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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

With:

1961

F.S.D.

Industrial and Labour Developments in July 1961.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY 1961.

12. Activities of External Services.

Director's Return from Mission.

The Director returned to New Delhi from his mission and leave from Europe on 17 July 1961.

Conferences.

The Director attended the International Conference on Adult Education on 26 July 1961.

Visitors.

Among other visitors to the Office during July 1961 was Mr. S.K. Jain, Director of ILO Near and Middle East Field Office, Istanbul, Turkey.

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Chapter 2. International and National
Organisations.

25. Wage-Earners' Organisations.

India - July 1961.

Exchange of Visits by U.S.A. and Indian Labour
Leaders.

A Press Trust of India message from New York dated 29 July 1961 states that a programme for annual visits by U.S. and Indian Labour leaders to each other's country has been agreed upon in principle.

The exchange programme is understood to have been worked out with American trade union leaders by the visiting Indian Deputy Minister for Planning, Shri L.N. Mishra.

Fifteen Indian labour leaders will visit the U.S.A. and the same number of American labour leaders will visit India under the scheme every year.

The first group of trade union leaders from India to visit the U.S.A. under the scheme will be finalised soon, is expected to arrive here in January next.

Shri Mishra was visiting the U.S.A. at the invitation of the U.S. Government to study industrial relations in steel and coal mines and the social security programme.

(The Statesman, 29 July 1961).

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West Bengal: Working of the Indian Trade Unions Act, 1926,
During the Year 1955-1956*.

1954-55, and during the year 1955-56

Number of Unions and Membership.- According to the Annual report of the working of the Indian Trade Unions Act, 1926 for the year 1955-1956 in the State of West Bengal, there were 1,411 registered trade unions at the end of the year under review, 320 unions were registered. Thus, 1,731 unions remained on the register at the close of the year 1955-1956. Of these 20 were Central unions and 1,711 provincial unions. Of the Central unions 3 were employers' unions, 16 employees' unions and 1 Federation. The provincial figures were 16 employers' unions, 1,679 employees' unions and 16 Federations.

The total membership of 1 Central and 432 provincial unions (excluding Federations) was 288,686 at the close of the year under report including 24,480 females as against 364,344 members including 16,963 females in respect of 575 unions of the previous year. The average number of members per union was 666.71 as against 633.64 for the previous year. During the year under review 82,903 members joined and 42,154 members left the unions.

Income and expenditure.- The total income of 433 unions (excluding Federations) was 598,604.66 rupees during the year under report. There was an opening balance of 396,431.80 rupees at the beginning of the year. Out of the total income of 995,036.45 rupees including opening balance a total expenditure of 504,320.58 rupees was incurred during the year. A total excess of expenditure over income of 1,211.08 rupees was incurred by 4 unions during the same period. It will appear that the main sources of income in all industrial groups of unions were contribution from members, donation and interest on investment, etc., and the item of highest expenditure was in respect of payment of salaries, allowances, etc., of establishment.

* Government of West Bengal: Labour Department; Annual Report on the Working of the Indian Trade Union Act, 1926, in West Bengal, for the Year ending 31st March 1956; Superintendent, Government Printing, West Bengal Government Press, Alipore, West Bengal, 1960; pp. 255; Price Rs. 21 or £1 3s.

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The total balance at the credit of the above-mentioned unions at the close of the year under report was 492,526.95 rupees with an average of 1,137.49 rupees per union as against 1,223,956.85 rupees for the previous year with an average of 2,128.68 rupees per union.

Agricultural unions.- No agriculturists' union was registered during the year under review.

Federations.- There were 14 Federations at the close of the previous year. Two Federations were registered during the year under report. Of these, Returns in respect of 8 Federations were included in the Statement. The total number Unions affiliated to the Federations was 165 at the close of the period under report. The total income of Federations during the period was 9,422.59 rupees including an opening balance of 4,792.08 rupees and the total expenditure by them during same period was 4,556.17 rupees.

General.- The report points out that while trade unionism is gaining in impetus, difficulties have been felt in the administration by reason of the lack of adequate provisions in the Indian Trade Unions Act, 1926, for their effective supervision and control. The fact that only 16 per cent of the unions submitted their returns in time in spite of previous notices points to the incumbent necessity on the part of the unions to be alive to the obligations imposed under the statute. Cancellation of registration is not the remedy to improve the administration. Unions are not estopped from seeking re-registration soon after certificates are cancelled. Furthermore, the Registrar found himself helpless when internal conflicts arising out of party rivalries threw the unions out of gear. The unions are generally shy to get themselves involved in a long drawn out process of litigation and look to the Registrar to solve the deadlock but there is no provision in the Indian Trade Unions Act empowering the Registrar to intervene and the stalemate continues. This situation has created problems for the employers in some cases who found themselves unable to negotiate with the unions. It has also been increasingly noticeable that immediately after receipt of applications for registration of new unions separate representations are received by the Registrar from one or more of the signatories to the applications that their signatures were obtained by misrepresentation or coercion. To make things worse they often again retract their statements subsequently. This unhealthy phenomenon continues obviously as the workers are influenced by the organisers or by the employers but the Registrar is confronted with a very intriguing situation and has to face criticism for his reluctance to grant registration until satisfactory compliance has been made with the statutory provisions relating to registrations.

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28. Employers' Organisations.

India - July 1961.

28th Annual Session of All-India Organisation of
Industrial Employers: Presidential Address.

The twenty-eighth annual session of the All-India Organisation of Industrial Employers was held at Ahmedabad on 22 April 1961. Dr. Jivraj N. Mehta, Chief Minister, Gujerat State, inaugurated the meeting and Shri Surottam P. Hutheesing, President of the Organisation, delivered the presidential address.

Presidential Address: Labour Policy in the Public Sector.-

In the course of his presidential address Shri Hutheesing referred to the general strike by sections of Central Government employees in July 1960 and added that this unfortunate episode heavily strained the nerves of the nation so much so that it was the only subject which dominated the deliberations of the 2-day Session of the last Indian Labour Conference which took place in September 1960, after the end of the Five-day strike in the previous month. "It is beyond doubt that the strike was as irresponsible as it was dangerous. The strike showed to the public the extent to which an irresponsible trade union leadership can go. An analysis of the demands leading to the general strike, however, reveals that there were two important issues - the fixation of the minimum wage in terms of the widely publicised norms as reportedly agreed to at the 15th Session of the Indian Labour Conference; and the linking of the dearness allowance to the cost of living index. How far the employees were justified in making these demands, and as to whether Government and the Pay Commission were right in expressing inability to accede to them are questions which have already been gone into in detail. I am not bringing them up there again, but an important issue which the strike has brought forward, and which I am afraid has yet to be fully appreciated by Government, is that the demands of workers in the private sector, so readily encouraged by the authorities, will have their inevitable influence on Government employees as well."

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"Our economy, as most other economies, is a fixed one, in that, there is a public sector and a private sector. This division, whether as a result of necessity of political ideology, should not obscure the major premise that both the sectors together constitute the national economy. Therefore, it is important that the responsibilities and obligations of the undertakings in these two sectors are uniform. In other words, there must be non-discrimination. And equality of treatment must apply to various matters concerning wages, fringe benefits, discipline, arbitration and the like. But the position seems to be different even in the application of the Code of Discipline. Whereas the establishments in the private sector are required to abide by the Code of Discipline immediately after ratification by the central bodies, no headway has been made in the implementation thereof by establishments in the public sector. In their case, the ratification is supposed to be made separately for and by different undertakings. The employers are aware of the difficulties of ensuring that the Code is accepted down the line in all quarters. Nevertheless, Government who are wont to lay down the standard of conduct of private employers should pull their full weight in this matter with reference to public undertakings."

Wage Policy.— Regarding the Government's policy on wages, Shri Huthesingh stated that it was sometimes conveniently forgotten that the wage rate that an industry should pay must be related to the wage rate that the industry can pay in the particular economic circumstances in which the industry found itself. The capacity of the industry to pay a level of wages depended upon the particular conditions of productivity and demand. What may be feasible for one industry may not be feasible for the other, for the demand for labour was derived from the general state of demand for the product and the specific conditions of production and cost. Again, the wage rate that an industry could pay must take account of the requirements of industrial growth. In this broader perspective, the problem of wage payment formed part of the general problem of economic growth. It became a decision of choosing between higher wages and higher employment. "I, therefore, strongly urge that the economic interpretation of the capacity of the industry to pay higher wages must take note of its possible effect on the ability of industry to procreate employment. In spite of the impact of investment of over 100,000 million rupees during the first two Plans, we have to reckon with a vast number of unemployed. Even with the implementation of investment of a similar magnitude in the Third Plan, it may not be possible to clear off the backlog in entirety." As an instance in point, he cited the cost-price structure of the sugar industry in the context of the recommendations of the Sugar Wage Board. Aggregate production in the sugar industry had already exceeded internal demand by well over a million tons, and the wide disparity between domestic cost and international price was seriously thwarting exports. The position was further aggravated by the price of sugar cane. If costs were to be pushed up further, India's position in the international market which was an outlet for rising production would further deteriorate. This was generally true of almost all our growing industries. He also pointed out the draft Third Plan assumption of a backlog of 7 million unemployed and 15 million new entrants, and said that this should be borne in mind while thinking in terms of increasing the wages of workers already employed.

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Of equal relevance in raising the level of employment was the level and pattern of investment. In regard to the textile industry, for example, the working group constituted by the National Industrial Development Corporation, had estimated the cost of "a modest scheme of modernisation and rehabilitation" of the industry at 1,800 million rupees. No doubt, modernisation was a multi-phased problem, conditioned by the availability of finances, the degree of immediate labour displacement, and the need to ensure a minimum standard of efficiency. These were problems enough. If the pitch was to be queered further, by demands for additional wages and bonus, not only will the industry be left high and dry but the position of labour will be seriously impaired. The industry should be permitted to husband its resources so that modernisation was carried out, to the extent practicable by a scheme of self-financing. If the profits were dissipated otherwise, the proximate gains of labour may well prove to be illustory.

Shri Hutheesingh added that what he had said about wages was also true of the annual bonus and hoped that the Bonus Commission would consider the various questions relating to bonus in their true perspective. The demand for bonus, of the kind obtaining in this country, was almost unheard of in other countries. In industrially advanced countries, an uncertain element like bonus had no place in the wage structure. On the other hand, in India this had been responsible for a larger number of disputes in industry.

Need for a new attitude.— Shri Hutheesingh stated that economic development was an intricate complex of activities. "More so, when a country like ours which desires to attain speedy results in the interests of improving the general standard of living of the people. Our age is the age of the common man whose expectations have been quickened. No Government, much less no group, can function without reference to the needs and aspirations of the common man. At the same time, it will be more than folly to ignore the verities of economic growth. Such words as 'social justice'; 'workers' participation in management'; 'socialism'; even 'democracy' can be stretched, and quite easily, to the point of meaninglessness. That is not, obviously, the purpose of any reasonable and responsible group. Although there may be difference of opinion, it is possible, I believe, to conceive a middle term and a substantial area of agreement amongst the groups, provided they are not carried away with their own voices and they are not intentionally perverse. A common denominator, even denominators, can be found. Of such is the acceptance of the need to separate the political from the economic, the agitational from the constructive, and I venture to add, the means from the ends. Lest I should be misunderstood, I may straightaway concede that even in the employeegrup there is not that wide, wise and thorough understanding of the role of management in policy making, and of the several tangible and intangible activities and sentiments that push the wheels of modern industry. Having said this, let me appeal to my trade union friends to concentrate first on first things. Participation in management and decision making pre-supposes certain minimum grasp of the business economics.

One cannot expect any good results, even from the most well-intended programme if it is not worked intelligently. I submit that workers' education must receive the highest priority.

So also the elimination of trade union rivalries, into the vortex of which the fortunes of industry also are drawn with inevitable adverse consequences. It is obvious that workers' education should be given the foremost priority in any scheme concerning labour welfare in India. The Central Board of Workers' Education, of which I happen to be a member, is striving hard to impart training and education as rapidly as possible. There is much more to be done by way of arousing consciousness in the working population to the importance of education. May I also appeal to my employer friends to help this movement in all possible ways."

Workers' Housing.- "I wish to make a reference to the question of workers' housing, the social importance of which cannot be minimised. No doubt, adequate shelter for himself and his family is one of the earliest needs of man. With the growth of industrial towns and the overcrowding that is taking place, the problem of housing is faced not only by industrial workers; almost all sections of the urban population are confronted with the difficulty of obtaining adequate housing. The question of workers' housing should, therefore, be considered in its larger context. Who then should assume the responsibility? Is it that of the employers only? Is it not more rational to look at it as a responsibility of the community as a whole? Not only in India, but almost all the world over, there is a housing shortage. A number of studies have been made on the subject, and there is continuous thinking going on at both national and international levels. What the International Labour Organisation, which is primarily concerned with the welfare of the workers, has to say must be given due weight. It recommends that public authorities should assume responsibility either for providing or for stimulating the provision of workers' housing on a rental or house-ownership basis. It further recommends that it should be recognised that it is generally not desirable for employers to provide housing for their workers, excepting where such a provision is necessitated by special circumstances like the location of the undertaking at a long distance from normal centres of population or where employment of workers requires them to be available at short notice. In this matter as in several other matters, the co-operation of the authorities and workers becomes crucial. One of the important impediments concerns the allocation of quarters without raising an agitation, and thereafter the vacation of the quarters after the retirement of workers. There is great need for enforcing an acceptable scheme in this behalf."

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A Human Answer to Labour Problems. - Concluding the President stated: "For reasons that I have indicated at different stages of my speech, I conclude that there is at present a great and urgent need for complete rethinking affecting industrial labour. The extremely difficult times through which we are passing makes it necessary that a properly oriented labour policy is formulated, so that it advances the interest of labour without creating major imbalances in the economic structure. During the course of my speech I have touched upon quite a few subjects, and I hope I have been able to indicate that each is interconnected with the other, and that the employers are more than willing to assist in the solution of the various problems. Especially in the labour field, we must seek a human answer to the several problems. Nevertheless, we cannot escape a leap into the hard facts of reality. This leap should arouse in the mind, not frustration, but a heightened state of participation in the fashioning of events that will eventually improve human welfare on a broad basis. To put it another way, it is only the bridge of effort that can link the shore of expectation and the shore of realisation. From the point of immediate policy decision, I may sum up the issues which I have raised and which are implicit: (1) The major aim of our Plans is to raise the standard of living. This will be possible only if capital formation is assisted. (2) The efficiency of units both in the public and private sectors is of equal importance. In a planned economy, all units which are permitted to operate should be deemed ipso facto to serve the nation, and governmental policy must be non-discriminatory as between establishments in the public and private sectors. (3) While special incentive payments to call forth the optimum productive effort on the part of the individuals should be thought of, a theoretical socio-economic stratification of society is not the answer. (4) Also, it is necessary to concentrate on the enforcement of the minimum wage legislation in the unorganised sector of the industry and in agriculture. In other words, public policy must aim at improving the most disadvantaged classes instead of concentrating on improving only the better paid in organised industry."

Peace in Industry: Dr. Mehta's Address. - Inaugurating the meeting, Dr. Jivraj N. Mehta said that the employer - employee relationship had to be conceived as that of a partnership in a constructive endeavour to meet and satisfy the economic needs of the community in the best possible manner. The dignity of labour and the vital role of the workers in such a partnership must be recognised. In dealing with the worker, it had to be borne in mind that his energy and skill were the most precious assets of the nation. Peace in industry had a great significance as a force for world peace if we considered the wider implications of the question. The answer to class - antagonism and world conflicts would arrive soon if they succeeded in discovering a sound basis for human relationship in industry.

On wage policy, the Chief Minister stated that if an industry had no capacity to pay the minimum wage, it had no right to exist except for national reasons, in which case also a living wage should be assured to the workers. "What we should aim at is a living wage for each worker and this gap between the living wage and the minimum wage is adjusted by taking into account the paying capacity of the industry."

(Text of the Addresses, received
in this Office .).

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Chapter 3. Economic Questions.

34. Economic Planning, Control and Development.

India - July 1961.

Estimate of National Income in 1959-1960: Slight Fall in Per Capita Income*.

The national income of India (at 1948-49 prices) was 117,600 million rupees in 1959-60 and 116,500 million rupees in 1958-59 compared to 104,800 million rupees in 1955-56 at the beginning of the Second Five Year Plan. The per capita income at 1948-49 prices has been placed at 291.6 rupees, 292.6 rupees and 273.6 rupees in the years 1959-60, 1958-59 and 1955-56, respectively. This is revealed by the eighth issue of the annual paper on national income published by the Central Statistical Organisation.

The estimates for 1958-59 included in this paper are based on the methods of estimation followed for the earlier years and show a slight downward revision over the preliminary estimates published last year. The estimates for 1959-60 which are preliminary and based on partial material have also undergone a slight upward change compared to the 'quick' estimates released in August last year.

Unlike 1958-59 which recorded an all-round improvement over the previous year both in agricultural and non-agricultural output, the year 1959-60 registered only a marginal increase of 1,100 million rupees in the total net output. This was due to the fall in agricultural output in the year 1959-60; the contribution to national income from agriculture in that year was less than that in the previous year by 1,550 million rupees at 1948-49 prices. This, however, was more than offset by a rise of 2,650 million rupees in the contribution made by all the other sectors together.

* Estimates of National Income 1948-49 to 1959-60 (March 1961); Issued by Central Statistical Organisation, Cabinet Secretariat, Government of India, pp. 20.

Columns 2 and 3 of the statement below show the trend in net national output at current and at 1948-49 prices respectively during the last nine years 1951-52 to 1959-60. Columns 4 and 5 of the statement similarly set out the trend in per capita net output based on the 1941 and 1951 population Census figures. Census figures as on 1 March 1961, have since been announced by the Registrar General for all-India and for States. These figures are provisional and the rates of growth vary from State to State. Nevertheless, the figures in columns 6 and 7 have been worked out giving the trend of per capita net output based on population estimates, taking into account the all-India Census figures of 1941, 1951 and 1961.

Year	Net national output (in Million rupees)		Per capita net output (in Rs.)			
	At current prices.	At 1948-49 prices.	Based on 1941 and 1951 population census figures.		Based on 1941, 1951 and 1961 population census figures.	
			At current prices.	At 1948-49 prices.	At current prices.	At 1948-49 prices.
1	2	3	4	5	6	7
1951-52 --	997	910	274.0	250.1	274.2	250.3
1952-53 --	982	946	266.4	256.6	265.4	255.7
1953-54 --	1,048	1,003	280.7	268.7	278.1	266.2
1954-55 --	961	1,028	254.2	271.9	250.3	267.8
1955-56 --	998	1,048	260.6	273.6	255.0	267.8
1956-57 --	1,131	1,100	291.5	283.5	283.4	275.6
1957-58 --	1,139	1,089	289.8	277.1	279.6	267.4
1958-59 ---	1,260	1,165	316.5	292.6	303.0	280.2
1959-60 --	1,284	1,176	318.4	291.6	302.3	276.9
(Preliminary).						

These figures show a rise in national income in real terms of 12.2 per cent during the first four years of the Second Five Year Plan period, viz., 1956-57 to 1959-60 as against 18.4 per cent rise in national income over the First Plan period, viz., 1951-52 to 1955-56.

Expressed at current prices the national income stood at 128,400 million rupees in 1959-60 and 126,000 million rupees in 1958-59 as against 99,800 million rupees in 1955-56. The larger increase at current prices than at constant prices was of course due to increase in prices.

The following statement shows the national income by industrial origin for the years 1951-52 to 1959-60:-

In Million Rupees. Abja* current prices.									
	1959- 60**	1958- 59	1957- 58	1956- 57	1955- 56	1954- 55	1953- 54	1952- 53	1951- 52
1.	2	3	4	5	6	7	8	9	10
Agriculture									
1. Agriculture, animal husbandry and ancillary activities.	603	608	515	538	439	423	520	471	491
2. Forestry.	10	9	8	8	7	7	6	6	7
3. Fisheries.	5	7	7	6	6	5	5	4	4
4. Total of Agriculture.	618	624	528	552	452	435	531	481	502
Mining, manufacturing and small enterprises									
5. Mining.	14	14	14	12	10	9	10	9	9
6. Factory establishments.	112	100	98	90	78	75	69	64	64
7. Small enterprises.	104	103	100	98	97	96	98	98	95
8. Total of mining, manufacturing and small enterprises.	230	217	212	200	185	180	177	170	168
Commerce, transport and communication									
9. Communication (Post, telegraph and telephone).	6	6	5	5	5	4	4	4	4
10. Railways.	33	33	32	28	25	22	20	20	21
11. Organised banking and insurance.	14	13	12	11	9	8	8	7	8
12. Other commerce and transport.	165	163	158	152	149	147	148	147	146
13. Total of commerce, transport and communication.	218	215	207	196	188	181	180	178	179
Other services									
14. Professional and liberal arts.	69	66	62	58	56	54	53	52	50
15. Government services (administration).	81	73	66	61	57	52	49	46	45
16. Domestic services.	18	17	16	15	14	14	14	13	14
17. House property.	52	50	49	48	46	45	44	43	41
18. Total of other services.	220	206	193	182	173	165	160	154	150
19. Net domestic product at factor cost.	1286	1262	1140	1130	998	961	1048	983	999
20. Net earned income from abroad.	- 2	- 2	- 1	1	0	0	0	- 1	- 2
21. Net national output at factor cost = National Income.	1284	1260	1139	1131	998	961	1048	982	997
*Abja = 1000 million = 10 ⁹ .			** Preliminary.						

35. Productivity.

India - July 1961.

Ford Foundation to assist in setting up two
All India Institutes of Management.

An agreement has been reached between the Ford Foundation and the Government of India and the State Governments concerned in regard to sharing the cost of the two all-India institutes of management to be located at Ahmedabad and Calcutta.

Under the agreement the State Government and the local industries will meet the cost of the land and buildings, and the Central Government the entire recurring expenditure which will come to 1.4 million rupees for each institute. The Ford Foundation will provide books for the library, to-ranking experts for five years, training facilities for Indian teachers abroad and the foreign exchange portion of the equipment.

The institutes are being established on the recommendation of Prof. George W. Robbins, Associate Dean, Graduate School of Business Administration, University of California. Prof. Robbins visited India in 1959 and suggested that the institutes should be established on an all-India basis with financial support from both the Government and industry, they should be autonomous, each with a governing body representing the Government, business and education to run the day-to-day administration.

The institutes will offer Master's and Doctor's degree in management. In addition, they will run special short-term courses and seminars. The intake for the Master's course will be 60 initially, but will be raised to 150.

The scheme has been approved by the Planning Commission.

(The Hindustan Times, 25 July 1961).

36. Wages.

India - July 1961.

Central Wage Boards Constituted for Coffee Plantation and Rubber Plantation Industries.

By Resolution dated 7 July 1961, the Ministry of Labour and Employment, Government of India, has set up a Central Wage Board each for the Coffee Plantation Industry and the Rubber Plantation Industry. Shri L.P. Dave has been appointed as chairman of both the Boards. The terms of reference of the Boards are:-

"to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable".

In evolving a wage structure the Board should, in addition to the considerations relating to fair wages, also take into account:-

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act);
- (v) working hours in the industry.

Each of the Boards consists of a chairman, two independent members, and two members each representing the employers and workers respectively.

(The Gazette of India, Part I, Sec.1, 15 July 1961, page 167).

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Minimum Wages (Andhra Pradesh Amendment) Act, 1961,
(Act No. XIX of 1961).

The Minimum Wages (Andhra Pradesh Amendment) Bill (vide page 34 of the report of this Office for November-December 1960) as passed by the Legislature received the assent of the President on 31 May 1961 and has been gazetted as Act No. XIX of 1961. The Act amends section 3 of the Minimum Wages Act so as to extend the time limit for fixation of minimum wages up to 31 December 1961 in respect of employments specified in Part I or Part II of the Schedule and changes the period of one year to two years in respect of the employments added in Part I or Part II of the Schedule.

(Andhra Pradesh Gazette, Part IV-B, Extraordinary,
9 June 1961, pp. 165-166).

37. Salaries.

India - July 1961.

Higher Allowances for Central Government Employees
in 29 Areas: Government's Decision on Upgrading
Cities on Population Basis.

The Government of India announced on 25 July 1961, its decision to upgrade 29 cities including Delhi, Agra and Banaras, for the purpose of house rent and compensatory (city) allowances, on the basis of a new population classification.

According to this classification, Delhi, with a population of over two million, now enters the exclusive company of Bombay and Calcutta as an "A" class city.

Agra and Banaras, with populations exceeding 500,000, have been promoted to the "B" class category, while 26 towns, including Jammu, Patiala, Kotah, Udaipur, Mirzapur and Burdwan, will now be "C" class cities for the first time.

Nearly two-thirds of a little over two million Central Government employees will benefit from this new dispensation. The increase in their salaries will depend upon the size of their present pay packets. A Government employee in Delhi, for instance, who earns about Rs.500 a month, will benefit by nearly Rs.70 a month in the shape of increased compensatory allowance, while his house rent allowance will go up from 7-1/2 per cent of his salary to 12-1/2 per cent.

There is no ceiling on salaries as far as these new benefits are concerned. They are expected to cost the Central Government a little under 30 million rupees a year.

The re-classification of cities, now made on the basis of provisional census figures, is subject to a review at the time the final census figures become known.

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The 26 towns included in the "C" class are:- Bandar (Masulipatam); Eluru, Kakinada, Kurnool, Nellore (all in Andhra Pradesh); Darbhanga, Muzaffarpur (both in Bihar); Jammu (Jammu and Kashmir); Raipur, Sagar (both in Madhya Pradesh); Nagercoil, Tuticorin (both in Madras); Ahmednagar, Akola, Amravati, Malegaon, Nasik, Ulhasnagar (all in Maharashtra); Belgaum (Mysore); Patiala (Punjab); Kotah, Udaipur (both in Rajasthan); Mirzapur (Uttar Pradesh); Bally, Burdwan, and Kamarhati (in West Bengal).

The following are the rates of compensatory (city) allowance and house rent allowance for "A", "B" and "C" class cities:

"A" Class Cities.- Pay: Below Rs.150; Compensatory (city) Allowance: 5 per cent of pay subject to a minimum of Rs.7.50 and a maximum of Rs.12.50; Rs.150 and above: 8 per cent of pay subject to a minimum of Rs.12.50 and a maximum of Rs.75.

Pay: Rs.75 and above but below Rs.100 - House Rent Allowance: Rs.15; Rs.100-400 - 15 per cent of pay subject to a minimum of Rs.20; Rs.500-999 - 12-1/2 per cent of pay; above Rs.999 - 10 per cent of pay.

"B" Class.- Pay: Below Rs.500 - Compensatory (city) Allowance: 5 per cent of pay subject to a minimum of Rs.5 and a maximum of Rs.10; Rs.500 and above - Amount by which pay falls short of Rs.509.

Pay: Below Rs.75 - House Rent Allowance: Rs.7.50; Rs.75 and above but below Rs.100 - Rs.10; Rs.100 and above but below Rs.200 - Rs.15; Rs.200 and above - 7-1/2 per cent of pay.

"C" Class Cities.- Pay: Below Rs.75 - Compensatory (city) Allowance: Nil; Rs.75 and above but below Rs.150 - Nil; Rs.150 and above - Nil.

Pay: Below Rs.75 - House Rent Allowance: Rs.5; Rs.75 and above but below Rs.150 - Rs.7.50; Rs.150 and above - Amount by which pay falls short of Rs.156.50.

(The Statesman, 25 July, 1961).

38. Housing.

India - July 1961.

West Bengal: Progress of the Subsidised Industrial Housing Scheme upto the End of 1959-1960.

In the public sector, the following overall progress was achieved in the implementation of the Subsidised Industrial Housing Scheme by end of the year 1959-60. Besides the construction of 2,416 tenements completed by the end of 1958-59, of which 660 tenements were constructed by the Calcutta Improvement Trust under the said Scheme, another 2,250 tenements as detailed below have been completed during the year 1959-60 under review, and are now available for occupation by eligible workers -

Chusuri (balance)	---	128 (228 tenements having been completed by 1958-59).
Jajodia Garden, Belur	---	224
Patulia	---	716
Seramporer (Tarapukur Garden)	---	346
Sundia (Jagatdal)	---	836
Total.		<u>2,250</u>

Structural works up to roof level of tenements under construction under the following two projects were also completed within the year under report:-

Baruipur	---	50
Saheb Bagan, Lillooah	---	96
		<u>146</u>

Works were in full progress on 1,128 tenements under the following projects by the end of the year (1959-60):-

Belghoria (on B.T. Road)	---	640
Sapaipara, Belur	---	288
Gourhati (1st Phase)	---	200
		<u>1,128</u>

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The project at Botanical Garden Lane, Shibpore, involving construction of 136 tenements has been sanctioned, whereas projects at Kalyani, Belghoria near Texmaco and Mohini Mills, Durgapur and Asansol (Phase 2) as well as the Calcutta Improvement Trust's two projects near Narkeldanga and Ultadanga are expected to be sanctioned shortly. Works on another 2,068 tenements will thus be taken in hand in the course of the next few months as detailed below:-

Botanical Garden Lane, Shibpore	---	136
Kalyani	---	412
Belghoria(near Texmaco and Mohini Mills)--		180
Durgapur	---	200
Asansol (2nd phase)	---	300
and(17) Calcutta Improvement Trust's		
Projects at Narkeldanga and Ultadanga.--		840
		<u>2,068</u>

As for actual occupation of these tenements by eligible workers, it may be mentioned that against 2,128 tenements thrown open for occupation by end of the previous year, i.e., by end of 1958-59, as many as 1,620 tenements were occupied by end of the year 1959-60 under review. No response from eligible workers for tenements at Baidyabati has been received and Government is considering to throw them open to the public in general on economic rental basis. Response for tenements at Shyamnagar is also still far from satisfactory. Out of the 640 tenements, which were ready for occupation by the middle of the year under report, 144 tenements have been occupied while others are in the course of allotment. The tenements numbering 1,898 at Patulia, Sundia and Serampore though structurally completed are not yet completely ready for occupation.

The overall expenditure incurred on these projects (inclusive of the subsidy paid to the Calcutta Improvement Trust for its two projects already completed at Christopher Road and Maniktala) to end of 1958-59 stood at 12.817 million rupees out of which expenditure to the extent of 1.483 million rupees was debitable to Central assistance drawn under the Scheme during the First Plan Period. Thus, expenditure incurred during first three years of the Second Plan on this Scheme comes to 11.434 million rupees. Actual expenditure during the fourth year, i.e., 1959-60 under review, is expected to be 7.845 million rupees including March (final) adjustments. This excludes expenditure on suspense head which could not be properly assessed yet. Budget provision for 1960-61 stands at 10.800 million rupees.

In the private employers' sector, the overall achievements are noted below -

(a) Projects completed to end of 1959-60 of -

Messrs. Sen Raleigh Industries of India Ltd., at Kanyapur, Asansol.	200
Messrs. Jay Engineering Works Ltd., (First Project) at Dhakuria, Calcutta.	200
Messrs. Tribeni Tissues Ltd. (First Project) at Tribeni.	100
Messrs. Bengal Paper Mills Ltd. at Ranigunj.	100
Messrs. Jay Shree Textiles Ltd. at Rishra.	48
Messrs. Birla Jute Manufacturing Co. Ltd., at Birlapur, Budge Budge.	64
Messrs. Tribeni Tissues Ltd. (Second Project) at Tribeni.	160
Messrs. Jay Engineering Works Ltd. (Second Project) at Dhakuria, Calcutta.	50
Messrs. Acc-Vickers-Babcock Ltd. at Durgapur (First Project).	28
	<u>959</u>

(b) Projects in Progress by end of 1959-60 of -

Messrs. Aluminium Corporation of India Ltd. at J.K. Nagar, Burdwan.	96
Messrs. Kesoram Rayon (First Project) at Raghunathpur near Tribeni.	32
Messrs. Acc-Vickers-Babcock Ltd. at Durgapur (Second Project).	600
	<u>728</u>

(c) Projects under examination of -

Messrs. Dhakeswari Cotton Mills at Suryanagar, Asansol.	120
Messrs. Kesoram Rayon at Raghunathpur near Tribeni (Second Project).	32
Messrs. Damodar Enterprises Ltd. at Ranigunj.	100
Messrs. Alddeo Ltd. at Adisaptagram.	16
Messrs. Gobind Deo Glass Works at Ramrajatala, Howrah.	96
	<u>364</u>

(West Bengal Labour Gazette, April 1960, pp. 463-464).

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

42. Co-operation.

India - July 1961.

Working Group Constituted to enquire into Village
Co-operative and Village Panchayat Inter-relationship.

A Notification dated 22 July 1961 of the Ministry of Community Development and Co-operation, Government of India, published on 29 July 1961, states that in its resolution on cooperative policy the National Development Council recommended that responsibility for social and economic development at the village level should be placed fully on the village co-operative and the village panchayat. These two institutions at the village level and their higher tiers must function harmoniously and play a complementary role to one another. Panchayati raj has been in operation for some time in a few States and has already thrown up certain problems concerning its relationship with cooperatives. The Government has therefore, decided to constitute a Working Group to go into the question of their inter-relationship.

The terms of reference of the Working Group will be:

(a) to study the working of panchayati raj in its relationship to and its impact on cooperatives in some selected States; (b) to suggest measures whereby cooperatives and panchayats can perform their respective roles without conflict and strengthen one another; (c) to suggest demarcation of responsibilities between the panchayat and cooperative institutions; (d) to suggest concrete measures for securing co-ordination between the two sets of institutions.

The Working Group consists of seven members with Shri S.D. Misra, Parliamentary Secretary to the Ministry of Community Development and Co-operation as chairman.

(The Gazette of India, Part I, Sec.1, 29 July 1961,
page 179).

Punjab Co-operative Societies Act, 1961(Punjab Act No.25 of 1961).

The Punjab Co-operative Societies Bill (vide page 30 of the report of this Office for October 1960) as passed by the Legislature received the assent of the President on 22 June 1961 and has been gazetted as Punjab Act No. 25 of 1961. The Act consolidates and amends the law relating to co-operative societies in the State of Punjab.

(Punjab Government Gazette, Extraordinary,
8 July 1961, pp. 147-176).

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44. Merchant Marine and Fisheries.

India - July 1961.

Dock Workers (Safety, Health and Welfare) Scheme, 1961.

The Central Government published on 1 July 1961 the Dock Workers (Safety, Health and Welfare) Scheme, 1961, for the major ports, made in exercise of the powers conferred under the Dock Workers (Regulation of Employment) Act, 1948.

Part I of the Scheme deals with definitions, powers of inspectors, notice of accidents and dangerous occurrences, notification of certain diseases, duties of port authorities, and other obligations of dock workers. The Scheme except certain paragraphs (relating to general illumination in dock areas, canteens, shelters or rest sheds and appointment of welfare officers) shall come into force on 1 October 1961 and the other specified paragraphs shall come into force on such date or dates to be specified by the Central Government. Paragraph 4 requires that notice of any accident in a dock which either causes loss of life to a dock worker or disables a dock worker from work, shall forthwith be sent by telegram, telephone, special messenger or written message within four hours of the occurrence to the Inspector notified for the purpose and to the relatives of the worker.

Part II of the Scheme deals with cleanliness, provision of drinking water, sufficient urine and latrine accommodation and spittoons in every dock, lighting, ventilation and temperature.

Part III of the Scheme deals with provision of working facilities for the use of dock workers, provision of first-aid appliances, ambulance room and carriage, provision of a canteen in every dock employing more than 250 dock workers, provision and maintenance of shelters or rest sheds and lunch rooms in every dock wherein more than 150 dock workers are ordinarily employed, and employment of prescribe number of welfare officers in every dock employing 500 or more dock workers.

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Part IV of the Scheme deals with safety provisions. These relate to fencing of dangerous places, clearance for passages, safety measures in warehouses and storeplaces, safety precautions relating to transport equipment and operations, handling of cargo, construction of staging, and general precautions for dangerous substances and environments.

Schedule I to the Scheme lists the notifiable diseases and schedule II the equipment required for a first-aid box or cupboard and schedule III specifies the equipment required for an ambulance room, Schedule IV specifies the manner of test and examination before taking lifting machinery and gear into use.

(Notification No. SO 1540 dated 20 June 1961;
the Gazette of India, Part II, Sec. 3-
sub-sec. (ii), 1 July 1961, pp. 1466-1486).

Chapter 5 Working Conditions + Living Standards

51. Hours of Work.

India - July 1961.

Working of the Hours of Employment Regulations (Railways) during 1959-1960.

The total number of railway servants covered by the Regulations during the year under review was 1,225,641 as against 1,211,976* in the preceding year.

Administration.- The Chief Labour Commissioner (Central), Deputy Chief Labour Commissioner (Central), regional labour commissioners (Central) excepting regional commissinner (verification) and conciliation officers(central) excepting conciliation officers (verification), continued to act as "supervisors of railway labour" under the Indian Railways Act, 1890. They are assisted by the labour inspectors (central) who carried out inspection work on behalf of the regional labour commissioners in their respective jurisdictions. There were 6 regional labour commissioners, 27 conciliation officers and 99 labour inspectors stationed all over the country.

Classification of Workers.- The peculiar nature of employment in Railways requiring service round-the-clock has necessitated classification of employees under different categories with varying hours of work and periodic rests. Rule 4 of the Railway Servants (Hours of Employment) Rules, 1951, empowers the General Managers of the Railways to classify the railway servants under one or the other four categories, namely, (1) intensive; (2) continuous; (3) essentially intermittent; and (4) excluded. The number of employees classified under these four categories and their percentage in relation to the total number of employees, etc., on the different Railways is given in the following table:-

* Includes 55,053 employees in respect of NorthEast Frontier Railway not included in the previous year's report.

Name of the Railway	Intensive		Continuous		Intermittent		Excluded		Total
	No.	Per-centage.	No.	Per-centage.	No.	Per-centage.	No.	Per-centage.	
Northern.	250	0.1	118,571	48.99	19,936	8.23	103,320	42.68	242,077
North Eastern.	44	0.05	51,720	68.78	10,229	13.60	13,209	17.57	75,202
Eastern.	311	0.2	99,587	72.05	12,660	8.25	29,609	19.5	152,067
Central ..	441	0.21	133,375	63.35	23,368	11.10	53,357	25.34	210,541
Western.	432	0.27	100,895	64.02	19,264	12.22	37,030	23.49	157,621
Southern.	502	0.3	105,647	63.9	16,779	10.2	42,313	25.6	165,241
South Eastern.	180	0.1	87,080	52.3	11,936	7.2	67,239	40.4	166,435
North Eastern.	46	0.08	41,402	74.6	6,860	12.20	8,149	13.12	56,457
Total 1959-60.	2,206	0.01	748,277	60.69	120,932	9.86	354,226	28.9	1,225,641
Total 1958-59.	2,215	0.02	777,227	64.12	123,031	10.1	309,239	25.50	1,211,976

Enforcement: Method of Inspection.- The labour inspectors inspected regularly the railway stations and other establishments every month under the Hours of Employment Regulations. The regional labour commissioners and conciliation officers re-checked certain percentage of inspection work done by the labour inspectors. Minor irregularities, such as, non-display of Regulations, working beyond scheduled hours or during rest periods, non-maintenance of records regarding extra hours, instances of continuous night duty, etc., were taken up directly by them with the concerned railway administration. Cases of wrong classification and other major irregularities were referred by the inspecting officers to the regional labour commissioners (central) for scrutiny and necessary action. Regional labour commissioners kept themselves in close touch with the heads of railways and sought co-operation in rectifying the irregularities detected by the inspecting officers. Quarterly meetings were held between the conciliation officers and labour inspectors on the one hand and district and divisional officers on the other wherein outstanding cases of complaints and infringements of Regulations were discussed. Similarly, half-yearly, meetings were also held between regional labour commissioners and general managers, while similar meetings were held at the level of the Railway Board, which the Chief Labour Commissioner attended.

Classification of Employees.- As classification of railway servants under the Regulations is of primary importance to them, officers of the industrial relations machinery continued to pay special attention in this matter. Cases of incorrect or doubtful classification of staff reported by the inspecting officers are scrutinised by the regional labour commissioners and thereafter submitted to the general manager of the railway concerned for consideration and necessary action. Differences of opinion do arise in such cases between the industrial relations machinery and the railway administration. In order to resolve them, joint inspections were, sometimes, carried out by the officers of the industrial relations machinery and the railway officers and matters were settled amicably. Out of 163 cases of re-classification referred to the railway administration, the administration accepted the suggestions of the inspecting officers in 48 cases and contested 10 cases. The remaining 105 cases were pending at the end of the year. During the same period, 119 cases were referred to the railway administration for the appointment of additional staff. Of these, 32 cases were accepted by the railway administration, 15 cases contested and the remaining 72 cases were pending settlement at the end of the year.

Inspection and Irregularities.- During the year under review, 6,903 establishments were inspected as against 5,194 during the previous year. The number of irregularities detected were 33,164 as against 23,010 during the preceding year. The nature of irregularities detected and the number of such irregularities are shown in the table below:-

Nature	Number	Percentage
Non-existence of rosters -----	7,241	21.83
Non-display of rosters -----	837	2.52
Out-of-date rosters -----	775	2.34
Illegible and otherwise defective rosters.	4,855	14.64
Non-display of regulations ----	1,367	4.12
Habitually working outside working hours.	964	2.91
Habitually working of Rest days ...	2,561	7.72
Occasionally working outside rest hours.	1,675	5.05
Occasionally working on rest days.	3,257	9.85
Working contrary to rosters ---	503	1.52
Performing continuous night duty.	151	0.46
Compensatory off not given in lieu of weekly rest foregone.	2,688	8.10
Non-payment of overtime allowance.	1,324	3.99
Non-maintenance of overtime Register.	628	1.89
Irregularities regarding maintenance of muster rolls.	2,481	7.48
Other irregularities.	1,857	5.60
Total.	33,164	100.00

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It will be seen from this table that non-existence and non-display of rosters and maintaining of out of date and defective rosters and working on rest days accounted for the largest number of irregularities i.e., 46.37 per cent of the total.

Rectification of Irregularities.- All the irregularities detected by the officers of the industrial relations machinery were taken up with the railway administration for rectification. Of the 33,104 irregularities taken up 19,665 or 59.4 per cent, were rectified during the year as against 64 per cent rectified during the previous year. Of the balance, 22 were contested by the railway authorities as against 37 during the previous year. Of the irregularities rectified 58.84 per cent were rectified within 3 months, 24.98 per cent within 3 to 6 months, 9.51 per cent within 6 months and 6.19 per cent within nine to twelve months and only 0.48 per cent after 12 months. To enable the railway administration to rectify the irregularities pending with them, the regional labour commissioners continued to furnish quarterly statements of cases as before. Only such cases were reported in these statements which were found pending for more than three months. In spite of these steps, the number of outstanding irregularities continued to be large.

(A review of the Regulations during 1958-1959 was given at pp. 61-64 of the report of this Office for April 1960).

(Indian Labour Journal, Vol. II, No. 7,
July 1961, pp. 621-624).

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52. Workers' Welfare, Recreation and Workers' Education.

India - July 1961.

Bombay Labour Welfare Fund (Extension and Amendment) Bill,
1961.

The Government of Maharashtra published on 13 July 1961 the text of the Bombay Labour Welfare Fund (Extension and Amendment) Bill, 1961, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, under the Bombay Labour Welfare Fund Act, 1953 a fund was constituted for financing labour welfare activities and for conducting such activities and a statutory Board was established to administer it. The Fund was constituted inter alia of fines realised from employees and "unpaid accumulations", which term covers all payments due to employees as defined in the Act, but not, made to them within 3 years from the date on which they became due whether before or after the commencement of the Act and includes wages and gratuity legally payable. Section 3(1) of the Act requires the employers to pay those amounts into the fund. The Act was brought into force on 24 June 1953. The validity of the Act, and particularly of section 3(1) and clauses (a) and (b) of section 3(2), was soon thereafter challenged on the ground that they violated the provisions of the Article 31(2) of the Constitution. The Supreme Court in Bombay Dyeing and Manufacturing Company Ltd., versus the State of Bombay and others (1958 S.C.J. 620) held that the provisions relating to fines were valid, but that those relating to unpaid accumulations were bad as infringing article 19(1)(i) on the assumption that they did not fall under article 31(2); in that they deprived the appellant (employer) of his moneys without giving compensation. The Court also pointed out certain other defects in the Act that as it did not contain provision for a discharge to the appellant (employer) of his obligations to the employees in respect of wages due to them, it could not be regarded as legislation relating to "abandoned property", and there was no provision in the Act for investigating claims of employees or for payment of amounts due to them when their claims were established. These infirmities are sought to be removed with retrospective effect by the proposed Bill, which also seeks to extend the provisions of the Act to the Vidarbha and Marathwada areas, so as to bring about uniformity in the conduct of activities for the promotion of labour welfare in the whole State.

The following notes on clauses explain the main provisions of the Bill:-

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Clause 2.- Provision is made for extension of the Act to the Vidarbha and Marathwada areas where it is not at present in force.

Clause 5.- (a) Sub-clause (c) seeks to bring Government owned factories within the purview of the Act. These were hitherto excluded as they were few in number and had, in some cases, satisfactory arrangements for welfare of their employees.

(b) Sub-clause (j) excludes contributions made by employers to a provident fund under the Employees' Provident Fund Act, 1952, from the scope of unpaid accumulations, because such contributions are not "due" to employees, within the definition of that term in the Act.

Clause 7.- Sub-clause (a) provides that unpaid accumulations shall be paid first to the Board, and not into the Fund, so that the Board can keep a separate account therefor until claims thereto have been decided as laid down under new section 6A and thereafter transfer the amounts to the fund.

Clause 8.- Sub-clause (a) provides for the constitution of a Welfare Board for the entire State after the provisions of the Act are extended to the Vidarbha and Marathwada areas, while sub-clause (c) provides for continuance of the existing Board within its present jurisdiction till a new Board for the entire State is constituted, as also the arrangements that would come into being after the new Board is set up.

Clause 10.- This clause seeks to remove the defects pointed out by the Supreme Court in the provisions of the principal Act and lays down detailed procedure in accordance with which unpaid accumulations paid to the Board will be accounted for.

Clause 13.- Opportunity is taken to provide under the Act that the rules framed thereunder shall be placed before the Legislature.

Clause 14.- This clause provides for retrospective effect being given to the amendments introduced by clauses 3(b), 7 and 10, except where separate accounts have not been maintained or the amount has been spent.

(The Maharashtra Government Gazette, Part V,
13 July 1961, pp. 360-366)

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Report on the Activities Financed from the Coal Mines
Labour Welfare Fund for the Year 1959-1960*.

The following information about welfare activities in coal mines is taken from the annual report of the Coal Mines Labour Welfare Fund, for the year 1959-1960, issued by the Ministry of Labour and Employment.

Income and expenditure.— The levy of cess on despatches of coal which is the main source of income of the Fund continued at the rate of 37.5 naye paise and was apportioned between the General Welfare Account and the Housing Account of the Fund in the ratio of 6:31.5. The income of the Fund during the year was 16.259 million rupees (3.043 million rupees in the General Welfare Account and 13.216 million rupees in the Housing Account). The total expenditure was 14.944 million rupees (7.633 million rupees in the General Welfare Account and 7.311 million rupees in the Housing Account).

Medical facilities and hospitals.— During the year under review an amount of 2,895,524 rupees was spent on medical facilities including constructional works. The measures undertaken include establishment of hospitals, maternity and child welfare centres, T.B. Clinics and dispensaries, domiciliary T.B. treatment schemes, grant in-aid- to voluntary organisations and other agencies, etc.

Central Hospital, Dhanbad.— A 250-bedded modern well equipped Central Hospital is run by the organisation at Dhanbad since 1951. The average daily number of in patients treated in the hospital during the year was 302 against 266 during the previous year. One thousand six hundred and eight three operations were done. Plaster of Paris was applied in 1159 cases. Anaesthesia was given in 1491 cases, and the number of pathological investigations done during the year was 34730. The number of patients X'rayed was 8488 and that screened 331.

* Government of India, Ministry of Labour and Employment:
Coal Mines Labour Welfare Organisation: Report on the
Activities of the Coal Mines Labour Welfare Fund, 1959-60.
pp. 18.

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Central Hospital, Asansol.- The other Central Hospital of the Fund at Kalla is in the Paniganj Coalfield, Asansol. The average daily number of in patients treated in the hospital during the year was 266 against 260 during the previous year. During the year one thousand seven hundred and forty six operations were done. Plaster of paris was applied in 745 cases. Anaesthesia was given in 1637 cases. The number of pathological investigations was 24,345. The number of patients who were X'rayed and screened was 6893 and 1450 respectively.

At the rehabilitation centres attached to the two central Hospitals a total of 18331 patients was treated. The treatment given included active exercise, infra-red and ultra-violet rays, electrical stimulation massage, paraffin bath, radium heat bath and occupational therapy.

Regional hospitals.- Eight Regional Hospitals cum-Maternity and Child Welfare Centres were maintained by the Organisation one each at Katras and Tisra in the Jharia coalfield, at Chora and Searsole in Raniganj coalfield, at Naisarai in Ramgarh Karanpura coalfield, at Phusro in Bokaro Coalfield, at Jamai in PENCH Valley coalfield and at Dhanpuri in Vindhya Pradesh coalfield. Construction of hospital buildings at Phusro in Bokaro coalfield had reached roof level. Pending completion of the hospital buildings, arrangements for indoor treatment continued in other buildings of the hospital.

Maternity and child welfare centres.- Besides the centres attached to the Regional Hospitals, a centre was run by the Fund at Jatachappa in the PENCH Valley Coalfield. A centre under a Lady Health Visitor was also maintained in each of the Andhra Pradesh, Talcher and Sambalpur Coalfields. Maternity and Child Welfare services were also rendered by the Jharia and Asansol Mines Boards of Health for which the Fund was paying an annual grant of 50,000 rupees to each of the Boards. For similar arrangements in the Hazaribagh Coalfields sanction of the Government was obtained for payment of a grant in aid to the Hazaribagh Mines Board. A total of forty nine centres was thus run through the three Boards. Payment of an annual grant-in-aid of 1000 rupees for maintenance of the 10 bed Maternity Block at the Government Hospital, Chanda for treatment of colliery cases in the areas was continued.

Anti T.B. Measures.- With the provision of 25 beds at the Regional Hospital Searsole, a total Number of 49 beds have been provided by the Fund for the treatment of Colliery T.B. Patients - 12 beds each in Katras and Searsol T.B. Clinics and 25 beds by conversion of the Regional Hospital section of the Searsole Hospital.

In addition to the above, a total of 81 beds were also reserved by the Fund in various sanatoria for treatment of colliery T.B. patients.

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Plans and estimates for construction of a 100 bedded T.B. Block as an adjunct to the two Central Hospitals at Dhanbad and Asansol were under consideration of the Government of India. Dr. Benjamin, T.B. Advisor to the Government of India who was deputed to see the working of the various T.B. Measures of the Organisation made several recommendations which included establishment of a 12-bedded T.B. Clinic at each of the Regional Hospitals and one in the Andhra Pradesh Coalfields increasing the number of beds in Katras T.B. Clinic and those reserved in various sanatoria conversion of the entire Regional Hospital at Searsole into a 50-bed T.B. Hospital provision of about 130 beds in segregation wards in the different coalfields etc. These were under examination.

The scheme for payment of subsistence allowance at a rate not exceeding 50 rupees per month to the dependents of T.B. patients undergoing treatment as in patients at the Fund's T.B. Clinics or at the beds reserved by the Fund at various sanatoria was continued during the year.

The scheme of domiciliary T.B. treatment to the coal mine workers which was introduced as a pilot scheme in the coalfields of Bihar and West Bengal on 1 August 1958 with provision for treatment of 300 patients was giving excellent results. With a view to bringing all patients requiring such treatment under the scheme, provision for treatment of 700 additional patients in the said coalfields was made.

The scheme was also extended to the coalfields of Madhya Pradesh and Rajasthan providing for treatment of a total of 41 cases. The question of introduction of the scheme in other coalfields was under active consideration. Free supply of medicines upto 40 rupees per patient per month, payment of a grant-in-aid for special diet upto a maximum of 50 rupees per month per patient for a maximum period of six months and subsistence allowance to dependents are the special features of the scheme.

A convalescent Home for cured T.B. patients was started by the Organisation at Bhuli on 18 January 1960 with eight cured patients. Besides free supply of medicines required for such convalescent persons according to prescriptions, training in the crafts of garment making and basket making was also given to each person and a monthly stipend at the rate of 50 rupees per month per head was also given for a period of three months.

At the two dispensaries run by the Fund one at the Bhuli Township in the Jharia Coalfield and the other at the Mugma Coalfield 9745 and 4419 new cases respectively were treated. The Mobile Medical Units in the Damua area in Pench Valley Coalfield and Karanpura Ramgarh Coalfield continued to render useful services to colliery workers.

With the opening of six Ayurvedic Dispensaries during the year, the Organisation was also running thirteen Ayurvedic Dispensaries.

Family Counselling. Family counselling centres were run at the two Central Hospitals and five regional hospitals. Two thousand one hundred and seventy-five cases were attended to. Sterilization was done on 222 cases.

Family planning lectures and demonstrations were also given to mothers in all the 33 Maternity and Child Welfare Centres run by the Jharia Mines Board of Health. The Field workers of the Women's Welfare Section continued wide propaganda on the advantages of family planning among the women folk. Over 4,000 women were thus advised and some were taken to clinics.

Leprosy Relief.- For treatment of colliery workers suffering from leprosy, a total of 46 beds have been provided by the Fund, 22 at the Tetulmary Leprosy Hospital and 24 at the Asansol Leprosy Hospital and grant for their maintenance is being paid by the Fund. Government sanctioned payment of a grant-in-aid to the Kulti Division of the Asansol Leprosy Association towards expenditure on construction of a 16-bedded hostel for segregation of infectious leprosy cases and recurring grant for maintenance of 8-beds thereof for exclusive use of the colliery workers.

Residential Home for Children.- In order to protect from infection the children of coal miners suffering from Leprosy and T.B. and to provide them with nourishing food, establishment of a Residential Home for about 30 children in the age group of 6-14 at Bhuli Township was sanctioned by Government. Steps were taken to start the home.

Anti-Malaria Operations.- The malaria control operations in coalfields areas which were switched over to eradication programme stepped into its fifteenth year. Anti larval work in the form of drainage work, clean weeding etc., was carried out in June 1959. Two rounds of spraying were completed in all the coalfields except in Assam where three rounds are generally given. About 779 collieries and 550 adjoining villages were sprayed during the year protecting a population of about 1,166,600.

Six thousand four hundred and fifty-three persons received anti-malarial drugs during the year. Entomological observations on the density of anopheline mosquitoes were carried out. It was observed that the density was low in all the areas. Spleen parasite and infant parasite examinations were carried out as usual.

Filaria survey was started in the Jharia Coalfield. Regular mosquito collections were started from collieries and adjoining villages. Besides adult collections, search for breeding places as well as larval collections from all types of breeding places were also made.

Educational and recreational facilities - Miner's Institute.- For providing educational and recreational facilities to colliery workers, their children and other dependents, miners' institutes each comprising a centre for the welfare of women and children and an Adult Education Centre for males are established in the various coalfields. The Organisation erected its own buildings for the institutes and where land is not readily available, the centres are temporarily started in accommodation offered by colliery companies. With the completion of one more institute building at Samla Kendra in the Raniganj Coalfield, 50 Miners' Institute buildings had been constructed by the Fund in various coalfields, upto 31 March 1960.

Women's Welfare Centres.- Upto the end of the last year 55 Centres had been established in the various coalfields. During the year under review 4 more centres started functioning at Kharkharee in the Jharia Coalfields, Central Saunda in the Karanpura-Ramgarh Coalfield and Nigha and Girmint in the Raniganj Coalfield.

The centres continued to provide elementary education to workers' children upto class II standard. At the centres the children attending the centres are bathed and clothed in garments supplied free by the Organisation. Milk and tiffin are distributed to the children. The average health of the children was found to be satisfactory. Besides training in handicrafts like sewing, tailoring, embroidery, repair of garments etc., literacy classes are also held for women at all the centres. The total number of women declared literate up to 31 March 1960 was 580. All the Centres have been provided with a sewing machine each and other materials required for handicraft work. Daily talks on various subjects such as education, cottage industries, kitchen, gardening, poultry keeping, evil effects of drinking, civic duties, saving of money, etc., are given by field workers. Field workers also assisted women in various matters such as admission to hospitals, etc.

Adult Education Centres.- Upto the end of the last year 55 Adult Education Centres had been established. During the year, 4 more centres started functioning at Kharkharee, Central Saunda, Nigha and Girmint. During the year under review 1137 adults were made literate. The total number of adults made literate upto 31 March 1960 was 7450. A small library containing about 400 books was being maintained at each centre which was being used by a fairly large number of persons. Study tours and excursions to places of interest were arranged.

With a view to expanding the adult education activities, a scheme of feeder Adult Education Centres was introduced during the last year. Up to the end of the last year 35 such centres had been established. During the year 34 more centres were opened in the various coalfields. Thus there were 23 centres in Jharia, 7 in Hazaribagh, 16 in Raniganj, 7 in Andhra Pradesh, 12 in Madhya Pradesh and 4 in Assam.

Primary Schools.- Monthly grants in-aid were continued to three schools in Talcher, four schools in Andhra Pradesh and one school each in Kerala, Assam and Darjeeling coalfields.

A non-recurring grant of 1500 rupees was sanctioned for payment to three colliery schools in Bokaro coalfield for purchase of furniture and equipment.

Training of Welfare Personnel.- The third course of training commenced from 2 November 1959 at the Welfare Personnel Training Institute, functioning at Bhuli from August 1958. The first course of training ended on the 31 January 1959. Forty three persons completed the training successfully out of 51 who sat for the final examination. Out of 47 persons of the second course ended on 31 August 1959 who sat for the examination 38 were declared successful.

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Grant of scholarships.- Seventy-five scholarships at 20 rupees per month each are awarded for higher general education and 22 at 30 rupees per month each for technical education. Government have also sanctioned grant of 50 stipends at 20 rupees per month each to sons and daughters of colliery employees undergoing training at the various training institutes opened under the Director General of Resettlement and Employment Training Scheme in the coalfields of different States. A total sum of 13,102 rupees was spent on scholarships during the year.

Games and Sports.- A total sum of 55,000 rupees was spent towards organising games and sports for colliery workers in the different coalfields in conjunction with the coal industry. During the year the first All India Coalfield Sports meet was organised in Bihar on 24 January 1960. Workers from all the coalfields participated in the sports.

Enforcement of statutory provisions.- The Coal Mines Pithead Bath Rules 1946 continued to be administered by the Coal Mines Labour Welfare Organisation. The total number of collieries where Pithead Baths had been completed was 215 and that of collieries where they were under construction was 90.

The Mines Creche Rules, 1946 were repealed on the 7 November 1959 and under the present Rules the owner, Agent or Manager of every mine in which not less than 50 women workers had been employed on any one day of the preceding twelve months were required to provide creche. Creches had been completed in a total of 389 up to November 1959. Supply of diet to children at the creches were made compulsory. Introduction of diet improved matters. Attendance of children increased and also the popularity of the creches.

Prosecution.- For contravention of the Coal Mines Pithead Bath Rules and Mines Creche Rules, 46 prosecutions were launched during the year.

Maternity Benefit.- The Mines Maternity Benefit Act and Rules made thereunder also continued to be administered by the Coal Mines Labour Welfare Organisation. During the year mines maternity benefit was paid by the employers in a total of 2522 cases.

Workmen's Compensation.- Under the order of the Government members of the Inspectorate of the Organisation followed up cases of accidents in coal mines which involve payment of compensation. No legal authority to enforce quick settlement of such cases had, however, been given. Out of a total of 4692 cases reported 3255 were followed up during the year. Two thousand nine hundred and sixteen were admitted and 339 were not admitted. Payment was made in 1437 cases.

Housing.- Under the Fund's first scheme of construction of experimental townships, the Organisation constructed in all 1566 houses at Bhuli, 48 houses at Bijoynagar, 219 houses at Bokaro, 180 houses at Kargalk, 50 at Giridih, 50 at Bhurkunda and 40 at Kurasia.

Under the old subsidy scheme of the Fund envisaging payment of subsidy to colliery owners at the rate of 20 per cent of the cost of construction, the number of houses constructed was 1638 upto the end of the year.

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Under the subsidy-cum-loan scheme which provides for payment of a subsidy of 25 per cent and loan of 37-1/2 per cent of the cost, 2070 houses were completed and 103 houses were under construction on 31 March 1960. Sums of 141,644 rupees and 113,125 rupees had been paid as subsidy and loan under the scheme upto 31 March 1960.

Under the New Housing Scheme of the Fund which provides for construction of 30,000 houses by the Fund at a cost of about 100 million rupees, 10553 houses were under construction in 211 collieries towards the end of the year.

During the year Government sanctioned a sum of 10,000 rupees for construction of 50 Kutchha houses on an experimental basis in Madhya Pradesh; allotment was made to the four collieries.

Other Amenities: Death benefits.— The scheme for grant of financial assistance to the widows and school going children of colliery workers who meet with death as a result of fatal accidents at collieries at the following rates was in operation during the year. Under the scheme a monthly allowance of 10 rupees per month to the widow of the deceased worker for a period of 2 years and a scholarship of 5 rupees per month to each of the children of the deceased worker attending school for a period of three years were being paid. A total sum of 26,400 rupees was sanctioned during the year for payment to 95 widows and 20 school-going children.

Co-operative movement in coalfields.— The drive for coal miners co-operatives launched by the Organisation continued to make steady progress. The number of new societies established in different coalfields was 35. The Organisation was making all efforts to help the societies run on sound economic units. Upto 31 March 1960, 39 societies were paid non-recurring grant at the rate of 67 rupees each towards preliminary cost of establishment. The scheme for payment of loan on nominal interest from out of the Coal Mines Labour Welfare Fund to Co-operative Societies of colliery workers was under active consideration.

Holiday Home for Coal Miners.— A Holiday Home has been set up by the Organisation in hired accommodation at Rajgir in Bihar which is famous for its hot springs and is a place of historical importance and pilgrimage for people of all religions. For transport of workers to and from the Home conveyance is provided by the Organisation free of cost. Facilities for indoor and other recreational activities have been provided at the Home. Batches of workers were sent to the Home. The workers visited Banganga, Hot springs, Pawapuri, Hazrat Kund, Nalanda University and museum. On their way they were shown Tilaya Dam and the Mjoa mines.

A centre for imparting training in tailoring to female dependents of the victims of the Chinakuri accident was run at the Fund's Miners' Institutes at Chinakuri from February 1959 to August 1959. Fifteen female dependents were trained. A stipend of 30 rupees per month was paid to each trainee during the period. On completion of the training period a sewing machine was given to each to enable them to earn their living. The scheme was financed from out of the donations received from various sources.

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A proposal for establishment of two Rehabilitation-cum-Convalescent Home one for Bihar and West Bengal and the other for the coalfields in Madhya Pradesh was approved by Government. As the intention was to start the Homes in suitable buildings available on hire or purchase the possibility of obtaining such accommodation was being explored.

Facilities of training in handicrafts to disabled colliery workers. - With a view to providing facilities of training in handicrafts to partially disabled colliery workers, a scheme of establishment of a training centre at Chinakuri Mines Institute was started in May 1959. Five disabled persons were trained in the crafts of basket making and tailoring. During the first three months of the training period the disabled persons were being paid a stipend of 30 rupees per month per head. Another such centre was also opened at Jamadoba Miners Institute on 9 November 1959.

Excursion-cum-study tour. - With a view to providing an opportunity to the coal miners to visit important places in the country, an excursion-cum-study tour was arranged. It was the first venture of the Organisation to run a Special Train. The first special train carrying over 500 miners left Dhanbad on the 5 April 1959 and returned on the 20 April 1959 after visit to many important places like Lucknow, Haridwar, Bhakra Nangal, New Delhi, Mathura, Agra, Varanasi and Puri. The Coal Miners had the unique opportunity of meeting the Governor of Uttar Pradesh, Swami Sivananda, the Union Minister and Deputy Minister for Labour and Employment, the Prime Minister and the President of India. A second special train was also arranged in March 1960. It started on the 23 March 1960. After successful completion of 15 days country-wide tour the second special train carrying 626 coal miners arrived back at Dhanbad on the 6 April 1960. The coal miners of this special train had also occasion to meet the President, Prime Minister and the Union Labour Minister and visited Benaras, Lucknow, Haridwar, Bhakra-Nangal, Delhi, Amritsar, Agra, Vishakapatnam and Puri.

(The Activities of the Organisation for the Year 1958-59 was reviewed at pages 90-95 of the report of this Office for January 1960).

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56. Labour Administration.

India - July 1961.

Punjab: Reorganisation of Labour Administration
Machinery.

The Punjab Government has decided to reorganise, upgrade and strengthen the machinery of the Labour Department for effecting amicable settlement of industrial disputes and for efficient administration of labour measures.

A separate unit with five conciliation officers under the control of a Chief Conciliation Officer - with enhanced status and powers - will be created in the Labour Department.

This unit will handle all labour disputes at the conciliation stage, relieving the labour inspectors of an onerous duty which they were performing along with other multifarious duties.

The decision is understood to have been taken at the instance of the Union Labour Ministry in order to emphasise the importance of conciliation in labour disputes.

Although it was intended to implement the reorganised scheme with effect from June 1961, in view of the delay in securing the staff, including the clerical staff, it may take a few months before the scheme becomes fully operative.

The Labour Department also proposes to intensify its efforts to enforce more effectively the Minimum Wages Act in the State. Originally, it was planned to do so from June 1961. But the difficulty of recruiting staff has delayed the implementation. It is now proposed to appoint eight wage inspectors.

(The Tribune, 4 July 1961).

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59. Social Research.

India - July 1961.

National Council of Educational Research and Training
established.

A Resolution dated 27 July 1961 of the Ministry of Education, Government of India, published on 5 August 1961, states that whereas, with the expansion of the scope of Educational development from Plan to Plan there is a growing need to promote advanced study and research in educational problems to provide training for educational personnel at an advanced level and to develop effective services to the educational system whereby improved techniques and methods may be disseminated, the Government of India hereby resolves to establish a "National Council of Educational Research and Training".

The objects and functions of the Council shall be:-

- (a) to undertake, aid, promote and coordinate research in all branches of education;
- (b) to organise pre-service and in-service training mainly at an advanced level;
- (c) in collaboration with the State Governments and other authorities or agencies concerned,
 - (i) to organise extension services for such institutions in the country as are engaged in educational research, training of teachers or provision of extension services to schools;
 - (ii) to undertake or organise studies, investigations and surveys relating to educational matters of the appraisalment of educational programmes; and
 - (iii) generally to disseminate improved techniques and practices in educational institutions in the country.

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- (d) to establish and conduct a National Institute of Education at the Headquarters of the Government of India for the development of research, advanced training (both pre-service and in-service) of educational administrators, teacher educators and other high level personnel required for education, and the provision of extension services;
 - (e) to establish and conduct Regional Institutes in different parts of the country for the development of Research training and extension in general, and for the development of multi-purpose secondary education in particular;
 - (f) to take over or amalgamate with any other Society, Institute or Association, having objects wholly or in part similar to the objects of the Society, and to aid any such existing institution in such manner as the Governing Body of the Council may think fit;
 - (g) to establish and conduct other institutions as may be required for the furtherance of its objectives in any part of the country;
 - (h) to act as a clearing-house for ideas and information on educational research, training and extension;
 - (i) to advise the Government of India, the State Governments, and other educational organisations and institutions on matters relating to Education; and
 - (j) to undertake the publication of such books, periodicals and other literature as may be necessary for the furtherance of its objects.

The Council shall be an autonomous body registered under the Societies Registration Act (Act XXI of 1860).

The Council shall consist of: (i) Union Minister for Education who will be the President ex-officio; (ii) educational Adviser to the Government of India who will be Vice-President ex-officio; (iii) state Education Ministers or their representatives; (iv) vice-Chancellor of the Delhi University ex-officio; (v) chairman of University Grants Commission ex-officio; (vi) members of the Governing Body of the Council; and (vii) nominees of the Government of India, not exceeding 12 in number.

The authorities of the Council shall be (i) the Governing Body, (ii) the Board of Educational Studies and (iii) such other Authorities as may be constituted by the Governing Body.

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In furtherance of the objects of the Council as envisaged above and to facilitate the establishment of a National Institute of Education which will consolidate and develop the activities and programmes relating to educational research, training and Extension Services the following Officers/Institutes of the Ministry of Education together with their staff and equipment and their assets and liabilities and properties movable and immovable, will be transferred to the Council and shall vest in it.

1. Directorate of Extension Programmes for Secondary Education;
2. Central Institute of Education together with Central Bureau of Educational and Vocational Guidance and Central Bureau of Text book Research;
3. National Institute of Basic Education;
4. National Institute of Audio-Visual Education; and
5. National Fundamental Education Centre.

(The Gazette of India, Part I, Sec. 1,
5 August 1961, pp. 187-188)

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Chapter 6. General Rights of Workers.

63. Individual Contracts of Employment.

India - July 1961.

Madhya Pradesh Industrial Employment (Standing Orders)
Act, 1961 (No. 26 of 1961).

The Madhya Pradesh Industrial Employment (Standing Orders) Bill (vide pages 40-41 of the report of this Office for February 1961) as passed by the Legislature received the assent of the President on 8 July 1961 and has been gazetted as Madhya Pradesh Act No. 26 of 1961.

The provisions of the Act will apply to every undertaking wherein the number of employees on any day during the twelve months preceding or on the day this Act comes into force or on any day thereafter was or is more than twenty; and such other class or classes of undertakings as the State Government may, from time to time, by notification, specify in this behalf.

Nothing in the Industrial Employment (Standing Orders) Act, 1946 (XX of 1946), shall apply to any undertaking to which this Act applies.

The State Government may, by notification, apply standard standing orders to such class of undertakings and from such date as may be specified therein. The standard standing orders made or amendments certified under this Act shall provide for every matter set out in the Schedule.

These relate to (I) classification of employees, e.g., whether permanent, temporary, apprentices, probationers, badlies and whether seasonal or otherwise; (II) tickets, cards, service books, registers and service certificates; (iii) recruitment; (IV) manner of intimating to employees the period and hours of work, holidays, pay days and wage rates; (V) shift working; (VI) holidays, procedure and authority to grant; (VII) closing and re-opening of sections of the undertaking and temporary stoppages of work including laying off and the rights and liabilities of the employer and employees arising therefrom; (VIII) liability to search and entry into premises by certain gates; (IX) attendance and late coming; (X) leave, conditions, procedure and authority to grant; (XI) termination of employment otherwise than by way of punishment, and the notice thereof to be given to the employers and employees; (XII) punishment involving warning, censure, fine and deductions in wages; (XIII) suspension or dismissal for misconduct, and acts or omissions which constitute misconduct; and (XIV) means of redress for employees against unfair treatment or wrongful exactions by the employer or his agents or servants.

Other provisions of the Act relate to submission of amendments to standing orders, certification of amendments, appeals against orders of certifying officer, posting of standing orders, settlement of disputes regarding application and interpretation of standing orders, appointment of inspectors, their powers and duties, penalties and procedures.

(Madhya Pradesh Gazette, Part IVA,
28 July 1961, pp. 715-720)

67. Conciliation and Arbitration.

India - July 1961.

Bombay: Personnel Management Advisory Service to
improve Labour-Management Relations.

As part of the measures to promote industrial peace in the State, the Government of Bombay has set up a Personnel Management Advisory Service in the Labour Department. Even though labour laws generally provide for intervention by government officials, it was felt that this alone was not sufficient and that something more should be done so as not only to avert industrial disputes but to improve human relations in industry, which include industrial relations as well. The scheme also operates in the interests of production and national economy, the importance of which cannot be over-emphasised in promoting cordial industrial relations.

Experience has shown that trivial matters, if not looked into at the initial stages, may take a turn for the worse and result in serious industrial disputes under the scheme. The labour officers look into all problems affecting industrial relations that may come to their notice.

They also visit selected industries and employments to find out whether the employers and the employees are on cordial relations or not. If they come across any problem, they have to investigate it in detail, after taking both the management and the employees into confidence. They are also accessible to the employers and employees in case either of them want any guidance or advice in labour matters.

Nearly 80 per cent of the cases investigated under the Personnel Management Advisory Service were successful in inducing the parties to change the course of their action, thereby averting apprehended disputes. The scheme has benefited both the sides. While on the onehand, the management are persuaded to make provision for improvement by impressing upon them the need to have a contented labour force which is always an asset to industry, the employees, on the other hand, are persuaded to give up such practices as go-slow tactics and strikes and to resort to mutual negotiations for redressal of their grievances. As the advice is given to the parties in an objective way, co-operation from all sides plays a vital role.

Experience has also shown that not only industrial disputes and closures of factories are averted by the implementation of the personnel management scheme, but it has even served to increase production in industrial units as a result of the human approach to the problems affecting the parties concerned.

(Labour Gazette, Vol.XL, No.6,
February 1961, pp. 623-624)

68. Labour Courts.

India - July 1961.

Bombay: Work of Labour Courts during 1959.

During the year 1959, cases decided by the industrial court and tribunals, Bombay, were 1,361, as against 1,187 cases in the preceding year.

Decisions during 1959 included 700 arbitration cases, 302 adjudication references, 159 applications and 200 complaints respectively under sections 33 and 33-A of the Industrial Disputes Act, 1947, while the total number of cases filed before the court and tribunals during the year under review consisted of 763 cases for arbitration, 260 adjudication references, 153 applications and 225 complaints respectively under sections 33 and 33-A, of the Industrial Disputes Act, 1947.

Industrial Court, Bombay.- The Industrial Court, on 1 January 1959, had 565 cases pending before it, while during the year 1959, 763 more cases were referred to it. Out of these 1,328 cases, decisions were given in respect of 700 cases during the year under review.

These 1,328 cases comprised 781 references from Government and other parties under sections 73 and 73-A of Bombay Industrial Relations Act, 1946, 15 submissions, 419 appeals and 113 miscellaneous applications.

The following table gives the details of arbitration cases for years 1958 and 1959:-

Subject matter	Number of cases 1959			
	Pending from 1957	Filed during 1958	Decided during 1958	Pending at the end of the year 1958
References ----	291	354	274	371
Submissions ----	10	7	5	12
Appeals ----	146	296	323	119
Applications ----	62	67	66	63
Total.	509	724	668	565

Subject matter	Number of cases 1959			
	Pending from 1958	Filed during 1959	Decided during 1959	Pending at the end of the year 1959
References ----	371	410	314	467
Submissions ----	12	3	7	8
Appeals ----	119	300	332	87
Applications ----	63	50	47	66
TOTAL.	565	763	700	628

Geographical distribution of 410 references filed during the year reveals that about 65 per cent of them were accounted for by Ahmedabad and other centres in Gujarat while Greater Bombay ranked next with about 22 per cent of the total references.

Analysed according to industries, about 90 per cent of them were from the textile industry. Details according to industries are given in the following table:-

Industry	Number of references filed in	
	1958	1959
Textiles ----	324	360
Sugar ----	17	19
Electricity ----	2	-
Banking ----	11	20
Transport ----	-	6
Dyeing and Bleaching ----	-	5
Total.	354	410

Disputes regarding bonus figured among the causes leading to the references and accounted for about 37 per cent of the total number of disputes, wages and dearness allowance contributed to about 21 per cent of the total disputes.

The following table gives details regarding the nature of demands:-

Demands	Number of references filed in	
	1958	1959
Wages and Dearness Allowance	104	88
Bonus	107	151
Provident Fund and Gratuity	11	9
Retrenchment and Reinstatement	24	-
Holidays	16	8
Others	92	154
Total.	354	410

Industrial Tribunals.- In addition to 308 adjudication references pending before the tribunals at the beginning of the year 260 fresh adjudication cases were referred to them during the year under review. Decisions during the year numbered 302 as against 318 in the preceding year. There were 266 adjudication cases pending before the tribunals at the end of the year under review. The following table gives comparative details for the years 1958 and 1959:-

	1958	1959
Number of cases pending from the previous year.	179	308
Number of cases filed during the year.	447	260
Number of cases decided during the year.	318	302
Number of cases pending at the end of the year.	308	266

Of these 260 adjudication cases filed during the year about 30 per cent of the total were from the engineering industry, about 13 per cent were from chemical industry, while the metal industry accounted for about 4 per cent of the total cases.

The table below sets out the details according to industries for the year 1958 and 1959:-

Industry	Number of cases filed in	
	1958	1959
Engineering	166	78
Metals	24	10
Chemicals	35	34
Paper and Printing	36	12
Food drink and Tobacco	25	-
Wood, Stone and Glass	15	-
Commerce, Finance and Trade	58	-
Public Administration	41	-
Transport	-	-
Rubber	8	20
Municipalities	-	22
Iron and Steel	-	12
Cinema	-	20
Miscellaneous	39	52
Total.	447	260

Classified according to issues involved, about 38 per cent of the cases arose over demands relating to wages and dearness allowance while demands for Bonus ranked next, accounting for about 35 per cent of the total cases. Details for 1958 and 1959 are set out in the table below:-

Nature of demand	Number of cases filed in	
	1958	1959
Wages and Dearness Allowance	201	99
Bonus	144	90
Leave and Hours of Work	13	5
Provident Fund and Gratuity	17	22
Retrenchment and Reinstatement	16	5
Miscellaneous	56	39
Total.	447	260

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State Industrial Court at Nagpur.- In addition to 167, cases (including revision Applications, Appeals, References and Applications) pending on 1 January 1959, 352 fresh cases were received during the period 1 January 1959 to 31 December 1959. Of these 519 cases, 208 cases were disposed of and the remaining 311 cases were pending at the end of the year.

Industrial Tribunal at Rajkot.- In addition to 32 cases (including adjudication cases, miscellaneous applications under section 33-A and 20 read with the Chapter V-A of the Industrial Disputes Act, 1947 and the miscellaneous applications under section 33), pending on 1 January 1959, 131 fresh cases were received during the period 1 January 1959 to 31 December 1959. Out of these 163 cases, 109 cases were disposed of and the remaining 54 cases were pending at the end of the year.

Conciliation: Bombay Industrial Relations Act, 1946.-One thousand five hundred and sixty-nine industrial disputes including 391 cases brought forward from previous year, were dealt with in conciliation under the Bombay Industrial Relations Act, 1946, during the year 1959. One thousand thirteen cases were from the cotton textile industry, 407 from the silk textile industry, 29 from textile processing industry, 34 from woollen textile industry, 53 from sugar industry, 17 from banking industry, 4 from electricity industry, 9 from transport industry while the remaining 3 cases were from the hosiery industry. Six hundred and seventy-one disputes arose over the question of pay, allowances and bonus, proposal for retrenchment figured among the causes leading upto 171 disputes, while leave, hours of work and other miscellaneous causes accounted for the remaining 727 disputes. Conciliation was successful in 301 cases, while no settlement could be brought about in 396 cases. Out of the 541 cases which were not pursued or withdrawn or closed for technical reasons, in 161 cases the unions concerned referred the disputes to arbitration of the industrial court, Bombay, under section 73-A of the Act, in 34 disputes the unions concerned referred them to the wage boards, Bombay, for their decisions, 137 cases were either withdrawn or not pursued by the parties, and in 9 cases the parties to the disputes agreed under section 58(6) of the Act to refer the disputes to the arbitration. Five hundred thirty-one cases were pending at the end of the year.

Central Provinces and Berar Industrial Disputes Settlement Act, 1947.- Out of 102 (including 17 cases brought forwarded from the previous year) Settlements were reached in 19 cases and proceedings in 33 cases ended in failure. Remaining 20 cases were pending at end of the year.

Industrial Disputes Act, 1947.- Two thousand seven hundred and sixty-two disputes were dealt with in conciliation during the year 1959. Conciliation was successful in 532 cases, failed in 345 cases, 960 were either not pursued or withdrawn by the parties and 925 disputes remained pending at the end of the year.

(Labour Gazette, Vol. XL, No.4,
December 1960)

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1961.

81. Employment Situation.

Delhi: Traders to set up Employment Bureau.

The Managing Committee of the United Chamber of Trade Associations, Delhi has decided at a meeting on 16 July 1961, to set up its own employment bureau to meet traders' demand for suitable shop assistants, godown keepers, accountants and stenographers.

(The Statesman, 18 July 1961).

Re-employment of Surplus Central Ministry Employees:
Government Measures Outlined.

The Government of India has indicated various steps to absorb the surplus employees of the Central Ministry of Rehabilitation, which is being wound up. In a circular to Government departments as well as to the undertakings in the public sector, the Union Home Ministry has said that all existing and future vacancies in the administrative, executive or other non-technical posts will be reported to the Special Cell in the Directorate-General of Employment and Training. The posts will also include those to which recruitment is to be made through the Union Public Service Commission (UPSC).

The Ministry of Rehabilitation is to provide the Special Cell with a list of all the employees who are likely to be retrenched, now or at some later date. The Special Cell will then prepare separate lists indicating the category of employees and their length of service.

In respect of Class I and Class II posts which are normally filled through the UPSC, the cases of surplus personnel possessing the required qualifications will be placed before a selection board with a member of the UPSC as chairman and a representative each of the Ministry of Home Affairs, Ministry of Rehabilitation and the Ministry concerned, administratively.

However, this will not be applicable to vacancies filled through a competitive examination or for which the UPSC has already initiated recruitment action. This special arrangement will continue till the end of May, 1962.

In the Class III posts, including those in higher grades like Superintendents, Assistants, Head Clerks and Accountants, direct recruitment vacancies are to be filled from among persons sponsored by the Special Cell. Where there is no direct recruitment and appointment is by promotion only, a small proportion of vacancies will be filled by persons sponsored by the Special Cell.

The earlier orders of the Union Home Ministry, which provide that all recruitment to the grade of Upper Division clerks is to be made by promotion will stand relaxed for the present.

Direct recruitment can be made on the basis of the quotas for such recruitment existing prior to the amendment of the recruitment rules.

As a result of the gradual winding up of the activities of the Ministry of Rehabilitation, the Home Ministry's circular says, a large number of employees have been rendered surplus. These employees have already been given the highest priority for consideration against Central Government vacancies.

The Union Public Service Commission has also agreed to consider such employees against comparable posts notified to them before advertising such posts.

(The Statesman, 18 July 1961).

Employment Exchanges: Working during April 1961.

Employment situation.- According to the Review on the activities of the Directorate-General of Employment and Training during the month of April 1961, the number of registrations effected by the employment exchanges was 263,610 in April 1961 as against 220,830 in the preceding month showing a rise of 42,780. In all 1,627,449 applicants were on the Live Register at the end of the April 1961 as against 1,561,166 during March 1961 showing a rise of 66,283. The number of employers who utilised the services of employment exchanges was 10,433 in April 1961 as against 9,551 in March 1961 showing a rise of 882. A total of 69,527 vacancies were notified during the month of April as against 55,274 in March 1961 showing a rise of 14,253. The number of placements effected during April 1961 was 32,535 as against 27,794 of previous month showing a rise of 4,741.

Shortages and Surpluses.- Shortage was reported in respect of typists, stenographers, nurses, midwives, compounders, doctors, health visitors, sanitary inspectors, trained teachers, engineers, draughtsmen, overseers, skilled turners and fitters, electricians and accountants. On the other hand surpluses were reported in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- All India report on employment in the public sector for the quarter ended June 1960 was issued during April 1961. Fourteen area employment market reports were also issued during the month.

Vocational Guidance and Employment Counselling.- Six Vocational Guidance Units were opened at Employment Exchanges, Jamnagar, Howrah, Serampur, Durgapur, Kalyani and Malda during April 1961 thus raising the total to 67.

Deployment of retrenched employees.- The Central Employment Exchange rendered employment assistance to retrenched workers in various projects/establishments during April 1961:-

	No. retrenched.	No. placed.	No. awaiting assistance.
Damodar Valley Corporation.	96	89	387
Bhakra Nangal Project.	-	-	-
Bhilai Steel Project.	2,185	198	2,704
Special Cell of the Ministry of Home Affairs.	398	176	Class I & II. 35 Class III. 184 Class IV. 38 Total. 257

Employment Exchange Procedure.- Instructions on the undermentioned subjects connected with employment exchange policy and procedure were issued during April 1961:-

Cooperation between Territorial Army Units and Employment Exchanges.- It was reported by the Territorial Army authorities that difficulty had been experienced by them in the recruitment of suitable personnel, particularly in the technical categories. To obviate this difficulty, employment exchanges were requested to maintain closer liaison with the Territorial Army Units and to make special efforts to assist them for requisite type of personnel.

Relaxation of age limits in favour of residents of Andaman and Nicobar Islands to competitive examinations conducted by the UPSC or any other authority for recruitment to posts under the Government of India.- The Government of India in consultation with the Union Public Service Commission have decided that for the purpose of admission to competitive examination held by the Union Public Service Commission or any other authority for recruitment to services/posts under the Government of India, the upper age limit for the candidates from the Andaman and Nicobar Islands should be relaxed by four years.

Minimum educational qualifications for Peons, Jamadars, Daftries and Record Sorters of Central Services Class IV - Whether or not relaxation applicable to Reservists.- In 1952 it was decided by the Ministry of Home Affairs, Government of India, that the minimum educational qualifications prescribed for recruitment to the posts of Peon, Jamadar, Daftry and Record Sorter should be relaxed in favour of (i) demobilised persons with 3 years of Army Service and (ii) demobilised persons employed in Civil Departments whose total length of service in the Army and the Civil Department is not less than three years. It has now been clarified that 'demobilised personnel' for the above purpose are those who have been discharged from Army Service 'Due to reduction in strength' and the 'Reservists' are not to be treated to this category.

Appointment of sportsmen to Central Government vacancies - efforts to be made by Employment Officers.- A question was raised whether a limited number of non-gazetted posts in the Central Government offices should be reserved for sportsmen. It has now been decided that it is neither necessary nor advisable to have any such reservation, but that the object of recruiting good sportsmen would be achieved if the employment departments requested the employment exchanges to submit suitable sportsmen alongwith other candidates, possessing the requisite qualifications. The Employment Officers were requested to make a special note of a candidate's proficiency in sports at the time of registration so that he could be considered for submission against vacancies of sports.

Anglo-Indian applicants - Amendments to Instructions.- With the lapsing of the special provisions regarding reservation for Anglo-Indians under Article 336 of the Constitution, the Employment Officers have been instructed to discontinue the condition of Statistical Returns (quarterly as well as yearly) relating to this category of persons. Employment exchanges are also hereafter required not to record information whether a person belongs to Anglo-Indian Community or not.

Appointment of casual labour to regular vacancies.- The Government of India has accepted the recommendations of the Commission of Enquiry on Employment and condition of service of Central Government Employees (1957-1959) that long experience of casual labourers should be taken into consideration while making selection for appointment to regular vacancies. It has accordingly been decided that casual labourers initially recruited through employment exchanges should be given preference to others for appointment to regular vacancies, if they are otherwise considered suitable for such appointments. The resultant vacancies should be notified to employment exchanges and filled through them. Casual labourers not initially recruited through employment exchanges are not allowed the aforesaid preference.

Recruitment to non-gazetted posts in Employees' State Insurance Corporation, Ministry of Labour and Employment.- It has been decided that candidates selected from the Live Register of the employment exchanges alone would be considered for recruitment to non-gazetted posts in the Employees' State Insurance Corporation. Purely temporary vacancies of less than three months duration may be filled without reference to the Employment Exchanges. It has also been decided that Scheduled Caste/Tribe candidates who are not already registered with the employment exchanges would be asked first to get themselves registered with the employment exchanges and the fact verified by the Corporation before such candidates are admitted to a written test.

Opening of additional Employment Exchanges.- Four additional employment exchanges were opened in April 1961 in the States of Mysore and West Bengal thus bringing the total number to 315 at the end of April 1961.

(Review of the activities of the Directorate-General of Employment and Training during the Month of April 1961; Ministry of Labour and Employment, Government of India, New Delhi.)

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83. Vocational Training.

India - July 1961.

Reorganisation of Commerce Education: Committee's
Recommendations.

The institution of a two-year diploma course in commercial practice after the tenth class and the establishment of an all-India council for commerce education have been recommended to the Government of India by a special committee.

The committee, set up by the Ministry of Scientific Research and Cultural Affairs and headed by Dr. V.K.R.V. Rao, former Vice-Chancellor of Delhi University, presented its report to the Minister, Shri Humayun Kabir, on 5 July 1961.

The report has suggested that the present B.Com. courses should be revised to give the student "a more liberal education, more opportunity for cultivation of logic and intelligence, more adequate grounding in the basic commerce subjects, and better command over expression and exposition in English and in a regional language".

This would mean that specialisation in one or other branch of commerce would begin only at the post-graduate stage, and B.Com. in effect, would not be a professional degree like the B.E.

The committee has recommended that the two-year M.Com. course should be designed "to train specialists for employment in business and industry, on the one hand, and in the academic profession, on the other".

The report emphasises the desirability of providing short-term courses in business administration for middle executives and suggests that business administration should be treated as a separate course and be allowed to develop in the university, "but with sufficient freedom and flexibility".

There should be a separate course in business administration, M.B.A., specifically designed "to prepare students for managerial duties in industry and commerce".

The 16-member committee, which was appointed in April, 1958, by Shri Kabir in his capacity as Chairman of the All-India Council for Technical Education, had on it economists, educationists and representatives of the University Grants Commission, the Institute of Chartered Accountants and the Indian Institute of Bankers.

Its recommendations are aimed at providing "a sound and reasonably uniform system of commerce education suited to the needs and resources of our developing economy".

The financial implications of the recommendations would amount to 8,200 million rupees in the third Plan period - including 6,200 million rupees for improvement of commerce education at the university stage.

Apart from the funds already allotted, the additional provision, which would have to be made in the third Plan for this purpose, is about 30 million rupees.

The report states that at present commerce education at the university level suffers from a "rather indiscriminating" combination of liberal and vocational subjects.

National Diploma.- It recommends abolition of the existing national diploma course, organised under the auspices of the All-India Council for Technical Education.

"Somehow, the national diploma has not caught on", says the report. "Though it was started as early as 1948, only about 10 institutions are affiliated for registering students for the national diploma, and the total number that appeared for the final examination in 1960 was only 83".

The most important reason for the national diploma being not successful, according to the report, is that there is not much difference between the academic content of the national diploma and the B.Com. courses.

The proposed two-year post-matric diploma in commercial practice, suggested by the committee, would be subject to State autonomy, but would be centrally controlled as far as the syllabus and conditions for recognition of institutions are concerned.

"Its standard will aim at satisfying the employers' need for clerical and junior supervisory personnel; and its objective will be to give the vocational training needed for this purpose".

On the question of practical training, the report says: "It is not possible to arrange for practical training as far as the B.Coms. are concerned. It may be more feasible to think of some kind of practical training for the M.Coms. ... but even here the practical training will have to follow the completion of academic instruction and may be a condition to be fulfilled before the actual conferment of the degree.

"Apart from this, we feel that practical training as such has no place in commerce education. What is needed is a practical bias in commerce education as distinguished from a literary, or an academic, bias that is given by the teaching in some other subjects."

(The Statesman, 8 July 1961).

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Labour Ministry's Training Scheme: Working during
April 1961.

According to the Review of the activities of the Directorate-General of Employment and Training during the month of April 1961, there were 163 institutes for training craftsmen, 15 work and orientation centres for educated unemployed and 15 centres holding evening classes for industrial workers. The total number of seats in all these centres and undertakings was 46,952 and the total number of persons undergoing training stood at 29,287.

Central Training Institute, Calcutta.- Administrative control of the Industrial Training Centre Koni, was handed over to the Government of Madhya Pradesh from 1 May 1961. Staff and other assets were transferred to Calcutta.

National Council for Training in Vocational Trades.- A meeting of the Coordination Committee of Craftsmen of the Council was held at New Delhi on 5 April to consider the arrangements to be made for the celebration of the National Training Week from 17 September to 23 September 1961.

(Review of the activities of the Directorate-General of Employment and Training during the month of April 1961; Ministry of Labour and Employment, Government of India, New Delhi.).

CHAPTER 9. SOCIAL SECURITY.INDIA - JULY 1961.92. Legislation.Employees' State Insurance Scheme extended to Certain Areas
in Kerala State.

In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government has appointed the 30 July 1961, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Kerala, namely:-

1. The areas within the limits of Pathanapuram Panchayat, Vilakudi Panchayat, Anchal Panchayat and Punalur Panchayat in the Pathanapuram Taluk in the Quilon District.

2. The areas within the Municipal limits of Kottayam and the revenue village of:- 1) Nattakam; (2) Kainakary; (3) Athirampuzha; (4) Panachikattu; (5) Thiruvvarppu; (6) Arpookara; (7) Kumarancellore; (8) Vijayapuram; (9) Puthupally; (10) Ettumanoor; (11) Ayamanam; (12) Nalamperoor; (13) Karapuzha; (14) Vakathanam; (15) Vazhapally; (16) Kumarakom; (17) Chingavanam; (18) Pampadi; (19) Koipuram; (20) Mariyappally; (21) Ayarkunnam; (22) Manganam; and (23) Kurcoorppada; in the Kottayam Taluk in the Kottayam District.

(Notification No. SO 1784 dated 25 July 1961,
the Gazette of India, Part II, Sec. 3 sub-sec. (ii),
29 July 1961, pp. 1715-1716)

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR JULY 1961.

INDIA - JULY 1961.

CHAPTER 3. ECONOMIC QUESTIONS.

Minimum Wages (Andhra Pradesh Amendment) Act, 1961 (Act No. XIX of 1961) (Andhra Pradesh Gazette, Part IVB, Extraordinary, 9 June 1961, pp. 165-166).

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

Punjab Co-operative Societies Act, 1961 (Punjab Act No. 25 of 1961) (Punjab Government Gazette, Extraordinary, 8 July 1961, pp. 147-176).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961 (No. 26 of 1961) (Madhya Pradesh Gazette, Part IVA, 28 July 1961, pp. 715-720).

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CHAPTER 3. ECONOMIC QUESTIONS.

- * (a) "State Income of Madhya Pradesh, 1950-51 to 1958-59"; Directorate of Economics and Statistics, Madhya Pradesh. pp.189.
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CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.

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CHAPTER 8. MANPOWER PROBLEMS.

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