shrimali, M.A. Ph.D., Joint Director, Labour Research Centre, Department of Economics, Lucknow University Lucknow, 1967. pp.137+ Appendix I & II - pp.xxviii.
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26 February 1968

## ICFTU VIEWS ON STATUS OF WOMEN PRESENTED

ADDRESSING the United Nations Commission on the Status of Women which ended its current session on February 18, in New York, a representative of the ICFTU pointed out that in this International Year of Human Rights there were many countries in which freedom of association, the right to set up or to join genuine trade unions, was still denied to the workers, men or women. While the Commission had often voiced the need for women to join trade unions and to take part in their activities if they were to obtain equal rights, it was first essential for trade unions to have the right to exist.

Commenting on a report by the International Labour Organisation on the employment of women, the ICFTU representative Marcelle Dehareng

emphasised the necessity to review international labour standards according to the changes in employment, techniques and methods of work. She expressed the dissatisfaction of the ICFTU Committee on Women Workers' Questions with the ILO Convention and recommendation on the maximum permissible weight to be carried by one worker, which obviously are not taking into account women's requirement. After a few words on maternity protection underlining the collective responsibility of society in that matter, she informed the Commission that the ICFTU would be in the near future investigating and reviewing the question of night work in order to bring it in line with modern development.

With regard to the ILO report on repercussions of technological change on employ-

ment and conditions of women workers, the ICFTU representative regretted that the document was not received in time to be submitted to the ICFTU Committee on Women Workers' Questions, as the matter was of paramount interest for women trade unionists. This shows in the fact that it has been put on the agenda of the ICFTU World Conference on Women Workers' Problems which will take place at the end of September 1968 in Dusseldorf. The Commission has already adopted a resolution on the political rights of women and is at present discussing a resolution on the economic rights and opportunities for women with a view to urging governments to carry on research and to answer a questionnaire on the repercussion of technological changes on the status of women.

II PA Newsletter  
No. 1, February 1968  
(issued by the Indian  
Institute of Public Administration)

**ILO on Social Policy**

A special emphasis on the claims of social policy for a larger voice in the highest counsels of the State is amongst the many far-reaching recommendations made by the third session of the ILO African Advisory Committee attended by Government, employer and worker members from 22 countries. The Committee has stated that social policy should rank equal to finance, economic planning, justice, national security and foreign affairs in any appreciation of the factors which determine national policy as a whole. The Ministry of Labour, as the instrument for formulating and carrying out social policy, should be given the status and resources commensurate to this high responsibility.

' Information Bulletin'  
Delhi, February 1968  
(issued by the I.C.I.A)

**ILO Inter-Regional Meeting in Denmark**

At the invitation of the International Labour Office, Geneva, the Regional Officer lectured at the ILO Inter-Regional Technical Meeting on Cooperatives and Trade Unions held in Elsinore, Denmark, from September 17-October 1, 1967 on "Aims and principles of Cooperatives and their practical application in developing countries."

## ILO REPORTS ON SITUATION OF WORKERS IN THE WORLD IN 1967

**T**HE SITUATION of workers in the world in 1967 was characterized by a certain growth of unemployment and by insufficiency of progress in countries in the process of development. This is the conclusion drawn from statistics gathered by the International Labour Office and published on 8 February.

In most industrialized countries, the slackening of economic expansion or the extreme slowness of recovery were translated into a drop in employment and a rise in unemployment.

The increase in hourly wages was in general enough to compensate for the lessening of the duration of work and the rise in consumer prices.

Information received from the developing countries, though still incomplete testified that the situation is not improving. The growing excess of manpower is far from being absorbed.

### General Situation in World

Unemployment rose in almost all the industrialized countries and often attained a level which had not been observed for a number of years, in some cases since the end of the Second World War. Employment dropped in one country out of two; in countries where it continued to climb the rise was in general slower than in 1966.

The rise in consumer prices continued during 1967 in most countries, although less rapidly than in 1966: in 14 countries the growth was more than 10 per cent, a drop was observed in 16 countries.

Money wages rose in all the countries for which figures are available and, in the majority of cases, workers saw their real wages likewise rise.

### Employment

The decline in employment, which began towards the close of 1966 in several countries, spread during 1967 into about half of those for which figures are available. However, in several countries, a rise of employment continued, although in general at a slower rate than in preceding years.

Employment in manufacturing industries declined in 15 of the 27 countries for which statistics are available, including several countries where the general level of employment went up, as Canada and the United States.

Employment in manufacturing industries nevertheless climbed in 12 countries.

*Agriculture and mining*, notably coal mining, continued, as during past years, to lose their manpower in the majority of industrialized

### Unemployment

Unemployment, which towards the end of 1966, was increasing in several countries, continued to rise. During the last 12 months, it rose in more than 30 countries. The number of unemployed persons rose noticeably—and sometimes strongly in all industrialized countries except Italy. In several countries of Europe the increase in unemployment was limited by slowing down or stopping immigration, and even by returning foreign workers to their countries of origin.

In general, it was young people, women and aged persons who were the most strongly affected.

### Consumer Prices

It appears from figures available for more than 100 countries and territories that the rise in consumer prices has on the whole been followed in all parts of the world, but often at a slower rate than in preceding years. In 16 of the countries studied, consumer prices fell in relation to the level of 12 months previously. In one country out of five however, the rate of increase went up by reason of a rise in the cost of rents and of services. This was especially true in industrialized countries.

Consumer prices increased by 10 per cent or more in six countries which have suffered from a more-or-less strong inflation for the past five years: Argentina, Brazil, Chile, Congo (Democratic Republic of), Indonesia and Uruguay, as well as Denmark, India, Niger, Peru, the Sudan, Surinam, Turkey and the Republic of Viet-Nam.

Rises varying between 5 per cent and 10 per cent were observed in 16 countries in all parts of the world.

Finally, in 16 countries consumer prices dropped. In most of the cases, the drop was weak, often less than 1 per cent. The most substantial declines were noted in Ghana (8 per cent) and in Nigeria (7 per cent).

Being excerpts from the speech conveying the ILO Director-General's Greetings to the First Asian Trade Union Economic Conference.

## ILO's Approach to Problems of Trade and Development

THE ILO has recently been engaged in a complete re-appraisal of its programme and structure with a view to adapting them to meet the growing needs of a changing world. After examination and discussion at several sessions of the International Labour Conference it was agreed that the ILO should in the years ahead concentrate its activities on general programme areas—human resources development, labour relations and the growth of social institutions and living and working conditions.

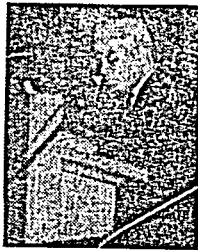
The principal aim of human resources development is the planning of manpower utilization and the creation of employment opportunities and training in skills. The aim of the programme concerning development of social institutions is to identify and advance solutions to the problems connected with the framing and implementation of policies of economic and social development, such as the role of workers' and employers' organizations, improvement of labour relations at all levels. The third programme area concerning conditions of work and life is the traditional area of ILO work.

### Development of Human Resources

In the field of development of human resources ILO activities have continued to represent a substantial portion of the total ILO programme and a major share of these activities has been in the fields of vocational training and management development where action contributes directly and immediately to overcoming the shortages of technical administrative skills which are hampering progress in the developing countries. Increasing efforts are being made by the ILO to help countries in formulating policies for human

resources development and in setting up necessary machinery for human resources planning.

In 1964 the International Labour Conference adopted a Convention and a Recommendation concerning employment policy. The Convention provides that each ratifying State shall declare and pursue a policy designed to promote full, productive and freely chosen employment and shall, in consultation with the representatives of employers and workers, also decide on and take necessary steps to apply the measures adopted within framework of a coordinated social and economic policy.



Besides the formulation of international standards, the ILO has been providing technical assistance in the field of manpower planning to many countries of the region. Over the period 1962-66, 83 per cent. of the resources available for ILO Technical Cooperation for this region have been devoted to human resources programmes comprising three main areas, namely, manpower planning and organization, vocational training and management development. More recently it has been felt that this effort at the national level needs to be complemented by effort at the regional levels so that national policies and programmes of neighbouring countries can be examined and mutual co-operation among them fostered.

### Asian Manpower Plan

A major development in 1966 has been the formulation of regional plans for the develop-

By  
R. Ramamurthi  
ILO Representative in  
New Delhi

ment of human resources. Both the Ottawa Plan of Human Resources Development adopted at the Eighth Conference of American States members of the ILO and the Asian Manpower Plan recommended by the Asian Advisory Committee at its Thirteenth Session, call for initiation in the respective regions of large-scale ILO programmes designed to stimulate national action, in particular setting quantitative targets for employment creation and skill formation and other measures for promoting regional cooperation. The Asian Manpower Plan envisages a considerable development of ILO's activities in the region, particularly as regards research into assessment, planning and forecasting of manpower requirements.

A review of the Asian Manpower Plan and of further proposals for action within its framework will take place at the sixth Session of the Asian Regional Conference to be held in Tokyo in September this year.

### Approach to Problems of Incomes Policy

Along with human resources development, the ILO is equally concerned with the problems of incomes and incomes policy in the process of economic development. The ILO has two main objectives in the matter of incomes; namely to help bring about—

- 1) a distribution of incomes which is socially just, taking account of the needs of the most vulnerable groups and of the need to achieve high levels of income-creating employment and an equitable sharing of the responsibilities and rewards of economic growth; and
- 2) participation by free organizations of workers and employers in taking decisions affecting the distribution of incomes.

## ILO APPROACH ...

(Contd. from page 40)

importance of short-term and long-term stabilization of commodity prices, not only because of the importance of primary products as a main earner of foreign exchange for the developing countries but also because commodity prices are an important element in the maintenance and improvement of levels of employment and of conditions of work, including wages. The Fifth Asian Regional Conference held in Melbourne in 1962 adopted a resolution concerning measures to promote stable prices of basic commodities in world market and other measures for the effective utilization of resources and the improvement of living standards. In May 1966 resolutions concerning measures for the stabilization of plantation commodity prices and international action in the field of commodity price stabilization were adopted by the Committee on Work on Plantation at its fifth session.

The ILO considers expansion and diversification of exports of manufactures and semi-manufactures from developing countries as a vitally important means of promoting economic development and industrialization of these countries. The need of increased participation of developing countries in world trade in industrial products stems from their pressing need to expand their export earnings to finance imports essential to their economic development, and also from the fact that an expansion of export outlets makes possible the development of many industries in countries where the present domestic markets are too small.

Moreover, an export-oriented pattern of industrialization would be far more conducive to the raising of efficiency of production than inward-oriented industrialization relying almost exclusively on import substitution.

The ILO can play a useful role in assisting developing coun-

tries to achieve their goal of economic development through trade. The development of new skills and the raising of productivity in export-oriented industries are clearly of great importance for the improvement of their trade positions in the world market. In this regard the ILO's experience of vocational training, management development and industrial relations in the broadest sense could, if member countries so desired, be brought to bear especially in industries with an export potential.

### Employment Policy

One of the important things the developed countries can do to facilitate economic development and industrialization in developing countries is to admit manufactured exports more freely into their markets. A recommendation on employment policy adopted by the International Labour Conference at its 48th Session (1964) urges that industrialized countries "should, as their circumstances permit, take measures to accommodate increased imports of products, manufactured, processed and semi-processed as well as primary, that can be economically produced in developing countries, thus promoting mutual trade and increased employment in the production of exports."

In the developed countries there is no reason to expect the general level of employment to fall if these countries increase their imports of industrial products from developing countries, since the foreign exchange thus earned by developing countries would be spent on purchases of capital goods or other products in the developed countries. Nevertheless, sharp increases in imports, over a brief period and in a narrow range of commodities, may be very harmful to particular producers, both employers and workers, and may thus have serious social and economic repercussions in the importing countries. The increases in imports of textiles and clothing from developing countries into devel-

oped countries in recent years have met with resistance on these grounds.

The social problems arising from international trade with respect to individual industries call for careful examination. These problems have been discussed by the ILO at the 7th Session of the Textiles Committee (1963) and at the Tripartite Technical Meeting for the Clothing Industry (1964). The problems will be examined again at 8th Session of the Textiles Committee to be held in April 1968.

It may, however, need to be emphasized that forward looking policy to deal with social problems arising from international trade, such as has already been adopted by a number of developed countries, is not to prevent competition from developing countries but aims to facilitate structural adaptation of employment in the developed countries to the emerging trade pattern by providing adequate adjustment measures for all displaced workers.

## Release of Nepalese Trade Union Leader

**T**HE ICFTU has been informed that G.P. Koirala, General Secretary of the All-Nepal Trade Union Organization, was unconditionally released on 5 January 1968 in Kathmandu.

The infringement of trade union rights by the Government of Nepal and its long detention of trade unionists without trial has been a subject of concern for the ICFTU for years and it took a series of actions to obtain the restoration of trade union rights

## Appeal for Release of Gabonese Labour Leader

**A**N urgent appeal on behalf of the 63 million strong ICFTU has been addressed by its General Secretary, Harm Buiter, to Albert Bongo, President of the Republic of Gabon, for the release from arrest of Essone Ndong, General Secretary of the Gabonese trade union federation, CNTG.

In his cable to the Gabon President, sent on 10 January 1968, Buiter expressed deep concern over the arrest of several trade union leaders, including the CNTG General Secretary.

The cable added: We firmly hope that, in accordance with trade union rights embodied in ILO Conventions, Essone Ndong will immediately be allowed to resume his legitimate trade union functions".

and the release of the detained trade unionists.

These actions culminated in an appeal addressed to the King of Nepal on 3 January 1968 when ICFTU General Secretary, Harm G. Buiter, expressed the deep concern of the Confederation at the news that Koirala had started a hunger strike in protest against his detention already lasting seven years. The ICFTU cable appealed

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to the King with all urgency to release Koirala and other detained trade unionists.

The situation dates from 1960 when the Government of Nepal declared a state of emergency and banned all trade unions and political parties and dissolved the All-Nepal Trade Union Organization, an ICFTU affiliate at the time. Simultaneously the ANTUO General Secretary, G. P. Koirala, as well as other trade union leaders were arrested and detained.

Although at the time Nepal was not a member of the ILO, the ICFTU nevertheless made various representations to the King of Nepal in November 1961, in April 1962 and in May 1964 with a view to restoring full trade union rights and setting free the imprisoned trade unionists, but with no avail. In 1963, the

Nepalese Government lifted the state of emergency and promulgated a new Constitution but singularly ignored to provide for trade union rights.

When in August 1966 Nepal joined the ILO and by doing so formally accepted the obligations of its Constitution, it could be expected that the Government of Nepal would comply with these obligations by restoring full trade union rights and releasing the detained trade unionists. Since this was not the case, the ICFTU again appealed in February 1967 to the King of Nepal and to his Government to take necessary steps in accordance with the relevant ILO Conventions and Recommendations in order to enable Nepalese workers freely to form democratic trade union organizations which could represent their interests and participate effectively in the economic and social progress of the country.

ASIAN LABOUR