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INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

I.L.O. NEGOTIATION DIVA
OFFICE JAN 1964
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With:

Industrial and Labour Developments in December, 1963.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - DECEMBER 1963.

11. Political Situation and Administrative Action.

Ministry for Goa, Daman and Diu Sworn in.

The first popular Ministry for the Union Territory of Goa, Daman and Diu was sworn in at Panjim on 20 December 1963.

The three member cabinet is headed by the Maharashtrawadi Gomantak Party leader Shri Dayanand Bhandodkar. The labour portfolio is held by Shri Fernandes.

(The Times of India, 21 December 1963).

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21st Session of Standing Labour Committee:  
Proposal for Family Pension for Workers  
considered.

The 21st Session of the Standing Labour Committee was held at New Delhi on 27 December 1963, Shri Gulzarilal Nanda, Union Minister for Home Affairs, Labour and Employment, presided. The meeting was attended by State Labour Ministers, representatives and of Central Organisations of Employers and Workers. Among those present at the meeting were Shri C. Subramaniam, Minister of Steel, Mines and Heavy Engineering; Shri H.C. Dasappa, Minister of Railways; Shri Mehr Chand Khanna, Minister of Works, Housing and Rehabilitation; Shri K. Raghuramiah, Minister for Defence Production; Shri Jaisukhlal Hathi, Minister in the Ministry of Labour and Employment; Shri C.R. Pattabhi Raman, Deputy Minister of Planning, Labour and Employment; Shri R.K. Malviya, Deputy Minister of Labour and Employment; Shri M. Bhaktavatsalam, Chief Minister of Madras; the Chief Minister of Bihar and Shri V.K.R. Menon, Director of the New Delhi Office.

Agenda.- The agenda of the Conference was as follows:-

1. Action taken on the main conclusions/ recommendations of the 20th Session of the Standing Labour Committee held in October, 1962.
2. Certain proposals for the amendment of the Industrial Disputes Act.
3. Proposals for legislation to regulate termination of employment of individuals in industrial establishments.
4. Certain questions relating to security of employment.
5. Compilation of Consumer Price Indices.
6. All-India legislation for the regulation of the Beedi Industry.
7. The role of Labour/Welfare Officers in Industrial Undertakings.

8. Amendment of the procedure for the verification of membership of unions to facilitate counting of membership of Unions which collect subscription on an annual basis.
9. Amendment of the Trade Union Act to prevent persons convicted of offences involving moral turpitude functioning as officials of Registered Trade Unions.
10. Principle of 'No Work' 'No Wages' and implications thereof.
11. Action taken on the conclusions of the first meeting of the Standing Committee on Industrial Truce Resolution held at New Delhi on the 5th August, 1963.
12. Report of the Committee on Conventions (7th Session, New Delhi, December 26, 1963).

Family pension for Workers.—Addressing the meeting Shri Gulzarilal Nanda, said that it was intended to introduce a scheme of family pension here today that a pr for industrial workers who have were members of the Employees' Provident Fund and the Coal Mines Provident Fund, was under consideration of Government. This scheme would be on the analogy of the family pension scheme of the Central Government employees recently announced.

The Minister said that briefly the proposal was to create a fund out of the difference between the old rate of contribution at  $6\frac{1}{2}$  per cent. and the enhanced rate of 8 per cent., that is,  $3\frac{1}{2}$  per cent. of the wages including the employers' contribution of  $1\frac{3}{4}$  per cent. Out of this fund, a minimum family pension of Rs.25 per month would be paid to the widow/minor children of members of the fund who die prematurely. The scheme when drafted would be placed before the session of the Standing Labour Committee or the Indian Labour Conference.

Shri Nanda stated that the Code of Discipline and the Industrial Truce Resolution had produced healthy climate for industrial relations. Here and there, there were examples of lapses on the part of employers, workers and even Governments including the Central Government. Nobody could claim infallibility. However, the top leaders of workers, employers and Governments had all accepted in good faith to implement the Code of Discipline and the Industrial Truce Resolution.

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This spirit of cooperation of theirs had not percolated to the lower levels. Most of the failures reported so far were due to mistakes committed at the lower levels.

The Minister said that all actions on the part of employers and workers must be governed by the spirit of emergency. While he was keen to remove causes which led workers to resort to strikes, he indicated that stern action would be taken against employers and workers who broke industrial peace. He said strikes vitiated the healthy climate of industrial peace and therefore, he was against them. He wanted employers to do something to tackle the problems of the workers so that there were no slow-down tactics of a spirit of slackness on their part. He considered any strike, on a large scale or a small scale, a challenge and this challenge, he said, must be met with suitable prompt action.

Consumers' Stores.— Shri Nanda said that the workers should not be deprived of their just dues. For this purpose, he had requested State Governments and employers some time back to set up cooperative stores and fair price shops within a month in all industries which employed more than 300 workers.

He added that credit facilities must be provided to workers at these stores.

Representatives of the employers said that they had willingly agreed to set up stores. They knew that it was in their own interest to keep the workers happy and contented. The representative of the Hindustan Cables Ltd., a public sector undertaking, said that it was wrong to say that such stores had not been set up in the public sector undertakings.

Representatives of the workers complained that there were hardly any consumer stores or fair price shops at various plantations.

He appealed to the workers to cooperate with the employers in the setting up of consumers' stores which at a later date could be converted into cooperative stores.

The Minister said that a scheme of National Safety Councils would be circulated by the Union Ministry of Labour and Employment among organisations of workers, employers, etc.

Consumer Price Index.- Referring to the issue of linking the dearness allowance to consumer price index number, Shri Nanda said that if a mistake had been committed, it should be rectified so that workers did not suffer any longer. The Labour Minister of Maharashtra said that a Technical Committee had been set up to go into this matter and its report was expected towards the end of the current month. Shri Nanda suggested that immediate action should be taken on the report of this Technical Committee. He desired that this matter should be settled quickly through mutual negotiations between representatives of the workers and employers.

He requested employers not to resort to prolonged litigation to evade the just dues of the workers.

Conclusions: Family Pension.- The Committee noted the proposal placed before it, concerning Family Pension for workers who were Members of the Employees' Provident Fund and Coal Mines Provident Fund.

Item No.1: Action taken on the main conclusions of the previous Session.- It was decided that the Scheme for setting up of Safety Council which has been prepared by the Labour Ministry, should be immediately circulated to the Workers' and Employers' Organisations.

Item No.2: Certain proposals for the amendment of the Industrial Disputes Act: (i) Amendment of the Industrial Disputes Act, 1947 - Power of Tribunals to go into the merits of individual dismissals and discharges and to give awards in the light of their findings.- The Employers' stand was that the Supreme Court did not debar the Tribunal from going into the merits of the case and decide whether the quantum of punishment was excessive or not; the merit of the case could be gone into by the Tribunal to find out whether: (a) there was want of good faith, (b) there was victimisation or unfair labour practice, (c) the management had been guilty of any basic error or violation of a principle of natural justice, and (d) the findings were completely baseless or perverse. From the workers' side, however, it was argued that the decision of the Supreme Court was clear on the point that the Tribunals could not go into the merits of the case and that they had only to see whether the domestic enquiry conducted by the Management was vitiated by any of the four criteria mentioned above.

It was agreed that Government might get this point examined; if it was satisfied that the Supreme Court's decision barred the Tribunals from going into the merits of the case, it might proceed with the proposed amendment of the Industrial Disputes Act.

(ii) Amendment of Industrial Disputes Act 1947 - Section 33 of the Industrial Disputes Act, 1947 so as to empower Tribunals to adjudicate upon the applications made by employers to dismiss a workman.- The proposal from the Labour side was that the scope of the enquiry on applications under Section 33(2) of the Industrial Disputes Act should be enlarged conferring jurisdiction on the Tribunals to adjudge cases of dismissal or discharge on merits, with powers to grant relief to the parties. The Employers were not agreeable to the amendment of the Act in this form.

(iii) Amendment of the Industrial Disputes Act 1947 - Section 29 of the Industrial Disputes Act, 1947, so as to provide that continued breach of an award or settlement would be a continuing offence entailing day-to-day penalties.- The proposal was agreed to. The Employers' however, suggested that similar provision should also be made with regard to breaches of Awards or Settlements by workers. The workers agreed to this.

(iv) Amendment of the Industrial Disputes Act, 1947 - Section 33C of the Industrial Disputes Act, 1947 so as to provide for filing of group applications by workmen.- This agree was agreed to. It was, however, suggested that a suitable period of limitation should be provided.

(v) Amendment of Industrial Disputes Act, 1947 - Section 25C(2) of the Industrial Disputes Act, 1947 in order to provide for lay-off compensation for periods less than a week after 45 days.- The proposed amendment was agreed to.

Item No.3: Proposal for legislation to regulate termination of employment of individuals in industrial establishments.- After considerable discussion it was decided that legislation on the lines proposed by the Government of Madras need not be proceeded with; instead, the Industrial Disputes Act might be amended by the Central Government for the following purpose:-

In case of dismissal or discharge of individual workers which were not taken up as an industrial dispute by any Union or a group of workers, the individual worker, if he so desired, might approach the Conciliation Officer to secure redress. If conciliation Officer failed and the Employer declined to agree to arbitration, the appropriate Government might refer the dispute to adjudication. (It was emphasised that under the Code of Discipline and the Industrial Truce Resolution it was already obligatory on the part of Employers to agree to arbitration in cases of dismissal and discharge of individual workers). In cases of dismissal or discharge of

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individual workers which were taken up as an industrial dispute by Unions, the existing procedure would continue. In such cases also, failing conciliation, Employers should agree to arbitration under the Code of Discipline and the Industrial Truce Resolution. If they failed to do so, the appropriate Government would refer them to adjudication.

Item No.4: Certain questions relating to security of employment.- This item was generally discussed along with items 2(i) and 3.

Item No.5: Compilation of Consumer Price Indices.- (i) The question of compilation of consumer indices was considered at some length. It was explained that the Report of the Committee appointed by the Maharashtra Government was likely to be available very soon. As soon as this Report was published, the State Government should take up the matter of payment of dearness allowance on the basis of this Report, with the Employers and Workers, without any delay and the matter should be settled amicably. The Chairman suggested that in case it was not possible to settle the matter by negotiation, it would be desirable to settle it by arbitration.

(ii) On the question of linking in some way dearness allowance to the consumer price index, the Chairman pointed out that the tendency was towards linking and it was being increasingly followed in many industries.

Item No.6: All-India legislation for the regulation of the Beedi Industry.- The proposal was agreed to. It was, however, suggested that since conditions might differ in different States, suitable changes might be made in the proposed legislation.

Item No.7: The role of Labour/Welfare Officers in Industrial Undertakings.- (i) It was agreed that the most important point was to demarcate suitably the functions of Welfare Officers and Personnel Officers. If this was done, many of the difficulties now being experienced would be removed. It was decided that this should be done.

(ii) The statutory provision concerning appointment of Labour/Welfare Officers should be continued.

(iii) It was also agreed that the Labour/Welfare Officers should not be employed for dealing with disciplinary cases against workers or appear in Courts on behalf of the management against workers in labour dispute cases.

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Item No.8: Amendment of the procedure for the verification of membership of unions to facilitate counting of membership of Unions which collect subscriptions on an annual basis.- As the matter was considered by the Central Implementation and Evaluation Committee which was going to review the procedure, this item was not discussed.

Item No.9: Amendment of the Indian Trade Unions Act to prevent persons convicted of offences involving moral turpitude functioning as officials of Registered Trade Unions.- A note prepared by the Government of Maharashtra states that some persons having convictions in Criminal Courts for offences under the Indian Penal Code have been appearing before the Courts of the Commissioners for Workmen's Compensation and before the Authorities under the Payment of Wages Act, 1936, as officials of registered trade unions, taking advantage of the special provisions under the Workmen's Compensation Act, the Payment of Wages Act and the Minimum Wages Act which permit officials of registered trade unions to appear on behalf of the applicants.

In a Court of a Commissioner for Workmen's Compensation, a person appeared on behalf of the workers' union. After some hearings, the Advocate of the employer raised an objection that the representative of the worker was not an official of a registered trade union. An enquiry was by the Court with the Registrar of Trade Unions showed that the person was not at all an official of the Union. Even while the propriety of his appearance was being considered, the person formed a new Union and got it registered within a very short period of one month and made himself eligible for appearance before the Court/ Authority as an official of the new Union. Inquiries made with the Police, meanwhile, revealed that the person had been convicted seven times for different offences.

It is obvious that a person with such a character is not a trade unionist at all and garbs himself with the authority of an official of a trade unionist only to exploit illiterate and ignorant workers. It is desirable, therefore, to incorporate some provisions in the Indian Trade Unions Act, 1926, so as to disqualify any person who has been convicted by a Court in India of any offence involving moral turpitude from becoming a member or office bearer of a registered trade union.

~~It was This~~ The proposal was agreed to. It was, however, suggested that the term "moral turpitude" should be clearly defined.

Item No.10: Principle of 'No Work' 'No Wages' and implication thereof.- The Office memorandum on the subject states that: The Central Implementation and Evaluation Committee, at their meeting held on 25 April, 1960 desired that the implications of the principle of

'no work, no wages' (in the context of demands for pay for periods of strikes) be considered by the Central organisations of workers and employers and their suggestions placed before the Standing Labour Committee for decisions. Accordingly the views and suggestions of the Central organisations of workers and employers were obtained. It will be observed that while the employers are in favour of the principle of 'no work - no wages' the trade unions are opposed to its observance.

So far as practice in foreign countries is concerned it is seen that in certain countries, the issue of a strike or lock-out is regulated by specific laws on the subject. In India, however, there is no specific provision either in the Civil or Industrial law regarding wages for the strike period. The adjudicators have, therefore, been examining the different cases on their merits and their decisions have led to the evolution of a body of case law which now provides some broad guiding principles in the matter.

Item No.11: Action taken on the conclusions of the first meeting of the Standing Committee on Industrial Truce Resolution held at New Delhi on 5 August, 1963.- It was decided that Consumers Stores Fair Price Shops would be set up by the Employers in atleast 95 per cent. of the establishments employing 300 or more workers within a period of two months. If the Stores were not set up by 29 February 1964, Government would consider legislation, making the setting up of such Stores a statutory requirement as in the case of canteens under the Factories Act.

Item No.12: Report of the Committee on Conventions (Seventh Session - New Delhi, 26 December 1963).- The Report of the Committee on Conventions was noted.

( A set of agenda papers of the Conference has been forwarded to Headquarters under this Office minute No. F.4/95/64 dated 7 January 1964).

(Agenda papers received in this Office from the Ministry of Labour and Employment, Government of India, New Delhi. )

12. Activities of External Services.

India - December 1963.

(a) Meetings

During the period under review the Director attended the following meetings: (a) 2nd Meeting of the Central Apprenticeship Council; (b) 21st Session of the Standing Labour Committee; (c) Seventh Session of the Conventions Committee; and (d) Seventh Session of the UNESCO Intergovernmental Copyright Committee.

(b) Visitors

Among visitors to the Office during December was Mr. F. Blanchard, Assistant Director-General, I.L.O.

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13. Press and Opinion.

India - December 1963.

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

1. The July-August 1963 issue of "The Indian Safety Engineer", publishes a brief summary of one of the Indian delegate's address to the ILO's Iron and Steel Committee's meeting at Cardiff.
2. The November-December 1963 issue of 'Asian Labour' publishes a summary of a memorandum submitted by an ICFTU Mission to the Japanese Minister of Labour regarding ICFTU's position on ratification of ILO Convention 87 by the Japanese Government.
3. The same issue of the Journal publishes texts of resolutions and statements adopted at a meeting of the Asian Regional Executive Board of the ICFTU. There are incidental reference to the ILO.
4. The November 1963 issue of Indian Labour Journal publishes a summary of a survey on women graduates in part-time work, undertaken by the International Federation of University Women at the invitation of the ILO.

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14. Conventions and Recommendations.

India - December 1963.

Seventh Session of Committee of Conventions,  
New Delhi, 26 December 1963.

The Seventh Session of the Committee of Conventions was held at New Delhi on 26 December 1963. The following were present: Shri P.M. Menon, Labour Secretary (Central), Chairman, Shri T.S. Swaminathan (Employers' Federation of India), Member and Shri K. Mukherji (Indian National Trade Union Congress) Member, and Shri V.K.R. Menon, Director of this Office also attended the meeting.

Agenda.- The meeting had before it the following agenda:

1. Statement on Action taken on the conclusions of the previous sessions.
2. Re-examination of Convention No.63 concerning Statistics of Wages and Hours of Work: Difficulties in the way of ratification.
3. Action proposed to be taken on the Conventions and Recommendations adopted at the 46th Session of the International Labour Conference (Geneva) June 1962).
4. Convention and Recommendations adopted at the 47th Session of the International Labour Conference (June 1963).
5. Reports on Recommendations and Unratified Conventions for the period ending December, 1962.
6. Resolutions adopted at the 45th (1961) and 46th (1962) Sessions of the International Labour Conference.

The Ministry had submitted a memorandum on each item of the agenda.

Conclusions.- Item 1: Action taken on the Conclusions of previous sessions: (i) Convention (No.110) concerning Conditions of Employment of Plantations Workers.- The Committee noted with satisfaction that the ILO was considering the question of revising the Convention, as recommended by the Committee at its 6th Session (October 1961).

(ii) Convention (No.42) concerning Workmen's Compensation for Occupational Diseases(Revised),1934.- The Committee noted with satisfaction that the Government of India had ratified the Convention, as recommended by the Committee at its second session (May 1955).

(iii) Convention (No.102) concerning Minimum Standards of Social Security.- The Committee took note of the fact that, even though the coverage of the Employees' State Insurance Scheme had been considerably extended, it still fell short of the minimum coverage required for the ratification of the Convention and that other deficiencies like provision for the hospitalisation of the families of workers and the minimum duration for the provision of sickness benefit also stood in the way of ratification.

Item 2: Re-examination of Convention No.63 concerning Statistics of Wages and Hours of Work: Difficulties in the Way of Ratification.- The Committee felt that in the absence of arrangements for regular collection of data on hours actually worked in the manufacturing industries as required in Part II and on time rates of wages, as required in Part III, it was not practicable to ratify the Convention. Government, should, however consider further improvements in the collection of these statistics.

Item 3: Review of the position regarding the Maritime Conventions.- This item was deleted.

Item 3: Action proposed to be taken on the Conventions and Recommendations adopted at the 46th Session of the International Labour Conference (Geneva, June 1962): (i) Convention(No.117) concerning Aims and Standards of Social Policy.- Even though the law and practice in India were in conformity with the requirements of the Convention, the Committee felt that it would not be possible to ratify the Convention until the system of compulsory free primary education was fully established throughout the country.

(ii) Convention (No.118) concerning Equality of Treatment of Nationals and Non-Nationals in Social Security.- The Committee recommended that the Convention should be ratified, by accepting obligations in respect of three branches of social security, namely, medical care, sickness benefit and maternity benefit.

(iii) (a) Recommendation (No.116) concerning Reduction of Hours of Work.- (b) Recommendation (No.117) concerning Vocational Training.- The Committee noted that the provisions of these Recommendations were being implemented as far as practicable.

Item 4: Convention and Recommendations adopted at the 47th Session of the International Labour Conference (June, 1963).- The Committee noted that the Convention and Recommendations adopted at the 47th Session of the International Labour Conference (June 1963) were under examination and a statement on the action proposed to be taken on them would be placed before Parliament in due course.

Item 5: Reports on Recommendations and Unratified Conventions for the period ending December 1962.- As regards this item the Committee was informed that in accordance with Article 19 of the ILO Constitution, the International Labour Office had called for reports, for the period ending 31 December 1962, on (i) the extent to which effect has been given to the provisions of the following Conventions and Recommendations, and (ii) the difficulties standing in the way of ratification of the Conventions and full implementation of the Recommendations:

- (i) Convention No.52 concerning Holidays with Pay (1936);
- (ii) Convention No.101 concerning Holidays with Pay (Agriculture)(1952);
- (iii) Convention No.106 concerning Weekly Rest (Commerce and Offices) (1957);
- (iv) ~~Convention~~ Recommendation No.47 concerning Holidays with Pay (1936);
- (v) Recommendation No.98 concerning Holidays with Pay (1954); and
- (vi) Recommendation No.103 concerning Weekly Rest (Commerce and Offices) (1957). ~~The Committee~~

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The Committee took note of the Reports sent to the International Labour Office in respect of the above instruments.

The Committee also took note of the action taken by Government on the various resolutions adopted at the 45th(1961) and 46th (1962) Sessions of the International Labour Conference.

( A set of agenda papers has been sent to Headquarters under this Office minute No.F.4/ 95 /64 dated 7 January 1964).

(Text of Agenda Papers and Conclusions received from the Ministry of Labour and Employment, Government of India, New Delhi ).

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - DECEMBER 1963.

21. United Nations and Specialised Agencies.

ECAFE Conference on Fertilisers, Bombay,  
18 November 1963.

A 15-day session of the ECAFE Conference on Fertilisers was held at Bombay on 18 November 1963. The Conference was inaugurated by Shri C. Subramanian, Union Minister for Steel, Mines and Heavy Engineering and presided over by late Shri M.S. Kannamwar, Chief Minister of Maharashtra. Delegates from 22 countries attended. The Conference, among other things, adopted a resolution, suggesting measures to step up fertiliser production in the region and popularise the use of fertilisers. It said that fertiliser festivals should be held in the rural areas with audio-visual units and that fertilisers should be made available at subsidised rates.

(The Hindu, 3 December 1963).

UNESCO Conference of the Permanent Committee of the International Union for the Protection of Literary and Artistic Works (Berne Union) and the Inter Governmental Copyright Committee, held at New Delhi, 2-7 December, 1963.

A meeting of the Permanent Committee of the International Union for the Protection of Literary and Artistic Works (Berne Union) and the Inter-Governmental Copyright Committee, was held at New Delhi from 2 to 7 December 1963. The meeting was inaugurated by Shri M.C. Chagla, Union Minister for Education. The Conference was being attended by 16 countries and observers and representatives of the United Nations and Specialised Agencies. Shri V.K.R. Menon, attended the meeting on behalf of the I.L.O.

(Documents of the Conference have been sent to Headquarters under this Office minute No. F.23/42/64 dated 3 January 1964).

(The Hindustan Times, 3 December, 1963 ).

ECAFE Conference on Asian Population, New Delhi,  
10 December, 1963.

The inaugural session of the 10-day Asian Population Conference was held at New Delhi on 10 December 1963. The Conference was inaugurated by Shri Jawaharlal Nehru, the Prime Minister of India. Shri G.L. Nanda, was elected as chairman. About 50 delegates from 20 countries and an equal number of U.N. experts attended the Conference. Mr. K.C. Doctor, from Headquarters attended the Conference on behalf of the ILO.

Among other matters, the delegates felt that while the need of greater information, research and training in population matters was obvious, it could not be an excuse for not taking immediate steps to check the population explosion in Asia.

(The Statesman, 11 December, 1963 ).

25. Wage-Earners' Organisations.

India - December 1963.

13th Annual Session of Eastern Railwaymen  
Congress, Calcutta 15 December 1963:  
Permanent Arbitration Machinery for Settling  
Disputes demanded.

The 13th Annual Session of the Eastern Railwaymen Congress was held at Calcutta on 15 December 1963. The Session, which was inaugurated by Shri Khandubhai Desai, M.P., was presided over by the President of the Eastern Railwaymen Congress Shri A.P. Sharma, M.P.

Inaugurating the open session of the Congress, Shri Khandubhai K. Desai, M.P., advised the working class to fight in a peaceful way to achieve social justice and economic equality. Condemning strikes and lock-outs Shri Desai stressed the need for settlement of all issues through peaceful negotiations. He said that both strikes and lock-outs were detrimental to the national interest and impeded progress.

Shri Desai asserted that strong labour and peasant organisations were indispensable for bringing about social and economic revolution in the country in a peaceful and democratic way.

He reminded his audience that workers employed in the public sector had a vital role to play in the economic reconstruction of the country. Employees of all categories should think themselves as colleagues otherwise efficiency was bound to fall.

He advised railwaymen to set up a certain standard of behaviour so that people could not harbour hatred against them. By no means they should indulge in strikes of hamper production.

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Presidential Address.- In his presidential address Shri A.P. Sharma, M.P., expressed concern at the price rise and suggested that the railway administration should open enough fair price and cooperative shops for supplying essential commodities to railwaymen to neutralize cost of living. He was critical of the bureaucratic attitude of the officers in the public sector undertakings.

Shri Sharma said either the present negotiating machinery should be provided with the power of permanent arbitration to settle unresolved disputes or the Industrial Disputes Act be enforced in the railways, for the purpose of settling issues between the railwaymen and the administration. (Shri A.P. Sharma's Presidential address was published in the Indian Worker dated December 16, 1963).

The West Bengal Labour Minister Shri Bijoy Singh Nahar addressing the workers asked them to be careful in their dealings with the public as they were only "public servants". He also reminded them of their responsibilities as employees of a public sector enterprise.

Resolutions.- The meeting adopted a number of other resolutions demanding among other things, increased house rent, permanent arbitration machinery for settlement of all disputes.

The Resolution on arbitration expresses concern over "the concern over the dilatoriness on the part of the Government in implementing the recommendations of the Second Pay Commission to provide for arbitration for the settlement of unresolved disputes. In spite of the fact that the Government stands committed to provide for the same in the public sector, it has not been given a concrete shape, not to speak of its implementation."

It adds: "The Permanent Negotiating Machinery existing on the railways which is provided as a forum for discussion of the grievances of the workers round the table, has failed to serve its purpose due to the unhelpful attitude of some of the officers in all three tiers and as a result, the faith of the workers on the efficacy of the Permanent Negotiating Machinery as an instrument for settlement of the industrial disputes has shaken to its very foundation."

"This General Body Meeting is of the firm opinion that unless arbitration is provided for the settlement of industrial disputes, which are bound to arise from time to time, it will not be possible to maintain cordial relation between the labour and the management resulting in industrial peace being disturbed."

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"This General Body Meeting, therefore, demands that in order to meet the requirements of an effective permanent Negotiating Machinery, provision of arbitration is an inescapable necessity for the settlement of disputes which cannot be achieved by negotiation through the existing machinery."

Discipline in Public Sector Undertakings.- A resolution on discipline says: "The formulation of a comprehensive code of behaviour in industry on the part of both the employer and the employees, as a result of the unanimous conclusion of the 15th Indian Labour Conference, is indeed an important and a welcome step towards an all round improvement of industrial relations in our country. The very core of the objective of this code is to recognise the status and dignity of the workers and the creation of conducive atmosphere by both the employers and the employees by scrupulously adhering to self-imposed restraint for the common good of the country."

"The governing principle of this code clearly indicates that the discipline is not a one-way traffic and the necessity of the fulfilment of the code of discipline which is equally applicable to both the employers and the employees for the maintenance of cordial industrial relations can hardly be over-emphasised."

"For some time past, it has become a fashion to complain that discipline amongst the workers is on the decline in various industries, particularly in public sector undertakings. The special feature of a public sector undertakings is that every one employed in such undertakings, is the servant of the nation, no matter if he is a highly paid officer or low paid worker. Experience has clearly indicated that, whereas, by far and large, the workers have realised that they are servants of the people in course of regular education imparted to them by the workers' organisation, viz., the Eastern Railwaymen's Congress, a large number of officials have, however, not yet realised this position and they still feel that they are the masters of the industry. Instances abound that if a worker commits a small mistake, ~~is intentional or unintentional altho~~ he is taken up whether the mistake is intentional or unintentional although the officers in industry are generally not taken up for the commission of such mistakes."

In good many cases implementation of the decisions taken by the higher authorities are delayed till such time as decisions are made to change them to the likings of the implementating authorities or lose their significance with the lapse of time or till such time as the question of implementations for of those decisions assumes the form of agitation by the workers. If senior officers, who are supposed to set examples to staff working under them, do not behave in an impartial manner and ignore the implementation of the decisions taken by the higher authorities only because it is not liked by them, the question of inculcating discipline in the workers becomes a difficult proposition. As in the case of implementation of decision emanating from superior authority so also in case of transfer of staff, the angle of approach of the officers ordering such transfers have been found in many case to be inconsistent with impartial dispensation. The reversal of such orders are changed more by influence than by sympathetic consideration of the grievances of the employees concerned.

"This General Body Meeting, therefore, urges upon the Administration that the decisions should be governed by the scrupulous adherence to the code of discipline which they themselves want to inculcate in the workers working under them."

(The Indian Worker, 25 and 30 December, 1963 ).

## 28. Employers' Organisations.

India - December 1963.

### Annual Meeting of Associated Chamber of Commerce, Calcutta, 7 December 1963: Foreign Investors assured Reasonable Profits.

The annual general meeting of the Associated Chambers of Commerce of India was held at Calcutta on 7 December 1963. Mr. A.R. Foster, President of the Associated Chambers, presided. The meeting was inaugurated by Shri S. Subramaniam, Union Minister for Steel, Mines and Heavy Industries.

Shri Subramaniam's address: More Finished Goods must be exported.- Addressing the meeting Shri S. Subramaniam, Union Minister for Steel and Heavy Industries, regretted that agricultural production in the country was not satisfactory.

The decline in output, he said, had led to continuous upward pressure on prices and that at a time when they had to make extraordinary efforts to raise Plan resources and strengthen defence.

The juxtaposition of a poor crop and rise in prices with higher taxation, he added, had enhanced the sense of failure of the agricultural front.

At the same time, he added, there had been a tendency, of late, to exaggerate their shortcomings and failures in the agricultural field and overlook the truly remarkable progress that had already taken place. Unlike industry, agriculture could not record very high rate of growth over a sustained period.

Farm output.- He thought, agriculture which had a bearing on the balance of payments position, particularly on the export prospect, should concern them. Any failure or shortcoming in regard to those crops - jute, tea, cotton, tobacco and oilseeds - would have been more serious than any shortcoming in food-grains. It was not a mean achievement that they were producing today on an average more than twice as much cotton or jute as they did only a decade ago. They would have to, in the years to come, devote concentrated attention on commercial crops in their general effort

to promote higher and higher levels of agricultural productivity.

Regarding further development of basic industries Shri Subramaniam said the private sector would not be in a position to assume responsibilities commensurate with the needs of this new area of industrial development that was now opening in this country, if it was not in a position to command adequate technical and other facilities required for detailed advance planning.

"If industrial development is not to lead to excessive concentration on the one hand and wasteful fragmentation of industrial units on the other, a way will have to be found to mobilise resources for industrial development to be undertaken by the growing class of new entrepreneurs in the country.

"How exactly this is to be done is a matter which has been engaging Government's attention for something now. We have been considering creation of new financial institutions and modifying the practices of the existing ones.

"We cannot, even for the sake of encouraging new entrants or of balanced regional development, encourage the proliferation of uneconomic units without retarding the general progress of industry in the country as a whole. At the same time, we cannot be oblivious of the need to avoid excessive concentration of wealth and economic power. The dilemma that is thus created requires exploration of new initiatives in regard to the financing of private industry in the country, and Government is actively seized of this problem."

Controls.- Referring to the system of 'control' Shri Subramaniam said a time had come when they should review thoroughly the operation of existing controls to make sure that they served adequately the purposes of planned and equitable distribution without hindering, at the same time, the operation of those very forces which make for growth and the elimination of shortages and monopolistic tendencies.

He assured the Chambers that endeavours would be made in various ways to simplify the various procedures for giving approvals to cases involving private foreign investment or collaboration so that such approvals were given as quickly as possible and with as much consideration to the point of view of foreign investors. "We welcome such collaboration in suitable cases in public sector enterprises also".

In the ultimate analysis, he said, the best way of attracting foreign capital was to ensure that the testimony of those who had already invested their time, talent, energy and money in India continued to remain one of mutual regard and understanding. He hoped the Associated Chambers would have a useful role to play in bringing about this atmosphere of mutual regard and understanding.

Presidential Address.- Mr. A.R. Foster, President of the Associated Chamber of Commerce, in his address referred to the Chinese aggression and the defence-oriented Budget for 1963, he said it would be unrealistic to conceive at this stage a relaxation in defence plans or their supporting economic measures. Nevertheless, there was a common interest in ensuring that measures taken to raise the resources for defence, should have minimum damaging effect on the economy.

Mr. Foster said that the new tax measures had been much more severe than anticipated. The whole complex organisation of finance, the capital market, the investing public, the share-holders reacted with dismay. New funds ceased to be readily available. Proposals for new enterprises fell away and the expansion of the economy received a sharp check.

There were indications of recovery until recently but these seemed to have had a setback as a result of legislation now engaging the Lok Sabha's attention. He also referred to serious pockets of under-production in vital sections of the economy and the ominous tendency for dangerous price increase in a wide range of industrial raw materials.

Special British Credit.- Alongside the adverse features he pointed to some very reassuring developments. International governmental economic assistance continued on a liberal scale. He particularly mentioned the special credit of £ 4 million suggested by Sir Norman Kipping of the Federation of British Industries earlier this year and agreed to by the British Government.

This would be of much relief to industries which traditionally looked to Britain for supplies of machinery and equipment and, which, owing to exchange difficulties, had hitherto been unable to maintain the production without such supporting imports.

Private foreign investment confidence had shown a remarkable robustness, and the main sources of new investment had shown that they appreciated the great potential and opportunities of expansion in the promising market in India. There had been an improvement in India's earnings of foreign exchange and a marked resilience in the country's fiscal revenue.

He felt that there was no conflict between the emphasis on defence production and the long-term economic goal of the Plan to which the Government was committed. It seemed to him that in certain aspects there had been cumulative weakness of policy and administration, which required the Government's concentrated attention. These were agricultural production, the policy of control, the administration of licensing policy and shortage of power and transport.

Industrial Truce.- The industrial truce, said Mr. Foster, had made a notable contribution to the easing of tension in industry. "Now is the time to grasp the opportunity while workers are willing to respond to the call of the national emergency and to put greater efforts into their work for the country's good. We are glad that the Government is lending its weight in arousing greater awareness of the importance of productivity among workers".

On taxation, he said that its level on established enterprise was heavy by international standards and did little to encourage development by company or further savings by investors. The super profits tax was particularly harsh and he pleaded for its withdrawal or a radical modification in its provisions. He also had a case for the modification of the present arrangement regarding taxation of inter-corporate investments, involving multiple taxation which might affect foreign investment because such investments would come from foreign companies rather than individuals.

Expressing the hope that British investments in India would continue to increase, he referred to the impact of taxation on expatriates employed in British firms. Better rewards offered in other areas for highly skilled managerial and technical employees made it increasingly difficult to recruit and retain men of the calibre needed to maintain international standards.

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He thought that the incidence of personal taxation on salaried staff was too high, and it would have an adverse effect on the development of the managerial class.

Mr. Foster concluded: "We are engaged in a new industrial revolution and all the country's traditional skills are being put to new uses. India is on the move and those of us who represent some of the resources and technical skills of the West and are privileged to take part in this great movement experience the excitement and sense of achievement that goes with it.

"If we can contribute to the success of this vast experiment and help in its aims, we shall take pride in what we are able to do and shape the joy of our Indian friends in the prosperity it brings to all members of this great nation."

The meeting was attended, among others, by Sir Paul Gore-Booth, the British High Commissioner in India, and members of other Diplomatic Corps.

(Amrita Bazar Patrika, 8 December, 1963;  
The Statesman, 8 December, 1963 ).

Third Annual Meeting of the Federation of  
Associations of Small-Industries in India  
New Delhi, 16 December 1963.

The 3rd Annual General Meeting of the Federation of Associations of Small-Industries in India was held at New Delhi on 16 December 1963. The Conference was inaugurated by Shri Jawaharlal Nehru, Prime Minister of India and presided over by Shri A.R. Bhat.

Inaugural speech.- Inaugurating the meeting Shri Nehru said that it was Government's policy to encourage small scale industries all over the country. He said the Government would do whatever was possible to meet the requirements of raw materials, foreign exchange and finance. However Shri Nehru stressed the role of small industries in tackling problems of unemployment and pointed out that the development of large industries and automation in countries like the U.S. had brought about unemployment.

Presidential address.- In his presidential speech, Shri A.R. Bhat referred to the major hurdles encountered by small industries, such as the paucity of raw materials and industrial finance.

He said that scarce raw materials had proved a handicap even for normal expansion and where imported raw materials were needed the starting of new units continued to be discouraged. He said in the matter of industrial finance and selective technical and management assistance also the small-scale industries were at a disadvantage. The procedure of the State directorates of industry for sanctioning loans was dilatory. Even where loans were given they were not enough to meet the requirements of small industries. The procedures of advancing loans should be simplified, he suggested.

Shri Bhat said the Small Industries Service Institutes and directorates of industry were not in a position to render technical and management assistance in a sufficiently specialised way. Adequately and properly manned planning cells should immediately be started in all the State directorates, he said.

Voluntary Arbitration of Industrial Disputes:  
Seminar Organised by Employers.

A Seminar on voluntary arbitration was held at New Delhi on 28 and 29 November 1963. The Seminar which was jointly organised by the All-India Organisation of Industrial Employers and the Employers Federation of India was attended by about a hundred participants including representatives from the Public Sector. Special invitees included the Minister of State for Labour and Employment, the Deputy Minister of Labour, the Labour Secretary and the Director of this Office. The Seminar was inaugurated by Shri Naval H. Tata, President of the Employers' Federation of India.

Conclusions.- The Seminar considered several aspects of voluntary arbitration and came to the following conclusions:

1. (a) Matters involving heavy financial stake or which will have wide repercussions or in which new rights are likely to be created or in which substantial questions of law are involved were not considered appropriate for voluntary arbitration.

(b) Likewise, cases where workmen have been dismissed for security reasons or for gross misconduct such as assault on supervisory staff, violence, etc.

(c) So also cases in which either party is guilty of breach of Industrial Truce Resolution or the Code of Discipline in Industry.

(d) Similarly, disputes which have been raised more than six months after the cause of action.

2. (a) Only disputes relating to dismissal, discharge, retrenchment of individual workman which normally would have been fit cases for reference to adjudication should be considered appropriate for voluntary arbitration.

(b) Also disputes relating to matters of local interest, such as difference over the interpretation of an agreement, not having any wider repercussions.

3. (a) It should be open to the parties to select arbitrators either from the panels maintained by the Central or State Governments or from outside the said panels.

(b) Having regard to the nature of the dispute the parties should be free to select -

(i) Single arbitrator; or

(ii) A board comprising two persons, one to be nominated by each party with an umpire to be appointed by the two arbitrators.

(c) Arbitrators must have knowledge of the types of problems involved in industrial disputes, as also the current trends in industrial law and practice. They must be persons who are not interested in the dispute under reference.

4. The proceedings of arbitration should be in accordance with the provisions of the Arbitration Act, 1940, insofar as they are applicable, and the powers which are exercisable by civil courts shall be exercised by the Industrial Tribunal; in the alternative adequate provision should be made for an appeal against perverse awards or awards beyond the terms of reference.

5. Experts or assessors may be nominated by the parties if they so desire, to assist the arbitrators where the subject matter of enquiry is of a technical nature.

6. Unless otherwise agreed upon by the parties, arbitration shall be considered only after the conclusion of the conciliation proceedings.

7. As arbitration is to be voluntary, the cost should be shared by the parties. The Central and State Governments should draw up a suitable schedule of fees payable to arbitrators.

8. The period of operation of an arbitration award should be the same as prescribed for awards of Industrial Tribunals under the Industrial Disputes Act, 1947, unless otherwise specified by the arbitrators or agreed to by the parties. The machinery for the enforcement of arbitration awards should be the same as provided under the Industrial Disputes Act for the enforcement of the Tribunal awards.

The Seminar made these suggestions in the interest of successful collective bargaining for which strong and responsible trade unions were considered essential. It was of the firm view that any move designed to enable workmen to by-pass the trade union and seek relief directly from industrial tribunals was likely to undermine discipline in industry and hamper the growth of healthy trade union movement. Individual grievances, it felt, should be remedied through mutually agreed grievance procedure recommended by the Code of Discipline.

( Commerce, 7 December 1963 ).

## Chapter 3. Economic Questions

### 32. Public Finance and Fiscal Policy.

India - December 1963.

#### Banking Laws (Miscellaneous Provisions) Bill, 1963.

Shri T.T. Krishnamachari, Union Finance Minister, introduced in the Lok Sabha on 26 November 1963, a Bill further to amend the Reserve Bank of India Act, 1934, the Banking Companies Act, 1949 and the State Bank of India (Subsidiary Banks) Act, 1959. According to the Statement of Objects and Reasons of the Bill, the existing enactments relating to banks do not provide for any control over companies or institutions, which, although they are not treated as banks, accept deposits from the general public or carry on other business which is allied to banking. For ensuring more effective supervision and management of the monetary and credit system by the Reserve Bank, it is desirable that the Reserve Bank should be enabled to regulate the conditions on which deposits may be accepted by these non-banking companies or institutions. The Reserve Bank should also be empowered to give to any financial institution or bank institutions directions in respect of matters, in which the Reserve Bank, as the central banking institution of the country, may be interested from the point of view of the control or credit policy. The Reserve Bank's powers in relation to commercial banks should also be enhanced and extended in certain directions, so as to provide for stricter supervision of the operations and working of such banks. The Bill seeks to achieve these objects.

Opportunity is being taken to omit certain provisions of the Reserve Bank of India Act, which are no longer necessary, and to bring out more clearly the intention underlying certain provisions of the Banking Companies Act.

(The Gazette of India, Extraordinary,  
Part II, Sec.2, 26 November 1963,  
pp. 864-885).

34. Economic Planning, Control and Development.

India - December 1963.

Unit Trust of India Bill, 1963.

Shri T.T. Krishnamachari, Union Finance Minister introduced in the Lok Sabha on 26 November 1963 a Bill to ~~provide~~ provide for the establishment of a Corporation with a view to encouraging saving and investment and participation in the income, profits and gains accruing to the Corporation from the acquisition, holding, management and disposal of securities.

According to the Statement of Objects and Reasons of the Bill, the question of establishing an institution in the public sector for carrying on the business which is transacted by unit trusts or mutual funds in other countries has been under consideration for some time. It is now proposed to establish such an institution, to be known as the Unit Trust of India, with an initial capital of fifty million rupees. The Unit Trust of India will encourage savings by providing for various classes of investors the facility of investing their money in units of the Trust. The Trust will invest the initial capital and the capital obtained by the sale of units in shares and other securities and will distribute every year not less than ninety per cent. of the net income accruing to the unit-holders. It is expected that the risk of losses or of depreciation on account of the investments will be reduced or eliminated, as a result of the proposed arrangement. The Trust will also be in a position to contribute, through its operations, to the growth and diversification of the country's economy.

(The Gazette of India, Extraordinary,  
Part II, Sec. 2, 26 November 1963,  
pp. 783-808 ).

Gold (Control) Bill, 1963.

Shri T.T. Krishnamachari, Union Finance Minister introduced in the Lok Sabha on 26 November 1963 the Gold (Control) Bill, 1963, to provide, in the economic and financial interests of the Community, for the control of the production, supply, distribution, use and possession of, and business in, gold ornaments and other articles of gold.

According to the Statement of Objects and Reasons of the Bill, the Gold Control Rules were promulgated on 10 January 1963, as Part XIIIA of the Defence of India Rules. These rules regulate the manufacture of ornaments and other articles of gold, the activities of refiners and dealers, require owners of non-ornament gold to make declarations regarding gold possessed by them and place certain restrictions on the transfer of gold. In the economic and financial interests of the community, it is necessary that the provisions relating to control of gold should be placed on a permanent footing by an Act of Parliament.

In order to achieve the objective of gold control, it is essential to strengthen the scheme in certain respects. While declarations were required from individuals possessing gold (other than ornaments) in excess of 50 grammes, there was no provision for calling for any declarations in respect of ornaments held by them. Accordingly, provision has been made for conferring on Government the power to call for declarations, by general or special order, from any person or class of persons, in respect of holdings of ornaments in excess of limits that may be specified.

At present, only dealers in gold, who are registered under any law with respect to sales tax, are required to be licensed. For the other dealers, licensing is optional. The goldsmiths who are working on their own are, however, required to obtain certificates to enable them to remake ornaments of over 14 carat purity. It is considered necessary that all categories and types of dealers in gold, who are not licensed, should be registered so as to bring them within the scope of the Bill.

Some difficulty has been experienced by public religious institutions, which receive gold as offerings and sell them. To meet their special requirements, suitable provision has been made placing them on a separate footing as distinguished from dealers and private individuals.

The notes on clauses explain in detail the changes which are proposed to be made in the Bill as compared with the provisions in Part XXIIA of the Defence of India Rules.

(The Gazette of India, Extraordinary,  
Part II, Sec. 2, 26 November 1963,  
pp. 825-861 ).

Price Control on 16 Industries abolished:  
Finance Minister's Statement in Lok Sabha.

The Union Finance Minister, Shri T.T. Krishnamachari announced in the Lok Sabha on 16 December 1963, the abolition of price control on 16 industries, the raising of the exemption limit for purposes of industrial licensing and capital issues and the suspension of the Emergency Risks Insurance Scheme for the next quarter, January-March 1964. The 16 industries are rayon yarn, staple fibre, caustic soda, soda ash, hydrochloric acid, chlorine, calcium carbide, bleaching powder, chilean nitrate, muriate of potash, sulphate of potash, washing soap, tyres and tubes, sheet glass, paper board and natural rubber. He also said that it has been decided to raise the limit for exemption from licensing to 2.5 million rupees from 1 million rupees. The exemption limit for purposes of capital issues control will similarly be raised to 2.5 million rupees.

Shri Krishnamachari, who was making a statement on the economic situation, warned the House that "the need for increasing the pace of mobilisation of resources remains as insistent as ever." The primary emphasis had to be on modifying and rationalising the tax system in order to improve the economy without disregarding the need for raising adequate resources.

Shri Krishnamachari said that tax evasion would have to be dealt with stringently. While money for worthwhile investment was not coming, there was "a great deal" of unaccounted money in the economy "in search of further undercover gains".

With the improvement in crop prospects this year and by intensified measures of procurement and regulation of wholesale trade, it was possible to bring the price situation under reasonable control. The problem could be solved only with substantial assistance from Parliament and the public. Unless investment in a number of vital sectors was increased as quickly as possible and unless some important consumer industries like cotton textiles and sugar, picked up "to a significant extent," it would not be able to achieve the desired rate of industrial growth, he said.

Shri Krishnamachari said the budgetary deficit for the current year should be lower than 1,810 million rupees estimated. But in all probability it would be appreciably higher than the deficit last year. There was no scope for complacency about deficit financing.

He said that collections of taxes, both direct and indirect, for the current year were good and the total collection were ~~good and the~~ might exceed the budget estimate of 1,050 million rupees.

Export earnings had improved during the first seven months of the current fiscal year. Improvement in export earnings would continue to be important and urgent for many years to come.

At the end of the current year, foreign reserves were expected to be of the same order as at the beginning of the year at 3,000 million rupees or so.

(The Hindustan Times, 17 December 1963).

36. Wages.

India - December 1963.

Bonus for Bombay Textile Mill Workers for 1962:  
Agreement signed by Rastriya Mill Mazdoor Sangh  
and Millowners' Association.

A bonus agreement for the year 1962 for cotton textile workers' was signed here on 5 November 1963, between the Rashtriya Mill Mazdoor Sangh and the Millowners' Association, Bombay. According to the agreement, more than 200,000 textile workers of Greater Bombay will receive 39 million rupees ~~and~~ as bonus for the year 1962. The bonus will be disbursed on 21 December 1963.

Under the agreement the allocation of the bonus amount payable by each mill will be settled between Association and Sangh.

Bonus payable by each mill is subject to a minimum of 5 per cent. and a maximum of 25 per cent. of the basic earnings of the employees. These basic earnings include the increase of 10 rupees recommended by the Central Wage Board.

Terms of Agreement.- Under the terms of the agreement all the member mills of the Millowners' Association in Greater Bombay ~~mentioned in Annexure A~~ together shall pay, in full and final settlement of all the claims contained in the Notices of Change ~~mentioned above~~, a sum of 39 million rupees as bonus for the year 1962.

The allocations made, shall be converted into a percentage of the basic wages and salaries put together (exclusive of dearness allowance). The basic wages for the purpose shall include the sum of 8 rupees per month awarded in the Modification Application (IC) No.4 of 1957 and also the sum of 2 rupees covered by the Award of the Industrial Court in Miscellaneous Application (IC) No.12 of 1962 but shall not include the amount of dearness allowance merged with the basic wages.

It is further proved that the amount of bonus ~~allocation~~ allocated shall not be less than 5 per cent. and more than 25 per cent. of the basic wages or salaries of the employees, and that the bonus shall be paid to the employees on Saturday, 21 December 1963.

Forty-nine mills are included in the Annexure ~~A~~ of the Agreement.

(The Indian Worker, 11 November 1963).

Madras: Revised Minimum Rates of Wages fixed  
in respect of classes of work in any Woollen Carpet  
Making or Shawl-Weaving Establishment.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Madras has, with effect from 15 November 1963, fixed the following revised minimum rates of wages for employment in any woollen carpet making or shawl weaving establishment.

Class of work. (1)	All inclusive minimum rates of wages. (2)
1. Manufacture of pile carpet. North Arcot district.	
A. Home Work.-	
(a) Carding - all kinds of wool.	0-46nP. per 3.5 k.g.
(b) Spinning-all kinds of wool.	1.88nP. per 3.5 k.g.
(c) Twisting cotton yarn.	1.06nP. per 5.0 k.g.
Explanation - "Home work" means work turned out by employees on contract basis by remaining in their houses.	
B. Factory Work-	
(a) Carding-Feeder mazdoor.	1.00nP. per day.
Other Mazdoor.	0.75nP. per day.
(b) Cotton twisting.	1.00nP. per day.
(c) Dyeing - Grade I.	1.00nP. per day.
Grade II.	0.62nP. per day.

Explanation- (1) Classification into Grades I and II is based on physical capacity, skill, efficiency and outturn of work.

(2) "Factory Work" means work done by the employees within the factory premises.

	Rs.
One house maistry -	30.00 p.m.
(d) Weaving.	
Double knot system -	
3. threads per 2.5 centimetres.	2.92nP. per sq.m.
4. threads per 2.5 centimetres.	4.39nP. per sq.m.

Explanation.- (1) These are the rates payable to master-weavers who manufacture carpets in their houses taking the work on contract from merchants dealing in carpets. The above contract rates include the wages payable for the process of dyeing and hanking done in the houses of the master-weavers and for warping of beams.

(2) "Master Weaver" means a person who manufacture carpets with the help of assistants taking the weaving work on contract from merchants who deal in carpets.

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(1)	(2) Rs.	(3) Rs.
II. Manufacture of drugget. Salem district North Arcot Dist.		
(i) Cleaning, sorting, washing and drying of raw wool.		
Factory Work -		
Grade I.	1.25 per day.	--
Grade II.	0.75 per day.	--
(ii) Blending, carding and dyeing-		
Grade I.	1.25 per day.	--
Grade II.	0.75 per day.	--
Monthly paid workers - Rs. 30 per mensem..		
Piece rate -		
Carding only .	--	0.16 per 3.5 k.g.
Dyeing.	--	30.00 p.m.
Expert dyer.	--	69.00 p.m.

"Factory Work" means work done by the employees within the factory premises.

(iii) Spinning-		
Plain or coloured wool, coarse yarn.	0.12 per 0.5kg.	-
Drugget yarn.	0.14 per 0.5kg.	0.46 per 3.5 kg.
Special quality yarn.	0.29 per 0.5kg.	--
(iv) Weaving-		
Plain druggets.	1.27 per sq.m.	--
Druggets with borders.	1.38 per sq.m.	--
Druggets with border and design.	1.46 per sq.m.	--
6-ply warp.	--	1.10 per sq.m.
8-ply warp.	--	1.27 per sq.m.

Explanation.- Classification into Grades I and II is based on physical capacity, skill, efficiency and outturn of work.

### III. Manufacture of coarse floor rugs. Salem district.

The rates of wages fixed for the preliminary processes as for coarse yarn referred to under item II classes (i) to (iii) under Salem district are applicable to similar processes under this item also.

#### Weaving -

Size:	Rs.
0.9 metre x 1.8 metres.	0.37 per piece.
1.2 metres x 1.8 metres.	0.44 per piece.
1.2 metres x 2.1 metres.	0.50 per piece.

Punjab: Revised Minimum Rates of Wages fixed for Employment in Foundries.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Punjab has fixed the following revised minimum rates of wages in respect of employment in foundries with or without attached machine shop.

Categories of Employees

All inclusive minimum rates of Wages.

Unskilled -

- 1. Coke Breakers, )
- 2. Sand Mixers, )
- 3. Earth Mixers, )
- 4. General Labour, and )
- 5. Khalasi. )

Rs.2.50nP. per day or Rs.65 per month.

Semi-Skilled -

- 1. Core-Makers/Sand Machineman. )
- 2. Box Makers. )
- 3. Couplaman. )
- 4. Chipperman/Sand Blaster. )
- 5. Sawman. )
- 6. Striker. )
- 7. Assistant Moulders, )
- 8. Assistant Carpenters, Assistant Pattern-maker, Assistant Fitters )
- 9. Assistant Motor Attendant, Assistant Blacksmith, Assistant Tin-smith. )
- 8. Furnanceman. )
- 9. All apprentices. )
- 10. Khalasi Jamadars. )

Rs.80 per mensem.

Skilled -

- 1. Carpenter. )
- 2. Moulders. )
- 3. Foundry Mistry. )
- 4. Fitters. )
- 5. Blacksmith, Tin-smith, Supervisors. )
- 6. Electrician. )

Rs.100 per mensem.

Category of employees.

All inclusive minimum rates of Wages.

Highly Skilled -

- 1. Foundry foreman.
- 2. Pattern-Makers.

)

Rs.125 per mensem.

The minimum rates of wages hereby notified shall come into force with effect from 1 January, 1964.

(Notification No. S.O.465-CA/11/48/S.5/63, dated 15 November 1963; Punjab Government Gazette, Part I, 29 November 1963, page 3072 ).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - DECEMBER 1963.

50. General.

Defence Labour Banks: Over 100 Million  
Man-days Donated.

In reply to a question in the Lok Sabha on 17 December 1963, the Deputy Minister for Community Development said that defence labour banks had been set up in most of the panchayats. Till the end of October this year, 1,00600000 man-days had been received as donations to the bank. A programme had been drawn up to utilize these "resources" of the bank.

So far work valued at 12.5 million rupees had been done on the basis of 8.5 million man-days utilised.

(The Hindustan Times, 18 December 1963).

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

India - December 1963.

Report on the Activities of the Coal Mines Labour Welfare Fund during the Year 1962-1963\*  
published.

The Deputy Minister for Labour, Shri R.K. Malviya, laid on the table of Rajya Sabha on 17 December 1963, the Report on the activities of the Coal Mines Labour Welfare Fund during 1962-1963. The Mines following is a brief of review of the Report.

Receipt and Expenditure.- The rate of cess on all despatches of coal and coke, the main source of income of the Fund, continued to be 50 nP. per ton (49.21 nP. per metric tonne) throughout the year under report. The total income during the year amounted to 29,299 million rupees which was apportioned between the General Welfare Account and the Housing Account of the Fund in the ratio of 50 : 50. The share of the General Welfare Account was 13,944 million rupees and that of the Housing Account including the receipt on account of house rent for the houses already constructed and interest on investments was 15,355 million rupees. The total expenditure was 25,693 million rupees - 11,796 million rupees in the General Welfare Account and 13,897 million rupees in the Housing Account.

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\* Report on the Activities of the Coal Mines Labour Welfare Fund 1962-63: Coal Mines Labour Welfare Organisation, Ministry of Labour and Employment, Government of India, 1963.

Medical Facilities.- The Organisation has provided medical facilities for colliery workers and their dependents on a large scale. The facilities include provision of a number of hospitals, Maternity and Child Welfare Centres, T.B. treatment including Domiciliary, Dispensary Services including Ayurvedic Dispensaries, Family Planning Centres, etc., etc., as detailed below:-

Central Hospitals, Dhanbad.- This Hospital, a well-equipped modern institution having at present a sanctioned bed strength of 250, has been functioning since 1951. It has all the facilities for rendering all types of specialised diagnosis and treatment to colliery workers and their dependents free of any cost. The average daily number of in-patients treated in the different departments of the hospital during the year under review was 350.

Central Hospital, Asansol.- The other Central Hospital at Kalla, Asansol in the Raniganj Coalfield, also of 250 beds, entered the eighth year of its existence. The average daily number of in-patients treated in the hospital during the year was 319 against 304 during the preceding year.

Regional Hospitals.- Seven Regional Hospitals were maintained by this Organisation in the various coalfields for treatment of comparatively minor cases. The work of construction of another Regional Hospital at Phusro in the Bokaro Coalfield was completed. The work of construction of the Regional Hospital building in the Korea Coalfield was very nearly completed.

All the above Regional Hospitals continued to render useful services to colliery workers and their dependents and the number of new cases treated at each of the Hospitals during the year under report is furnished below:-

Regional Hospital.	Indoor	Outdoor	Total
1. Katras (Jharia Coalfield).	1,510	3,646	5,156
2. Tisra (Jharia Coalfield).	810	3,913	4,723
3. Chora (Raniganj Coalfield).	1,933	5,879	7,812
4. Jamai (Pench Valley Coalfield).	1,209	5,204	6,413
5. Dhanpuri (Vindhya Pradesh Coalfield).	572	2,597	3,169
6. Naisarai (Ramgarh-Karanpura Coalfield).	1,694	5,395	7,089
7. Phusro (Bokaro Coalfield).	2,138	8,047	10,185
Total.	9,866	34,681	45,547

Family Welfare Centres.- A Family Welfare Centre as an adjunct to each of the Regional Hospitals continued to function in all the Coalfields. The Organisation has also established 8 such centres - two each in Madhya Pradesh, Andhra Pradesh and Orissa and one each in Assam and Maharashtra Coalfields which are independent units under the charge of a qualified Lady Health Visitor. Fifty one Maternity and Child Welfare Centres were being run by the Jharia and Asansol Mines Boards of Health and Hazaribagh Mines Board for which the Organisation continued to pay quite a sizeable amount to each of the Boards towards their maintenance.

T.B. Treatment.- Sixty-two beds continued to be provided by the Fund for treatment of colliery T.B. patients (12 beds at Katras in the Jharia Coalfield and 50 at Searsole in the Raniganj Coalfield). Necessary action for increasing the bed strength at the T.B. Clinic, Katras by another 25 was taken and the work in this regard would be put in hand when the requisite expenditure sanction is received. In addition to the above, 91 beds continued to be reserved by the Fund in the various sanatoria.

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. Clinic or at the beds reserved by the Fund at various sanatoria was continued during the year under report also.

The Domiciliary T.B. treatment scheme which was in the beginning introduced as a pilot scheme had been extensively in operation in all the coalfields in the country and was working satisfactorily. A total of 5,811 patients suffering from T.B. from all the coalfields of the country were treated till the end of the year under report. All the patients were provided with the requisite medicines free of cost. ~~All the patients were provided with the~~ Besides, each patient was also paid an allowance for diet up to Rs. 1.50nP. per day for a maximum period of six months for taking nourishing diets. A net-work of Chemotherapy Centres has been set up throughout the coalfields for treatment of patients under the above scheme. With a view to bringing more patients under the purview of the Domiciliary Treatment Scheme, sanction for treatment of an additional 1,000 cases was also obtained during the year. At the Convalescent Home run by the Organisation at Bhuli, colliery workers who were suffering from T.B. were admitted and given free supply of necessary medicines as well as training in crafts like garment making and basket making. They were also paid a monthly stipend at the rate of 30 rupees per head per month for three months. The rate of stipend and the period of training were subsequently increased to 45 rupees per month and six months respectively.

Dispensaries.- The two Static Dispensaries at Bhuli and Mugma treated a total number of 12,541 patients during the year. Government accorded sanction to incurring non-recurring expenditure of 3,500 rupees and recurring 6,000 rupees for establishment of static dispensaries at Bhara in the Raniganj Coalfield and necessary action to start the same was taken. Two mobile medical units provided by the Fund in the Dumua area of the Pench Valley Coalfield and the Karanpura-Rangarh Coalfield were maintained and they rendered valuable services to colliery workers residing in the interior. A similar mobile medical unit for the Assam Coalfield was also completed in all respects and was awaiting despatch to the above Coalfield for being put into commission.

Health Promotion Centres.- It was decided to establish 6 Health Promotion Centres, two each in the Bihar and West Bengal Coalfields and one each in the Andhra Pradesh and Madhya Pradesh Coalfields for regular check-up of the health of the colliery workers. Two centres one at Bhurkunda and the other at Samla Kendra were opened and action for opening the rest was in hand.

Ayurvedic Dispensary.- To the chain of thirteen Ayurvedic Dispensaries that continued to function during the year were added two more dispensaries, one at Bonjamehari in the Raniganj Coalfield and the other at Brajrajnagar in the Orissa Coalfield, making the total number of Ayurvedic Dispensaries that functioned in all the Coalfields at the end of the year 15.

Grants-in-aid for Dispensary Services.- During the year under report grants-in-aid continued to be paid by the Organisation to colliery managements who maintained dispensary services according to the colliery standards prescribed for becoming eligible for to get such assistance. Under this scheme, financial aid to the extent of the amount of the cess at the rate of eight pies per ton recovered in respect of coal or coke despatched from the colliery concerned after deduction of the proportionate cost of collection, or the amount spent on the maintenance of the dispensary whichever is less, is paid to the management.

Financial assistance for improved Dispensary Services.- In the great majority of cases, however, the colliery managements could not take advantage of the scheme referred to in the preceding paragraph owing to the standard of dispensary services maintained by them being substantially short of the standard prescribed by the Organisation for qualifying for the same. As they had to bring about large-scale improvements so as to qualify for the grant-in-aid, with a view to giving them an incentive to effect the same, the Organisation had introduced a scheme of financial assistance for improvement of the standard of dispensary services to a standard not below that laid down for the purpose. Under this scheme, interest-free loan equal to actual cost of construction of new buildings or for improvement of the existing buildings for dispensaries including purchase of equipments, subject to a maximum of 16 times of the annual grant-in-aid admissible was paid to the management. The response, however, to this scheme has not been very encouraging.

Family Counselling.- Under the programme of family planning work conducted by the Organisation, a total of 233 sterilization operations was done at both the Central Hospitals during the year. A total of 8,841 persons were contacted for family counselling at all the medical institutions and Maternity and Child Welfare Centres of the Fund. The total number of persons who were given and accepted the advice for family planning at all the centres was 8,158. More than 10,430 persons were explained the importance of Family Planning by the Field Workers at various Miners' Institutes of the Fund. Grant-in-aid was being paid to colliery owners for providing facilities for family planning at their colliery hospitals though it has to be mentioned here that response to this offer has been rather slow. Another scheme of payment of cash grant to colliery workers and their wives who underwent sterilization operation continued to be in existence providing an incentive to illiterate poor workers for volunteering to have such operations.

Treatment of Cancer, etc.- The arrangements under which payment of an allowance is made at the rate of 5 rupees per day per patient to the colliery workers suffering from Cancer and other ailments requiring radium or Deep X-ray treatment at the Patna Medical College Hospital continued to be in existence during the year under report. Those workers who were unable to secure immediate admission were also paid the necessary allowance to enable them to meet expenses like house rent, diet charges, etc., from the date of arrival at Patna to the date of admission in the Medical College Hospital.

The Deep X-ray Plant which was installed at the Central Hospital, Asansol in the preceding year was functioning satisfactorily. A total number of 1,684 cases were attended to during the year under report.

Education and Recreation: Miners' Institutes.- These Institutes meant for catering to the educational and recreational needs of colliery workers have been set up in the various Coalfields. In all 56 such Institutes functioned during the year of which 51 were in the Organisation's own buildings and the rest in the accommodation provided by the colliery managements. The fiftyfirst institute in the Organisation's chain of Multipurpose Institutes was opened at Ningha in the Raniganj Coalfield on 13 March 1963 on which date the centre which was till then functioning in the accommodation provided by the colliery management moved to the Fund's own buildings. Sanction for construction of two more Multipurpose Institutes in the Raniganj Coalfield was received from Government during the year under report and necessary action to take up their construction was also in hand.

Women's Welfare-cum-Children's Education Centres.- During the year under report, 59 Women's Welfare-cum-Children's Education Centres were functioning in Multipurpose Institutes and in accommodation provided by the colliery owners. Fifteen Women's Feeder Adult Education Centres also continued to function during the year. The centres provided elementary education to colliery workers' children up to Class II standard. The children attending the Centre were given bath in the morning by the Aya of the centre and dressed with the garments supplied free of cost by the Organisation. Healthy games were also arranged at all the Centres. Free supply of milk and tiffin continued to be distributed amongst the children attending the Women's Welfare Centres. Periodical medical check up of the children's health was done as a regular feature at all the centres by the Medical Officers of the Organisation.

Besides holding literacy classes for women as usual, training in handicrafts like sewing, tailoring, repair of garments, etc., continued as a regular feature at all the centres. The total number of women made literate up to March 1963 was 2,077 as against 1,685 in the preceding year. All the centres have been provided with the necessary equipments required for teaching handicrafts.

The Field Workers continued their task of home visiting for the purpose of giving talks to women folk on various domestic subjects which they did not know and would do well to know in everyday life. Attempts were also made by them to educate the colliery women in important matters such as timely admission to hospitals in case of sickness, family planning and the various facilities provided by the Organisation for their welfare.

Scholarship.- This scheme which provides substantial financial assistance to encourage deserving candidates of colliery workers to prosecute higher studies, both general as well as technical, (125 general and 22 technical) continued to be in operation during the year. A sum of 77,961 rupees was paid as scholarship during the year. To meet the increasing demand for the scholarships the total number of scholarships was raised from 100 to 125.

Boarding House for the school-going children of coal miners.- For the benefit of the children of colliery workers studying in High Schools far away from their places of residence, two boarding houses - one each in West Bengal and Madhya Pradesh continued to function during the year under review. Vigorous efforts to procure accommodation at a suitable place for starting the third Boarding House in the Jharia Coalfield having failed to yield any result, the question of constructing the Fund's own building for the purpose was under consideration. For opening of two more Boarding Houses one each in the Andhra Pradesh and Assam Coalfields, sanction of an expenditure not exceeding 1,300 rupees non-recurring and 6,750 rupees recurring per annum was obtained. Action for running of Boarding House in C.S.I. School, Bellampalli in Andhra Pradesh on a temporary basis was under consideration.

Games and Sports.- A total sum of 88,000 rupees was sanctioned for organising games and sports for colliery workers in the various coalfields of the country. But due to National Emergency it was subsequently decided to hold all games and sports in abeyance.

Coal Mines Pithead Bath Rules.- Under the Coal Mines Pithead Bath Rules, 1959, administered by the Organisation, it is obligatory on the part of management of every colliery the output of which exceeded 600 tons during the previous Calendar year, to provide a Pithead Bath at the mine for use of the workers. Exemption from the provision of Pithead Bath Rules as provided for in the rules was considered favourably in case of those mines, the resources of which were likely to be exhausted within the next three years. The total number of collieries where Pithead Baths had been completed at the close of the year was 253 and where they were under construction was 58.

Creches in coal mines.- The Mines Creche Rules, 1959 ~~was~~ as amended by the Mines Creche (Amendment) Rules, 1961, enjoin on the Owner, Agent or Manager of every mine wherein any women are employed or were employed on any day of the preceding twelve months to provide a Creche at his colliery to look after the children of the women workers. Each Creche should have a trained Creche Nurse and supply of food to children is also now a compulsory obligation on the part of the management concerned. At the close of the year under report the number of collieries where Creches had been completed was 413 and where they were under construction 16.

Maternity Benefit.- The Mines Maternity Benefit Act and Rules made thereunder continued to be administered by the Coal Mines Labour Welfare Organisation. During the year, Maternity Benefit was paid by the employers in a total number of 2,578 cases.

Workmen's Compensation.- As reported earlier, administration of the Workmen's Compensation Act is not the responsibility of the Coal Mines Welfare Organisation. Nevertheless, with a view to securing settlement of the cases coming under the purview of the Act as promptly as possible, the Inspectorate of the Organisation continued to follow up such cases involving payment of compensation. Out of a total number of 10,643 cases reported, 4,790 cases were followed up during the year. Claims in 4,599 cases were admitted. Payment was made in 2,535 cases till the end of the year and the rest were yet to be settled.

Miners' House: Township.- One of the major problems that stood in the way of promoting the living conditions of colliery workers in the country was the deplorable state of their housing. Towards improving that state of affairs and providing decent houses in cleaner and healthier surroundings, the Coal Mines Labour Welfare Organisation from its ~~inspection~~ inception embarked upon a series of housing schemes, the first of which being centralised townships in convenient areas available in different parts of the Coalfields. Under this scheme the Organisation constructed 2,153 houses at seven places, Bhuli being the biggest amongst them with 1,566 houses.

Subsidised Housing Scheme.- This scheme provided for payment of subsidy to colliery managements to the extent of 20 per cent. of the prescribed ceiling cost of construction of houses for their workers, the balance amount being met by the managements themselves. Under this scheme 1,638 houses were constructed in all the at different collieries.

Subsidy-cum-loan Scheme.- It was found that the 20 per cent. subsidy as referred to above could not attract the managements to construct more houses for their workers. Therefore, another scheme known as Subsidy-cum-Loan Scheme was soon introduced under which the subsidy was raised to 25 per cent. of the prescribed ceiling cost along with which the Organisation also offered a loan amounting to 37½ per cent. of the cost of construction or Rs. 1,102.50 nP. per house. Under this scheme 2,060 houses were constructed, and so far a sum of Rs. 217,570.12 nP. and Rs. 199,734.39 nP. was paid to different colliery managements as subsidy and loan respectively. In addition, 103 houses more under this scheme were reported to be under construction although no final completion report had yet been received in respect of them. The matter was in correspondence with the colliery managements concerned.

Low-cost Housing Scheme.- As stated earlier in this report, the magnitude of the housing problem for colliery workers being gigantic and the response from the managements for construction of houses under the various schemes sponsored by the Organisation being far too inadequate to meet the problem, it was felt that a more revolutionary scheme under which the construction of houses could be speeded up at lesser cost was absolutely necessary. Consequently, the above scheme envisaging construction of 100,000 houses during the current Third Five Year Plan period at an estimated cost of 130 million rupees to the Fund was introduced during the year 1961-62. The intention was to build 20 per cent. of the above number in barracks for bachelor workers and the scheme provided for payment of the entire cost of construction of these houses to the managements subject to a maximum of 1,300 rupees per house and double that amount for each barrack.

Against the above target of one 100,000 houses, the Government of India sanctioned 25,000 houses and 417 barracks at a cost of about 34 million rupees for construction during the previous year. Although at their own request all the above houses were allotted to various colliery managements for immediate construction, their performance in that regard could not be considered satisfactory. At the close of the year under report only about 3,446 houses including barracks were either constructed or remained under construction under the above scheme at the different collieries. The progress with regard to this being, as mentioned above, not up to expectations, the matter has been engaging our attention for long and ways and means to make the scheme more responsive from the colliery managements were actively under consideration and a decision was expected to be taken soon. It is hoped that more cooperation for the successful implementation of the above ambitious housing scheme of the Organisation would then be forthcoming from the managements, as there could be no doubt that in the realisation of the above programme lay the solution for the housing problem for the colliery workers.

"Built your Own House" Scheme for coal miners.- Sanction to the above scheme was obtained during the year under report. The scheme provided to offer an incentive to colliery workers who desired to build their own houses and would thus relieve, at least to some extent, the actual housing conditions amongst the workers in the coal mining industry. Under this scheme a sum of 325 rupees would be paid as subsidy in the shape of materials in each case to the workers who intended to build their own houses on land owned by them, in the neighbouring villages. The workers would be the owners of the houses even after they ceased to be colliery workers. Persons employed in the coal mining industry normally for a period of not less than ten years would be eligible for the grant of subsidy. Under this scheme, 8 houses have been completed so far.

Death Benefit.- The scheme for affording financial assistance to widows and school-going children of colliery workers who died as a result of colliery accidents continued to be in operation during the year under review. A total sum of Rs. 26,329.20 nP. was sanctioned during the year for payment to 97 widows and 17 school-going children. In February 1963 the above scheme was replaced by a more beneficial scheme known as "Coal Mines Fatal and Serious Accident Benefit Scheme" and all preliminary steps to implement the new scheme were taken.

Co-operative Movement.- The drive for organising more Cooperative Societies/Stores for the benefit of colliery workers continued unabated and the total number of societies/stores organised in different coalfields till the end of the year under report was 266. In addition, 15 societies were awaiting registration at the end of the year.

A land-mark in the history of co-operative movement in the Coalfields was the establishment of a Wholesale/Central Cooperative Store at the Bhuli Township. Procurement of wholesale commodities at reasonable prices was the major bottleneck for the steady advancement of the primary Consumers' Cooperative Stores and the above Central Stores with a ready-cash capital exceeding 350,000 rupees made available to it by the Coal Mines Welfare Organisation is expected to go a long way in feeding its primary units in the Jharia Coalfield with their everyday requirements, thus enabling the workers to obtain articles of reliable quality at fair prices. Efforts were under way to establish similar Central Stores in other Coalfields also and where the minimum number of primary stores required for setting up a Central Store was not there, steps were taken to organise more primary stores.

Special attention was also devoted to strengthen the financial position of the societies/stores already organised and functioning. The scheme for payment of monthly subsidy @ Rs. 50 per society for a period of one year to meet the expenses on employing a part-time clerk to maintain the registers of the society was approved and introduced during the year. Non-recurring grant to meet the preliminary expenses of the society @ Rs.67 was also given to 39 societies during the year. The liberalised loan scheme, introduced during the year under review, was of immense help to the societies/stores for stabilising their financial position and there has been continuous demand from them for loans. A sum of 609,700 rupees was advanced by the Organisation during the year for payment of loans to various societies/stores in different coalfields.

Holiday Home for coal miners.- The Holiday Home for colliery workers established by the Organisation at Rajgir was very popular amongst all sections of the colliery workers. The participating workers were provided with free transport for their onward as well as return journeys. Owing to the popularity of the above Holiday Home, it was decided to establish this Home on a permanent basis and the question of acquiring a suitable plot of land with attractive surroundings for the purpose was under correspondence with the Government of Bihar. A Holiday Home at Pachmarhi on a temporary basis for colliery workers in Madhya Pradesh Coalfield was also started during the year. A proposal to establish two more such Homes, one each at Puri and Tirupathi for the benefit of colliery workers in the Orissa and Andhra Pradesh Coalfields respectively was under consideration for which necessary sanction too had been obtained.

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Chapter 6. General Rights of Workers.

62. Right of Association.

India -December 1963.

Industrial Employment (Standing Orders) Amendment Act, 1963 (No. 39 of 1963).

The Industrial Employment (Standing Orders) Bill (vide pages 86-87 of the report of this Office for March 1963) as passed by Parliament received the assent of the President on 2 December 1963 and has been gazetted on 3 December 1963 as Central Act No.39 of 1963. The following are some of the important amendments made to the Act of 1946.

After section 1 sub-section 3, a new sub-section (4) is added providing that nothing in this Act shall apply to - (i) any industry to which the provisions of Chapter VII of the Bombay Industrial Relations Act, 1946 apply; or (ii) any industrial establishment to which the provisions of the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961 apply:

Provided that notwithstanding anything contained in the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961, the provisions of this Act shall apply to all industrial establishments under the control of the Central Government.

(1) The Existing section 11 has been renumbered as section 11 sub-section(1) and a new sub-section(2) is added providing that clerical or arithmetical mistakes in any order passed by a Certifying Officer or appellate authority, or errors arising therein from any accidental slip or omission may, at any time, be corrected by that Officer or authority or the successor in office of such Officer or authority, as the case may be.

(2) After section 12 a new section 12A is added providing that notwithstanding anything contained in sections 3 to 12, for the period commencing on the date on which this Act becomes applicable to an industrial establishment and ending with the date on which the standing orders as finally certified under this Act come into operation under section 7 in that establishment, the prescribed model standing orders shall be deemed to be adopted in that establishment, and the provisions of section 9, sub-section(2) of section 13 and Section 13A shall apply to such model standing orders as they apply to the standing orders so certified.

Nothing contained in sub-section (1) shall apply to an industrial establishment in respect of which the appropriate Government is the Government of the State of Gujarat or the Government of the State of Maharashtra.

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 3 December 1963,  
pp. 431-433 ).

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

India - December 1963.

Payment of Wages (Madras Amendment) Act, 1963  
(Madras Act No. 20 of 1963).

The Payment of Wages (Madras Amendment) Bill (vide page 67 of the report of this Office for July-August 1963) as passed by the Madras Legislative Assembly received the assent of the President on 25 December 1963 and has been gazetted as Madras Act No. 20 of 1963. The Act makes the following amendments to the Payment of Wages Act, 1936.

Amendment of Section 7, Central Act IV of 1936.-  
In sub-section (2) of section 7 of the Payment of Wages Act, 1936 (Central Act IV of 1936) (hereinafter referred to as the principal Act), after clause (d), the following clause shall be inserted, namely:-

"(dd) deductions for electricity supplied to the employed person by the Madras State Electricity Board constituted under section 5 of the Electricity (Supply) Act, 1948 (Central Act LIV of 1948) (hereinafter in this Act referred to as the State Electricity Board);"

Insertion of new section 11-B in Central Act IV of 1936.- After section 11-A of the principal Act, the following section shall be inserted, namely:-

"11-B. Deductions in respect of electricity.- The employer shall, if so required by a requisition in writing, by the State Electricity Board or by an officer authorised by it in this behalf, make the deductions authorised under clause (dd) of sub-section (2) of section 7 from the wages of the employed person and remit the amount so deducted in such manner as the State Government may, by general or special order, specify."

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Payment of Wages (Deductions for National Defence  
Fund and Defence Savings Schemes) Rules, 1963.

The Central Government published on 7 December 1963 the text of the Payment of Wages (Deductions for National Defence Fund and Defence Savings Schemes) Rules, 1963, made in exercise of the powers conferred under the Payment of Wages Act, 1936. The rules prescribe inter alia the conditions for making deductions from the wages of employed persons for contribution to the National Defence Fund or to any Defence Savings Scheme approved by the State Government with the authorisation of the President or Secretary of the registered trade union of which the employed person is a member.

(Notification S.O. 3376/PWA/Sec.7(2)(ii)/  
Rules dated 22 November 1963; the  
Gazette of India, Part II, Sec.3,  
sub-sec.(ii), 7 December 1963,  
pp. 4163-4164 ).

65. Collective Agreements.

India - December 1963.

Bata Shoe Workers' Union and Management  
Sign Agreement: Higher Emoluments for  
Workers.

A three-year agreement has been signed between the Bata Shoe Co., management in Faridabad and the Bata Shoe Workers' Union (AITUC). The commulative effect of this agreement would result in a gain of 650,000 rupees for the 950 workers employed in the Faridabad factory during the next three years.

The agreement was signed on behalf of the union by the President and General Secretary, respectively.

The factory works on a five-day week,  $8\frac{1}{2}$  hours per day and  $42\frac{1}{2}$  hours per week. The average monthly increase arising out of the present agreement would be from 20 to 23 rupees.

The rates and grades negotiated are effective from November 1963. An ex-gratia payment of 100 rupees would be paid in addition covering the period during which the negotiations for the present agreement were going on.

The existing basic piece-rates have been increased by Rs.1.75 per week and another Re.1 per week would be added on in lieu of sick leave, on the introduction of the Employees' State Insurance Scheme. Similar increases have also been made in the 'training and allocation centre' rates, probationary period wages and apprenticeship period wages.

The time-rates have also been revised upwards. The incremental rate has been raised from 25 nP. per week to 50 nP. per week.

A system of variable dearness allowance, linked with consumer price indices has been introduced, for the slab 381-395 (base 1939) of the index, a sum of Rs.8.25 would be paid as Dearness Allowance per week. For every further slab of five points, the Dearness Allowance would rise by 50 nP. per week.

Bonus payment would be 18½ per cent. of earnings from the fourth quarter of 1963, instead of the former rate of 17 per cent.

Retiring age will be 58 years. An extension of two years may be considered at the discretion of the management.

The discount on the purchase of company's merchandise will be at the rate of 25 per cent. to the extent of purchases for Rs.60 per year.

The agreement will remain valid till 31 December 1966.

(Trade Union Record, 5 November 1963 ).

67. Conciliation and Arbitration.

India - December 1963.

Industrial Disputes in India during 1962.

The table below shows the time loss per 1,000 workers on account of industrial unrest for the years 1960, 1961 and 1962 for manufacturing industries, plantations and coal mines:-

Year	No. of mandays lost (in 000)	Employment (in 000)	Time loss per 1,000 workers
<b>Manufacturing Sector -</b>			
1960	4,913	3,555	1,382
1961	3,796	3,709	1,023
1962	4,735	N.A.	N.A.
<b>Plantations -</b>			
1960	168	1,297(P) (E)	130(P) (E)
1961	210	N.A.	N.A.
1962	145	N.A.	N.A.
<b>Coal Mines -</b>			
1960	129	397	325
1961	201	411	489
1962	301	417(P)	722(P)

(P) = Provisional. N.A.=Not Available. (E)= Estimated.

The above table reveals that in the Manufacturing Sector time-loss per 1,000 workers showed an appreciable decline from 1960 to 1961. In the case of Coal Mines, however, a sizeable rise in this figure was recorded in 1962.

Analysis by States.- The following table shows details regarding industrial disputes for all sectors State-wise during 1961 and 1962:-

State	1961			1962			
	No. of dis-putes.	No. of workers invol-ved.	No. of mandays lost.	No. of dis-putes.	No. of workers invol-ved.	No. of man-days lost.	No. of mandays lost per 100,000 of man-days avail-able for work (Manu-facturing indus-tries only).
1	2	3	4	5	6	7	8
Andhra Pradesh.	69	35,157	201,465	81	44,733	169612	437
Assam.	28	12,081	72,009	25	15,777	29214	19
Bihar.	75	25,815	158,654	69	31,010	177532	101
Gujarat.	30	7,867	52,112	38	12,297	86627	42
Jammu & Kashmir.	1	45	45	4	1,267	1482	7
Kerala.	146	35,506	395,315	201	99,053	2138491	1120
Madhya Pradesh.	83	22,724	215,920	57	20,409	257206	367
Madras.	124	32,654	175,789	128	23,909	157675	186
Maharashtra.	279	88,614	580,110	386	266,232	1081042	1524
Mysore.	71	30,582	80,895	78	32,128	67928	109
Orissa.	7	15,787	236,801	4	1,340	4280	3304
Punjab.	8	574	7,206	17	4,147	28114	7
Rajasthan.	11	3,294	51,359	13	10,388	123846	60
Uttar Pradesh.	92	44,122	516,972	91	35,748	376450	432
West Bengal.	275	152,123	2,143,538	234	94,117	1356260	924
Andaman & Nicobar Islands.	3	273	797	16	7,106	30728	114
Delhi.	55	4,642	29,768	49	5,398	34089	88
Himachal Pradesh.	-	-	-	-	-	-	-
Tripura.	-	-	-	-	-	-	-
<b>Total.</b>	<b>1,357</b>	<b>511,860</b>	<b>4,918,755</b>	<b>1,491</b>	<b>705,059</b>	<b>6120576</b>	<b>421</b>

.. \* Not Available as figures for Mandays worked were not received from Jammu and Kashmir.

It may be seen from the above table that in 1962, Madras, Maharashtra, Kerala and West Bengal together accounted for 63.6 per cent. of the total number of disputes, 68.5 per cent. of the total number of workers involved and 77.3 per cent. of the total number of mandays lost. The average time-loss per dispute was the highest in the State of Kerala (10,639 mandays). As compared to 1961 the States of Andhra Pradesh, Assam, Madras, Mysore, Orissa, Uttar Pradesh and West Bengal, registered lesser time-loss during the year 1962. During 1961, taking all the States together, for 100,000 mandays available for work in manufacturing industries, 421 mandays were lost due to industrial disputes. Among the States, this rate was the highest in Orissa (3,304).

In 1961, the severity-rates decreased in the States of Andhra Pradesh, Assam, Bihar, Madras, Punjab, Rajasthan, West Bengal and Andaman & Nicobar Islands as compared to 1960. There was a marked increase in the severity-rate in the case of Kerala, Maharashtra, Mysore and Orissa States. The over-all severity-rate in 1961 decreased to 421 as compared to 533 in 1960.

The following statement gives the average time-loss, number of workers involved and duration per dispute for 1961 and 1962:-

Item	1961				1962			
	All Sec-tors.	Manufac-turing indust-ries.	Mines.	Plan-ta-tions.	All Sec-tors.	Manu-factur-ing indust-ries.	Mines.	Plan-tations.
1	2	3	4	5	6	7	8	9
Average Time-loss per dispute (Mandays).	3625	4487	3003	1732	4105	4922	3576	1527
Average Number of Workers involved per dispute.	377	373	523	350	473	393	650	434
Average duration of disputes (Days).	9.6	12.0	5.7	4.9	8.7	12.5	5.5	3.5

It will be seen that for all sectors combined, there was an increase in the average time-loss per dispute and average number of workers involved per dispute. There was, however, a decrease in the average duration of disputes in 1962 as compared to 1961.

Analysis by Lockouts.- Out of 1,491 disputes reported during the year, lockouts were declared at some stage or the other, in 95 cases involving 130,449 workers with a time-loss of 1,061,636 mandays. It will be observed that the disputes in which lockout was declared at any state, accounted for 17.3 per cent. of the total time-loss in all industrial disputes during the year 1962, although by number they formed only 6.4 per cent. The average time-loss per lockout was 11,175 mandays as against the average time-loss of 3,624 mandays for strikes. The highest number of lockouts was reported from West Bengal which accounted for 70.0 per cent. of the total time-loss due to lockouts. As in the case of all disputes, the maximum time-loss per lockout was noticed in Madhya Pradesh during the year. In 1962 there was no lockout in Andhra Pradesh, Orissa, Punjab, Rajasthan, Jammu and Kashmir and Andaman & Nicobar Islands.

The manufacturing industries were responsible for as many as 74 of the 95 lockouts involving a time-loss of 731,810 out of the total of 1,061,636 mandays. In 52 cases involving a maximum of 31,290 workers and a time-loss of 471,754 mandays, the lockouts were declared subsequent to strikes by the employees. In the remaining 43 cases disputes lockout was not the result of strike.

Analysis by Industries.- The manufacturing sector accounted for 77.4 per cent. of the total time-loss during the year 1962. Among other sectors, Mining and Quarrying accounted for 6.2 per cent. of the total time-loss, Services for 4.7 per cent., Agriculture, Forestry and Fishing for 2.8 per cent., Transport and Communication (other than workshops) for 2.6 per cent., Electricity, Gas, Water and Sanitary Services for 2.4 per cent., Construction for 0.7 per cent., Commerce for 0.1 per cent., and 'Activities not adequately described' for 3.1 per cent.. In the Manufacturing sector, highest time-loss was recorded by the group Food (except Beverages), followed by Textiles. About 99.3 per cent., of the total time-loss in the Mining and Quarrying Group was recorded in Coal Mines. As compared to the preceding year, the time-loss increased appreciably in the Manufacturing Sector, Electricity, Gas, Water and Sanitary Services. Transport and Communication (other than workshops) and Services, and decreased in Agriculture Forestry, Fishing, etc., Commerce, etc.

Analysis by Causes.- For classifying the work-stoppages involving number of causes and demands according to the specified categories of causes, the immediate cause leading to the work-stoppage is taken into account. If there is a number of immediate causes, the most important among them is taken into account. The statistics of industrial disputes classified by causes as above, for the years 1961 and 1962, are presented in the following table:-

Cause.	1961			1962		
	No. of disputes.	No. of workers involved.	No. of mandays lost.	No. of disputes.	No. of workers involved.	No. of mandays lost.
1	2	3	4	5	6	7
Wages and Allowances.	399	123,748	1095343	445	269869	1606227
Bonus.	91	48,431	1004243	182	148037	2149717
Personnel.	361	151,254	1361528	336	77624	818970
Retrenchment.	24	4,253	39073	35	8856	88873
Leave and hours of Work.	39	35,198	405907	10	1187	3577
Others.	400	136,850	982540	466	195186	1420764
Not Known.	43	<del>524,860</del> 12,126	30121	17	4300	32448
Total.	1,357	511,860	4818755	1491	705059	6120576

Among the disputes classified by these groups of causes, except for "Others", "Wages and Allowances" accounted for the highest number (445) of disputes, followed by "Personnel" which accounted for 336 cases. Disputes relating to "Wages and Allowances" and "Personnel" constituted together 53.0 per cent., of disputes, 49.6 per cent., of the total number of workers involved and 39.8 per cent., of the total mandays lost. The corresponding percentages for 1961 were 57.9 per cent., 55.0 per cent., and 50.3 per cent. respectively. It will be seen on further analysis that there was an increase in the percentages of disputes, workers involved and mandays lost due to "Bonus" whereas there was a marked decrease in the case of "Personnel" and "Leave and Hours of Work".

Analysis of Work-stoppages due to Non-implementation of Labour Enactment, Labour Awards and Labour Agreements.- Such cases accounted for 229 disputes involving 77,711 workers and a time-loss of 541,000 mandays.

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Analysis by Results.- Of the total number of terminated disputes in 1962 for which relevant information was available, 30.2 per cent., were successful, 18.3 per cent. were partially successful and 30.7 per cent. were unsuccessful. In 20.8 per cent. of the disputes work was resumed without any final decision having been reached. In such cases the matter might have been under further negotiation or under reference to an Industrial Tribunal, etc. As compared to the previous year, the percentages of disputes which were 'partially successful', and 'indefinite' decreased and that for 'successful', and 'unsuccessful' slightly increased. The following table illustrates this position:-

Results.	1961			1962		
	No. of disputes.	No. of work-ers invol-ved.	No. of mandays lost.	No. of disputes.	No. of work-ers invol-ved.	No. of mandays lost.
1	2	3	4	5	6	7
Successful.	328	111259	849896	421	186626	2566481
Partially successful.	222	85855	1113423	255	110917	1668885
Unsuccessful.	336	153790	1324181	429	233689	815581
Indefinite.	253	94960	646690	290	121232	682898
Not Known.	152	51719	615834	93	52539	386409
Total.	1291	497593	4550024	1488	705003	6120254

Analysis by duration.- Duration represents the potential working days lost during the course of the work-stoppage and does not include weekly and other scheduled holidays. About 58.6 per cent. of the work-stoppages which terminated in 1962, and for which relevant information was available, lasted for less than 5 days. The disputes continuing for a month or more accounted for only about 12.1 per cent. of all the disputes for which relevant information was available. The percentages of disputes with duration 'more than 20 days up to 30 days' and 'more than 30 days' increased as compared to 1961 and decreased in other cases.

Analysis of Terminated Disputes Classified by Normal Employment-size of Unit Affected.- The number of workers normally employed is taken to be the number of workers employed on the last regular working day of the month preceding the one in which the work-stoppage took place excluding workers employed on special item of work not normally carried on by the employer. 30.2 per cent. of the disputes involved units employing '100 or more but less than 500'. However, the units employing '1000 or more' workers are responsible for 62.5 per cent. of the total time-loss.

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Analysis of Terminated Disputes by Method of Settlement and Results.- The disputes which terminated as a result of Government intervention, formed 43.2 per cent. of the total for which relevant information was available. About 25.0 per cent. of the total number of disputes terminated through mutual negotiations, in 28.2 per cent. the workers resumed their duties voluntarily and in 3.6 per cent. due to other reasons like Government banning the strike, etc. Most of the cases of voluntary resumption of work by the employees were unsuccessful or indefinite from the point of view of the workers, whereas a large proportion of disputes terminating through conciliation and mediation by Government, was successful or partially successful from the point of view of the workers. In case of disputes terminating through mutual settlement also, a large proportion was successful or partially successful from the workers' point of view.

Analysis of Terminated Disputes Classified by Workers Involved and Time-loss.-A Large number of disputes constituting 80.7 per cent. of the total disputes, for which relevant information was available, involved less than 500 workers. Only 9.9 per cent. of work-stoppages involved 1,000 or more workers. Most of these work-stoppages accounted for larger time-loss as can be normally expected. About 91.3 per cent. of the work-stoppages accounted for a time-loss of less than 10,000 mandays. Only 1.8 per cent. of the disputes resulted in a time-loss of 50,000 or more mandays.

Analysis of Disputes in Central Sphere Undertakings.- The Industrial Relations Machinery of the Central Government is the Competent Authority for intervention in the event of industrial unrest in this sphere. The Central Sphere includes all Central Government Establishments, Ports and Docks, Banks and Insurance Companies, Mines and Oil-fields. Disputes in this sphere accounted for 10.6 per cent. of the total number of disputes, 13.2 per cent. of the total number of workers involved, and 7.6 per cent. of the total number of mandays lost. During the preceding year these percentages were 11.8, 16.6 and 7.4 respectively. During the year under review 63.9 per cent. of the total number of disputes in the Central Sphere occurred in the Mining Sector, involving 73.0 per cent. of the total number of workers involved and 81.4 per cent. of the total mandays lost. As compared to the preceding year the number of mandays lost registered an increase in the case of 'Ports and Docks' and Mines.

Analysis of Disputes according to the Affiliation of the Workers' Unions to the Central Organisation of Workers.- Nearly 38.7 per cent. of the total disputes, 28.1 percent. of the workers involved and 26.8 percent. of total mandays lost were accounted for by the All-India Trade Union Congress. Time-loss relating to the Indian National Trade Union Congress and the Hind Mazdoor Sabha both, was considerably less. The disputes sponsored by more than one union, accounted for 51.3 per cent. of the total time-loss.

Analysis of Disputes by Wages and Value of Production Lost.- The information regarding wages and value of production lost is incomplete as out of 1,491 disputes, the information is available for 1,172 cases for wages lost and 684 cases for production lost. In these cases there was a wage-loss of 14.0 million rupees and a loss of production worth 70.8 million rupees.~~as will be~~

Public Sector Undertakings.- The public sector plays an important role in providing employment to the people in the country. However, it should be borne in mind while interpreting the figures for industrial unrest in this sector that there is a sharp difference between the coverage of the sectors as the private sector covers a considerable number of unorganised workmen who seldom demonstrate effectively for redress of their grievances. The total time-loss in the undertakings which were reported to be in the public sector, in 1962 was 532,042 mandays. The time-loss was the highest in the month of February followed by that in the month of March. Madhya Pradesh and Maharashtra accounted for the highest time-loss in such work-stoppages.

(The Indian Labour Journal, Vol.IX, No.11, November 1963, pp. 1153-1197 ).

Industrial Disputes (Amendment) Bill, 1963.

Shri Jaisukhlal Hathi, Minister of State, Ministry of Labour and Employment, introduced in the Rajya Sabha on 2 December 1963 a Bill further to amend the Industrial Disputes Act, 1947. According to the Statement of Objects and Reasons of the Bill, the Bill seeks to make certain changes in the Industrial Disputes Act, 1947. The important changes in the Act were discussed at various tripartite meetings like the Indian Labour Conference and the Standing Labour Committee and have their approval.

Section 7A of the Act lays down the qualification for appointment as the Presiding Officer of a Tribunal. The State Governments have been experiencing difficulty in getting suitable persons for appointment as Presiding Officers of Tribunals. Many of the State Governments have accordingly amended this section in its application to their States enabling District and Sessions Judges to be appointed to these posts. It is now proposed to provide for the appointment of a serving or a retired District Judge or Additional District Judge of not less than three years' standing as a Presiding Officer of the Tribunal.

In order to encourage arbitration, it is proposed to provide (1) for the appointment of umpires in case of difference of opinion between an even number of arbitrators, (2) for prohibition of strikes and lock-outs during arbitration proceedings, and (3) for application of section 33 during the pendency of any arbitration proceedings. Further, an arbitration award is binding at present only on the parties to the arbitration. This position is discouraging employers from agreeing readily to voluntary arbitration as they cannot enforce it on the workers who are not a party to the agreement. It is now being provided in the Bill that the arbitration award shall have the same binding force as an award of a Tribunal provided that the appropriate Government is satisfied that the parties to the arbitration agreement represent the majority of the each party.

The Supreme Court has held that notice to terminate an award can be given by a group of workmen acting collectively either through their union or otherwise, and it is not necessary that such a group of the union should represent the majority of workmen bound by the award. In order to prevent any irresponsible or dissatisfied group of workmen from terminating the settlement or an award without any regard for the effect of such termination on the entire body of the workmen, it is proposed to amend the Act so that in future only a majority of workmen shall have the right to terminate a settlement or award.

Opportunity has been availed of <sup>to</sup> propose a few other essential amendments which are mainly of a formal or clarificatory nature.

'Notes on clauses' explain the important provisions of the Bill.

Notes on Clauses.— Clause 2.—(i) Cantonment Boards are having establishments in different parts of the country. Like-wise, the Employees' State Insurance Corporation is having its branches all over the country. For the purpose of maintaining uniformity of treatment in those establishments, this clause seeks to amend the Act so that the Central Government becomes the 'appropriate Government' for dealing with industrial disputes concerning such establishments.

(ii) Sub-clause (iv) seeks to provide for the definition of the terms 'major port' and 'mine' for the purposes of the Act.

Clause 3. Under the existing provisions, presiding officers of Industrial Tribunals need not necessarily have held a judicial office for seven years or more. But they will not be eligible for appointment as presiding officer of a Labour Court. It is anomalous that a person qualified to be the presiding officer of a Tribunal, an authority having wider powers, may not be qualified to be the presiding officer of a Labour Court. This clause seeks to remove this anomaly.

Clause 4.— State Governments have been feeling difficulty in having presiding officers of Industrial Tribunals with the qualifications prescribed at present. They have been pressing for relaxation of the existing qualifications. Some of the State Governments have already amended the Act in its application to those States to permit the appointment of a District Judge or an Additional District Judge of not less than three years' standing. The Sixteenth Session of the Indian Labour Conference had also recommended that serving or retired District Judges may be made eligible for such appointments. This clause seeks to give effect to this recommendation.

Clauses 6, 9, 11, 12 and 18. The Twentieth Session of the Standing Labour Committee recommended that a provision be made for an umpire in cases of voluntary arbitration under section 10A of the Act. Now, provision has been made for the same. It has also been further provided that in cases where the parties agreeing to have voluntary arbitration represent majority of each party, the award of the arbitrator will be made binding on all persons in the establishment. In order to safeguard the interest of the workmen who are not parties to the arbitration agreement provision has been made to afford them an opportunity to represent their case before the arbitrator. It has also been provided that in such cases, resort to strikes and lock-outs during the pendency of arbitration proceedings shall be prohibited, and any strike or lock-out resorted to during such pendency of proceedings would be deemed to be illegal. Government have also been given power to prohibit continuance of any strike or lock-out in connection with the dispute. In addition, it has also been provided that conditions of service, etc., shall remain unchanged during the pendency of arbitration proceedings.

Clause 10.— The Supreme Court has held that for the purpose of giving notice for termination of an award, it is not necessary that the group of workmen acting collectively either through their union or otherwise, should represent the majority of the workmen bound by the award. In order to prevent any irresponsible or dissatisfied group of workmen from terminating the settlement or an award without any regard for the effect of such termination on the entire body of the other workmen, this clause seeks to amend the Act so that only a majority of workmen bound by a settlement or award have the right to terminate the same.

Clauses 13 and 14.— Clause 13 relates to the definition of continuous service for the purpose of lay-off and retrenchment compensation. It seeks to remove certain difficulties in interpreting the term 'continuous service' by re-arranging suitably the provisions of clause (eee) of section 2 and section 25B of the Act. The major changes effected by these two clauses are as follows:—

- (i) all the days on which a workman has been laid off during a year under an agreement, etc., for no fault of his, would be counted for computing the working period;
- (ii) any period of absence due to temporary disablement resulting from an employment injury should also count towards 240 days of attendance;

(iii) the period of qualifying attendance for workmen employed below ground should be reduced to 190 days (this would bring the provision in line with the relevant provision under the Mines Act, 1952);

(iv) the completed years of service should be continuous.

Clause 15.- Section 25FFF of the Act provides that when an undertaking is closed down, every workman who has been in continuous service for not less than one year in that undertaking immediately before such closure shall be entitled to notice and compensation in accordance with the provisions of section 25F, as if the workman has been retrenched. The compensation is, however, limited to three months' average pay where the undertaking is closed down on account of unavoidable circumstances beyond the control of the employer. This clause seeks to amend the Act so as to provide that in the case of closure due to expiry of lease or licence, there should be no ceiling limit of three months' average pay, but, full compensation should be payable to the workman concerned. It may be stated that this proposal was accepted by the Standing Labour Committee in its meeting held in October, 1962.

Clause 18.- As regards applicability of the provisions of sub-section (2) of section 33 (relating to alteration of conditions of service or punishment of workmen under certain circumstances) to establishments which do not have Standing Orders, there has been a difference of opinion among Industrial Tribunals. This clause seeks to clarify the position by providing that in the absence of Standing Orders, the employer will have to comply with the terms of contract, express or implied, while taking action under this section.

Clause 19.- The provisions contained in section 33C relating to recovery of money due from an employer, are similar to the provisions of section 17 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 as it stood before it was amended in 1962. The provisions of the latter Act were subjected to scrutiny by the Supreme Court which held that the appropriate Government or any other authority specified by it had not been vested with the normal powers of a Court or a Tribunal to hold a formal enquiry and that they had no power to examine the merits of the claim of the workman against the employer. In the light of this, section 17 was amended in 1962 by the Working Journalists (Amendment) Act, 1962 (65 of 1962). The amendment provided that the State Government may, on its own motion or upon application made to it, refer the question to any

Labour Court, etc., for determining the amount due to a working journalist under the Act. Clause 19 amends section 33 C of this Act on the lines of the amended provision in the Working Journalists (Fixation of Rates of Wages) Act, 1958.

It also provides that any person authorised by a workman in writing in this behalf, or in the case of the death of the workman, his heir or assignee shall also have the right to apply for recovery of the money due to him.

Clause 21.- This clause substitutes a new section for section 40 of so as to empower the "appropriate Government" to add to the First Schedule of the Act any industry by issue of notification, if it is of opinion that it is expedient or necessary so to do in the public interest.

(The Gazette of India, Extraordinary,  
Part II, Section 2., 2 December 1963,  
pp. 901-916 ).

Industrial Disputes (Andhra Pradesh Amendment)  
Bill, 1963.

The Government of Andhra Pradesh published on 14 November 1963 the text of the Industrial Disputes (Andhra Pradesh Amendment) Bill, introduced in the Legislative Assembly of the State on 12 November 1963. According to the Statement of Objects and Reasons of the Bill, under sub-clause(vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947, the State Government may, if satisfied that public emergency or public interest so requires, by notification in the Official Gazette, declare any industry specified in the First Schedule to the said Act to be a public utility service for purposes of the said Act for a period not exceeding six months at a time. "Service in hospitals and dispensaries" is one of the industries specified in the First Schedule to the Act and therefore, service in hospitals and dispensaries in this State, is being declared by the State Government from time to time for a period of six months at a time as public utility service. As the need for declaring the service in the hospitals and dispensaries as a public utility service is a permanent one, it has been decided to include the service in hospitals and dispensaries within the definition of 'public utility service' in clause (n) of section 2 of the said Act, so as to obviate the need for a declaration every six months. It is, accordingly proposed to amend section 2 (n) of the said Act, in its application to this State and to omit 9 in the First Schedule to the said Act.

The Bill seeks to give effect to the above proposal.

The Bill provides:- In clause (n) of section 2 of the Industrial Disputes Act, 1947 (hereinafter referred to as the principal Act), after sub-clause(V), the following sub-clause shall be inserted namely:-

"(V-a) any service in hospitals and dispensaries".

In the First Schedule to the principal Act, item 9 shall be omitted.

(The Andhra Pradesh Gazette, Part IVA,  
Extraordinary, 14 November 1963,  
pp. 3-4 )

Industrial Disputes (Mysore Amendment) Act, 1963  
(Mysore Act No. 35 of 1963).

The Industrial Disputes (Mysore Amendment) Bill (vide page 68 of the Report of this Office for July-August 1963) as passed by the Mysore Legislative Assembly received the assent of the President on 29 November 1963 and has been gazetted as Mysore Act No. 35 of 1963. The Act makes the following amendment to section 7A of the Industrial Disputes Act, 1947.

Amendment of Section 7A.- In clause (aa) of sub-section (3) of section 7A of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), as inserted by the Industrial Disputes (Mysore Amendment) Act, 1962 (Mysore Act 6 of 1963), after the words "District Judge" the words "for a period of not less than three years", shall be inserted.

(The Mysore Gazette, Part IV, Section 2B,  
12 December 1963, pp. 691-692 ).

Industrial Disputes (West Bengal Amendment) Bill,  
1963.

The Government of West Bengal published on 30 November 1963 the text of the Industrial Disputes (West Bengal Amendment) Bill, 1963, proposed to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the object of the Bill is to amend the Industrial Disputes Act, 1947, in its application to West Bengal, with a view to making the principal employer of every industry liable for the working conditions as well as service conditions of the persons employed by any contractor for the execution of the whole or any part of any work, which is part of, or incidental to and necessary for, the work of such industry and which is sufficient to employ whole time workmen and is not of an intermittent or temporary nature.

The Bill seeks to add the following 'explanation' to Clause (s) of section 2 of the Industrial Disputes Act, 1947.

"Explanation.- For the purposes of this clause a person shall be deemed to be employed in an industry if such person is employed by a contractor for the execution of the whole or any part of any work, which is part of, or incidental to and necessary for, the work of such industry and which is sufficient to employ whole-time workmen and is not of an intermittent or temporary nature."

(The Calcutta Gazette, Extraordinary,  
30 November 1963, pp. 3939-3940 ).

Labour Advisers to be appointed for State Undertakings.

At a meeting of Parliament's Informal Consultative Committee for the Labour Ministry held at New Delhi on 11 December 1963, Shri Jaisukh Lal Hathi, Minister for Labour stated that a decision had already been taken to appoint labour advisers exclusively for State undertakings with a view to ensuring better labour-management relations.

The Minister said that the scheme to form joint management councils in industries had progressed considerably since the emergency, and at present there were 44 of them in the private sector and 22 in the public sector.

(The Statesman, 12 December 1963 ).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN  
CATEGORIES OF WORKERS.

INDIA - DECEMBER 1963.

71. Employees and Salaried Intellectual Workers.

Increased City Allowance for Central Government  
Employees: Eight Cities Upgraded.

More than 150,000 Central Government employees will be eligible for higher rates of allowances as a result of reclassification of eight major cities announced in the Lok Sabha on 21 December 1963 by the Finance Minister, Shri T.T. Krishnamachari. The reclassification would take effect from January 1, 1964. The additional cost was estimated at 25.9 million rupees per annum.

Shri Krishnamachari said it had been decided that instead of existing three classes, A, B and C, there should be four classes A, B-1, B-2 and C.

The population limits for qualifying for these classes would be 1,600,000, 800,000, 400,000 and 100,000 instead of present limits of 2,000,000, 500,000 and 100,000.

Classes A, B-2 and C will have the rates of allowances now attached to the existing A, B and C classes, respectively. The new class B-1 will have rates intermediate between existing A and B classes.  
~~New system.~~

Under the new system, Madras now B class city, would be reclassified as A, four B class cities - Hyderabad, Ahmedabad, Bangalore and Kanpur - would be reclassified as B-1 and three C class cities - Madurai, Allahabad and Jaipur - would be reclassified as B-2.

Other B class cities would be reclassified as B-2 without any change in the allowance rates admissible there.

Earlier, Shri Krishnamachari said several representations had been received from Government employees and their associations for upgrading a number of cities and questions about upgrading Nagpur and Madras were raised in Parliament. After considering all the aspects, the Government had decided that population would have, as at present, to continue to be the primary basis for classifying cities for the grant of allowances to Central Government employees.

He said efforts had been made to construct index numbers of comparative costlines of some cities but in the absence of a full data, the results were not complete.

(The Hindustan Times, 22 December, 1963).

73. Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings or Undertakings Managed with the Participation of the Public Authorities.

India - December 1963.

Life Pension for Widows of Central Government Servants: Two Million Employees to benefit under New Scheme.

As a measure of the social security, the Union Government has decided to revise the present family pensions scheme for Central Government employees to provide for the grant of pension for life to an employee's widow. The scheme will cover two million employees.

The decision was announced by Shri T.T. Krishnamachari, Finance Minister, in the Lok Sabha on 13 December 1963.

Shri Krishnamachari said that the new scheme provided for a pension ranging from 25 rupees to 150 rupees per month according to the pay-slab of the employee concerned.

The Finance Minister said: "Government have been having under consideration for some time measures to be adopted for providing social security to the weaker sections of the population. As will be appreciated, this is a very wide question and different schemes have to be devised to meet the varying needs of the persons effected. While these considerations are still in progress, Government has considered it desirable to make a beginning with a scheme of social security at least for its own employees, and has decided to ~~sent~~ revise very substantially the present family pension scheme so as to provide for the grant of pension for life to the widow of an employee.

Allowances to minors.- "The new scheme provides for a maximum pension of 150 rupees per month adjusted for different slabs of pay of the employee concerned. The scheme will also provide for payment of allowances to minor children in the event of the widow dying.

"At present an officer has to complete normally not less than 20 years' qualifying service for the widow to become entitled to a pension and the duration of the pension is also limited to a maximum period of ten years. Under the new scheme, the widow of any regular employee, whether permanent or temporary, who has put in one year's service will be entitled to the pension for life in the event of the death of the employee. The employee will, however, be required to surrender a small portion of the death-cum-retirement gratuity due to him, equal to two months' emoluments as a token contribution.

Railway Staff also to benefit.- "The new scheme will apply to all employees in service on January 1, 1964 and also, of course, to those who enter service thereafter. It will apply to all railway employees who opt for or are already on a pension scheme.

"The existing extraordinary pension scheme will be suitably revised to provide for somewhat higher benefits to bring it in line with the present scheme. The need for some such scheme has been envisaged by the second Pay Commission and it is a matter of some satisfaction that it has now been possible to give a practical shape to it.

Defence Personnel.- "In respect of defence service personnel, the new scheme would practically be non-contributory because no gratuity is payable to defence services personnel in addition to service pension. In cases where the minimum pension admissible at present is lower than 25 rupees, it will also be raised to this minimum.

"The annual funded cost of the scheme ultimately in about 25 years is estimated to be 121.5 million rupees per annum on the civil side and 50 million rupees per annum on the defence side. The scheme will be brought into force from 1 January 1964, and will provide a measure of security to wives and minor children of Central Government employees."

(The Hindu, 14 December 1963).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - DECEMBER 1963.

81. Employment Situation.

Employment Exchanges: Working during  
October 1963.

According to the Review of the principal activities of the Directorate-General of Employment and Training during the month of October 1963, the position of registration, placements, live register, vacancies notified and employers using employment exchanges during the month was as follows:-

Item	September 1963	October 1963	Increase or decrease (+) or (-)
Registration.	356,168	311,516	- 44,652
Placements.	46,513	58,985	+ 12,472
Live Register.	2,716,831	2,663,335	- 53,496
Vacancies Noti- field.	76,084	80,153	+ 4,069
Employer using Exchanges.	12,896	12,527	- 369

Shortages and Surpluses.- Shortages were reported in respect of fast typists, stenographers, draughtsmen, engineers, doctors, trained teachers, overseers, accountants, nurses, mid-wives, skilled turners and electricians, while surpluses were reported in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- At the end of October 1963, employment market area studies were in progress in 233 areas in different States.

Occupational Information and Research.- Consequent upon the decision of the Working Group of National Employment Service to publish the Handbooks on Training Facilities, all-India as well as State volumes, instructions were issued to the employment exchanges for collection and despatch of information to the Directorate General of Employment and Training for compilation of the Handbooks.

Gorakhpur Labour Organisation.- The Deppt- Depot at Gorakhpur despatched 1,074 workers to various working sites during the month of October 1963.

Deployment of Surpluses/Retrenched Personnel.- During the month of October 1963, 5 persons retrenched from the various river valley projects, steel projects and government establishments were registered and 258 persons were found employment. A detailed statement showing the number of retrenched persons registered and placed and the number of persons awaiting assistance is given below:-

Name of Project.	Number awaiting assistance at the end of September 1963.	Number retrenched during the month.	No. of retrenched person (including those left voluntarily registered during the month for employment assistance).	Number placed during the month.	No. of individuals registered for assistance.	No. awaiting assistance at the end of month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	232	-	-	4	12	216
2. Bhakra Nangal Project.	12	3	3	-	5	10
3. Bhilai Steel Project.	2553	-	571	245	64	2815
4. Durgapur Steel Project.	488	-	-	3	43	442
5. Special Cell of Ministry of Home Affairs.	1206	2	2	6	Class II-63 Class III-1202 & IV.-1139	1202
<b>Total.</b>	<b>4491</b>	<b>5</b>	<b>576</b>	<b>258</b>	<b>124</b>	<b>4685</b>

Note:- Total of Cols. 2 and 4 is equal to the total of cols. 5, 6 and 7.

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Employment Procedure.- The under-mentioned instructions were issued to all the Employment Officers for their guidance during the month under review:-

Assignment of priority to physically handicapped for employment under Central Government.- The Ministry of Home Affairs, Government of India, have accorded priority III to the Physically handicapped persons for the purposes of employment under the Central Government.

Recognition of Examinations.- The Government of India have provisionally recognised the following examinations for the purpose of recruitment to sub-ordinate posts and services under the Central Government:-

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Designation of Award.	Awarding Authority.	Institution.
1. A pass in the final examination for Diploma in Sound Engineering.	Department of Technical Education, Gujarat.	A.V. Parekh Technical Institute, Rajkot.
2. A Pass in the final examination for Diplomas in Civil, Mechanical and Electrical Engineering.	State Board of Technical Education Uttar Pradesh.	Government Polytechnic, Kanpur.

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Age concession to displaced Goldsmiths.- The Government of India had accorded priority III to the bonafied displaced goldsmiths. The upper age limit has also been relaxed in the case of these who are in possession of identification certificates in accordance with the Ministry of Finance (Department of Economic Affairs) letter No. 7/65/63-OC, dated 17 April 1963. The concession will be as under:-

- i) For employment as Craftsmen or semi-skilled workers in industrial establishments upto 45 years of age.
- ii) For employment in Class III and Class IV posts in non-industrial establishments offices where recruitment is made otherwise than through competitive examination held by the UPSC - 5 years.

### Recognition of French examination.

The Ministry of Home Affairs have decided, in consultation with the UPSC to extend the recognition of the examination in French for a further period of two years, ending 10 May, 1965.

Exemption of Medical Fee for Physically Handicapped persons.- The Ministry of Health, Government of India, have issued instructions to all State Governments to order the medical authorities under their control to the effect that medical examination of physically handicapped persons registered with the employment exchanges for appointment to the Central Services should be conducted free of charge.

Relaxation of age in respect of residents of former territories of Goa, Daman and Diu.- The Government of India have decided in consultation with the U.P.S.C. that in the case of residents of former Portuguese territories of Goa, Daman and Diu the upper age limit for admission to competitive examination conducted by the U.P.S.C. or any other authority for recruitment to various services and posts under the Government of India should be relaxed by three years. This concession will not apply to the examinations conducted for entry to the Defence Services. The Railway Board have also decided that for admission to competitive examinations held by the Railway Service Commission or by the Railway Administration for recruitment to non-Gazetted Railway Services, the upper age limit to be relaxed by three years. The above concession will remain in force upto 16 July, 1966.

Opening of additional Employment Exchanges.- Two Special Employment Exchanges for Physically Handicapped persons were opened one each at Bangalore and Ahmedabad. Thus the total number of Employment Exchanges functioning was 372 at the end of October 1963.

(Review on the Principal Activities of the Directorate-General of Employment and Training for the Month of October 1963: Issued by the Ministry of Labour and Employment (D.G.E. & T.), Government of India, New Delhi ).

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Establishment of Central Pool for Technical Teachers proposed: Recommendations of All-India Council of Technical Education.

In order to meet the critical shortage of staff in engineering colleges and to improve standards, the All-India Council of Technical Education at its meeting held at New Delhi on 8 December 1963, supported a proposal for the setting up of a central pool of technical teachers. The pool, that, will initially consist of 500 professors, assistant professors and lecturers, will be a sort of reserve force from which teachers could be rushed to any technical institute where shortage of staff exists and also to train new recruits to the teaching profession. The pool is to be wholly financed by the Central Government and the members will be recruited on an all-India basis.

Admission of the order of 24,000 to engineering colleges and 50,000 to polytechnics by 1966 as against the Plan targets of 20,000 to degree courses and 40,000 to diploma courses respectively were approved by the meeting.

Reviewing the progress of technical education under the Third Five-Year Plan, the Council noted that the targets set in the Plan had already been reached in the current year and agreed that in order to meet the increasing demand for engineers and technicians both for defence and for industrial development, facilities should be expanded further, facilities. For this purpose, the Plan provides for 23 new engineering colleges and 91 new polytechnics as also for the development of the existing technical institutions. Twelve colleges and 54 polytechnics have already been started functioning and the rest will be established in the course of the next two years.

By 1966, the number of engineering colleges will increase to 140 with over 24,000 admissions and the number of polytechnics will rise to 163 with over 50,000 admissions.

In order to ensure an adequate supply of teachers, the Council recommended that the Central Government should establish immediately four technical teachers training institutes, one in each region of the country, to train teachers for polytechnics who are needed in large numbers. In addition, the Central Government should assist the State Governments in the establishment of their own teacher-training centres by providing 75 per cent. of the expenditure.

(The Hindu, 12 December, 1963).

83. Vocational Training.

India - December 1963.

Labour Ministry's Training Schemes: Working during October 1963.

According to a Review of the principal activities of the Directorate-General of Employment and Training for the month of October 1963, there were 284 institutes for training of craftsmen, 70 undertakings imparting apprenticeship training and 21 centres holding part-time classes for industrial workers. The total number of seats stood at 81,514 and the total number of persons undergoing training was 75,143.

Craftsmen Training Scheme.- The present admission position at each Central Training Institute is as under:-

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Central Training Institute,	Bombay.	318
Central Training Institute,	Calcutta.	387
Central Training Institute,	Kanpur.	329
Central Training Institute,	Madras.	226
Central Training Institute,	Hyderabad.	114
Central Training Institute,	Ludhiana.	120
Central Training Institute,	Curzon Road New Delhi.	102

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Equipment.- Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay, are being assisted by foreign aid programmes. These projects functioning under Craftsmen Instructors Training Schemes are being aided by the S.P.F. of the UNO except the one at Bombay which is being assisted by the Aid Agency of the United States. The progressive receipt position of equipment upto October 1963, is given below:-

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Name of Centre.	Value of Equipment stipulated in the AID (in Millions).	Value of Equipment received upto 30-10-62. (in Millions).
C.T.I., Kanpur.	1.390	1.209
C.T.I., Madras.	1.390	0.800
C.T.I., Hyderabad.	1.390	0.296
C.T.I., Ludhiana.	1.390	0.271
C.T.I., Bombay.	1.704	1.426

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(Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of October 1963: Issued by the Ministry of Labour and Employment (D.G.E. & T.), Government of India, New Delhi ).

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Wide Disparities in Technical Knowledge of  
Engineering Graduates: Standardised Syllabus  
and Examinations proposed.

The Union Ministry of Steel, Mines and Heavy Engineering has expressed the view that the lack of a common index to judge for the ~~emp~~ merits of engineering graduates poses a problem for the employers in recruiting such graduates for technical jobs in industries. The Ministry has proposed that various factors, like syllabus and examinations, that can contribute to uniformity in qualifications should be standardised as far as possible throughout the country.

Various universities and autonomous institutions like the Indian Institutes of Technology (Bombay, Madras, Kharagpur and Kanpur), award degrees in Engineering, which in theory are accepted on a par with one another for purposes of employment, but which show wide disparities in the technical knowledge and the background they denote. It has been found that a first class degree from a university is not always synonymous with the knowledge and background which a first class degree is generally assumed to assure. It may not even be superior to a second class degree awarded by another university. The grading of their degrees by their respective universities or autonomous institutions do not, therefore, offer a common index by which the candidates presenting themselves for a particular job can be assessed.

The only alternative to passing over lower-graded, graduate but superior, talent is to make invidious distinctions as between degree-awarding institutions. This is neither practical nor desirable, in the view of the Ministry of Steel, Mines and Heavy Engineering. It has, therefore, proposed the standardisation of technical knowledge and methods among the engineering institutions as a means of solving the practical problems of industrial recruitment.

Training aspect.- Industrialists have brought to the notice of the educational authorities that the practical knowledge and skill of graduate engineers, fresh from college, leave much to be desired and that something should be done to make up their deficiency in this respect. They urge that it is now time to launch a scheme of training for all Engineering graduates by joint action of the universities, the Central and State Governments and industries. Refresher courses in industries for the teaching staff of engineering institutions are another facility which the industries and the universities should make possible, along with the practical training of the graduates.

(The Hindu, 17 December 1963).

Refresher Seminar in Vocational Guidance held  
at Hyderabad, 28 December 1963.

A 12-day refresher seminar in Vocational Guidance was inaugurated in Hyderabad on 28 December 1963 by Shri B.V. Gurumurthy, Minister for Labour and Transport, Andhra Pradesh.

Addressing the seminar Shri S. Abdul Qadir, Director General, Employment and Training, Ministry of Labour and Employment, said that the Government were considering a proposal to establish a central employment institute at Delhi with the assistance of the Ford Foundation and US. Aid. He said that an intensive area manpower scheme was introduced in Madras recently. The Ministry also proposed to introduce the scheme in Bombay, Calcutta, Kanpur and Delhi shortly.

Mr. Whittings, I.L.O. Expert on Vocational Guidance, working at the Ministry of Labour and Employment, Government of India, also addressed the seminar and said that vocational guidance should be made available to students before they left higher secondary schools.

(The Hindu, 30 December 1963).

Indo-Swiss Training Centre set up at Chandigarh.

An Indo-Swiss training centre for precision mechanics - a 8 million rupees project - has been set up jointly by the Council of Scientific and Industrial Research, India, and the Swiss Foundation, at Chandigarh. The project of co-operation between Switzerland and India has as its main object the training of mechanics in precision work with the requisite skill needed to produce high class instruments.

Inaugurating the Centre on 18 December 1963, the Prime Minister, said that the Centre would serve two purposes. First, it was a symbol of Indo-Swiss cooperation and, secondly it would help train Indian young men in precision mechanics. "We must train our people quickly," he said.

(The Hindustan Times, 19 December 1963 ).

CHAPTER 9. SOCIAL SECURITY.

INDIA - DECEMBER 1963.

90. General.

V. Old-Age Insurance Benefits.

Working of Madras Old-age Pension Scheme:  
Number of beneficiaries exceeds estimate.

The Old Age Pension Scheme of the Madras Government has been benefiting considerably a larger number of persons than was anticipated.

The actual number of old people getting the benefit of this social welfare scheme is about 55,000, involving an expenditure of 13 million rupees for the State exchequer. In the last Budget speech, the Finance Minister had indicated that though the provision under the scheme was only 2.5 to 3.0 million rupees, it would be raised to 12.2 million rupees covering over 40,000 persons. Even this number has now been exceeded.

The scheme provides for the grant of 20 rupees a month to all destitutes, excluding beggars, over the age of 65. The age limit is relaxed to 60 in the case of decrepits/handicapped by loss of sight, speech or limb, and lepers.

A feature in the working of the scheme is that the pension is sent to the beneficiaries by money order, the State bearing the transmission charges. In determining the age of recipients, a simple rule is followed leaving it to the judgment of the Revenue Divisional Officers. It is considered possible that even destitutes who might be less than 65 years of age and at the same time look older in appearance, are getting the benefit of the scheme. Being a social welfare measure, a strict procedure for the verification of the age has not been provided for. It is within the knowledge of the Government that they may err on the side of sympathy and generosity in the administration of this measure.

Life Pension for Widows of Central Government  
Servants: New Scheme Announced.

The present family pension scheme for the Central Government employees is being substantially revised to provide for life pension to the widow of a regular employee who has put in at least one year's service.

At present an employee has to complete normally not less than 20 years of qualifying service for the widow to become entitled to a pension and duration of the pension is also limited to a maximum period of 10 years.

For details please see pages 82-83 of paragraph 73 of this Report.

(The Hindustan Times,  
14 December 1963).

92. Legislation.

India - December 1963.

Kerala: Employees' State Insurance Scheme  
extended to certain Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 29 December, 1963, 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:-

- The area within the Municipal Limits of Palghat and the revenue villages of:
1. Mundur;
  2. Kinavallur;
  3. Thenur;
  4. Edathara;
  5. Vallikede;
  6. Pudupparlyaram;
  7. Akathethara;
  8. Kadukkankunnu;
  9. Kottakad;
  10. Kalleppulli;
  11. Puthur;
  12. Kavilpad;
  13. Vadakkanthara;
  14. Pirayiri;
  15. Kodunthirapully;
  16. Kannadi;
  17. Yakkara;
  18. Kunnannoor;
  19. Karingarapully;
  20. Marutharode;
  21. Pudussery; and
  22. Thiruvallathur,

in the Palghat Taluk in the Palghat District.

(Notification S.O.3571 dated 20 December 1963,  
the Gazette of India, Part II, Sec.3, Sub-sec.(ii)  
28 December 1963, pp.4334-4335 ).

ESIC to Give Full Sickness Benefit Rate to Persons suffering from long term Diseases.

The Employees' State Insurance Corporation decided on 2 December 1963, that sickness benefit rate in the case of insured persons suffering from long-term diseases, like tuberculosis, leprosy, mental and malignant diseases should be enhanced from half the sickness benefit rate, as admissible at present, to the full sickness benefit rate for 309 days in addition to usual sickness benefit rate of 56 days' duration as admissible under the Employees' State Insurance Act.

The Corporation also recommended, on the advice of the Medical Benefit Council, the starting of training facilities for nurses in E.S.I. hospitals in general and also opening of a nurses' training centre in the Mahatma Gandhi Memorial Hospital, Bombay.

The Corporation also decided that hearing aids should be provided to insured persons in case of loss of hearing due to employment injury. Beneficiaries under the scheme are already entitled to artificial limbs in case they lose their limbs due to employment injury or otherwise. They are also eligible to get artificial dentures in case of loss of teeth due to employment injury.

The Corporation approved proposals for the construction of dispensaries and hospitals under the scheme in nearly all the States of the country. An amount of about 38.038 million rupees was sanctioned during the year 1962-63 for hospital construction work bringing the total sanction so far to 122.059 million rupees.

The total number of beneficiaries entitled to medical benefit including members of the families of the workers is estimated at about 8.3 millions.

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103. Hospital Services.

India - December 1963.

Leprosarium to be set up with Japanese aid:  
Foundation laid by Prime Minister.

On 15 December 1963, the Prime Minister laid the foundation stone of a leprosy centre, being established with Japanese aid, at Agra. The building and equipment are estimated to cost 4 million rupees.

Speaking on the occasion, Shri Nehru said the centre was a symbol of Indo-Japanese co-operation. He recalled that eradication of leprosy was Mahatma Gandhi's dream. After his death a large sum of money had been given to the Gandhi Smarak Nidhi for the purpose. He said the incidence of leprosy in Asia was high. India also had a large number of leprosy patients.

The methods employed by the Japanese in controlling the disease could be applied in India. Doctors and nurses in the country could profit by the Japanese experience.

The Union Health Minister, Dr. Nayar, said the centre was a token of Indo-Japanese goodwill and friendship, India's war against leprosy had brought much success. The only handicap had been a shortage of funds and personnel. With the setting up of the leprosarium, these handicaps would be overcome.

Shri Shriroshi Nasu, chairman of the board of trustees of the Japanese Leprosy Mission, said the centre would be a symbol of goodwill and friendship between the people of India and Japan.

Funds for the centre, he said, had been collected from businessmen, students and other people of Japan where leprosy had been practically eradicated.

(The Statesman, 16 December 1963).

114. Inspection.

India - December 1963.

Coal Mines Rescue Stations Committee:  
Summary of Report for the Year 1962-63.

The following review of the Annual Report of the Coal Mines Rescue Stations Committee of the Labour Ministry for the year 1962-63 is taken from the November 1963 issue of the Indian Labour Journal.

Meetings.- During the year under review, the Committee held 24 meetings - 12 at Dhansar Rescue Station, 11 at Sitarampur Rescue Station and one at Argada Rescue Station. On several of these occasions, the members of the Committee inspected the rescue apparatus and equipment maintained at the Rescue Stations, station buildings, grounds, etc. The President of the Committee visited the various Rescue Stations at regular intervals throughout the year to see that they were maintained in an efficient state and run properly.

Progress of Development Work.- Opening of a 'C' type Rescue Station in Assam Coalfield was not possible as suitable accommodation was not available. However, efforts were being made in this direction.

Training in Rescue and Rescue Work.- Since the inception of the Rescue Organisation a total of 2,468 persons (1,287 at the Dhansar Station and 1,181 at the Sitarampur Station) had been given full course of Initial Training in Rescue and Recovery work in Mines by the end of 1962-63, out of which 1,544 were on active roll on 31 March 1963. Candidates for initial-rescue training are interviewed at intervals by the Selection Boards formed for each Rescue Station. The number of candidates interviewed and selected during the year under review was 1,103 and 533 respectively.

In order to enable the rescue workers to be on the active list they are required to take refresher practices once in every six weeks i.e. eight practices per year. Of these, four practices are arranged in the Rescue Station Training Gallery and the remaining four in pits. Facilities for pit practices are available in all the Rescue Stations except the Feeder Type Rescue Station at Giridih. Training Gallery practice which existed only at Dhansar and Sitarampur Rescue Stations previously was also extended to Singareni and Argada Rescue Stations. Arrangements were being made for refresher practices at Parasia Station also. Ordinary mine workers were also occasionally given training in the premises of different mines, in the use of Gas Mask so that they could be of assistance to the rescue trained personnel of the mines in case of emergency. Details of refresher practices and rescue training given during the year under review at two Rescue Stations with comparative figures for the previous year are given below:-

	1962-63		1961-62	
	Dhansar	Sitaram- pur.	Total	Total
No. of workers trained.	256	165	421	380
No. of workers declared medically unfit.	21	51	72	780

Refresher Practices given during 1962-63:-

No. of gallery refresher practices held.	785
No. of pit refresher practices held.	729
No. of man practices for gallery refresher practices.	4,704
No. of man practices for pit refresher practices.	4,546

Rescue Recovery and Emergency Work.- During the year under review, the Rescue Stations were called out for rendering assistance in 15 cases involving 45 days of work in addition to calls for the trailer pump at the Dhansar Rescue Station.

The Coal Mine Rescue Organisation, assisted in 14 recovery operations involving 43 days of work and 397 Proto-manshifts and recover 50 million tonnes of coal locked in areas sealed of due to occurrence of fire in 1962-63. Since the inception of the Coal Mines Rescue Organisation till 31 March 1963, the organisation has been able to save 62 previous human lives and recover 77 dead bodies from foul air.

Rescue Competitions.- As usual, rescue competitions were held on Zonal, Inter-Coalfield as well as on All India Basis. The Ninth All-India Open Mines Rescue Competition was held on 31 March 1963 at the Dhansar Rescue Station.

Staff.- The total strength of staff excluding garden mazdoors and other casual labour and part-time clerks and others employed by the Committee as on the 31st March 1963 was 96.

(The Indian Labour Journal,  
Vol. IV, No. 11, November 1963,  
pp. 1197-1199 )

LIST OF THE PRINCIPAL LAWS PROMULGATED DURING  
THE PERIOD COVERED BY THE REPORT FOR DECEMBER  
1963.

INDIA - DECEMBER 1963.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

- (a) Industrial Employment(Standing Orders) Amendment Act,1963 (No. 39 of 1963) (The Gazette of India,Extraordinary, Part II, Sec.1, 3 December 1963, pp. 431-433 ).
- (b) Payment of Wages (Madras Amendment) Act,1963 (Madras Act No.20 of 1963) (FortSt. George Gazette, Part IV, Sec.4, 6 November 1963, pp. 79-80 ).
- (c) Industrial Disputes(Mysore Amendment) Act, 1963 (Mysore Act No. 35 of 1963) (The Mysore Gazette,Part IV,section 2B, 12 December 1963, pp. 691-692 ).

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- \*(b) "The All-India Manufacturers' Organisation Bombay - Speech of Shri Prabhu V. Mehta, Chairman, The All-India Manufacturers' Organisation, at the Second Quarterly Meeting of the Central Committee held on 30 November 1963, at the Woodlands Hotel, Madras": Cooperative Insurance Building, Sir Pherozshah Mehta Road, Fort, Bombay-1. pp.16.

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