

MEMORANDUM TO THE NATIONAL COMMISSION
ON LABOUR

SECTION ONE

QUESTIONNAIRE

1. Name of the Concern : HISSAR TEXTILE MILLS, HISSAR
(Delhi Cloth & Genl. Mills,
H.O. Delhi)
2. Affiliated to : (i) Punjab, Haryana & Delhi
Chamber of Commerce,
New Delhi.

(ii) Northern India Cotton
Textile Mills Association
New Delhi.
3. (a) Commodity produced/
nature of activity. Spinning of Yarn.

(b) Number of Employees : 2700 (Workers) 200 (Officers
& Clerks).
4. Started in : 1954-55.

I. RECRUITMENT & INDUCTION

Q.No.2
Categories
of Labour in
short supply.

There is acute shortage of trained hands specially for Textiles (spinning trades) and General Engineering. Industrial training Institutes should organise regular training courses in Textile trade besides General Engineering.

Q.No. 4
Problem of
absenteeism.

Haryana labour is not essentially industrial. Large percentage of Eastern U.P. labour is employed especially in Textile Industry. Such labour is migratory. Their rate of absenteeism is high specially during the period of agricultural operations.

II. CONDITIONS OF WORK UNDER FACTORIES ACT

Q.No.12
Sec.92 &
101 of Factories
Act.

(i) Prosecutions: The Act provides for prosecution of the occupier and the Manager of the factory for various type of offences. The occupier and the Manager have to be present in the court as per the law which causes great harassment and consequent loss of mill working. There should be a provision for a screening Committee wherein all violations should be screened and directions for due implementations may be issued in the

Q.No.12
(Contd.)

first instance for corrective action. Prosecution should be resorted to only where violations are found to be deliberate or involving persistent non-implementation. The liability should be only of the Officer of the factory directly responsible for the implementation of the factory Act as named by the Management. This will avoid humiliation and harassment and will also prevent corruption which is prevalent at present.

Provisions
regarding
Weekly Rest.

(ii) Provisions relating to Weekly Holidays under factory Act

The existing provisions do not take into account the regulation of working in the mills which work all the seven days in a week. It will not be practicable to notify the name of each and every worker to the Inspector of Factories week after week for working on weekly holidays. The Supreme Court judgement in John Douglas Keith Brown V/s State of West Bengal reported vide I.F.J.(64-65)27 (page 337) has so interpreted section 52. It lays down that no general permission can be granted for a group of workers; specific permission in respect of each and every worker who is required to work on Weekly holiday is to be obtained. In view of this we suggest the following amendment of section 52 by inclusion of a Proviso to Section 52(1)(b)(i). "Provided that when working on weekly rest day in a particular factory or shift or department of a factory is required to be done as a regular feature it will be sufficient if the Manager of the factory submits to the Chief Inspector of Factories in advance a scheme of working according to which the workers concerned are allowed substituted Holiday under clause (a) and a general notice of his intention to require the workers

O. No. 12
(Contd.)

of that particular factory or shift or department to work on said day and of the day which is to be substituted is displayed to that effect in the factory and also said notice is delivered at the office of the Inspector. Provided further that any changes subsequently made in the scheme are also notified to the Inspector and displayed as and when necessary."

Section 66(3)

(iii) The provisions of Section 51, 54, 55, 56, 59 in particular should be liberalised so that it may be easy to take exemption from the inspector of factories whenever necessary in the interest of uninterrupted production. In this connection it may be mentioned that some of the state governments like Haryana & Punjab have not renewed promulgation of the exempting rules made under Section 64 after the expiry of three years' period. It is suggested that either the State Governments should be empowered to make permanent rules in respect of the conditions laid down under section 64(2) or the Central Act should itself provide exemption. In the absence of such exemptions industrial production suffers.

Section 66(3) may be amended as follows:-

The Rules made under Sub Section (2) shall remain in force for a minimum period of at least three years at a time and shall continue to remain in force till the new rules are formed.

The limit relating to over time should be varied from 50 hours to 150 hours in a quarter and provisions relating to the same liberalised.

Section 49.

(iv) Section 49 of the Factories Act provides for appointment of Welfare Officers in the Factories: In some quarters it has been suggested that the Welfare Officers should be appointed by the Govt. and placed under the control of

Labour Commissioner and the post should be interchangeable with Labour Inspectors. This arrangement will make the Welfare Officers merely Inspectors doing no work, as the management will not be able to exercise any direction and control over them. At present at least in D.C.M. Units where Welfare amenities are far greater, the Welfare Officers are rendering a useful role in various welfare activities like co-operative stores, credit societies, schools, games and sports, cultural activities, besides dealing with the grievances of the workers. The Welfare Officers enjoy better status than the Labour Inspectors.

(v) There is no provision under the Factories Act for giving expert advice in respect of safety provisions. The Inspector of Factories including the Medical Inspector can play a more constructive role by rendering such advisory service as opposed to the present nature of their duties. It will not be prudent to suggest appointment of Safety Officers in the factories employing 500 or more workers and placing them under the control of Labour Commissioner. This will increase unnecessary burden on the employer besides Safety Officers will not have full time job. The number of Factory Inspectors entrusted with advisory work could be increased. They may look after a number of factories and play the role of Safety Officers.

National Safety standards should be laid down.

Industrial health service may be introduced under the E.S.I. Scheme for taking preventive measures. It will be unnecessary to burden the employer by appointing Industrial health officers at the cost of the Employer.

III

TRADE UNIONS AND EMPLOYER'S ORGANISATIONS

Q.No.27

The legislative Provisions have led to mushroom growth of trade unions because registration is not difficult. On the other hand there has not been much impact of the legislation on the growth of employer's Organisations.

Q.No.28
Dest. rictive
Role
Unions.

The trade unions specially the communist-s' ones have played a destructive role. Fortunately in the State of Haryana 'Gheraos' strikes, lock-outs rather have not taken place and by and large industrial peace has been maintained.

Q.No.30
Agitational
&
Violent
Approach.

The Trade Unions only consider their main role to be agitational, often of a violent nature. The worker is subjected to political exploitation. The Trade Unions are dominated by Political activity and the leadership is in the hands of the persons seeking political opportunism. The unions should realise their responsibilities towards increasing production and towards developing the workforce into a healthy group in the society through education and infusing in them sense of discipline. They should take more interest in the training, educational and welfare amenities to the working class. The influence of outsiders is very unhealthy and needs to be curbed. Legislation should encourage leadership from within the rank and file of the worker.

Q.No.33
Bipartite
consulta-
tion as
most effe-
ctive means
for resolv-
ing disputes.

Bipartite consultations as per our experience have proved to be the most effective means of reducing the area of conflict between the employers and the employees. We have in Hissar Textile Mills constituted a screening Committee which is a bipartite body wherein all the

Q.No.33
(Contd.)

disputes of collective nature are considered. The members are only the employees. Outsiders are excluded. Such a system has been functioning very effectively. It is to the credit of the workmen that through this process they have been able to settle their disputes with us and secured considerable benefits. This procedure laid down under the terms of a conciliation long term agreement for mutual settlement of disputes has enabled the workmen to redress their grievances and get their demands fulfilled more promptly and expeditiously as compared to any other industry where such procedures do not exist

Q.No.42
Influence of outsiders.

The workers generally are ignorant of the union affairs because the office bearers who are generally outsiders consider the same to be their private preserve. This leads to political exploitation of the workers by Trade Union leaders.

Q.No.43
Rank & file of workers ignorant of Union affairs.

The rank and file of the workers have nothing to do with the policy making or conduct of its affairs, as the same is exclusively done by the Trade Union leaders.

Q.No.47

We are not in favour of "Check off" under Indian conditions.

Q.No.49
Agitational & violent approach of Trade Unions.

During the last decade the trade unions have functioned more for political achievements rather than for espousing the cause of workers. As such, their approach has been agitational, calculated to incite the workers, so that the conflict may continue.

Q.No.50
'Outsiders'
role.

"Outsiders" are those who are not employed in any industry but take active part in the union affairs as its office bearers or members of its executive. Their participation makes the unions merely a platform for political activity. They have nothing to loose; on the other hand the interest of the worker and of the industry suffers.

Q.No.54
More powers
to Registrar
of Trade
Union.

The Trade Union Act should be amended to take into account the following points :-

1) The Registrar, Trade Union should be empowered to cancel the registration of a union in case a particular union has been held guilty of the violation of Code of discipline by the implementation and evaluation machinery of the State Government or it has been held liable by any law court including a labour court or Tribunal of indulging in illegal strike or Gherao or inciting labour for acts of violence or such other subversive activities calculated to endanger industrial peace and harmony.

Curb on
Political
activity.

ii) The Act should provide for ban on indulging in Political activity by the union. It should have provisions calculated to create leadership from within the rank and file of the working class itself. Outsiders should be debarred from membership of registered Trade Unions by legislation.

Field Enquiry
by Registrar.

iii) There should be specific provision in the Act/Rules for field enquiry to be conducted by Registrar of Trade Unions so that registration is not done in routine course. It may be conceded that the Act has helped promote the development of trade unionism in India; it has, at the same time, contributed to the multiplicity of unions in various industries, owing to the ease with which

Mushroom
growth of
Trade Unions.

union can be formed and registered under the Act. Although the Act stimulated trade Unionism, yet this was more than offset by the mushroom growth of weak unions in Industry.

iv) The legal provisions are often violated by the Trade Unions, as the machinery for enforcing the law is highly inadequate.

Q.No.61
Determination
of Repres-
entative
character of
a Trade
Union by
secret ballot
not favoured.

We do not favour the idea of determining the representative character of a Trade Union for the purpose of grant of recognition by the method of election by secret ballot, as this will lead to lot of political exploitation of the workers, as there will be canvassing by different political parties which may create rivalaries and consequent labour unrest. This idea should be discouraged specially in view of the present political situation brewing all over the country. This will also encourage the unions in raising extra-vagant and vexatious demands. During the election days there is bound to be a set back to production. There will be constant trouble even after the election, as the Trade unions will continue their vote catching campaign for the next election. Thus unhealthy rivalaries and bitterness will continue to prevail.

Another question in this connection is whether only the members of the contesting unions should be allowed to cast votes, or all the workers employed be allowed to decide which union holds a majority of the strength. Multiple membership of the various contesting unions by workers, is not only possible but is also on record and, therefore, going by the membership record of each union to show its strength, is sometimes

difficult because between two unions, the total membership might be more than the total men on rolls. There may also be sizeable number of non-unionised work force. If only the unionised work force is to be involved, the membership record of each union will be required to be verified. To check the bogus membership, subscription paid regularly in each case for a fixed period will also be required to be checked.

IV.

INDUSTRIAL RELATIONS

Q.No.68

Mutual settlement without outside interference helped in maintaining Industrial peace in Hissar Textile Mills

It is our experience in Hissar Textile Mills that the long term agreement laying down an elaborate procedure for bi-partite settlement between the workers and the management through collective bargaining in course of Screening Committee have substantially contributed in maintaining cordial industrial relations and preventing industrial unrest. The influence of outside elements is considerably minimised, as they are not included in the Screening Committee. Similarly effective implementation of Grievance Procedure and Plant Grievance Committees have helped in minimising the individual grievances of the workers.

Q.No.71

Bipartite Screening Committees

The following improvements are suggested for minimising and settling the industrial disputes:-

- i) Collective bargaining at bipartite level should be made compulsory under the law. There should be a Screening Committee consisting of the representatives of management as well as worker representatives of the unions to deal with all grievances/disputes/differences of general and collective nature (including cases of dismissals). The mutual settlements reached in course of such committee should be binding on all the workmen employed in the industry concerned.

Agreed
Arbitrator

ii) In case the parties fail to reach a settlement in course of Screening Committee, the matter should be referred to a mutually agreed arbitrator whose decision should be final and binding on all the workmen and the management.

iii) In case no Arbitrator is agreed upon the matter should be referred for conciliation and in case the conciliation fails the matter should be referred for adjudication by the parties by mutual consent.

iv) The power to refer disputes should not vest with the Government. The parties should be free to approach the appropriate forum directly, after the stage of collective bargaining at bipartite level (which should be made compulsory under the Statute) and the stage of mediation at conciliation level is over and no settlement is reached. This may, however, be made clear that all collective disputes affecting substantial number of workmen will be taken up by a registered Union, representing majority of the workmen, which Union will be recognised as the sole bargaining agent. Individual disputes could be allowed to be taken up by a minority union, but not a stranger union which is not connected in any way with the industry. The Registrar of Trade Unions should be authorised to settle disputes as to which Union represents the majority of workmen.

v) The procedure for adjudicating disputes at all forums should be simplified and made specific so that all disputes are resolved expeditiously.

vi) A specified time limit should be laid down under the Act for raising of disputes and bringing it before the Adjudicating authorities. A period of 6 months from the date of the cause of action should be considered

sufficient in respect of all matters. Similarly all cases coming up for adjudication should be expeditiously dealt with by avoiding technicalities of procedural and substantive laws.

vii) It should be laid down that each case should necessarily be disposed within a specified time.

A Conciliation Officer or a Conciliation Board should also be required to submit their reports within a prescribed time limit. Similarly Courts of Enquiry, Labour Courts, Tribunals and National Tribunals should also be under an obligation to dispose of cases within a prescribed time limit. This can be possible only if procedure for hearing cases is simplified, e.g. formal proof of documents filed by parties should not be insisted upon, unless a document is prima facie shown to be fabricated or forged; oral evidence should not be permitted, unless it is not possible to avoid it; adjournment of hearings should be discouraged. It should be made possible for adjudicators to decide cases on affidavits, which the parties should be called upon to file on the very first day of hearing in support of their respective written statements of the cases. The parties should be called upon to address their arguments in support of their case on the very first day of hearing. In this way each case can be disposed of expeditiously.

viii) The period should be enhanced from 6 months and 1 year to at least 2 years and 4 years in the case of settlements and awards respectively, with a view to maintain industrial peace for a longer period.

ix) No agitational or coercive measure like rowdy demonstrations, gheraos or go-slows should be allowed to

be adopted till recourse has been made to the remedial measures provided under the Act, to avoid embittering of mutual relations.

There should be an absolute ban on "stay-in" strike, and also on go-slow.

Q.No.76

The Labour/Personnel Officers employed in the industries should not be confused with Welfare Officers appointed under section 49 of the Factories Act. No useful purpose will be served by placing the labour/Personnel Officers under the Govt. Control. Such officers at present tender expert advice to the management, besides executing implementation of various labour enactments.

Q.No.77

There should be direct communication by establishing contacts between the workers and representatives of the management. Outsiders should not be given any importance whatsoever. Screening Committees as suggested above consisting of representatives of employees actually working in the unit and the management should be set up to look into various grievances. There should be Khata Grievance Committees, wherein at regular intervals grievances of the workers could be dealt with. Such Committees have been very helpful in Hissar Textile Mills.

Q.No.85
Collective
Bargaining

Collective bargaining in India is comparatively of recent development. Obstacles to the progress of collective bargaining are (1) Prevalence of political rivalries within the trade unions. (ii) Lack of understanding of the process of collective bargaining; (iii) legislation which reduced the scope of bargaining and provided alternative machinery such as adjudication and arbitration. (iv) The presence of outside elements, who merely look upon collective bargaining as a lever to wrest maximum concessions to enhance their following. The belief of

unions in agitational means was also responsible for the failure of collective agreements.

Despite its short comings and even unpleasant experience, collective bargaining has been instrumental in establishing harmonious relations and peace in the industry. For making collective bargaining effective and useful, participation of outsiders in negotiations should be discouraged. The agreement arrived at through collective bargaining outside conciliation should be binding on all workers in the same way as settlement arrived at during conciliation proceedings.

*No. 87

Dispute referred to adjudication in Hissar Textile Mills during the last 7 years

a) Collective bargaining has been most effective in our Hissar Textile Mills. No dispute has been referred to adjudication. The labour and management have been able to arrive at mutual settlements. This is due to the fact that the outside elements were completely eliminated by the unions and the workers lended full support to such unions only and did not repose any confidence in outside leadership.

Such outside leadership was responsible for creating industrial unrest through violent and rowdy demonstrations, processions, Siapas and all sorts of unconstitutional acts. The said union under the leadership of Shri Rachhpal Singh of the left Communist Party was held guilty of staging an unjustified strike and also of the violating of the Code of Discipline by the implementation and evaluation Committee. A brief resume of his activities is given in Annexure. Despite his efforts to create conflict we are maintaining complete industrial peace and harmony.

b) Adjudication does provide a way of resolving deadlock, when prestige considerations threaten industrial peace. It should be the last step for resolving the disputes.

P.No.91 to 95
Joint
Consultations

∟ unions unfortunately do not encourage Joint consultation and as such the Joint management councils, emergency production committees have not been effective. The unions prefer agitational approach rather than mutual settlement of all disputes/demands etc. through committees consisting of the representatives of employers and employees. We feel that the functions of the Works Committees as laid down by the Tripartite Committee of the 7th Session of the Indian Labour Conference sufficiently define the scope of such Committees. The functions and powers of the Works Committees should be defined under the Act. The idea of Joint Production Committees has failed to take root, as the idea of productivity has not gained much currency and it is doubtful whether the unions or the workers appreciated the real purpose of this new form of joint consultation.

Scope of the
Works
Committees

P.No.97
Workers' parti-
cipation in
Management.

We are not in favour of a scheme of workers participation in management by making the workers share-holders. In Delhi Cloth & General Mills Co.Ltd. an experiment is going for the last 25 years introduced by Late SIR Shri Ram, whereby a representative chosen from the workers by rotation from various units sits as a workmen director on the Company's Board of Directors; similarly all other employees of the Company in officer cadre elect their representative as Officer Director.

P.No.98 &
102

As expressed by the Planning Commission, the best solution to common problems can be found by mutual agreements. It is unfortunate that in the areas where Bombay Industrial Relations Act or similar legislation is enforced, the representative unions have not been found much interested in joint consultation at factory level. By and large the unions' representatives are not taking requisite

initiative or sustained interest in constructive steps to create harmonious relationship at the factory level. They are not very useful in stimulating workers' cooperation or in creating productivity consciousness amongst them. The unions consider the conferment of representative status on them as the end of their objectives. Due to this tendency the Industrial relations instead of getting improved deteriorate. To encourage voluntary mutual settlement of disputes there should be a procedure laid down under the Industrial Disputes Act, by which the management and the workers be encouraged to resolve the disputes by collective bargaining through Screening Committee and thereafter through agreed arbitrator as mentioned above and only when they fail to do so, the matter should go to conciliation. Efforts should, however, be made for settlement of the disputes out of court, and for this purpose screening machinery could be set up in each State, which could be a Tripartite body.

Co. 103
Management's
Right to de-
cide quantum
of punishment

Adjudication should concern itself only with determining whether the domestic enquiry has been fair and in accordance with the principles of natural justice and the Standing Orders (that the worker was afforded reasonable opportunity to defend himself). It should not concern itself with matters relating to quantum or adequacy of punishment. In the interest of maintaining discipline, this should be the sole discretion of the Employer. If the action taken against the workman is not upheld as legal and justified, it should be necessary for the court to assess damages in every case which should be left to the option of the employer to pay if the employer is not prepared to reinstate the workman for any reason he thinks fit.

Existing arrangements for reference of disputes needs to be revised as mentioned above. Govt. should not have the power to refer an industrial dispute for adjudication if such dispute has been considered earlier and rejected. There must be finality in such cases. There have been instances where for political reasons the cases once rejected were referred for adjudication subsequently under pressure. This view taken in Punjab High Court decision in Gandhara Transport Co.'s case reported vide I.F.J. XXXI - 1966-67, should be incorporated as a legal provision.

The authority for appointment of Industrial Tribunal should be vested in High Court and not with the Labour Department of the States.

We feel that revival of labour appellate Tribunals is necessary to make available to the parties an expeditious and cheap remedy.

The Code of Discipline has introduced a positive approach in industrial relations and there is need to take further steps to ensure more faithful observance of the Code. This will go a long way in encouraging collective bargaining. The State Implementation and Evaluation Committee under the Code of Discipline in Punjab started functioning in 1958 but it failed to be effective as its meetings were neither frequent nor well attended. The report of breaches submitted to it are not being disposed off promptly. The field staff of the labour department due to heavy preoccupation in other multifarious official duties get very little time for investigating complaints of violation or trying to secure the compromise between the parties to settle the issue on the spot.

Q.No.111

We feel that implementation of Code of Discipline could go a long way in maintaining industrial peace. At the present stage of affairs, we are not in favour of giving legal shape to the Code. If properly enforced by the Government the code could be very effective.

Q.No.117
Strikes and
Lockouts to
be dis-
couraged.

Strikes and lock-outs as means to secure concessions or for the purpose of fulfilment of demands should not be tolerated, particularly when law provides for peaceful methods of settlement of disputes.

Q.No.126
Total ban
on strikes
in Public
utility
services.

Strikes should be totally banned in a concern declared as public utility service.

V.

W A G E S

Q.No.138
Minimum
Wage

Regional Minimum Wage with reference to the nature of industry should be fixed by Statutory Judicial Bodies. The decisions of such bodies should have statutory binding.

Q.No.142 &
143
Dearness
Allowance

We prefer a method giving separate dearness allowance based on Consumer Price Index Numbers. Further, we prefer D.A. to be adjusted with the fluctuations in the cost of living based on Local Index numbers. We would prefer to relate Index Number with D.A. on a point to point basis.

Q.No.147
Fringe
Benefits

Fringe benefits cost the industry quite a bit. While determining the wages of the workers the entire package, including the cost of fringe benefits, should be taken into account. These benefits account for a large proportion of total income of the employees constituting as much as 22% of the total wage bill. This appears to have been rather under rated in official surveys published by the Government. This includes statutory as well as non-statutory benefits extended.

Nos. 151
152 & 153

WAGE DIFFERENTIALS

Tripartite Wage Boards have not been able to fulfil the expectations, as their decisions are considerably delayed and in the meantime the agitation for increase in wages keeps on lingering. We would prefer collective bargaining, failing which adjudication. Such adjudication could be on National level in respect of major industries by National Tribunals. Thus, the decisions will have legal sanction.

VI.

INCENTIVE SCHEMES AND PRODUCTIVITY

No. 165

In view of the fact that the substantial portion of the workers earnings are fixed in the shape of D.A. or Wage Board increases, there is hardly any incentive left for the piece rated worker to earn the basic wage by a system of payment by results. The introduction of Incentive Scheme have led to lot of difficulties in its day-to-day implementation. Evolving an Incentive Scheme itself presents lot of complications, as the workers do not have any faith in work-study. Instead of financial incentives non-financial incentives like better security of employment, job satisfaction, job status, criteria for promotion are preferable. It has often been seen that if the incentive is given for production, the quality considerably goes down. Moreover, there could be disputes regarding the standard of quality, delays due to machine break downs, material delays. This will give rise to conflicting claims.

No. 168

It is not possible to allocate the gains of productivity among different factors of production. Since the increase is the result of inter-action of many factors, we are of the view that increase in productivity is largely due to advancement in technology.

Q.No. 171

There could be psychological approach for launching a campaign for productivity, such as institution of awards and suggestion schemes and incentive for higher bonus earnings could motivate the workers for higher production.

Q.No. 172

The following factors are responsible for absenteeism in industry -

- (1) Sickness of self or in the family.
- (2) Shifting of labour to the rural areas during harvesting season.
- (3) Tendency to overstay beyond the period of sanctioned leave, particularly in case of workers residing at distant places.
- (4) Religious and social ceremonies.
- (5) Social evils like drinking, gambling, etc.
- (6) Misuse of the benefits conferred under E.S.I. Scheme.

Absenteeism and labour turn over is high in case of labour from Eastern U.P. It is detrimental to efficiency, production and discipline.

Q.No. 174

The effect of go slow etc. have been extremely detrimental to productivity and as such should be recognised as serious misconduct, being unfair labour practice. It should be disapproved, both morally as well as legally.

"Work to rule" is a misnomer coined by the Unions.

Q.No. 175

Principles of Rationalisation as laid down by I.L.C.

The recommendations of the 15th I.L.C. regarding rationalisation do provide a useful frame work, but the unions as a rule are opposed to the very idea of rationalisation. Whereas the principle of no retrenchment or loss of earnings, equitable sharing of benefits, as well as proper work load assignment, is acceptable but the procedure recommended is often not practicable to implement. The rationalisation has definitely improved productivity.

VII.

SOCIAL SECURITY

Q.No. 181
to 184

We are in favour of integrated comprehensive social security scheme. Non application of E.S.I. Scheme to new undertakings for certain initial period is suggested. The scheme should not be introduced till the Government is able to make sufficient provision for hospitalisation, both outdoor as well as indoor and the same are adequately staffed and sufficiently equipped. At present the working of the E.S.I. Medical care is most unsatisfactory and the workers fail to get the benefit for which they as well as the industry pay. The introduction of the E.S.I. scheme has resulted in increase in absenteeism, as the medical leave certificate to the workers is issued very casually by the Doctors.

The present arrangement of administration of medical benefits by the State Government is most unsatisfactory. It should be taken over by the Corporation. This will ensure uniform standards of medical benefits available to all insured persons in all states. The State Governments should, however, continue their present subsidies. Calculation of E.S.I. contribution should correspond to wage period and the present method of weekly calculation should be dispensed with.

PROVIDENT FUND SCHEME

Q.No. 186
to 189

We have no objection to conversion of E.P.F. scheme into Provident Fund-cum-Pension Scheme, provided employer's financial liability in this regard is not increased.

The present pattern of investment of funds is not also satisfactory. It should be on the lines of L.I.C. investments. This should be extended to exempted funds also.

We have no objection if a part of the Provident Fund is set apart for giving insurance cover to the

members of the E.P.F. Scheme, provided Employer's financial burden is not increased.

Q.No.190

Gratuity Schemes should not be included in overall security programmes. It should be considered at the unit level, depending upon its capacity to pay.

Q.No.191

In case of forced lay-offs due to reasons beyond the control of management, such as cotton shortage, power failure etc. the employer should not be made to pay compensation.

In cases where gratuity is payable, there should not be any binding to pay retrenchment compensation in addition.

VIII.

LABOUR LEGISLATION

The emphasis in labour policy should be on voluntary approach and collective bargaining.

The following factors have affected the proper and effective implementation of various labour laws.

- 1) While the unions over-emphasise the rights of the workers and adopt an agitational approach towards the same, they seem to ignore the responsibilities which are imposed by such enactment or agreements or awards, which result in indiscipline and loss of production.
- 2) The State Governments due to their political complexion have failed to effectively implement the labour laws as well as the Code of Discipline etc. and thereby the industry has been subjected to industrial unrest and consequent loss of production.

The principles evolved out of case law have created in some cases a very anomalous situation. While dispensing social justice sometimes, the interest of productivity

and the need for maintaining discipline in the industry has been ignored. There is need for evolving a policy, whereby social litigation is minimised, outside interference of political nature is discouraged and impetus is given to collective bargaining and mutual settlement of disputes.

The definition of "workman" under the Industrial Disputes Act does not provide any pay limit for technical personnel while for supervisory staff a limit of Rs.500/- has been provided. As protection for highly paid technical staff is un-necessary, similar pay limit should also be provided for technical personnel. "Apprentices and Probationers" should be excluded.

X.

LABOUR RESEARCH AND INFORMATION

Q.Nos.212
to 230

We are in favour of simplification and standardisation of returns under the Collection of Statistics Act.

The statutory requirement of maintenance of different registers and sending of different returns under different enactments which are required to be submitted to different officials entrusted with the administration of various labour laws, has resulted in good deal of unproductive work and unnecessary duplication. This could be done away with by agreeing to suggestions based on the needs of a particular Industrial establishment with regard to consolidation of records and returns by granting exemptions. This will also result in simplification and modernisation in maintenance of various registers and returns. Proformas prescribed under various labour Acts and rules could be simplified cutting the unnecessary information compiled at present.

It is necessary to collect statistics in respect of work stoppages on account of "HARTAL", "BUNDS", "GHIRACS", "GO SLOW", "WORK TO RULE" etc.23).

As regards labour research undertaken by Employers' Organisations, Shri Ram Centre for Industrial Research has been doing good work based on scientific and systematic studies. The state labour departments at present have a very obsolete and out of date system of working. They need to streamline the same and putting it on more scientific and systematic basis. The various labour acts and laws enacted by the State Legislatures are either not at all available or due to frequent changes are not made available corrected upto date. The publicity with regard to the industry and labour is also very poor.

REPLY TO THE QUESTIONNAIRE
ON LABOUR WELFARE

P A R T I

I N T R O D U C T O R Y

- 1.(i) Name of the Organisation : Hissar Textile Mills,
Hissar, (Haryana)
(ii) Full postal address : (A Unit of Delhi Cloth
& General Mills Co.Ltd.,
Delhi).
2. Affiliated to : (i) Punjab, Haryana &
Delhi Chamber of
Commerce & Industry
and
(ii) Northern India Cotton
Textile Mills Asso-
ciation, Phelps
Building, 9-A, C. Place,
New Delhi-1.
- 3.(a) Nature of Industry : Spinning of yarn
(cotton & others).
- (b) Total No. of persons
employed on 1st January 1967:-
- i) Number of direct workers (including clerks)
employed (on roll) as -
- | | | |
|-------------------------------------|---|------|
| Permanent (including Badli workers) | = | 2450 |
| Casuals | = | 276 |
| Others (Learners) | = | 20 |
- ii) Number of contract workers employed = 50
- (c) Total labour cost during the following years :-

<u>Y e a r</u>	<u>W o r k e r s</u>	<u>O f f i c e r s</u>	<u>T o t a l</u>
1961-62	2263224	305777	2569001
1962-63	2639804	370059	3009863
1963-64	3795850	339733	4135583
1964-65	4786497	460861	5247358
1965-66	5322790	582995	5905785
1966-67	5860180	658296	6518476

d) Amount spent on Labour Welfare during the following years:-

Y e a r	Workers	Officers	T o t a l
1961-62	187945	43928	231873
1962-63	219888	52564	272452
1963-64	266870	45211	312081
1964-65	439385	63131	503016
1965-66	499275	63372	563147
1966-67	533862	72404	656266

e) Annual expenditure per employee on labour welfare for the year ending 30th June, 1967. = Rs. 313/-

Percentage to the total labour cost per employee :-

Year ending 30th June, 1967.. = 10.06%

f) Annual expenditure on all employees on labour welfare for the year ending June, 1967.. = Rs. 656266/-

Percentage to the total cost of production for the year ending June, 1967.. = 1.27%

4. a) Yes, we have a labour welfare scheme under the Employees Benefit Fund Trust of the parent company i.e. The Delhi Cloth & General Mills Co. Ltd.

Salient features of the said scheme are as under:-

i) Gratuity scheme on retirement of the workers on health grounds.

ii) Daughter's Marriage Fund Scheme -

Employees' own contribution (minimum Rs. 100/- in 10 instalments). 6¼% Interest together with a cash gift of Rs. 100/- at the time of the marriage of daughter.

iii) Artificial dentures/spectacles to the workers.

iv) Games, sports, Dramas, cultural and other recreational activities, Holding Inter-unit tournaments annually.

v) Employees Saving Bank.

(b) & (c) No Government agency or any other research body reviewed or studied the working of welfare facilities in our unit.

SCOPE OF LABOUR WELFARE MEASURES

Labour welfare as defined in the I.L.O. resolution 1947 sufficiently covers the sphere of welfare activities.

No comments.

P A R T - II

Welfare facilities inside the Establishment

- a) There is a canteen cum rest room provided for the employees.
- b) There is one canteen which provides seating accommodation for 400 workers at a time. This includes the rest room as well. The canteen runs round the clock. The workers are permitted to go into the canteen only during the rest interval while on work tea and snacks are served at their work place.
- c) The canteen service is satisfactory. We are further improving the same by completely renovating and modernising the canteen by introduction of the latest equipment, fixtures and furniture.
- a) The articles in the canteen are sold at no profit no loss basis.
- b) Does not apply.
- c) No such system exists.
- d) Yes, trollies equipped with tea and snacks are sent in the departments at regular intervals.

a) The canteen is run and managed by the Workers' Co-operative Society.

b) It is financed by the Co-operative Society.

Tea Trolleys are sent all over the work places.

Yes, suggestions for improvement of canteen service are invited through the Works Committee and the departmental Grievance Committee. Individual workers are encouraged to give their suggestions in writing or verbally to the Labour Welfare Officer, looking-after the canteen.

Yes, the existing (after the expansion is completed) accommodation in canteen is sufficient to meet the requirement of the workers.

The canteen is fully patronised by the workers. We are not in favour of giving credit facilities for purchase of tea, snacks etc. to the workers as the deductions from their pay roll are too many. We allow credit facility in respect of purchases from the Employees Co-op. Stores.

(a) Yes, the provisions laid down are adequate.

(b) No modifications are suggested.

No arrangements for preparing meals by workers or heating the same exist. Most of the workers go to their homes for taking meals as the residential colony is within short walking distance of the mill. Other workers either bring their meals or their meals at the time of rest intervals are brought by their relations.

No comments.

Since we do not employ any woman worker, no comments are called for.

- a) Yes, within the premises of the mill area we have provided an employees co-operative consumers Stores.
- b) The commodities sold include all ration items, food grains, kirana goods, general merchandise , stationery, house-hold electric goods and other such items of common use.
- c) The prices charged are in most cases less than the market price.
- d) The stores is run on no profit basis.

The shop is financed partly by the employer and partly by the Consumers Co-operative Society. Assistance like accommodation, supply of water and electricity, managerial subsidy, working capital, loans etc. are granted by the Company as and when necessary.

We give credit facility to the workers and allow deductions from their wages. Rationed items are regularly sold.

- a) The supply of drinking water at the work place is adequate and wholesome.
- b) Yes, satisfactory arrangement for conservancy (provision for flush type of latrines and urinals exist) and proper sanitation have been provided.
- c) Yes, first aid boxes in adequate numbers have been provided.

P A R T - III

Welfare facilities outside the Establishment

- a) & b) There is a roofed cycle stand provided for parking of the workers cycles. It has been given to a contractor. Nominal charges of 50 Paise per month per worker is levied. The air is supplied free. The safety and security of the cycles is fully guaranteed.
- c) Most of the workers reside in close proximity of the mill. Very few workers comes from the town. They have their bicycles. Interest free loans are given for purchase of the cycles. The number of workers coming from a distance of over two miles is not very appreciable. No worker comes from a distance of over 10 miles.
- d) In view of the answer contained in (c) above no necessity was felt for providing transport to the work place and back.
- e) Does not apply.

The road from the city to the mills is in awful state of repairs besides the same is very narrow and gets flooded during the rainy season over a considerable portion. It belongs to the local Municipal Committee. Though we are paying considerable amount to the Municipal Committee in the shape of taxes yet not a penny is spent by the Municipality in our area as within the mill area including the residential colony, conservancy, water supply, street lighting, sanitation etc. has been provided by the mills. Provision of transport should be the responsibility of the State. Employer should not be burdened with the cost of transport in respect of the workers residing at long distances. The Government should make adequate arrangements for public transport services from city to the residential area.

Q.No.27
& 28

Medical
& Health
Facilities.

We are not giving any comments in respect of these questions as such facilities are covered by the E.S.I. Scheme.

Q.No.29

The Government should provide sanitorias, health resorts, clinics and rest homes for the workers.

Q.No.30
Family
Planning.

a) (i) Yes, the arrangements for furnishing information on family planning matters to the workers exist as there is a Family Planning Centre provided by the Mills and maintained and run by the State Red Cross Society. There is regular propaganda through the Mill Patrika, exhibition of documentaries, posters and through the meetings conducted from time to time in which experts of family planning answer questions of the workers.

There are regular family planning volunteers from amongst the workers who had earlier undergone vasectomy operation. The Labour Welfare Officer of the Mills is Incharge of the scheme and is available at all times for any assistance and advise on family planning matters.

ii) Contraceptives are supplied free of cost through the E.S.I. Dispensary and the State Red Cross Society.

iii) Arrangements for sterilisation both for males and females are available in the Local Government Hospital and also for IUCD insertions.

iv) We give reward of Rs.25/- and three days special leave with wages to those who under-go vasectomy operation. In addition to this payment the E.S.I. Corporation pays cash reward of Rs.15/- and another sum of Rs.10/- is paid by the State Red Cross Society. Thus the total cash amount paid to a worker is Rs.50/-.

v) We have been provided a Lady Health Visitor under the E.S.I. Scheme. She looks after both the prenatal as

C.No.30
(Contd.)

well as antinatal care of the wives of the insured persons.

b) By and large the workers are co-operative. Loop has been very unpopular.

c) As mentioned above the company provides financial and other assistance under the family planning scheme. Details are as follows :-

i) Mills Welfare Officer looks-after the scheme as a part of his official duties.

ii) Accommodation for family planning centre including electricity and water supply has been provided by the Company.

iii) Exhibition of films on family planning and arranging of lectures and group discussions are made on the premises of the Company.

iv) Cash payment of Rs.25/- to the worker undergoing vasectomy operation besides three days paid special casual leave with wages.

v) Senior officers of the mill are actively associated with the scheme and the workers volunteer themselves as convassers .

C.No.31
Educational
Facilities.

a) The management has provided a most upto date and modern building for a fully equipped and furnished middle school. The school employs qualified and trained lady teachers headed by the Head Master. Extensive play grounds and other facilities have been provided. The education is free. The number of children is about 500. Stress is given on cultural and recreational activities as well.

b) No tuition fee is charged from the students.

c) As the facility for the education to the children are adequate, we have no suggestion to offer except that it is very essential that the children are

Contd..9)

imparted ethical and moral education as well.

a) The arrangements made by the Government in connection with adult education are most unsatisfactory as the staff employed does not have missionary zeal. They have failed to solicit the co-operation of workers.

b) The Government should make satisfactory arrangements for adult education, incentive is also necessary. Unless and until the field staff has missionary spirit, the scheme can never succeed.

Adult education for workers should be made compulsory under the law and the State should bear cost thereof.

We would welcome the suggestion of introducing a scheme for spreading literacy amongst industrial workers as well as to the adult members of their family.

The Workers Education Board could include within its purview a scheme of adult education as well. The board could play more effective role than the arrangements provided by the State Government.

a) The following recreational facilities are provided by the Company :-

i) Arrangement for various types of games and sports, tournaments are held on Republic Day, Independence Day and on many other occasions. Interunit Tournaments of all the units of D.C.M. (Eight in number) is a regular annual feature and is held on the lines of olympics.

For this purpose extensive play-grounds as well as equipment and supervision is provided.

ii) Fully equipped Vyayamshala has been provided.

iii) Swimming pool with all modern facilities has been provided.

G.No.36
(Contd.)

iv) For encouraging cultural activities among the workers, a panoramic and most modern open Air Theatre has been provided where Dramas Group Songs, Fancy Dress shows, Folk Dances, Music concerts and such other cultural shows are staged wherein the workers themselves participate. Regular practice^{for} such shows is conducted under the supervision of a whole time Drama Director and a part time Music Instructor.

v) On festive and religious occasions, special shows are held like Ram Leela, Krishan Janamashtmi besides Holi, Dewali, Republic Day, Independence Day, New Year Day are celebrated on community basis.

vi) Religious discourses are occasionally held and eminent speakers on religion or ethical subjects are invited for the purpose. Keertan Mandli is a permanent body and Keertans (Devotional songs) are held regularly on every Tuesday in the individual homes of the workers.

vii) Regularly cinematographic films are exhibited together with educational and other documentary films.

viii) A fully equipped and well furnished Workers' Library has been provided.

ix) Workers are encouraged to go on picnics and excursions.

x) Hindi Sabha encourages propagation and advancement of Hindi Language. Regular debates literary contests etc. are held.

xi) Our regular publication (H.T.M.Mill Patrika) is published twice a month in Hindi and distributed free to the workers. It provides recreational, educative and informative matters. Contributions for publication in Patrika are invited and published. It also publishes photographs of individual worker who distinguish in different activities of the Mills besides of all important occasions.

Contd..11)

Q.No.36
(Contd.)

b) The recreational facilities provided free of cost and have proved to be effective and popular among the workers.

c) It is very doubtful whether the legislation could induce the employers in this direction. So far it has been our experience that the existing legislation has failed to create much impact. All the welfare schemes should be voluntary.

Q.No.37

The recreational facilities are properly and adequately financed and administered through qualified, experienced and trained staff. In so far as D.C.M. units are concerned the Welfare activities are on very sound footing and as such we have no suggestion to offer.

Q.No.38
Sewing
School.

We have provided a Sewing School where the ladies of the workers are provided with Sewing machines to learn sewing and machine embroidery. Similar facility is available at the Government's Labour Welfare Centre. Trained women instructors have been provided for the purpose. We occasionally hold exhibitions where arts and crafts goods made by the workers and their families are displayed.

Q.No.39
Tours

a) The sightseeing tours provide wholesome recreation and a relief from monotony of working. However, it is not practicable to provide the same free of cost. It should be on voluntary basis. Employer could provide certain facilities while the workers themselves should meet the cost of such tours.

b) The department of labour and tourism of the State Government could arrange these tours etc.

c) As suggested under item (a) above.

d) Organising health weeks, welfare weeks will have a very healthy impact on the workers and will provide an

Contd...12)

Q.No.39
(Contd.)

opportunity for arousing their interest in such activities. We regularly organise cleanliness week in the factory as well as in the workers residential colony and prizes are given to those whose houses are found outstanding as far as cleanliness is concerned and in case of factory the workers of the outstanding departments are similarly rewarded.

Q.No.40
Housing

- a) We have constructed about 600 houses for the residence of the workers. The houses are provided with running water supply, electricity and flush type latrines. Besides 200 quarters have been provided by the Government under the Industrial Housing Scheme.
- b) Nearly 50% of the workers and their families have been provided the houses. Few workers live along with the workers to whom the houses have been officially allotted being their relatives or friends.
- c) Rest of the workers reside in private houses constructed in close proximity of the Mill area. Such houses do not have modern sanitary arrangements though electricity has been provided. The sanitation in such localities is not also satisfactory as the Municipal Committee has not made adequate arrangement for the same. Some of the workers have acquired land and have constructed their own houses, part of which they have given on rent to their co-workers.
- d) We on our own have undertaken to construct more houses. The Government should also provide more houses to the workers as the number of houses provided in the Government Industrial Housing colony is only 200, which is highly insufficient.

Q.No.41

We have no workers' Co-operative House building Society so we cannot offer our comments in respect of the same.

Contd..13)

Q.No.42

a) The housing facility provided by the Management to the workers is of a high standard. Facilities like varandah, court yard, open space in the front, bath room provided with water tap, kitchen and flush latrine, electricity etc. have been provided.

In the Government Industrial Housing Colony the above mentioned facility like water tap, flush latrine and kitchen have not been provided. The arrangement for conservancy and sanitation are extremely poor and highly inadequate. The drainage system is most unsatisfactory and defective. Surroundings are dirty. The play grounds and open spaces are not at all maintained. No satisfactory arrangement for supply of water has been made. Few hand pumps provided are not properly maintained. The mill management on their own made arrangements for water supply from their reservoir out of their own scanty resources. The maintenance etc. of the houses as well as annual repairs and white washing is extremely poor. The P.W.D. is responsible for maintenance etc. while the houses are under the administrative control of the Government labour department. This dual control has proved to be most unsatisfactory.

b) The workers are charged Rs.10/- and Rs.12.50 for the two types of houses provided by the mill Management. The charge is nominal compared to the accommodation provided. Charges for similar accommodation in the town varies from Rs.30/- to Rs.50/-. There is neither running water supply nor flush latrines in the town. The charges per quarter per month for quarters provided by the Government under the Industrial Housing Scheme is Rs.12.50.

Contd...14)

Q.No.43

We have only availed of the Government Housing Scheme according to which the Government has provided 200 quarters. The entire scheme is financed by the Government, but due to lack of supervision and dual control the maintenance is extremely poor. The Government should provide many more such houses.

Q.No.44

Co-operative
& Saving
facilities.

a) Yes, there is such a store under the name of H.T.M. Employees Consumers Co-operative Stores registered under the Co-operative Societies Act.

b) Membership .. 40
Share capital and reserves .. Rs.7550/-
Total working capital. Rs.45000/-
Annual Turn over .. Rs.700000/-
for the year ending
June, 1967

c) Food Grains(including all rationed items) pulses, cooking medium, kerosene oil, baby food, washing soaps, toilet goods, other general merchandise, Kiriyana goods, hosiery goods, stationery and school books.

A flour mill and a Coal depot have also been provided by the Company and run by the Co-operative Society.

d) It is running very effectively. The sale is increasing at a rapid pace and presently it is over Rs.60000/- month. It is run on no loss no profit basis. Losses are subsidised by the Company. The reasons for the losses is that we have to maintain larger establishment so that the service may be more prompt and efficient. Due to the sale of rationed commodities we have to maintain lot of records etc. for which extra staff has to be employed.

Q.No.44
(Contd.)

e) The Company gives credit facilities, working capital loan, accommodation at nominal rent, managerial subsidy, facility of recovering dues by deduction from the wages of the workers, transport facility etc. One of the mills Welfare Officers is incharge of managing the Co-operative Stores.

f) The employer's participation is full and has proved very effective in making the stores run on sound basis.

Q.No.45

a) There is a Thrift and Credit Co-operative Society Ltd. registered under the Co-operative Societies Act. It was started in 1965.

b) Details regarding the same are as under :-

S.No.	Description	1965	1966	1967
1.	Share capital	Rs.2711/-	Rs.10990/-	Rs.28140/-
2.	No.of share holders.	50	121	225
3.	No.of Persons given loan.	11	83	145
4.	Total amount given loan.	Rs.1450/-	Rs.17416/-	Rs.48245/-
5.	Compulsory deposit taken from the members.	Nil	Rs.1007/-	Rs.7018.55

c) So far no occasion arose for taking loan from the employer.

d) To a large extent it has met the demands of the needy employees.

e) The rate of interest charged by the Society on loans is 8 $\frac{1}{2}$ %.

f) It is running very effectively and is able to make some profit. It gave dividend of 5% of the share value to its members.

g) The employer has provided free accommodation, furniture, electricity and managerial subsidy. Facility of recovering dues by deduction from the paysheet is also extended.

Q.No.45
(Contd.)

h) The Company fully participates in the management of the Society. The deposits are kept with the Saving Bank of the Company. One of the Welfare Officers is Incharge of administrating the scheme.

Q.No.46

For receiving saving deposits from the employees there is a Saving Bank by the name D.C.M. Employees Savings Bank on the premises of the Company with facility of withdrawl from time to time. The rate of interest paid is 5% per annum.

Other saving deposits like Government's Cumulative time Deposit and Life Insurance premium (L.I.C.) is also received by the Company by way of deduction from the paysheet. It is worthwhile mentioning that in the matters of saving deposit we were awarded continuously for three years, shield for having highest saving deposits by the Government of Haryana.

Q.No.47
Distress
relief &
Cash
Benefits.

a) We are certainly in favour of provision for relief in case of distress like, death, injury, sickness and grant of loan for marriage etc. under Provident Fund utilisation forfeiture reserve, we pay minimum Rs.500/- to the nominee of the deceased by making up the shortage while refunding the Provident Fund standing to the credit of the deceased.

We also give advances against salary in such cases besides the provident fund loan allowed librally in such cases. Provision has been made under the Provident Fund scheme for grant of loan in all such cases.

b) As and when necessary we give advances to the workers against wages on festive occasions like Holi or Dewali.

PART - IV

GENERAL

Q.No. 48

a) The existing administrative arrangements for implementing Welfare measures as far as Hissar Textile Mills is concerned are adequate and satisfactory as traditionally Delhi Cloth & General Mills' policy towards the working class is Welfare Oriented from its very inception as laid down by its founder Late Sir Shri Ram.

As far as the state is concerned the existing arrangements have been ineffective and the Welfare Centres run by the department of labour have failed to create any impact whatsoever as the same are inadequately staffed.

b) We are of the firm opinion that the Welfare Officer can be effective only as long as he enjoys the confidence of the Employers and any statutory protection encroaches on that confidence. The existing provision have not proved to be very effective as the sphere of activities of the Welfare Officers is very much limited. However, the Welfare Officers in D.C.M. Units have proved to be effective as this organisation has a large number of Welfare Schemes.

Q.No. 49

The workers are actively associated with the administration of various Welfare Schemes for instance the workers are members of the mill's Dramatic Club/governing body, games and sports managing body, Thrift and Credit Society and other such institutions where they are office bearers or are entrusted with specific functions.

Q.No. 50

By and large the standard and specification etc. pertaining to sanitation and health under the existing law are satisfactory.

Q.No. 51

Instead of playing their role as mere Inspectors the Officers of the labour department should be trained in Industrial health and Hygiene to render advisory service to the Industrial establishments.

Q.No. 52

a) The minimum basic Welfare amenities required to be provided under law at present are necessary to ensure healthy working conditions. It is necessary to maintain such standards in the interest of workers' health and well living.

b) It is not possible to maintain uniformity in the percentage of expenditure on labour Welfare as compared to the total labour cost in all industries irrespective of their economic conditions or state of development.

Q.No. 53.

The Welfare measures have proved to be very effective in improving labour efficiency and has helped in maintaining industrial peace and harmony. The response has been very encouraging.

Q.No. 54.

No comments.

Q.No. 55.

For the purpose of cooperation with trade unions in the field of labour Welfare any legislation will be detrimental as most of the trade unions are politically dominated. No amount of legislative measures can bring about cooperation of labour and management. We have however succeeded in soliciting the cooperation of Labour Unions as the outside interference is not there.

Q.No. 56

In our view the state should leave it to the individual industrial units to manage their own Welfare Schemes. The labour department could however institute advisory and incentive schemes to encourage growth of Welfare institutions by having inter unit contests etc.

Q.No. 57

The government could place some of the funds at the disposal of particular individual units depending on the interest taken by such a unit in the implementation of welfare measures. There are certain welfare activities like consumer cooperative stores, Thrift and Credit society where the state governments could play a really effective role by establishing a central wholesale cooperative store for supply of goods to stores in various industrial units at cheap rates. The goods could be bought directly from the manufacturers. It will thus eliminate the middle man's profit.

Similarly the state government can help in financing of the Thrift and credit societies as and when so required by a particular society.

Q.No. 58

We are not in favour of setting up of industrywise statutory welfare fund. It is a matter of common knowledge that the Welfare schemes implemented by either the government or by any Tripartite arrangement have failed to be effective. It is a matter of deep concern that the large sums of money have been wasted, ill utilised, embazzled or otherwise spent for no benefit to the needy workers. It should be left to the individual employer to administer and implement such Welfare Schemes as he may think will increase the well being of the working class so as to increase their efficiency. The state could certainly take measures calculated, to give impetus to the Employer in this direction.

Q. No. 59

a) The state labour Welfare fund Act should be abrogated as the working of such an enactment presents lot of difficulties by increasing unnecessary work and also imposing hardship on the workers.

Q. No. 59
(Contd.)

As already observed it will be futile to institute united welfare fund scheme by inviting equal contribution from workers, employers and central and state governments. The working of E.S.I. Scheme has been most unsatisfactory for obvious reasons. The Labour Welfare Centres run by the government have failed to be effective. Most of their activities are merely on paper and have given no tangible benefit to the workers.

Q.No. 60

We do agree that women workers, young workers and handicapped workers should get special consideration in the matter of Welfare. The factory Act provides in connection with women and young workers. As regards casual workers they should be given the benefit of various Welfare Schemes as it given to the other workers. As regards the contract workers the legislation is already pending which provides for minimum Welfare amenities to be given to such workers.

Q.No. 61

We are of the view that the standard of living of the of the working classes must be improved. There is need of rendering Community services. We suggest the following measures which the government should take with the active cooperation of the Employers as well as employees :-

(i) Top priority should be given to family planning and such measures should be strictly enforced.

(ii) The government should take measures to make available all essential commodities to the workers at cheap rates by making arrangement of supply through a centralised whole sale store.

(iii) The food habits of the workers could be improved by providing a nutritional and dietary advisory and consultative service. This will encourage better nutrition and in turn better health.

(iv) The E.S.I. should take preventive health measures specially in respect of the workers' families by appointment of field staff like Medico Social Workers.

(v) Living standard of the workers could be improved by propagating amongst them hygienic methods of living and dressing in a better way. Propaganda against evils like, gambling drinking and other such anti social activities should be intensified.

(vi) There is a need for moral and ethical education in addition to the workers' Education Scheme and Adult Education.

(vii) For the education of children of the workers the government should open the schools in the Industrial areas.

(ix) Institutions for training the workers and their family members in handicrafts etc. should be established so that the workers could supplement their income.

(x) The government should improve the working of the labour Welfare Centres by providing efficient and trained staff.