

Points for discussion with important persons and experts in the field of Industry and Labour Relations.

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1. The I.L.O. had defined the term and Scope of 'Labour Welfare' in its resolution, passed in 1947. This resolution had included provision of such services as canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel etc. Suggestions have been received from various employers' and workers' organisations in the country that this definition now needs to be enlarged. It has been suggested that subjects like family planning, housing and education facilities etc. should also be included in the term labour welfare. What is your opinion about it?
2. The factory Act, 1948 has laid down a number of statutory welfare provisions for workers employed in establishments having 10 or more workers in case of power driven factories and 20 or more workers in the case of factories without power. This Act provides for creches, canteens, rest rooms, lunch room and washing facilities, appointment of Welfare Officers etc. Do you think that since 1948 till now the concept of labour welfare having undergone a change, the limit of the number of workers for the applicability of the Act needs to be reviewed? If so, would you agree in principle that the benefits laid down under the Acts should now be made applicable to all establishments irrespective of the number of persons they employ? If you agree, what administrative arrangements would you suggest for the purpose? Would you favour grouping of smaller establishments located in a contiguous area for provision of facilities like canteens, creche, rest shelters, necessary schools etc. and pooling of expenditure for these amenities by the concerned establishments.

3. If you think that it will not be advisable and feasible to do so, what do you propose to do for the workers whose employers do not fall within the limits prescribed under this Act. Should they continue to be deprived of the statutory welfare facilities available to their counter-parts although they themselves are also functioning under similar circumstances and have similar or worse conditions of work?
4. It has been stated before the Committee by various parties that the Factories Act is not being implemented properly and faithfully. Do you agree with this view? If so, what steps would you suggest for the proper observance of this Act? What difficulties, if any, do you think stand in the way of the managements implementing the Act properly?
5. It has been suggested to the Committee that where employers are not fulfilling their obligations under the Act, the Government should fix some percentage of wage costs, which must be spent on the labour welfare, by the Government if the employer himself does not come forward to fulfill his obligations (In this connection it has been stated that the penalties provided under the Act for non-implementation of the statutory obligations are not deterrent enough to induce or compel the employers to fulfil their obligations). Would you favour such a step to be recommended for the purpose?
6. It has been suggested to the Committee that basic welfare amenities should be available to every person who is a worker under the Industrial Disputes Act and that at least basic minimum welfare amenities should be provided by each establishment including shops and commercial establishments, and requisite measures to find avenues for financing and administering these welfare amenities be recommended by the Committee.
7. As for financing of such welfare amenities it has been stated before the Committee that a nominal or

Additional cess be levied either on wage costs, profits, production or sales of a particular Establishments or Factory to finance a Welfare Fund for providing minimum welfare facilities to workers of such establishments including shops and commercial establishments especially for those establishments as may not have the capacity to pay for the welfare facilities on their own or whose efforts, specially those of small scale and un-organised establishments, need to be augmented in the field of welfare. Such a fund already exists in the case of coal mines, mica and iron ore industry, Similar funds are also contemplated for minor minerals such as dolomite etc. One of the State Governments has suggested contribution of Rs. 2/- per employee per month by every employer, worker and State Government for financing a welfare fund. The working journalists have suggested the levy of a cess on advertisements to finance a welfare fund, for the working and non-working journalists. For transport workers especially to those where the Motor Workers' Transport Act, does not apply, a cess <sup>no</sup> could be collected with licence or registration fee and with royalty in the case of mines.

Do you:-

(i) accept in principle that keeping in view the Directive Principles of State Policy and also because welfare concept is a dynamic process, time has been reached to accept at least in principle that every worker should be provided with some minimum and basic welfare amenities to start with.

(ii) If so, what should be the priorities of welfare amenities for:-

- (a) Industrial establishments not covered by the Factories Act so far;
- (b) Plantations not covered by the Plantations Labour Act;

- (c) Rural and Agricultural Labour;
- (d) Mining workers not covered by the Coal, Mica and Iron-Ore Welfare Funds;
- (e) Workers employed in shops and commercial establishments; and
- (f) Workers employed in hospitals and municipalities.

(iii) How should these welfare amenities be administered viz. by (i) an autonomous Corporation with State and regional establishments (ii) a tripartite body, with a Central body as an apex and similar State, regional or even city organisation for big cities like Delhi, Bombay, Calcutta Madras and so on. The administration should be such as to render the utility of the fund (a) effective and (b) prompt, with minimum cost of establishment and collection charges.

8. It has been stated in the course of evidence before the Committee that provision of housing should be a part of legitimate charge on the investment of an industrialist. It has also been stated that the management should assume responsibility for providing transport facilities and educational facilities to workers and their children. Some of the parties have stated that these steps should be the responsibility of the State and the employers should not be burdened with this. Some parties have stated that it should be a joint responsibility of the State Governments and the management to provide these amenities jointly. It should not be incumbent on the managements alone to provide for these amenities. What are your views on these issues? Do you think that some housing should be a legitimate part of capital investment along-with the construction of the project itself?
9. It has been stated in the course of evidence that (a) basic minimum welfare amenities should be provided although no uniform pattern for the provision of these facilities can be laid down. This pattern will differ

from industry to industry (b) Welfare amenities do have an impact upon improving labour efficiency and labour management relations. (c) Trade Union and employers can cooperate with each other in the administration of welfare facilities. Some of the parties feel that the minimum basic welfare amenities as provided under the statute or otherwise should be made available to the workers and the enhancement of these facilities should be left to collective bargaining between employers and the unions.

To what extent do welfare amenities in your opinion help in improving labour efficiency and labour management relations? Or alternatively do you feel that the workers do not attach due importance to the provision of welfare amenities by the employers? If so, what are the reasons for the same? Can it be due to lack of interest by trade unions or is it due to indifference of the managements to associate worker's representatives with the administration of welfare amenities.

10. Is it necessary to legislate for the provision of welfare amenities? If so, to what extent and for what amenities? How much and what can be left to collective bargaining? If collective bargaining is the answer, what will be the position where there are no unions or where inter or intra union rivalry is prevalent.
11. The idea of setting up sanatoria, health resorts clinics and rest ~~rooms~~ <sup>homes</sup> has been welcomed by a number of organisations in the country. Representatives of Chambers of Commerce and Industry in one state stated before the Committee that they would welcome the proposal of setting-up holiday homes and health resorts etc. provided they are named after some business houses for advertisement value.

Who should undertake the financing, construction and administration of these holiday homes etc? Should it be by Central or State Governments or a joint venture by these governments and the employers.

A suggestion has been received that a beginning in the month should be made by Public Sector Undertakings.

It has been suggested by some persons that suitable incentives be offered to the workers for popularising these holiday homes/health resorts etc. Suggestions have been received to the effect that workers who excel in efficiency and production should be given through trips for these holiday homes. It has also been stated that those who respond favourably to family planning should be given encouragement for visiting holiday homes.

Do you think that the proposal of setting up Sanatoria, health resorts clinics etc. is possible and feasible now? If not, do you favour the setting up of such health resorts according to a phased programme. How do you like the idea of setting up of health resorts and holiday homes at places having religious attraction or places of tourist importance? Who in your opinion should finance, construct and administer these holiday homes? What incentives do you think should be given to workers to enable them to enjoy this important amenity.

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No. CLW(21)/67-R.  
GOVERNMENT OF INDIA  
COMMITTEE ON LABOUR WELFARE  
(DEPARTMENT OF LABOUR & EMPLOYMENT)

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2A/3, Asaf Ali Road,  
KUNDAN MANSION

Dated, New Delhi, the 16th Sept., 1967.

To

Subject:- Committee on Labour Welfare - Schemes of Welfare for Agricultural and Rural Labour.

Sir,

You may be aware that the Government of India in the Ministry of Labour, Employment & Rehabilitation (Department of Labour & Employment) have set up a Committee on Labour Welfare (vide its resolution dated August 5, 1966) with Shri R.K. Malviya, as Chairman. The terms of reference of the Committee are as follows:-

- (a) To review the functioning of various statutory and non-statutory welfare schemes in industrial establishments both in the private sector and public sector, including mines and plantations;
- (b) To make such recommendations as may be deemed necessary to improve the functioning of existing welfare schemes or for introducing new schemes;
- (c) To examine and suggest industries where Welfare Funds like Coal Mines Welfare Fund & Mica Mines Welfare Fund can be created;
- (d) To suggest measures for introducing welfare schemes for rural labour in general with particular reference to agricultural labour; and
- (e) To consider any other related matters that the Committee may deem fit.

The Committee has since issued a questionnaire to elicit information/suggestions on welfare measures for the workers. A copy of this questionnaire is also enclosed for your information.

As one of the terms of reference of the Committee is to suggest measures for welfare schemes for rural labour in

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general and agricultural labour, in particular the Committee would like to be benefitted by the nature experience of your prolonged and close association with Agricultural Labour and their working conditions etc.

I am, therefore, desired by the Chairman of the Committee to request you kindly to send us your valuable suggestions on the welfare measures that might have already been adopted in the State/District/Community Development Blocks in which you reside or such measures as you would like to be recommended by the Committee for the consideration of the Govt.

I shall also be thankful to have your views on the following points in particular:-

- (1) What measures, if any, have already been adopted by Social Organisations/Community Development Blocks Authorities/Cooperative Societies/State Government in the field of welfare for Agricultural Labour.
- (2) How are these measures financed and implemented?
- (3) Do you consider the existing measures adequate? If not, why not?
- (4) In case the measures adopted so far are inadequate, what steps would you consider necessary for making up the deficiency in the existing welfare measures?
- (5) What new welfare schemes, if any would you like to suggest for the betterment of working conditions of agricultural labour?
- (6) How would you like these welfare measures to be financed? Are you in favour of setting up a statutory welfare fund for the agricultural labour on the basis of the welfare funds for the workers employed in Coal, Mica and Iron Ore Industries.
- (7) Would you also like to be heard in person by the Committee in the matter?

As the Committee is likely to start touring the State from the next month, I shall be grateful if your suggestions are sent to the Committee latest by October 10, 1967.

Yours faithfully,

Sd/-

(TEJA SINGH SAHNI)  
MEMBER SECRETARY

'DRG'  
25.3.68

No. CLW(21)/67-R.  
GOVERNMENT OF INDIA  
COMMITTEE ON LABOUR WELFARE  
(DEPARTMENT OF LABOUR & EMPLOYMENT)

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2A/3, Asaf Ali Road,  
KUNDAN MANSION

Dated, New Delhi, the 23 Sept., 1967.

To

Sub: COMMITTEE ON LABOUR WELFARE -  
SCHEMES OF WELFARE FOR AGRICULTURAL  
AND RURAL LABOUR -

Sir,

I am directed to enclose a copy of letter No.A-GLE/67/9/641, dated September 14, 1967, addressed to this Committee by the Bharat Krishak Samaj and to say that as desired by the said Samaj a copy of the questionnaire issued by the Committee on Labour Welfare is sent herewith.

The Committee, as you may be aware has been set up by the Government of India in the Ministry of Labour Employment & Rehabilitation (Department of Labour & Employment) (vide its resolution dated August 5, 1966) with Shri R.K. Malviya as Chairman, The terms of reference of the Committee are as follows:-

- (a) To review the functioning of various statutory and non-statutory welfare schemes in industrial establishments both in the private sector, and public sector, including mines and plantations;
- (b) To make such recommendations as may be deemed necessary to improve the functioning of existing welfare schemes or for introducing new schemes;
- (c) To examine and suggest industries where welfare Fund like Coal Mines Welfare Fund and Mica Mines Welfare Fund can be created;
- (d) To suggest measures for introducing welfare schemes for rural labour in general with particular reference to agricultural labour; and
- (e) To consider any other related matters that the Committee may deem fit.

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As one of the terms of reference of the Committee is to suggest measures for welfare schemes for rural labour in general and agricultural labour, in particular the Committee would like to be benefitted by the mature experience of your prolonged and close association with Agricultural Labour and their working conditions etc.

I am sure, therefore, desired by the Chairman of the Committee to request you kindly to send us your valuable suggestions on the welfare measures that might have already been adopted in the State/District/Community Development Blocks in which you reside or such measures as you would like to be recommended by the Committee for the consideration of the Government.

I shall also be thankful to have your views on the following points in particular:-

- (1) What measures, if any, have already been adopted by Social Organisations/Community Development Blocks Authorities/Cooperative Societies/State Government in the field of welfare for agricultural labour;
- (2) How are these measures financed and implemented?
- (3) Do you consider the existing measures adequate? If not, why not?
- (4) In case the measures adopted so far are inadequate what steps would you consider necessary for making up the deficiency in the existing welfare measures?
- (5) What new welfare schemes, if any, would you like to suggest for the betterment of working conditions of agricultural labour?
- (6) How would you like these welfare measures to be financed? Are you in favour of setting up a statutory welfare fund for the agricultural labour on the basis of the welfare funds for the workers employed in Coal, Mica & Iron Ore Industries.
- (7) Would you also like to be heard in person by the Committee in the matter?

As the Committee is likely to start touring the States from the next month, I shall be grateful if your suggestions are sent to the Committee latest by \_\_\_\_\_

Yours faithfully,

Sd/-

(TEJA SINGH SAHNI)  
MEMBER SECRETARY

'DRG'  
25/3

No. CLW(21)/67-R.  
GOVERNMENT OF INDIA  
COMMITTEE ON LABOUR WELFARE  
(DEPARTMENT OF LABOUR & EMPLOYMENT)

2A/3, Asaf Ali Road,  
KUNDAN MANSION

Dated, New Delhi, the 30th Oct '67

To

Sub:- Committee on Labour Welfare Scheme of  
Welfare for Agricultural and Rural  
Labour.

Sir,

You may be aware that the Government of India in the Ministry of Labour, Employment & Rehabilitation (Department of Labour & Employment) have set up a Committee with Shri R.K. Malviya, former Union Deputy Minister for Labour, as Chairman to review the whole range of statutory and non-statutory labour welfare schemes in operation in the different industrial sectors of the country and also to suggest improvements in the existing schemes for labour including rural and agricultural workers. The Committee has since issued a questionnaire to elicit information/suggestions on welfare measures for the workers. The detailed terms of reference of the Committee may kindly be seen at page (ii) of the enclosed cover containing a copy of the questionnaire. The terms of reference and the various questions included in the questionnaire will give an idea of the nature and scope of welfare schemes with which this Committee is concerned.

Being experts in the field of agricultural and also engaged in advanced research relating to raising of agricultural production etc., which inevitably draws into its fold the working conditions of agricultural labourers in particular and other rural labour, employed in allied activities in general, the Committee will be grateful to benefit by your views on the welfare problems of said workers.

As the Committee is to start touring the States shortly and will be visiting Chandigarh from October 26th to October 29, 1967, I shall be thankful if you kindly send your earliest convenience, latest by November 30, 1967.

The Secretariat of the Committee has compiled a note containing, in brief, the information on welfare amenities undertaken for the benefit of the rural population, which includes agricultural and rural workers, in the first three

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Five Year Plans, a gist of the main recommendations of the All India Seminar on Agricultural Labour, 1965 and follow up action taken thereon. A copy of it is enclosed for your information.

In the light of the information contained in the said note and also in view of your prolonged and close association with agriculture, the Committee will be grateful to have your views on the following points contained in the Appendix.

Yours faithfully,

Sd/-

(TEJJI SINGH SAHNI)  
MEMBER SECRETARY

Copy with enclosures endorsed to:-

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| i.   | All Krishak Samajs in continuation of this office letter of even number dated 23rd September, 1967.                 | With the request<br>  that the supplemen-<br>  tary questions con-<br>  cerning rural and<br>  agricultural labour<br>  appended herewith may<br>  also kindly be kept<br>  in view while forwar-<br>  ding views in response<br>  to the earlier letters<br>  cited in the margin.<br> |
| ii.  | All Krishi Pandits in continuation of this office letter of even number dated 16th Sept., 1967 and                  |   |
| iii. | The Central Workers' Organisations in continuation of this office letter of even number dated 16th September, 1967. |   |

Sd/-

(G.S. MADAN)  
DEPUTY DIRECTOR

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A BRIEF NOTE ON THE WELFARE AMENITIES PROVIDED TO THE RURAL WORKERS SINCE THE BEGINNING OF THE PLAN PERIOD

As a part of the various development programme undertaken on the basis of the Five Year Plans, a number of steps have been taken to improve the economic, social and cultural conditions of the rural masses. In addition, separate measures have also been undertaken to ameliorate the conditions of scheduled castes and tribes and other backward classes and weaker sections of the populations. Since a considerable proportion of the rural population or the backward classes and weaker sections of people belong to the agricultural labour, they have also been benefitted from the above measures to some extent.

In the field of medical care, primary health centres set up under the Five Year Plans in rural areas serve as a focal point for providing comprehensive basic health services. By the end of 3rd Five Year Plan, about 4,300 centres were working. In order to make adequate arrangements for water supply in rural areas, altogether 644 schemes were taken up during the First Three Plans and rest of them have been completed. About 17,000 villages have already been provided with piped water supply. A quick survey conducted by the Union Department of Community Development through their Block Organisation indicated that about 30% of the villages/hanlets still have inadequate water supply and about 25% are without a satisfactory source of water supply.

In order to give a fillip to the rural housing programme, the Government of India formulated a Village Housing Project Scheme in 1957 which provides for financial assistance in the form of loans to the extent of 2/3rd of the cost of construction of the house subject to a maximum of Rs.2,000/- payable in 20 annual instalments. The scheme has been extended to more than 5,000 villages in suitable community Development Blocks. The Fourth Five Year Plan has proposed a provision of Rs.25 crores to cover 15,000 villages. In addition to the above project, separate schemes to provide house sites for scheduled castes and other backward classes in the villages have also been undertaken under the Five Year Plans. The Fourth Plan proposes an outlay of Rs.15 crores for allotment of house sites for scheduled castes and tribes. Some State Governments have also taken steps to provide house sites free or on a subsidised basis to landless agricultural labourers and protect them from forced ejections. Under the Community Development programmes also new houses are constructed or old ones reconditioned.

To encourage general education among scheduled castes and backward classes, the State Govts. have been earmarking funds for free scholarships, educational stipends, book grants etc. Hostel concessions are also given to children. In some States, free mid-day meals and free boarding in the hostels are provided to the children of the sections of the rural population.

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In 1954, the Central Social Welfare Board initiated a scheme of Welfare Extension Projects for women and children. The programme of a typical project centre included the running of Balvadi (combination of a creche and a free basic school), adult literacy, social education classes, a craft training programme and provision of elementary medical aid and maternity services and domiciliary attendant. In 1957, the Central Social Welfare Board and the then Ministry of Community Development drew up a programme for organising welfare activities in the Community Development Blocks on a coordinated basis.

In August, 1965, an All India Seminar on Agricultural Labour Organised by the Government of India renewed the problems concerning agriculture labour. The Seminar adopted a number of recommendations concerning among others the welfare aspect of agricultural labour. One of the important recommendations of the Seminar was that welfare facilities like drinking water, medical aid, rest sheds etc. as provided under the existing statute should be ensured to labourers engaged on big farms employing 50 or more workers. The other recommendations related to housing, grant of stipends and scholarships to children of agricultural labourers, setting up of grain goles in rural areas to ensure regular supply of essential commodities to agricultural labour appointment of labour officers in projects employing 500 or more workers and enforcement of the existing statutory provisions concerning agricultural labour in such projects etc.

The cell for agricultural labour set up in the Union Department of Labour & Employment as a result of another recommendation of the Seminar has drawn up a programme to set up welfare centres for agricultural workers. Under this programme, it is proposed to set up model welfare centres and provide them with mobile units.

Activities in model welfare centres may include medical facilities, preventive medicine and environmental hygiene and family planning. There may be maternity care including a creche for small children attended by trained nurse and ayah etc. Arrangements for primary education for the children and social education of adults, a consumer store and wholesome drinking water may also form part of the facilities in the welfare centres. The mobile units may have two vans one for health services and the other combining the functions of the mobile cinema and a sales van of consumer goods.

Considering the magnitude of the problem any programme to meet the problem can only be selective, to start with. An allocation of Rs.1 crore is proposed for this programme during the Fourth Plan period. This may enable setting up of one welfare centre provided with mobile units in each state.

Out of the sum of Rs.5 lakhs provided for welfare services and advisory services for agricultural labour during 1967-68, it is proposed to spend Rs.4 lakhs on welfare. This may be utilised for setting up three welfare centres provided with mobile units,

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on a pilot basis, in three states. As the amount of Rs.4 lakhs may not be adequate for starting three full-fledged welfare centres, the construction of residential accommodation for non-essential staff may be staggered to the next year. Likewise, to start with, only one mobile van with dispensary may be added to each of the three centres in the first year.

Since the schemes for improving the conditions of agricultural labour are processed in different Ministries/Departments, the Seminar recommended that an inter-Ministerial/ Inter-Departmental Committee should be set up to review the progress of implementation of various schemes. In pursuance of this recommendation, a Coordinating Committee on Agricultural Labour comprising representatives of Planning Commission, Ministry of Food and Agriculture and certain other concerned Ministries/ Departments at the Centre has been constituted.

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COMMITTEE ON LABOUR WELFARE  
-----Supplementary questions for agricultural workers

1) The 2nd Five Year Plan defined an agricultural labourer "as a person who for more than half of the total number of days on which he actually worked during the year as an agricultural labourer." But in the Second Agricultural Labour Enquiry the agricultural labourer family was defined as a family which derived the bulk of income from agricultural wages. Do you agree with the above concept of an agricultural worker? If not, how do you define it?

2) Various types of welfare amenities have been extended in the villages on account of the extensive coverage of the rural areas by Community Development programmes and also other rural oriented development schemes of the Government through departmental agencies. These cater to the needs of the agricultural labourers too who form the bulk of the labour force in rural areas. The Committee would like to know the details of these measures in your area and whether-

i) these arrangements are adequate to promote the welfare of agricultural workers? If not, please suggest alternatives?

ii) If the existing welfare measures are adequate, do you feel that they are being properly implemented and administered? If the answer is in the negative, suggest measures to improve the existing arrangement.

3) What in your opinion are the basic minimum of welfare amenities which must be provided to agricultural and rural workers?

4) With the increasing use of various types of fertilisers, pesticides, poisonous rodenticides and also improved implements like tractors, the safety of the illiterate agricultural workers has assumed greater importance. But so far there is no regulation, statutory or otherwise, to ensure better conditions of working and safety of life to workers in this unorganised sector. Are you, therefore, in favour of enabling legislation by the Central Govt. to undertake welfare measures for this class of labour force? If so, indicate the lines along which the same can be done.

5) Will it be justified to place a statutory responsibility on agricultural employers to provide welfare facilities to these workers as in respect of organised industries? If not, please give your views with alternative suggestions for making a beginning in this direction. Can a nominal levy be imposed on the agricultural produce or area of holdings to finance the welfare funds?

6) Should a separate fund be established in each State or you suggest that an All India Fund be established for the purpose out of the levy imposed? In either case give your views as to how they should be administered?

7) What are your comments on the recommendation of the All India Seminar on Agricultural Labour held in August, 1965 that basic facilities like drinking water, medical aid, rest sheds etc. as available under the existing statutes for the industrial workers should also be ensured to workers engaged in big farms employing 50 or more persons which can be classified as agricultural workers.

8) Owing to the following characteristic features of agricultural workers, there are some difficulties in the way of organising welfare work among them:

- (i) A large number of agricultural workers also cultivate their own land. Due to this overlapping character, it is difficult to demarcate the agricultural labour as a separate class and identify their problems for organising welfare work, among them.
- (ii) Unlike the workers engaged in organised industrial sectors, the agricultural workers do not work in concentrated places but are scattered all over the country. This scattered nature of the agricultural labour creates another difficulty in the way of organising welfare work.
- (iii) Most of the agricultural labourers work on casual basis and keep on shifting from farm to farm. This makes difficult for employers to undertake welfare work.

What suggestions will you kindly offer to overcome the above-mentioned handicaps for effective implementation of welfare schemes?

9) Are the existing arrangement for popularising family planning programmes adequate for covering agricultural labour? If not, what are your suggestions for better and effective implementation of these measures?

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COMMITTEE ON LABOUR WELFARE.

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Main activities of the Coal Mines Labour Welfare Fund.

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The Coal Mines Labour Welfare Fund Act was passed in 1947 with a view to constitute a Fund called 'Coal Mines Labour Housing Labour Welfare Fund' for financing measures to promote the welfare of labour employed in the Coal Mining Industry.

The Act provides for a levy of cess on the coal and coke despatch from collieries at the rate of 49.41 paise per metric tonne (i.e. the maximum -permissible under the Act.)

The annual proceeds of the Fund are above Rs.3.5 crores and there are generally distributed between the 'Housing Accounts' and the 'General Welfare Account' in the ratio of 50:50 and it is administered by the Coal Mines Labour Welfare Commissioner.

The activities of the Fund broadly classified under 'Medical, Housing, and General Welfare are as follows:-

- 1) Medical facilities: The Fund provides central and regional hospital, Dispensaries (Allopathic & Ayurvedic), Maternity and Child Welfare Centres, Health Promotion Centres and Family Counselling Centres. The Fund also provides treatment facilities for T.B., leprosy, cancer mental diseases and other malignant diseases and carried out Malaria and Filaria surveys to promote general health of the workers. It also supplies artificial limbs, spectacles, dentures, etc. to the workers free of cost.
- 2) Housing Facilities: The Fund provides housing facilities under various schemes such as subsidy scheme, subsidy-cum-loan scheme, low cost housing scheme including wooden houses, Build your own house scheme, Cooperative Housing Scheme and undertakes construction of townships etc.
- 3) Educational, Recreational and General Welfare Facilities: The Fund maintains multipurpose institutes imparting adult and social education, schools for children, crafts training for families, etc. It also provides benefits like Scholarships and tuition fees education allowance and boarding houses for the children of miners. The Fund also provides facilities like Holiday Homes, Bharat Darshan Tours, Games and Sports, Water Supply, transport to and from work. It also organises cooperative societies and stores and cooperative movement in Coal fields.

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Main activities of the Mica Mines Labour Welfare Fund.

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The Mica Mines Labour Welfare Fund Act was passed in 1946 with a view to promote the welfare of labour employed in Mica Mining Industry. The Act provides for a levy of cess on all mica exported from India at the rate of  $2\frac{1}{2}$  per cent advalorem (the maximum admissible is 6 $\frac{1}{4}$  per cent advalorem). The cess is collected by customs Department and credited to the Fund after deducting  $\frac{1}{2}$  per cent collection charges.

The fund is administered through Tripartite Advisory Committee in three regions namely Bihar, Andhra Pradesh and Rajasthan.

The activities sponsored by the Fund are as follows:

(1) Medical facilities:

The Fund provides central hospital, regional hospitals, dispensaries, mobile medical units, maternity centres, child welfare centres. The Fund also provides treatment facilities for T.B. and Leprosy patients.

The Fund maintains multi-purpose institutes imparting adult education, ~~school~~ schools for children, crafts training for families, etc.

(2) Housing Facilities:

The Fund provides housing facilities under various schemes such as subsidy scheme, subsidy-cum-loan scheme, new subsidised housing scheme, departmental housing, low cost houses and build your own house schemes.

(3) Recreational and General Welfare Facilities:

The fund provides recreational facilities such as sports, exhibition of films etc.

Other benefits provided by the Fund include scholarships for children of miners, doles for widows and families of disabled or diseased persons, boarding houses for the children of miners, free supply of clothes, milk, mid-day meals books and stationery etc. to the school going children, rehabilitation-cum-canvalescent, home for disabled miners, provision for water supply and washing facilities, etc.

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