

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in June, 1963.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JUNE 1963.

11. Political Situation and Administrative Action.

Constitution (Seventeenth Amendment) Bill, 1963.

Shri Asoke K. Sen, Minister for Law, Government of India, introduced in Lok Sabha on 6 May 1963, a Bill further to amend the Constitution of India. According to the Statement of Objects and Reasons of the Bill, the Kerala Agrarian Relations Act, 1961 was struck down by the Supreme Court in its application to ryotwari lands transferred from the State of Madras to Kerala. The Act was further struck down by the High Court of Kerala in its application to lands other than estates in Malabar and Travencore. It was held that the provisions of the Act were violative of articles 14, 19 and 31 of the Constitution and that the protection of article 31A of the Constitution was not available to those lands, as they were not estates.

The protection of article 31A is available only in respect of such tenures as were estates on the 26th January 1950, when the Constitution came into force. The expression "estate" has been defined differently in different States and, as a result of the transfer of land from one State to another on account of the reorganisation of States, the expression has come to be defined differently in different parts of the same State. Moreover, many of the land reform enactments relate to lands which are not included in an estate. It is, therefore, proposed to amend the definition of "estate" in Article 31A of the Constitution by including therein lands held under ryotwari settlement and also other lands in respect of which provisions are normally made in land reform enactments. It is also proposed to amend the Ninth Schedule by including therein the State enactments relating to land reform in order to remove any uncertainty or doubt that may arise in regard to their validity. The Bill seeks to achieve these objects.

The Bill seeks to substitute sub clause(a) of clause 2 of article 31A of the Constitution by the following sub clause -

'(a) the expression "estate" shall, in relation to any local area, have the same meaning as that expression or its local equivalent has in the existing law relating to land tenures in force in that area and shall also include-

(i) any jagir, inam or muafi or other similar ~~in the~~ grant and in the State of Madras and Kerala, any janmam right;

(ii) any land held under ryotwari settlement;

(iii) any land held or let for purposes of agriculture or for purposes ancillary thereto, including waste land, forest land, land for pasture and sites of buildings and other structures occupied by cultivators of land, agricultural labourers and village artisans.'

In the ninth Schedule to the Constitution listing acts relating to land reforms, it is proposed to add 124 acts of States Legislatures.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 6 May 1963, pp. 427-436).

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Chapter 2 International and National
Organisations.

25. Wage-Earners' Organisations.

India - June 1963.

Seventh Annual Convention of the National
Federation of Indian Railwaymen, New Delhi,
1 June 1963.

The Seventh Annual Convention of the National Federation of Indian Railwaymen was held at New Delhi on 1 June 1963. The Convention was inaugurated by Shri G.L. Nanda, Union Minister for Labour and Employment and Planning and presided over by Shri S.R. Vasavada, the President of the Federation.

Inaugural speech.- Inaugurating the Conference, Shri Gulzarilal Nanda, Union Minister for Labour and Employment and Planning, emphasised that the smooth running of the Railways was absolutely essential for the speedy expansion of economic growth. The Minister recalled the difficulties experienced recently by industries owing to non-availability of coal which was carried by the Railways from the collieries to the consumers. Shri Nanda said that the dissatisfaction of the railwaymen should be ended so that better understanding could prevail between the officers and other staff. He said there was no difference between the public and private sectors. It was wrong to say that the employees of public sector undertakings had less freedom and facilities. "The public sector should be a model to all others", he added. Shri Nanda suggested that the workers and the people, in general, should help in keeping prices of food grains, clothing and other necessities of life at a reasonable level by developing consumer resistance.

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Presidential address.- Shri B.R. Vasavada, President of the Federation in his presidential address to the Convention, described how the Industrial Truce Resolution passed during the National Emergency had been implemented by the Railway workers. He said railway workers had not indulged in any strikes nor had they raised any fresh disputes. On all the Railways, the workers kept the railways running at top efficiency and collected millions of rupees towards the National Defence Fund. In pursuance of the resolution of the National Federation of Indian Railwaymen Working Committee, the Railwaymen wanted to contribute towards National Defence Certificates also, but impediments were placed in their way to do so by the administration and workers were disappointed. On all the Railways, workers had expressed a desire that they should be permitted to work extra hours or extra days. Shri Vasavada regretted that the administration was very indifferent in getting more work from the workers. The authorities also failed to give facilities to the workers in the purchase of National Defence Certificates and make to settle pending disputes. Shri Vasavada pointed out that how even before accepting the Industrial Truce Resolution, the Union Home Minister had announced in Parliament that a machinery would be set up to settle the disputes but the Government had neither carried out the promise given before the Emergency, nor respected the spirit of the Industrial Truce Resolution. The President appealed to the Government to accept and practice the principle of arbitration in the field of industrial relations. He pointed out to the Government that no new legislation was necessary for establishing peace on the Railways. The Industrial Disputes Act was in force and it was applicable to Indian Railways. He requested the Government to operate the provisions of the Industrial Disputes Act on the Indian Railways. If this step was taken, not only would peace prevail on Railways, but the entire climate of industrial relations would be changed for the better. Speaking about the rising price trends, Shri Vasavada said that it was the duty of the Government to see that prices of food, clothing, and other necessities of life remained at reasonable and steady level. If the Government failed in their duty in stabilising the prices of these essential items at reasonable level, the working classes and the middle classes in the country would be put to untold hardships and the entire economic structure would be adversely affected. If there was short supply of any material, equitable distribution must be assured. If there was profiteering,

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it should be curbed immediately and effectively. The Government should be ready to open as many fair price shops as were necessary to hold the price line. Shri Vaṣavada suggested that if the consumer found that prices were rising unreasonably high, he should individually or collectively decide not to buy the particular commodity for some time and this would bring down the prices immediately. Such resistance could easily be generated by organised ~~workers~~ workers. They might refuse to buy, but they need not go without that commodity. With their organisational skill, they could set up consumers' cooperatives, and it was the declared policy of Government to render all assistance to consumers' cooperatives. It would be worthwhile making experiments in this field by starting such consumer stores on each Railway.

The President regretted that the system of contract labour still continued on the Railways. He assured the workers who suffered on account of this system that he would not rest content till this system was abolished.

General Secretary's report.— Shri A.P. Sharma, General Secretary of the Federation presented his annual report to the Convention. In his report, the General Secretary described as 'discouraging' the entire labour policy of the public-sector undertakings, including the Railways. This policy, he said, was marked by indifference to the implementation of labour laws, reluctance to provide arbitration for settlement of industrial disputes and a 'casual attitude' towards organised labour. Far from acting as model employers, the public-sector undertakings were denying the workers even the privileges that the private sector was allowing.

He accused the Railway Administration of having taken no steps during the emergency to enlist the co-operation of labour in the fields of production and economy. On the other hand, indiscriminate punishments were being inflicted in the name of discipline. Describing the negotiating machinery as "too inadequate" for settling disputes, Shri Sharma said that there would be no justice and fairplay for the employees so long as the principle of arbitration was not accepted to.

Resolutions.- Among others, the Convention adopted resolutions on holding the price-line, arbitration, labour relations during National Emergency and Code of Discipline.

Expressing its grave concern at the steadily rising prices, the Convention felt that with the additional taxation on consumer goods prices were bound to rise further. The resolution urged that if the Government did not hold the price-line in check, persons with fixed incomes belonging to the poorer and middle classes of the society would be put to untold hardships and the burden of additional taxation on the section of the society would prove to be disproportionately heavy. The Convention urged upon the Government to take immediate steps to curb the rise in prices by putting down with firm hands profiteering and hoarding, by rushing supplies to the scarcity areas and assuring their equitable distribution. Commending the opening of fair price shops by the Government the resolution considered it necessary that quick action should be taken by opening larger number of fair-price shops so that the people could be assured of essential consumer articles at least at reasonable prices.

By another resolution the Convention concluded that unless the principle of arbitration was agreed to by the Administration, industrial peace would be difficult to be maintained, the status of workers in the industry would not rise above that of a wage-slave and the contents of freedom and democracy would not have reached them. While pointing it out to the Government that the Railwaymen were getting more and more impatient to get arbitration, the Convention emphatically impressed upon the Government that it would not be conducive to the interests of either the workers or the Administration or the community at large to delay any further their acceding to the principles of arbitration.

The resolution on Labour Relations during National Emergency urged upon the Railway Administration: (a) to implement fully the Industrial Truce Resolution of 3 November 1962 by redressing expeditiously the grievances of the staff and offering to promptly settle all industrial disputes by negotiations, and failing that by recourse to arbitration; (b) to establish a suitable machinery without any loss of time to secure closer cooperation with the organised labour in matters of production, economy and other vital matters at all levels of the Administration; and (c) not to depart from the existing practices unilaterally without holding prior consultations with the organised labour.

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The resolution on the Code of ~~Discipline~~
Discipline urged upon the Railway Ministry to
accept the Code of Discipline based on the
recommendations of the 15th Indian Labour
Conference and thus pave way for permanent
industrial peace and harmony.

The following office bearers were elected
for the next year:-

President - Shri S.R. Vasavada(re-elected).

General Secretary - Shri A.P. Sharma(re-elected).

(The Times of India, 2 June 1963;
Documents received in this Office).

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Chapter 3 Economic Questions

35. Productivity.

India - June 1963.

Measures Taken to Reduce Costs in Industry
in India: Study by Ministry of Labour and
Employment.

Introduction.- In order to prepare and work out plans of reduction of costs, it is most necessary to have data regarding cost structure industry-wise and unit-wise. While some published data relating to cost structure are available industry-wise, only very scant data are available regarding individual enterprises. The main sources for data relating to cost structure are the Census of Indian Manufactures, the Annual Survey of Industries, Reports of the Tariff Commission, the brochure on Principal Public Sector Undertakings in India published by the Central Statistical Organisation and the Reserve Bank of India studies on Finances of the Joint Stock Companies in India. Data relating to cost structure under the following main heads were being published in the Census of Indian Manufactures: (a) Salaries and Wages; (b) Materials, Fuel, etc.; (c) Depreciation; (d) Ex-Factory Value of Output. Under (a) and (b) further break ups are available. The Census of Indian Manufactures covered 28 industries. Data relating to individual enterprises are not published. Figures are published State-wise and some inter-State comparisons are, therefore, possible.

The cost structure for a few selected industries worked out from the Annual Survey of Industries is given in the following table:-

Industry	Total	Salaries, Wages and Benefits.	Materials.	Fuel Electricity and Lubricants.	Other Expenses.
1	2	3	4	5	6
1. All Industries (200 industries covered by the Survey).	100	17.1	62.9	4.7	15.3
2. Iron & Steel.	100	16.6	47.9	10.1	25.4
3. Iron & Steel Castings and Forgings.	100	20.5	58.6	6.4	14.5
4. Iron & Steel Structural.	100	26.3	60.6	2.0	11.1
5. Iron & Steel Pipes.	100	13.7	67.0	3.5	15.8
6. Non-ferrous metals & alloys.	100	11.2	61.2	4.6	23.0
7. Metal containers & Steel trunks.	100	15.5	68.6	1.0	14.9
8. Bolts, Nuts, Nails, Screws, etc.	100	15.9	57.9	2.7	23.5
9. Hurricane Lanterns.	100	17.8	64.8	1.2	16.2
10. Internal Combustion Engines.	100	14.9	53.9	2.6	28.6
11. Machine Tools.	100	29.2	36.7	3.3	30.8
12. Agricultural Implements.	100	20.2	50.0	2.7	27.1
13. Equipment for Generation, and Distribution of Electricity.	100	21.0	66.7	1.1	11.2
14. Electric Motors.	100	19.0	59.8	1.3	19.9
15. Electric Fans.	100	20.2	64.5	1.3	14.0
16. Electric Lamps.	100	19.3	57.4	4.2	19.1
17. Electrical Cables and Wires.	100	7.4	69.0	1.2	22.4
18. Manufacture of Motor Vehicles.	100	12.2	65.0	1.2	21.6
19. Repairs of Motor Vehicles.	100	33.7	56.2	3.3	6.8

Specific Elements of Cost.— In 1960 the National Council of Applied Economic Research made a study of depreciation and replacement practices in four industries — Jute, Sugar, Cement and Chemical Fertilisers.

The Study revealed that in regard to repairs and maintenance, each industry, indeed each firm, has its own problems. A study of the consolidated balance sheet data for 57 jute mills for the year 1956-57 showed that the total expenditure on repairs and maintenance was 7.2 per cent. of the net value of all fixed assets (excluding land). Expenditure on repairs and maintenance, as a percentage of the net value of the corresponding assets in regard to Jute, Sugar, Cement and Chemical Fertiliser industries is shown in the statement below:—

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Expenditure on Repairs and Maintenance As a
Percentage of Net Value of the Corresponding
Assets, 1956-57.

Industry	<u>Expenditure on repair and maintenance of</u>				
	<u>All fixed assets.</u>	<u>Buildings.</u>	<u>Plant and Machinery.</u>	<u>Other Assets.</u>	
	%	%	%	%	%
Jute .	7.2	3.0	6.9	17.5	
Sugar.	5.9	5.1	6.5	4.6	
Cement.	3.4	1.2	6.7	0.2	
Fertilisers.	5.5	1.6	7.1	0.3	

Depreciation.— The findings of the study in regard to depreciation were that the rates charged by companies varied from 2½ per cent. to 10 per cent. in the case of factory, building and 3 per cent. to 15 per cent. in the case of plant and machinery. The depreciation formula followed by most companies is a fixed percentage of the written-down-value of an asset. While estimating depreciation the companies do not make any allowance for rising prices of machinery. It was also found that the replacement funds are often mixed up with the general reserve.

The National Council in its Report emphasised the importance of depreciation as an item of cost of business over and above the cost of repairs and maintenance and recommended that depreciation allowances to cover replacement cost of the fixed assets of a firm should be made legally obligatory. In estimating the replacement cost any increases in the price of the relevant assets should be taken into account.

Modernisation and expansion have to be distinguished from replacement. While replacement must be financed through depreciation allowances collected over the life of the assets from gross profit, modernisation and expansion should be a charge on net profit or financed by loans or new capital issues.

Fringe Benefit in Labour Cost.— The Employers' Federation of India has recently brought out a monograph on Fringe Benefits in Indian Industry. In this study the Federation has made an attempt to draw the conclusion that when account is taken of all the fringe payments made by employers, both direct and indirect, India appears to be one of the high wage cost countries. The survey, however, has not even touched upon the subject of total wage costs let alone making comparisons. According to the Survey which relates to the year 1960 fringe benefits account for 21.3 per cent. of the total wage bill.

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According to the Census of Indian Manufacturers (1958), however, fringe benefits form only 6.09 per cent. of the wage bill. The Reserve Bank Survey (1959) indicated that fringe benefits form 8.55 per cent. of the wage bill. While bonus, retirement benefits, etc., are excluded from fringe benefits in the Census of Indian Manufacturers they are included in the Federation's Survey. In any case, it is only the total wage cost and not any inter se importance of one element of the wage cost as compared to another that is more significant to a study of cost structure. Moreover, in the present context it is important that cost reduction should be secured without touching upon various elements of labour cost.

Reduction of Cost.- The attempts made so far in the direction of Cost Reduction are briefly described in the following paragraphs.

Study Groups of National Productivity Council.- The National Productivity Council has constituted five Productivity Study Groups to make an intensive study of all factors and aspects affecting productivity of certain industries with a view to suggesting measures that will increase productivity and reduce manufacturing costs. The industries are:

(i) Cement, (ii) Jute, (iii) Rayon, (iv) Bicycles, (v) Electrical Transformers and Motors. The terms of reference for the Study Groups are broadly: (1) To determine the factors affecting productivity and cost of manufacture. To classify these factors with a view to determining what factors are within the control of the enterprise (internal factors) what are beyond its control (external factors) and what factors are important needing special and immediate attention. (2) To develop ~~mean~~ indices for evaluating the operating efficiencies of the industry. To determine these indices and manufacturing cost for various units, compare them with those obtaining in Japan, Europe and America, if possible, and to explain the variance between units. (3) To define the scope of cost reduction and increase in productivity and suggest measures necessary for bringing this about. (4) To select areas where detailed studies on technical and technological aspects of the operations may be of greatest advantage in reducing the cost and increasing productivity. To make intensive studies in those areas and suggest specific and practical measures for effecting improvements. These areas may include range and design of products; material utilisation and inventory; manufacture of by-products; performance of processes, machines and equipment; maintenance and machinery replacement policies; consumption of power, fuel, process liquids and gases; materials handling and plant layout; inspection and quality control methods, etc. (5) To study productivity and

utilisation of manpower at all levels, effectiveness of wage payment system, employee-employer relations and employee amenities and suggest improvements.

(6) To study organisational structure, adequacy of supervision, utility of various planning and control systems and other management techniques and suggest measures for effecting improvements.

In a statement before the second meeting of the Board of Trade held in Calcutta in July 1962, the Chairman of the National Productivity Council announced that the preliminary examination by the Study Groups had disclosed that with the application of proper techniques a reduction in cost to the extent of 15 to 20 per cent. could be achieved in many cases. In the industries under examination, a large number of units did not come up to the minimum standard of efficiency.

It is understood that the reports relating to rayon and cement are nearly ready; and other reports are under preparation.

Planning Commission's Scheme.- The Committee on Plan Projects has drawn up a Scheme of Cost Reduction. Although the Scheme is intended primarily for application in the Construction Industry, some of the techniques suggested could be applied in other industries also. The salient points discussed in the Scheme and its main features are:

(i) Cost Reduction is not an individual or institutional responsibility. Effective cost reduction can be secured only by a team or group approach.

(ii) Any rational decision on requirements would involve a detailed study of the problem not only from the technical aspects but also from the organisational and functional aspects.

(iii) Time cycle of operation is a factory affecting cost. Detailed method studies can help bring about cost reduction by reducing the operation time cycle.

(iv) There can be several factors which halt production and the material to be processed has to wait at different points before it could be taken through further stages of processing. Elimination of delays leads not only to quicker turnover, but also to reduced cost of in-process inventory.

(v) Another fruitful area for cost reduction is Inventory Management. The primary objectives of inventory management are:

- (a) to minimise idle time caused by shortages of raw materials and spare parts and to maximise customer service;
- (b) to keep down capital investment in inventories, inventory-carrying-cost and obsolescence losses.

The purpose of both the objectives is cost reduction.

(vi) Planning of Personnel requirements in a scientific way is also important in the scheme of Cost Reduction.

In a memorandum on Reduction in Cost of Major Construction Projects, the Planning Commission has emphasised the need for each Executive Head of the Project to have some administrative and technical units to assist him. One of the technical units is a Cost Reduction unit. Its function will be the constant look out for areas or specific points, action at which will result in reduction in cost without impairing functional efficiency. It will continuously analyse factors affecting cost, recommend suitable adjustments from time to time in respect of materials, techniques, sequence of construction, procedures and organisation, evaluate the results of such adjustments and keep a watch on the progress of action towards achieving economies in construction costs.

Board of Trade.— The Board of Trade set up in the Ministry of Commerce and Industry has been considering proposals for a cost reduction programme for principal export industries. The Ministry of Commerce and Industry have emphasised the need for the organisations associated with different branches of the economy to come forward and accept a large share of responsibility for identifying elements in the cost situation and suggesting specific measures required for reduction of cost as well as in implementing such measures.

At the second meeting of the Board on the 6th July 1962, it was decided to set up a permanent Committee for the purpose with full-time officers. The Committee will have a Chairman who has considerable experience in cost accounting, and its reports to Government will be confidential. The Committee will work in close coordination with the Tariff Commission and the Ministry of Finance. The representatives of the Federation of Indian Chambers of Commerce and Industry and of the Associated Chamber of Commerce welcomed the constitution of the Committee.

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and offered full cooperation in its working.

Emergency Production Committee.- The Emergency Production Committee has prepared a paper on "Plan of Reduction of Cost" which has been circulated to State Governments for necessary action. The action taken by the Emergency Production Committee at the State level as well as Emergency Production Committees at the Enterprise level, the methods suggested and followed and the results achieved will constitute a useful field of study.

The studies carried out by Dr. S.T. Merani in Russia give valuable guidance on the approach to the subject of Reduction of Costs.

(Indian Labour Journal, Vol. IV, No. 6,
June 1963, pp. 527-533).

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36. Wages.

India - June 1963.

Interim Wage Increase granted to Employees in
Coffee Plantation Industry.

A Resolution dated 30 April 1963 of the Ministry of Labour and Employment says that the Central ~~Sea~~ Wage Board for coffee plantation industry, at its meeting held on 19 October 1962, at Coimbatore, made recommendations for grant of interim wage increase in the coffee estates in Mysore, Kerala and in the districts of Nilgiri, Coimbatore, Salem and Madurai in the Madras State. The recommendations were accepted by Government by their Resolution No. WB-3(53)/62, dated 24 November 1962.

The Board has also considered the question of interim wage increase in the coffee estates in other areas of Madras State and its recommendations on the subject are given below. The Government has decided to accept the Board's recommendations and to request the employers to implement the same as early as possible.

Recommendations.- When making recommendations for interim wage increase, the Board had not made any recommendations in respect of estates situated in certain areas of Madras State. The Board has now considered the question and recommends the undermentioned interim wage increase of Madras State other than estates in the districts of Nilgiri, Coimbatore, Salem and Madras:-

1. Estates of 100 planted acres and above:		
Men	---	10 nP. per day.
Women	---	8 nP. per day.
Adolescents	---	6 nP. per day.
Children	---	5 nP. per day.
2. Estates having less than 100 planted ^{acres} Areas:		
Men	---	8 nP. per day.
Women	---	4 nP. per day.
Adolescents	---	4 nP. per day.
Children	---	3 nP. per day.

II. The clerical employees (office, medical, education and field staff) will be given an interim wage increase shown below:-

- (a) In gardens of 300 acres and above
Rs.9 per month.
- (b) In gardens of less than 300 acres
Rs.7.50 nP. per month.

III. The categories of employees which do not come either under labour or under clerical employees, will be treated for the purpose of interim wage increase in the same manner as they are treated for the purpose of annual bonus.

IV. In the case of mixed tea-cum-coffee or rubber-cum-coffee estates to which the tea or rubber interim increase does not apply and has not been paid and where only the statutory minimum wage is paid, such estates shall be treated as coffee estates and paid the coffee interim increase.

V. The interim increase recommended herein shall take effect from 10 August 1962 and is to be in addition to the wage prevailing on that day.

VI. These recommendations are only interim and are without prejudice to the final recommendations. Hence the amount of interim increase will be shown as a separate item, till the final recommendations are made and thereafter such final recommendations will prevail.

(The Gazette of India, Part I, Sec.1,
11 May 1963, page 216).

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Wage Board for Iron Ore Mining Industry
set up.

A Resolution dated 3 May 1963 of the Ministry of Labour and Employment says that in pursuance of the recommendation contained in para 25 of Chapter XXVII of the Second Five Year Plan, and in para 20 of Chapter XV of the Third Five Year Plan, the Government of India has decided to set up a Wage Board for the Iron Ore Mining Industry.

The Board consists of two members each representing employers, workers and independent persons with Shri L.P. Dave as Chairman.

The following will be the terms of reference of the Wage Board:-

- (a) To determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation.
- (b) To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

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

- (i) the special features of the iron ore mining industry;
- (ii) the needs of the industry in a developing economy;
- (iii) the requirements of social justice;
- (iv) the impact of the wage structure so evolved, on the cost of production of industries consuming iron ore;
- (v) the need for adjusting wage differentials in such a manner as to provide incentives to workmen for advancing their skill;
- (vi) the desirability of extending the system of payment by results.

Explanation:- In applying the system of payment by results, the Board shall keep in view the need for fixing a minimum (fall back) wage and also to safeguard against over work and undue speed.

- (c) To consider the demands for the introduction of a gratuity scheme on an industry-wise basis.

The headquarters of the Wage Board will be located at Calcutta.

(The Gazette of India, Part I, Sec.1,
18 May 1963, page 222).

Wage Board for Limestone and Dolomite Industries
set up.

A Resolution dated 3 May 1963 of the Ministry of Labour and Employment says that in pursuance of the recommendation contained in para 25 of Chapter XXVII of the Second Five Year Plan, and in para 20 of Chapter XV of the Third Five Year Plan, the Government of India has decided to set up a Wage Board for the Limestone and Dolomite Mining Industries.

The Board consists of two members each representing the employers, workers and independent persons with Shri L.P. Dave as Chairman.

The terms of reference to the Board are similar to the terms of reference to the Board for Iron Ore Mining Industry detailed in the previous page of this Report.

(The Gazette of India, Part I, Sec. 1,
18 May 1963, page 222).

Interim Wage Increase to Workers in Coffee
Plantation Industry in Mysore State
granted.

A Resolution dated 22 June 1963 of the Ministry of Labour and Employment says that the Central Wage Board for Coffee Plantation Industry, at its meeting held on 19 October 1962, at Coimbatore, made recommendations for grant of interim wage increase to workers in the coffee estates in Mysore, Kerala and in certain districts of Madras. The recommendations were accepted by Government by their Resolution No. W.B.-3(53)/62, dated 24 November 1962.

The Board has also considered the question of interim wage increase to certain non-staff categories of workers in the Coffee Plantation industry in Mysore State and its recommendations on the subject, are given below.

The Government has decided to accept the Board's recommendations and to request the employers to implement the same as early as possible.

Recommendations.- After the Board made its recommendations about the interim wage increase for workers employed in Coffee Plantation industry by its decision dated 19 October 1962, a representation has been received by the Wage Board about certain practical difficulties experienced in the application of these recommendations to certain non-staff categories of workers such as vehicle drivers, mechanics and fitters in Coffee Plantation in Mysore State. Agreements have been arrived at between Mysore State Planters' Association and the Estate Staff Union of South India on this point and have been placed before the Board. The Board, after considering the question in all aspects, accepts the agreements and modifies/amplifies its aforesaid recommendations in so far as they relate to non-staff categories of workers in Coffee Plantations in Mysore State as under:-

- (a) A sum of Rs.4 (Rupees four only) per month per monthly rated worker and a sum of 0.15 nP. (Fifteen Naya Paise only) per day per daily rated worker will be paid to the non-staff categories of workers such as vehicle drivers, mechanics and fitters as interim wage increase from 10 August 1962;
- (b) This interim increase in wages will not qualify for calculation of dearness allowance.

(The Gazette of India, Part I, Sec.1,
29 June 1963, page 256).

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39. International Economic Relations.

India - June 1963.

Barter deal concluded between India and U.S.A.:
Indian Strategic Materials to Exchange for U.S.
Cotton and Farm Products.

An agreement was signed between India and U.S.A. in Washington on 27 June 1963, providing for the barter of a record breaking quantity of U.S. cotton and possibly other U.S. farm products in exchange for strategic materials from India. The agreement, given a value of \$40 million was signed by U.S. Secretary of Agriculture Orville L. Freeman and Indian Ambassador B.K. Nehru in the Secretary's Office.

The barter deal will provide for sending to India up to 300,000 bales of cotton and possibly some other farm surplus products.

The United States will get in turn, high-carbon ferromanganese, beryl ore and mica. These materials will become the property of the U.S. Agriculture Department's Commodity Credit Corporation, which will supply the cotton and other farm products. In addition, ~~the~~ approximately 336,000 short tons of Indian manganese ore to be imported under the barter deal will be processed entirely by U.S. industry into about 155,000 short tons of high carbon ferromanganese and about 10,000 short tons of manganese metal.

(The Hindustan Times, 29 June, 1963).

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Chapter 4 Problems Peculiar to Certain
Branches of the National Economy

42. Co-operation.

India - June 1963.

Study Group to examine Working of Cooperatives
in Non-agricultural Credit Sector set up.

A Notification dated 31 May 1963 of the Ministry of Community Development and Cooperation says that non-agricultural credit societies consisting of urban cooperative banks and employees credit societies have made remarkable progress in some States but the development of such societies in the country has been uneven. These societies are the most suitable agencies for serving the credit needs of the urban middle-class and there is considerable scope for expanding their activity. It has therefore been decided to appoint a study group to examine the working of cooperatives in the non-agricultural credit sector and to suggest measures to ensure their sound and speedy growth.

The Study Group consists of six members with Shri V.P. Varde, Chairman, Sarswat Cooperative Bank Ltd. Girgaum, Bombay, as chairman. The terms of reference of the study group will be as follows:-

(a) to examine the present patterns of organisation and working of non-agricultural credit societies including urban cooperative banks and employees credit societies;

(b) to recommend specific measures for their promotion and development on sound lines;

(c) to indicate programmes and physical targets for the organisation of such cooperatives during the third and the fourth Plan; and

(d) to recommend steps for close inter-relationship between cooperatives in this field with other fields of cooperative activity, e.g., the cooperative banking structure and industrial cooperatives.

The study group shall report as early as possible.

Progress of Consumer Cooperatives Reviewed.

Steady progress has been made in all States in the growth of primary consumer co-operative stores. Their numbers increased from 6,455 in 1957-58 to 7,281 in 1961-62. Maharashtra with 1,145 stores had the largest number of societies followed by Madras with 932 stores. According to the latest figures available, membership of these stores totals about 1.09 millions. The membership was more than 100,000 each in at least five States, namely, Assam, Maharashtra, Madras, Mysore and Uttar Pradesh. Madras alone had a membership of more than 300,000.

Share capital of the societies increased during this period from 21.3 million rupees to 26.5 million rupees. Maharashtra with 5.341 million rupees accounted for more than one-fifth of the total share capital.

Increase in Working Capital.— The total working capital of the societies increased during the period from 71.2 million rupees to 92.0 million rupees. It was more than 10 million rupees each in two States, Madras and Maharashtra. The former, with a working capital of 31.3 million rupees accounted for more than one-third of the total working capital.

Sales of consumer goods effected by these cooperatives increased during this period from 226 million rupees to over 350 million rupees. Madras accounted for the highest sales, over 100 million rupees; while Maharashtra closely followed with about 80 million rupees. In three other States, Gujarat, Mysore and West Bengal, the sales were more than 20 million rupees each.

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In addition, primary marketing societies numbering about 2,500 undertook distribution of consumer goods in rural and urban areas. According to the latest figures, their sales amount to more than 160 million rupees a year. This activity is more concentrated in Maharashtra and Gujarat. About 15,000 primary agricultural credit societies are also reported to have sold consumer goods worth 170 million rupees during 1960-61. Gujarat, Maharashtra and Punjab together accounted for most of this activity. The non-agricultural credit societies are reported to have sold consumer goods worth 50 million rupees during 1960-61. This activity was mainly concentrated in Maharashtra and Mysore.

(The Hindu, 4 June 1963).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JUNE 1963.

50. General.

Contract Labour and Their Conditions of Work
in Iron and Steel Industry: A Survey Undertaken
by Labour Bureau.

On the recommendations of the Planning Commission, the Labour Bureau has been conducting surveys in several industries in order to ascertain the extent of contract labour and their conditions of work, etc. This article deals with a survey in the Iron and Steel Industry.

Sampling Frame.- According to the Standard Industrial Classification, the industry group Basic Metal Industries (Ferrous) consists of the following six sub-groups: (i) Manufacture of Iron and Steel; (ii) Rolling into Basic Forms; (iii) Tube Making and Wire Drawing; (iv) Rough Castings; (v) Forgings; and (vi) Others. For preparing the frame of the enquiry, the list of registered factories for the year 1959, which was the latest available complete list in the Labour Bureau, was utilised. According to this list the total number of factories falling under the aforesaid sub-groups was 742. It was, however, known that important steel units like those at Rourkela and Bhilai were not included in the list for 1959 and consequently could not come in the sample.

For the collection of data two sets of questionnaires, one for the principal employer and the other for contractor, were used. During the course of field investigations, it was observed that more of the 10 factories (a sub-sample of those which had reported non-employment of contract labour) had actually employed contract labour during the reference period of the survey, i.e., July 1960-June 1961. Hence, the question of covering all the 100 factories in the group did not arise. Out of 58 units which had reported employment of contract labour, only 49 were found actually employing contract labour at the time of field investigations. Of the remaining 9 units, 7 were found closed and 2 did not engage contract labour. Thus, out of 171 factories,

84 had engaged contract labour, 57 had not engaged contract labour, 14 belonged to non-ferrous group and the remaining 16 were found closed. In respect of the factories employing contract labour in sub-group I, the exact number of sub-contractors employed on structural and erectional jobs could not be known as some of the contractors engaging sub-contractors had completed their jobs and gone away. Subject to these limitations the number of contractors, who were reported to have worked during the reference period of the survey in all the factories employing contract labour, was 555. The requisite information could be collected only from 463 out of these 555 contractors, as others had either left the worksites after completing their jobs or shown their inability to furnish the same for some reason or the other.

The analysis that follows relates to 463 contractors. Their distribution in various sub-groups is shown below:-

<u>Sub-group</u>	<u>No. of contractors</u>
I	247
II	127
III	71
IV	18
Total	<u>463</u>

Employment: Jobs on which Contract Labour was Engaged.- The jobs on which contract labour was engaged differed somewhat from one sub-group to another but the jobs of loading and unloading of raw materials and finished products were generally got done by contract labour by all the sampled units in each sub-group. Sub-group-wise position is given below:-

Sub-group I.- Contract labour was generally engaged on structural and erectional jobs, i.e., installation of plant, machinery and equipment, repairs and maintenance of the same, moulding, casting, loading and unloading, stacking, transporting, bundling, packing and running of canteen.

Sub-group II.- Contract labour was engaged on jobs like cutting of iron slabs, plates, bars, billets and flats, etc., re-rolling, forging machinery parts, etc., weighing, bundling, stacking and loading and unloading.

Sub-group III.- Contract labour was engaged on jobs like steel fabrication, steel processing, moulding, casting, loading and unloading and transporting.

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Sub-group IV.- Contract labour was engaged on jobs like loading, unloading, stacking, packing, filing, polishing, running of cupola furnace, cutting of steel, moulding, casting, chipping and machining of parts.

8 / System of Recruitment.- The most common method of recruitment, contract labour in the industry was direct. Of the 463 contractors covered under the survey, as many as 300 recruited their workers directly; 14 through Employment Exchanges; 13 through existing workers; 16 through agents/jamadars and the remaining 120 adopted a combination of the aforesaid methods of recruitment. The ~~difficult~~ different methods adopted by the contractors working in different sub-groups are discussed below:-

Sub-group I.- Of the 247 contractors, 117 recruited their workers directly; 3 through Employment Exchanges; 5 through existing workers; 16 through agents/jamadars and the remaining 106 adopted a combination of the aforesaid methods of recruitment.

Sub-group II.- Of the 127 contractors, 112 recruited their workers directly; 11 through Employment Exchanges and remaining 4 adopted more than one method for recruiting their labour.

Sub-group III.- Of the 71 contractors, 54 recruited their workers directly; 7 through existing workers and the remaining 10 adopted more than one method of recruitment.

Sub-group IV.- Of the 18 contractors, 17 recruited their workers directly and the remaining one through existing workers.

Advances: Advances before Engagement.- Of the 463 contractors, only 48 gave advances to their workers before engagement. Of these, 14 gave such advances directly, 25 indirectly, i.e. through agents/jamadars and the remaining 4 directly as well as indirectly.

Advances after Engagement.- Of the 463 contractors covered, as many as 265 gave advances to their workers.

Extent of employment.- During the period July 1960 to June 1961 the average daily employment of direct and contract workers in all the sub-groups was 127,568. The average daily employment of contract labour actually engaged on structural and erectional jobs during the same period was 10,149. Sub-group-wise position was :-

Sub-group I.- The estimated average daily employment of contract labour during the period July 1960-June 1961 worked out to be 21,290. The average daily employment of contract labour engaged on structural and erectional jobs was 10,149.

Sub-group II.- The estimated average daily employment of contract labour during July 1960-June 1961 worked out to be ~~10,525~~ 6,304.

Sub-group III.- The estimated average daily employment of contract labour during the period July 1960-June 1961 worked out to be 10,525.

Sub-group IV.- The estimated average daily employment of contract labour during the period July 1960-June 1961 worked out to be 690.

Direct and Contract Workers.- The daily employment of direct and contract labour in all sub-groups was 127,568. Of these, 91,775 workers or 71.9 per cent. were direct workers whereas the remaining 35,793 workers or 28.1 per cent. were employed through/or contractors. Sub-group-wise comparison shows that the percentage of contract labour to the total employment was the highest (74.5) in sub-group III and the lowest (7.0) in sub-group IV. Amongst the different States, the percentage of contract labour to total labour was the highest (56.7) in Jammu and Kashmir and the lowest (4.0) in Madras. Sub-group-wise position is discussed below:-

Sub-group I.- Of the 114,066 workers, 84,109 workers or 73.7 per cent. were direct workers and 29,975 workers or 26.3 per cent. were contract workers. Amongst the different States the percentage of contract labour was the highest (42.4) in West Bengal and the lowest (10.1) in Mysore.

Sub-group II.- Of the 5,258 workers, 3,265 workers or 62.1 per cent. were direct workers and 1,993 workers or 37.9 per cent. were contract workers. State-wise comparison shows that the percentage of contract labour was the highest (56.7) in Jammu and Kashmir and the lowest (4.7) in Rajasthan.

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Sub-group III.- Of the 4,841 workers, 1,236 workers or 25.5 per cent. were direct workers and 3,605 workers of 74.5 per cent. were contract workers. State-wise comparison shows that the percentage of contract labour was the highest (92.8) in Orissa and the lowest (17.9) in Uttar Pradesh.

Sub-group IV.- Of the 3,403 workers, 3,165 workers or 93.0 per cent. were direct workers and 238 workers or 7.0 per cent. were contract workers. The percentage of contract labour was the highest in Uttar Pradesh (59.2) and the lowest (0.2) in Bihar.

Employment of Women and Children.- In this industry women workers were generally employed on lighter jobs, such as loading, unloading and cleaning, etc. ~~Sex-wise etc.~~

Of the 35,753 workers employed through or by contractors in all the sub-groups, women workers were only 3,723 or accounted for 10.4 per cent. of the total workers. This excludes 40 workers whose sex classification was not known. None of the contractors had employed any worker below the age of fifteen. Women workers were employed in sub-groups I and III only. The States in which they were mostly employed were Bihar, Madhya Pradesh, Mysore, Orissa and West Bengal. Sub-group-wise comparison shows that the percentage of women workers to the total number of workers was much higher (12.4) in sub-group I than in sub-group III (0.2). Among the different States employing women workers, ~~to the total number of workers was much higher (12.4) in sub-group I than~~ the percentage of women workers was the highest (18.9) in Bihar and the lowest (0.3) in West Bengal. Of the 29,917 workers in sub-group I, 3,715 workers or 12.4 per cent. were women. State-wise comparison shows that the percentage of women workers to the total workers was highest (18.9) in Bihar and the lowest (3.6) in Mysore. Of the 3,605 workers in sub-group III, only 8 workers or 0.2 per cent. were women. Women workers were reported to be employed only in West Bengal in this sub-group. Their percentage to the total employment in that State was only 0.3. Of the 33,066 workers employed through/by contractors in all the sub-groups, 19,956 workers of 60.4 per cent. were casual and 13,110 workers or 39.6 per cent. were non-casual. State-wise comparison shows that all the workers in Mysore and Madras States were casual whereas all the workers in Delhi and Jammu and Kashmir were non-casual. Detailed position in respect of each sub-group is given below:-

Sub-group I.- Of the 26,940 workers, 18,734 workers or 69.5 per cent. were casual workers and 8,206 workers or 30.5 per cent. were non-casual workers. Among different States the percentage of casual workers was the highest (100.0) in Mysore and the lowest (15.7) in Madhya Pradesh.

Sub-group II.- Of the 1,617 workers, 1,007 workers or 62.3 per cent. were casual workers and the remaining 610 workers or 37.7 per cent. were non-casual workers. Among different States, the percentage of casual workers was highest in Uttar Pradesh (90.6). In the States of Delhi and Jammu and Kashmir all the workers were non-casual.

Sub-group III.- The nature of employment of an over-whelming majority of the workers was non-casual. Of the 4,266 workers, 4,183 workers or 98.1 per cent. were non-casual whereas the remaining 83 workers or 1.9 per cent. were casual workers. Except West Bengal, in all other States, viz., Delhi, Punjab, Rajasthan, Orissa and Uttar Pradesh, only non-casual workers were employed by the contractors.

Subgroup IV.- Of the 243 workers, 132 workers or 54.3 per cent. were casual workers and 111 workers or 45.7 per cent. were non-casual workers. State-wise comparison shows that in Madras, all the workers were casual workers whereas in West Bengal the percentage of casual workers was 87.3. However, in the States of Bihar, Bombay, Punjab and Uttar Pradesh only non-casual workers were employed.

Wages and Earnings.- The information collected during the course of the survey reveals that the bulk of the labour force employed by contractors was paid by the contractors independently. Of the 33,066 workers employed by contractors during the half-year ending on 30 June 1961, 28,760 workers or 87.0 per cent. were paid by the contractors independently; 4,207 workers or 12.7 per cent. were paid by the contractors under the supervision of the principal employers and the remaining 99 workers or 0.3 per cent. were paid directly by the managements. Sub-group-wise comparison shows that the percentage of workers who were paid independently by the contractors, was the highest (92.6) in subgroup IV and the lowest (76.3) in sub-group III. In sub-groups I and II such workers accounted for 88.3 per cent. and 92.5 per cent. respectively. The wages rates of some of the important categories of workers as also for certain important jobs done on piece-rate basis are discussed sub-group-wise in the following paragraphs:

Workers Employed on Time Rate Basis: Sub-Group I.-

The large variations in wages rates for the same category of workers within the sub-group are largely due to varying sizes of the sampled factories. It may be mentioned that this sub-group consists of big iron and steel plants like Rourkela, Bhilai, Durgapur, etc. on the one hand and small iron and steel factories on the other. Rate of wages of various categories of workers are discussed below.

Male Mazdoors.- The consolidated wages of the daily and monthly rated workers varied from Re.0.78 to Rs.3.75 per day and Rs.35.00 to Rs.60.00 per month respectively. The workers employed on hourly basis were paid Re. 0.21 per hour. State-wise comparison shows that the daily wages of some of the workers were the highest (Rs.3.75) in West Bengal and the lowest (Re.0.87) in Mysore. The lowest monthly wages (Rs.35.00) were reported to be paid to some workers in West Bengal, whereas the highest wages (Rs.60.00) were paid in Bihar as well as West Bengal.

The consolidated daily and monthly wages of the direct workers varied from Re.1.00 to Rs.2.72 and Rs.43.00 to Rs.80.00 respectively.

Female Mazdoors.- The consolidated daily wages varied from Re.1.00 to Rs.2.50, whereas the wages of female mazdoors, employed on hourly basis, were Re.0.18 per hour. Among the different States, some of the workers, employed on daily basis, were getting the lowest (Re.1.00) wage in Bihar and Mysore and the highest (Rs.2.50) in Madhya Pradesh and West Bengal.

The consolidated daily and monthly wages of the female workers employed directly varied from Rs.1.25 to Rs.2.72 and Rs.70.00 to Rs.80.00 respectively.

Drivers(Vehicle).- The consolidated daily and monthly wages of the workers varied from Rs.2.94 to Rs.7.50 and Rs.75.00 to Rs.250.00 respectively. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.94) in Bihar and the highest (Rs.7.50) in West Bengal. As regards monthly wages, some of the workers were getting the lowest (Rs.75.00) in West Bengal and the highest (Rs.250.00) in Orissa.

The consolidated daily and monthly wages of the direct workers varied from Rs.3.72 to Rs.4.91 and Rs. 80.00 to Rs.23.00 respectively.

Cleaners.- The consolidated wages of workers employed on daily, weekly and monthly basis varied from Rs.1.75 to Rs.3.00 per day, Rs.14.00 to Rs.16.00 per week and Rs.30.00 to Rs.100.00 per month respectively. State-wise comparison shows that the consolidated daily wages were the highest (Rs.3.00) as well as the lowest (Rs.1.75) in West Bengal. The consolidated weekly wages of some of the workers were the lowest (Rs.14.00) in Orissa and the highest (Rs.16.00) in Bihar. The consolidated monthly wages of some of the workers were the lowest (Rs.30.00) in West Bengal and the highest (Rs.100.00) in Orissa.

The consolidated daily wages of direct workers varied from Rs.1.70 to Rs.3.04.

Masons.- The consolidated daily and monthly wages of the workers varied from Rs.2.00 to Rs.10.00 and Rs.51.00 to Rs.187.50 respectively. The consolidated hourly wages of the workers varied from Re.0.52 to Re.0.94. State-wise comparison shows that some of the workers were getting the lowest consolidated daily wages (Rs.2.00) in West Bengal and the highest (Rs.10.00) in Orissa. The consolidated monthly wages of some of the workers were the lowest (Rs.51.00) in West Bengal and the highest (Rs.187.50) in Bihar.

The consolidated daily and monthly wages of the workers employed directly varied from Rs.2.72 to Rs.4.91 and Rs.115.00 to Rs.290.00 respectively.

Carpenters.- The consolidated daily and monthly wages of the workers varied from Rs.2.00 to Rs.8.00 and Rs.48.00 to Rs.187.50 respectively. The consolidated ~~daily~~ wages of some of the workers were the lowest Re.0.66. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.00) in West Bengal and the highest (Rs.8.00) in Orissa. The monthly consolidated wages of some of the workers were the lowest (Rs.48.00) in West Bengal and the highest (Rs.187.50) in Bihar.

The consolidated daily and monthly wages of the workers employed directly varied from Rs.3.10 to Rs.9.48 and Rs.115.00 to Rs.290.00 respectively.

Blacksmiths.- The consolidated daily and monthly wages of workers varied from Rs.2.00 to Rs.8.00 and Rs.90.00 to Rs.187.50 respectively. The consolidated hourly wages were Re.0.32. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.00) in Bihar and West Bengal and for certain others the highest (Rs.8.00) in Bihar and Madhya Pradesh. The consolidated monthly wages of some of the workers were the lowest (Rs.90.00) and for certain others the highest (Rs.187.50) in Bihar.

The consolidated daily and monthly wages of workers of the employed directly varied from Rs.1.50 to Rs.5.73 and Rs.65.00 to Rs.230.00 respectively.

/ hourly

Hammermen.- The consolidated daily and monthly wages of workers varied from Rs.1.62 to Rs.6.00 and Rs.65.00 to Rs.70.00 respectively. The hourly wages of the workers varied from Re.0.30 to Re.0.32. Among different States, some of the workers were getting the lowest (Rs.1.62) and certain others the highest (Rs.6.00) wage in West Bengal.

The consolidated daily and monthly wages of the workers employed directly varied from Rs.2.72 to Rs.3.35 and Rs.70.00 to Rs.145.00 respectively.

Fitters.- The consolidated daily and monthly wages of the workers varied from Rs.2.00 to Rs.15.00 and Rs.90.00 to Rs.300.00 respectively. The consolidated hours wages of the workers varied from Re.0.33 to Re.0.66. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.00) and for the certain others the highest (Rs.15.00) in West Bengal. The consolidated monthly wages of some of the workers were the lowest (Rs.90.00) in Bihar and the highest (Rs.300.00) in West Bengal.

The consolidated daily and monthly wages of the workers employed directly varied from Rs.2.75 to Rs.6.45 and Rs.65.00 to Rs.290.00 respectively.

Welders.- The consolidated daily and monthly wages of the workers varied from Rs.2.00 to Rs.15.50 and Rs.80.00 to Rs.275.00 respectively. The consolidated hourly wages of the workers varied from Re.0.62 to Re.0.75. Among the different States, the consolidated daily wages of some of the workers were the lowest (Rs.2.00) in West Bengal and the highest (Rs.15.50) in Madhya Pradesh. The consolidated monthly wages of some of the workers were the lowest (Rs.80.00) in Bihar and the highest (Rs.275.00) in West Bengal.

The consolidated daily and monthly wages of the workers employed directly varied from Rs.3.10 to Rs.5.35 and Rs.52.00 to Rs.265.00 respectively.

Gas Cutters.- The consolidated daily and monthly wages of workers varied from Rs.2.00 to Rs.10.00 and Rs.122.00 to Rs.135.00 respectively. The consolidated hourly wages of the workers varied from Re.0.27 to Re.0.35. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.00) in Bihar and West Bengal and of the certain others the highest (Rs.10.00) also in West Bengal. The consolidated monthly wages of the workers in West Bengal (Rs.122.00) were less than those in Madhya Pradesh (Rs.135.00).

The consolidated daily and monthly wages of the workers employed directly varied from Rs.3.10 to Rs.3.85 and Rs.115.00 to Rs.290.00 respectively.

Riggers.- The consolidated daily and monthly wages of the workers varied from Rs.1.50 to Rs.8.00 and Rs.100.00 to Rs.228.00 respectively. State-wise comparison shows that consolidated daily wages of some of the workers were the lowest (Rs.1.50) in West Bengal and the highest (Rs.8.00) in Orissa.

The consolidated daily and monthly wages of the workers employed directly varied from Rs.2.91 to Rs.5.70 and Rs.115.00 to Rs.290.00 respectively.

Crane Operators.- The consolidated daily and monthly wages of the workers varied from Rs.3.00 to Rs.12.50 and Rs.225.00 to Rs.350.00 respectively. The consolidated hourly wages of the workers varied from Re.0.44 to Re.0.88. Among the different States, the consolidated daily wages of some of the workers were the lowest (Rs.3.00) in Bihar and West Bengal and of certain others the highest (Rs.12.50) also in West Bengal. The consolidated monthly wages of some of the workers were the lowest (Rs.225.00) in Bihar and the highest (Rs. 350.00) in West Bengal.

As regards direct workers, the consolidated daily and monthly wages varied from Rs.3.10 to Rs.6.92 and Rs.115.00 to Rs.365.00 respectively.

Sub-group ~~III~~ II: Male Mazdoors.- Their consolidated daily, weekly and monthly wages varied from Rs.1.25 to Rs.5.00; Rs.13.00 to Rs.15.75 and Rs.60.00 to Rs.75.00 respectively. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.1.25) in Uttar Pradesh and the highest (Rs.5.00) in Punjab.

direct

As regards workers their consolidated daily and monthly wages varied from Rs.1.50 to Rs.5.84 and Rs.50.00 to Rs.130.00 respectively.

Female Mazdoors.- Neither the contractors nor the principal employers employed them on time-rate basis.

Hammermen.- Their consolidated daily and monthly wages varied from Rs.2.00 to Rs.6.00 and Rs.52.50 to Rs.150.00 respectively. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.00) in Jammu and Kashmir and West Bengal and of certain others the highest (Rs.6.00) also in Jammu and Kashmir and Punjab. The consolidated monthly wages of some of the workers were the lowest (Rs.52.50) in Delhi and the highest (~~Rs.15.00~~) (Rs.150.00) in Punjab.

As regards direct workers, their consolidated daily and monthly wages varied from Rs.1.25 to Rs.5.84 and Rs.55.00 to Rs.68.00 respectively.

Firemen.- Their consolidated daily and monthly wages varied from Rs.2.50 to Rs.4.50 and Rs.110.00 to Rs.150.00 respectively. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.2.50) in Jammu and Kashmir and the highest (Rs.4.50) in Delhi.

As regards direct workers, their consolidated daily and monthly wages varied from Rs.2.50 to Rs.5.00 and Rs.70.00 to Rs.180.00 respectively.

Rollermen.- Their consolidated daily and monthly wages varied from Rs.2.00 to Rs.5.00 and Rs.100.00 to Rs.150.00 respectively. State-wise comparison shows that consolidated daily wages of some of the workers were the lowest (Rs.2.00) in Punjab and Uttar Pradesh and the highest (Rs.5.00) in Jammu and Kashmir.

As regards direct workers, their consolidated daily and monthly wages varied from Rs.2.00 to Rs.5.00 and Rs.65.00 to Rs.155.00 respectively.

Furnacemen.- The consolidated daily wages of some of the workers varied from Rs.1.75 to Rs.4.50, whereas the consolidated weekly wages were Rs.28.00. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.1.75) in Uttar Pradesh and the highest (Rs.4.50) in Punjab.

As regards direct workers, their consolidated daily and monthly wages varied from Rs.2.00 to Rs.7.75 and Rs.65.00 to Rs.150.00 respectively.

Hand Cutters.- Their consolidated daily wages varied from Rs.2.00 to Rs.8.00. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest(Rs.2.00) in Punjab and of certain others the highest(Rs.8.00) also in Punjab.

As regards direct workers, their consolidated daily and monthly wages were Rs.3.50 and Rs.125.00 respectively.

Fitters.- Their consolidated daily wages varied from Rs.2.25 to Rs.5.00, whereas the consolidated monthly wages were Rs.175.00. State-wise comparison shows that the consolidated daily wages were the lowest (Rs.2.25) in Uttar Pradesh and the highest (Rs.5.00) in Jammu and Kashmir.

As regards direct workers, their consolidated daily and monthly wages varied from Rs.1.77 to Rs.8.52 and Rs.80.00 to Rs.215.00 respectively.

Sub-group III: Male Mazdoors.- ~~Of the 71~~ ~~contractors, only 24 employ~~ The consolidated daily and monthly wages of male mazdoors varied from Rs.1.22 to Rs.4.00 and Rs.50.00 to Rs.70.00 respectively. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.1.22) in West Bengal and of certain others the highest (Rs.4.00) also in West Bengal. The consolidated monthly wages of some of the workers were the lowest (Rs.50.00) in Rajasthan and the highest (Rs.70.00) in Delhi.

As regards direct workers, their consolidated daily and monthly wages varied from Rs.1.00 to Rs.3.32 and Rs.45.00 to Rs.63.00 respectively.

Female Mazdoors.- Their consolidated daily wages varied from Rs.1.50 to Rs.2.34.

The consolidated daily and monthly wages of such workers employed directly varied from Rs.1.50 to Rs.2.44 and Rs.45.00 to Rs.58.00 respectively.

Moulders.- Their consolidated daily and monthly wages of some varied from Rs.1.37 to Rs.8.00 and Rs.85.00 to Rs.110.00 respectively. State-wise comparison shows that the consolidated daily wages of some of the workers were the lowest (Rs.1.37) in West Bengal and of certain others the highest(Rs.8.00) also in West Bengal. The consolidated monthly wages of some of the workers were the lowest(Rs.85.00) in Delhi and the highest(Rs.110.00) in Rajasthan.

As regards direct workers, their consolidated daily wages varied from Rs.2.21 to Rs.6.00 whereas their monthly wages were Rs.104.00.

Coremen.- Their consolidated daily wages varied from Rs.1.50 to Rs.4.25.

As regards direct workers, their consolidated daily wages varied from Rs.2.25 to Rs.4.50.

Sand Mixers.- Their consolidated daily wages varied from Rs.1.87 to Rs.3.50.

The consolidated daily wages of direct workers, which were reported to be employed by one unit in Delhi only, varied from Rs.2.10 to Rs.2.50.

Chippers.- Their consolidated daily wages varied from Rs.1.75 to Rs.3.31.

The consolidated daily wages of direct workers varied from Rs.1.75 to Rs.3.10.

Cupolamen.- Their consolidated daily wages varied from Rs.3.12 to Rs.5.50.

None of the units employed such workers directly.

Helpers(Moulders).- Their consolidated daily wages varied from Re.1.00 to Rs.1.75, whereas their consolidated monthly wages was Rs.75.00.

None of the units employed such workers directly.

Sub-group IV: Male Mazdoors.- Their consolidated daily wages varied from Rs.1.75 to Rs.2.50. State-wise comparison shows that the lowest wage (Rs.1.75) paid to some of the workers in West Bengal was less than the lowest wage(Rs.2.00) paid in Madras and Bombay. The maximum wages in these States were, however, the same.

Female Mazdoors.- None of the contractors employed them.

None of the units employed such workers directly.

Hand Cutters.- Of the 18 contractors, only one in Uttar Pradesh employed them on time-rate basis and paid consolidated wages ranging between Rs.6.00 and Rs.10.00 per day.

None of the units employed such workers directly.

Turners.- Their consolidated daily and Monthly wages varied from Rs.2.00 to Rs.4.25 and Rs.65.00 to Rs.25.00 respectively.

None of the units employed such workers directly.

Stitchers.- Their consolidated daily wages varied from Rs.2.15 to Rs.3.65 whereas their consolidated monthly wages were Rs.107.00.

None of the units employed such workers directly.

Helpers.- Their consolidated daily wages varied from Rs.2.12 to Rs.3.50.

None of the units employed such workers directly.

Workers Employed on Piece-rate Basis: Sub-group I:

Loading.- The rates of payment for loading varied from Rs.3.25 to Rs.22.50 for an ordinary wagon; Rs.24.00 to Rs.30.00 for a box wagon; Rs.12.50 to Rs.20.00 and Rs.25.00 to Rs.40.00 for a K.O.Type Wagon during day and night respectively; Rs.16.00 to Rs.20.00 and Rs.32.00 to Rs.40.00 for a B.O.B.S. Type Wagon during day and night respectively. The variations in rates for the same type of wagon were due to varying capacities of the wagon. On tonnage basis, the rates of payment varied from Re.0.19 to Re.0.50 per ton. The rate of payment paid on cubic feet basis varied from Rs.3.00 to Rs.7.00 cubic feet. The approximate daily earnings of the workers employed on this job varied from Rs.1.25 to Rs.4.00. Comparing the States, the approximate daily earnings of some of the workers were the lowest (Rs.1.25) in West Bengal and the highest (Rs.4.00) also in West Bengal and Madhya Pradesh.

Unloading.- The rates of payment varied from Rs.3.00 to Rs.16.00 for ordinary wagon and Rs.22.50 to Rs.34.00 for a box wagon. The rates of payment for unloading K.O. Type and B.O.B.S. Type wagons were the same as for loading. On tonnage basis, the rate of payment varied from Re.0.19 to Re.0.25 per ton. For unloading 1,000 bricks, the rate of payment was Rs.3.50. The approximate daily earnings of the workers employed on this job varied from Re.0.67 to Rs.5.00. State-wise comparison shows that the approximate daily earnings of some of the workers were the lowest (Re.0.67) in Orissa while those of certain others were the highest (Rs.5.00) also in Orissa.

Loading and Unloading Combined.- The piece-rates of the workers paid on wagon of loading, loading and unloading

Loading and Unloading Combined.- The piece-rates of the workers, paid on wagon basis, varied from Rs.11.50 to Rs.17.00 per wagon. On tonnage basis, the rates varied from Re.0.50 to Re.0.62 per ton. For truck load, the rates varied from Rs.4.00 to Rs.5.00 per truck, whereas the rate of payment per tube was Re.0.87. The approximate daily earnings of the workers engaged on this job varied from Re.0.67 to Rs.4.00. State-wise comparison shows that the approximate daily earnings of some of the workers were the lowest (Re.0.67) in Orissa and the highest (Rs.4.00) in West Bengal and also in Orissa.

Chipping.- They were paid at the rate of Rs.20.00 per 100 pieces of sleepers and Rs.13.00 to Rs.20.00 for 100 plates. Their approximate daily earnings varied from Rs.2.50 to Rs.3.00.

Coremaking.- The rate of payment was Rs.16.00 per 100 pieces of moulds. The approximate daily earnings of workers varied from Rs.2.50 to Rs.3.00.

Sand Cleaning.- The rate of payment varied from Rs.5.00 to Rs.10.00 per 100 pieces of moulds. The approximate daily earnings of workers employed on such jobs varied from Rs.2.50 to Rs.3.00.

Sub-group II: Hand Cutting.- The rate of payment per ton varied from Rs.5.00 to Rs.7.50 for billets and Rs.22.00 to Rs.45.00 for slabs depending upon the thickness. The thickness rates per pound varied from Re.0.10 to Rs.1.62 depending upon the thickness of the billets, plates, angles, etc. The approximate daily earnings of workers employed on such jobs varied from Rs.2.00 to Rs.7.00. State-wise comparison shows that the daily earnings of some of the workers were the lowest (Rs.2.00) in West Bengal while those of certain others were the highest (Rs.7.00) also in West Bengal.

Bundling.- The approximate daily earnings varied from Rs.2.50 to Rs.7.75.

Sub-group III: Moulding.- The rate of payment differed from item to item. The approximate daily earnings of the moulders varied from Rs.2.00 to Rs.8.00.

Casting.- The rate of payment differed from item to item. The approximate daily earnings of casters varied from Rs.2.50 to Rs.8.00.

Sub-group IV: Polishing.- They were paid at the rate of Re.0.37 per dozen tubes. Their approximate daily earnings varied from Rs.3.50 to Rs.5.00.

Filing.- The rates of payment for 1,000 tubes and a dozen handles were Rs.5.00 and Re.0.47 respectively. The approximate daily earnings of workers engaged on this job varied from Rs.4.00 to Rs.5.00.

Loading, Unloading and Stacking.- The piece-rates varied from Rs.1.25 to Rs.1.37 per ton. Their approximate daily earnings varied from Rs.3.00 to Rs.4.00.

Dearness Allowance.- Separate dearness allowance was rarely paid by the contractors to their workers in this industry. Of the 463 contractors, only 8 paid separate dearness allowance. Sub-group-wise position is given below:-

Sub-group I.- Of the 247 contractors, only 3 paid separate dearness allowance to their workers. In all the three cases, the dearness allowance was linked to the Cost of Living Index. The rates of payment were the same as paid by the Bengal Chamber of Commerce and Industry, Calcutta. These rates were as follows:-

For Working Class (such as Mazdoors, etc.)

On 1st Rs. 100.00 of salary	..	150 per cent. with a minimum of Rs.91.00.
On 2nd Rs.100.00 of salary	..	75 per cent. at
On the remainder of the salary	..	37½ per cent.

For Working Classes (such as Mazdoors, etc.)

Flat rate of Rs.64.00 per month.

Sub-group II.- None of the contractors paid any separate dearness allowance to his workers.

Sub-group III.- Of the 71 contractors, 5 paid separate dearness allowance to their workers. The rate of payment, which was fixed arbitrarily, varied from Rs.0.87 to Rs.1.78 per day per worker.

Sub-group IV.- None of the contractors paid any separate dearness allowance to his workers.

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Overtime Payment.- Sub-group-wise position is discussed below:-

Sub-group I.- Of the 247 contractors, 165 reported that they took overtime work from their workers. Of these, as many as 155 contractors were making extra payments for the overtime work. Of these, 55 paid at double the ordinary rate of wages; 4 paid at $1\frac{1}{2}$ to 2 times the ordinary rate of wages; 38 paid at $1\frac{1}{2}$ times the ordinary rate of wages; 44 paid at ordinary rate of wages; 3 paid overtime at the rate of Re.0.25 per hour; and 11 made an ad hoc payment for such overtime work. One contractor was reported to give compensatory leave for the work done on holidays.

Sub-group II.- Of the 127 contractors, only 3 reported that they took overtime work from their workers. All of them paid at double the ordinary rate of wages to their workers.

Sub-group III. Of the 71 contractors, only 6 reported that they took overtime work from their workers. Five of them paid at double and the remaining one at $1\frac{1}{3}$ times the ordinary rate of wages.

Sub-group IV.- Of the 18 contractors, 4 reported that they took overtime work. One of them paid at double the ordinary rate of wages whereas the other two paid at the rate of Re.0.12 per to Re.0.25 per hour for such overtime work. The remaining contractor, who took overtime work from his piece-rated workers, did not pay any extra wages for such overtime work.

Bonus.- Workers of only 35 contractors out of 463 covered under the survey were getting some kind of bonus, either from their contractor or from the principal employer. Details regarding the different types of bonus paid to the workers are given below:-

Profit Sharing Bonus: Sub-group I.- Of the 247 contractors, only 10 paid such bonus to their workers. Four of the contractors paid $4\frac{1}{2}$ months' basic wages per annum to those workers who had completed one year's continuous service and to others on pro rata basis; one paid $4\frac{2}{3}$ months' basic pay per annum only to those workers who had put in 9 months' continuous service; two paid one month's salary per annum to their monthly-rated workers and 25 to 26 days' wages per annum to their daily-rated workers; one paid $10\frac{1}{2}$ days' basic wages in a year only to his permanent workers; one paid 3 months' basic wages per annum only to his permanent workers and the remaining one paid $1\frac{1}{2}$ months' wages per annum only to those permanent workers who had completed one year's continuous service.

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Sub-group II.- The workers in this sub-group received no such bonus either from the contractors or from the principal employers.

Sub-group III.- Workers of only one of the 71 contractors were paid such bonus by the principal employer at the rate of 6 to 20 days' wages according to their length of service.

Sub-group IV.- Workers of only one of the 18 contractors were paid such bonus by the principal employer. The rate of payment for those workers who had completed 309 attendances in a year was Rs.80.00 per annum whereas for others it was on pro rata basis.

Attendance Bonus: Sub-group I.- Of the 247 contractors, only two paid attendance bonus to those workers who were present on all working days of a month. Of these, one paid one day's extra wages in a month whereas the other paid Rs.10.00 per month to monthly-rated workers only.

Sub-groups II, III and IV.- No such bonus was paid to the workers of the contractors in these sub-groups.

Annual Bonus: Sub-group I.- In addition to the 10 contractors who paid profit sharing bonus as mentioned earlier, 3 paid annual bonus to their workers. The rate of payment was 15 days' wages per annum over in one case and 3 to 4½ months' wages on completion of one year's service in the remaining two cases.

Sub-group II.- Of the 127 contractors, only three paid such bonus to their workers. The rate of payment in two cases was 15 days' wages per annum to those workers who had completed 240 attendances in the year, whereas in the remaining case it was 9 days' wages per annum to those workers who had completed 6 months' continuous service in the year.

Sub-groups III and IV.- No such bonus was paid to the workers of the contractors in these sub-groups.

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Festival/Puja Bonus: Sub-group I.- Of the 247 contractors, only 7 paid Puja bonus to their workers. The rate of payment was Rs.20.00 per annum in one case; 15 days' to one month's wages in two cases; one month's wages to monthly-rated workers and Rs.10.00 to other workers in one case; one month's wages to monthly-rated workers and 17 days' wages to daily rated workers in another case. Of the remaining two contractors, one paid 3 months' basic wages to monthly-rated workers only, whereas the other paid 2 months' wages to some of his workers only. The conditions of eligibility for such bonus in all these cases varied from 3 to 12 months' continuous service.

Sub-group II.- The contract workers in this sub-group received no such bonus.

Sub-group III.- Of the 71 contractors, only one paid Puja bonus at the rate of 9 days' wages to those workers only who had completed one year's continuous service. The workers of 5 other contractors were paid puja bonus by the principal employers at the rate of 7 to 30 days' wages per annum.

Sub-group IV.- No such bonus was paid to the workers of the contractors in this sub-group.

Incentive Bonus.- Only two contractors, both in sub-group I, paid incentive bonus to their workers. Of these, one contractor paid one to two months' wages to those workers who in his opinion had done good work whereas the other paid Rs.10.00 to Rs.15.00 per worker to a few of his selected workers.

Working Conditions: Daily Hours of Work.- The daily hours of work of contract labour working within the premises of factories were regulated, as in the case of direct labour, by the Factories Act and were accordingly 9 hours per day. The working hours of contract labour working outside the factory premises were, however, not regulated. The available information shows that the actual working hours of such contract labour varied from 5 to 12 per day. Sub-group-wise details are given below:-

Sub-group I.- Of the 247 contractors, 170 employed time-rated workers; 20 piece-rated workers and the remaining 57 time-rated as well as the piece-rated workers. The daily hours of work differed from contractor to contractor. Sometimes in the case of the same contractor hours of work differed for different types of workers. Of the 227 contractors who had employed time-rated workers, 11 took work for 6 to 8 hours a day; 207 for 8 hours a day; two for 9 hours a day; five for 9½ hours to 12 hours a day; whereas the workers of the

remaining two contractors had no fixed working hours. Of the 77 contractors who had employed piece-rated workers, 3 took work for 5 to 7 hours a day; 31 for 8 hours a day; five for 9 to 12 hours a day; whereas the workers of the remaining 58 contractors had no fixed hours of work.

Sub-group II.- Of the 127 contractors, 69 employed time-rated workers; 56 piece-rated workers and the remaining 2 contractors employed piece-rated as well as time-rated workers. All the 71 contractors who had employed time-rated workers took 8 hours' work a day from their workers. Of the 58 contractors who had employed piece-rated workers, 7 took work for 7 hours a day; 49 for 8 hours a day; one for 10 to 12 hours a day whereas the workers of the remaining one contractor had no fixed hours of work.

Sub-group III.- Of the 71 contractors, 50 employed time-rated workers; 16 piece-rated workers and the remaining 5 contractors time-rated as well as piece-rated workers. Of the 55 contractors who employed time-rated workers, 2 took 7½ to 8 hours' work a day; 52 took 8 hours' work a day, whereas the remaining one contractor had fixed different hours of work for different days of the week - 8 hours on Mondays, Wednesday and Friday, 9 hours on Tuesdays and Thursdays and 6 hours on Saturdays. Of the 21 contractors who had employed piece-rated workers, one took 7½ hours' work a day and the remaining twenty 8 hours' work a day.

Sub-group IV.- Of the 18 contractors, 14 employed time-rated workers; one piece-rated and the remaining 3 contractors time-rated as well as piece-rated workers. Of the 17 contractors who employed time-rated workers, 5 took 6½ hours to 8 hours work a day; 2 took 7½ hours' work a day; 4 took work for less than 8 hours a day and the remaining six for 8 hours a day. Of the 4 contractors who had employed piece-rated workers, 3 took less than 8 hours' work a day and the remaining one 8 hours' work a day.

Weekly Hours of Work.- As per the Factories Act, 1948, normal weekly hours of work for contract workers working within the factory premises were also fixed at 48. For the workers working outside the factory premises, there was no fixed limit. The available information shows that the actual weekly hours of work for such workers varied from 30 to 84. Sub-group-wise position is discussed below:-

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Sub-group I.- Of the 227 contractors who had employed time-rated workers, 12 took 36 to 48 hours' work per week from their workers; 154 took 48 hours' work per week; 57 took 52½ to 60 hours' work per week; one 72 hours' work a week whereas the remaining three contractors had not fixed the weekly hours of work for their workers. Of the 77 contractors who had employed piece-rated workers, 4 took less than 48 hours' work per week; twenty-three 48 hours' work per week; seven 54 to 60 hours' work per week; one 70 to 84 hours' work per week, whereas the remaining 42 contractors had not fixed the weekly hours of work for their workers.

Sub-group II.- All the 71 contractors, who had employed time-rated workers, took 48 hours' work per week from their workers. Of the 58 contractors, who had employed piece-rated workers, 7 took 42 hours' work per week; 49 took 48 hours' work a week, whereas the remaining two cases the weekly hours of work were not fixed.

Sub-group III.- Of the 55 contractors who had engaged time-rated workers, one took 45 hours' work per week and the remaining 54 took 48 hours' work per week. Of the 21 contractors who had engaged piece-rated workers, one took 45 to 48 hours' work per week and the remaining 20 took 48 hours' work per week.

Sub-group IV.- Of the 17 contractors who had employed time-rated workers, one took 36 hours' work per week; five took 39 to 48 hours' work per week; two took 45 hours' work per week; three 46½ hours' work per week and the remaining six 48 hours' work per week. Of the 4 contractors who had employed piece-rated workers, 3 took 46 hours' work per week and the remaining one 48 hours' work per week.

Rest Interval.- The information collected during the course of the survey reveals that all the 463 contractors allowed rest interval ranging between ½ hour and 4 hours to their workers.

Shifts.- Of the 463 contractors, as many as 380 were reported to have worked only 1 shift a day; 34 worked 2 shifts a day and the remaining 49 contractors worked 3 shifts a day.

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Weekly Rest: Sub-group I.- Of the 247 contractors, 74 did not allow any weekly-off to their workers. Of the remaining 173 contractors who allowed weekly-off to their workers, 172 allowed it to all workers whereas the remaining one allowed it to all workers except the watch and ward staff. Of the 173 contractors, 91 allowed it with wages - 20 to all workers and 71 only to their non-casual workers. The remaining 82 contractors allowed weekly rest to their workers without wages.

Sub-group II.- All the 127 contractors allowed weekly rest to their workers. Of these, 114 contractors allowed it without wages and 13 with wages. Of the latter, seven allowed it to all workers whereas the remaining 6 allowed it only to their non-casual workers.

Sub-group III.- All the 71 contractors allowed weekly rest to their workers. As regards payment for such weekly rest, only two contractors allowed it with wages and the remaining 69 did not pay for such rest.

Sub-group IV.- All the 18 contractors allowed weekly rest to their workers. Of these, 13 contractors allowed it without wages and 5 paid for such rest but only to their non-casual workers.

Leave and Holidays with Pay.- Under the Factories Act, 1948, every worker who has worked for a period of at least 240 days during a calendar year, is entitled during the subsequent year to annual leave with wages at the rate of one day for every 20 days' worked in the case of adults, and one day for every 15 days' worked in the case of children. The data collected during the course of the survey revealed that very few contractors allowed such leave with wages to their workers. The number of contractors who allowed casual, sick and privilege leave with wages to their workers was 29, 148 and 123 respectively. Generally leave with pay was allowed to non-casual workers only. As regards national holidays with pay, these were allowed by only 157 of the 463 contractors. The festival holidays with pay were allowed to workers only by 137 of the 463 contractors.

Casual Leave: Sub-group I.- Of the 247 contractors, only 25 allowed such leave with pay. The duration of leave was limited to 7 days per annum in 5 cases; 10 days in 3 cases; 12 days in one case; 14 days in 3 cases; 15, 21 and 22 days in one case each; 10 days to daily-rated and 15 days to monthly-rated workers in one case whereas in the remaining 9 cases the number of days of such leave was not fixed. Such leave was generally allowed to non-casual workers only.

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Sub-group II.- Of the 127 contractors, only one allowed casual leave upto 7 days per annum to his entire staff (casual as well as non-casual workers).

Sub-group III.- None of the contractors allowed any casual leave with pay to his workers.

Sub-group IV.- Of the 18 contractors, only three allowed 3 days' casual leave with pay per annum to their workers.

Sick Leave: Sub-group I.- Of the 247 contractors, only 36 allowed sick leave with pay to their workers. Of these, 4 allowed upto 7 days per annum; 2 upto 10 days (one with full pay and one with half pay); 9 upto 14 days; 3 upto 15 days; 1 upto 20 days; 1 upto 42 days (half period at full pay and the other half at half pay) and one upto 28 days whereas in the remaining 15 cases the number of days of such leave was not fixed. Such leave was generally allowed to non-casual workers only.

Sub-group II.- Of the 127 contractors, only 50 allowed such leave with pay to their workers as per the Employees' State Insurance Scheme. The benefit under the Scheme consists of periodical cash payments to an insured person in respect of such days of his sickness in a benefit period as are certified by the duly appointed medical practitioner. No benefit is payable for an initial period of two days except in the case of a spell of sickness for which following, at an interval of not more than 15 days, the spell of sickness for which sickness benefit was last paid. The benefit is payable for a maximum number of 56 days in any continuous period of 465 days. The daily rate of benefit payable is equivalent to about one-half of the assumed average daily wage, as given in the schedule to the Employees' State Insurance Act, 1948. A person in receipt of benefit is required to remain under medical treatment at a dispensary or other medical institution provided under the Scheme.

Sub-group III.- Of the 71 contractors, 48 allowed such leave to their workers as per the Employees' State Insurance Scheme.

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Sub-group IV.- Of the 18 contractors, 14 allowed such leave to their workers. Of these, 13 contractors allowed such leave as per the Employees' State Insurance Scheme whereas the remaining one contractor had not fixed the period of such leave.

Privilege/Earned Leave: Sub-group I.- Of the 247 contractors, only 81 allowed such leave with pay to their workers. Of these, 24 allowed it as per the Factories Act, 1948, i.e., one day for every 20 days worked on completion of 240 days attendances during a calendar year; one upto 10 days per annum; five upto 18 days per annum; 9 upto 21 days per annum; 21 upto 31 days per annum; 12 upto 15 days to their daily rated and 30 days to monthly-rated workers, whereas the remaining nine contractors had not prescribed any such limit. Though there was no uniformity regarding the conditions of eligibility, most of the contractors had extended this facility only to those workers who had put in one year's service or completed 240 days' attendance in a calendar year.

Sub-group II.- Of the 127 contractors, only 8 allowed such leave with pay. Of these, 7 allowed it as per the Factories Act, 1948, whereas the remaining one had not prescribed any limit.

Sub-group III.- Of the 71 contractors, 50 did not allow any such leave with pay to their workers. The remaining 21 allowed it as per the Factories Act, 1948.

Sub-group IV.- Of the 18 contractors, 13 allowed such leave with pay to their workers as per the Factories Act, 1948.

National Holidays: Sub-group I.- Of the 247 contractors, 144 did not allow any such holidays with pay to their workers. The remaining 103 allowed such holidays to their workers. Of these, 3 contractors allowed three national holidays with pay to all of their workers; 91 allowed only 2 national holidays with pay to all their workers; whereas, the remaining 9 contractors allowed 2 national holidays with pay to their non-casual workers only.

Sub-group II.- Of the 127 contractors, 108 did not allow any such holidays with pay to their workers. The remaining 19 contractors allowed national holidays to all of their workers. Of these, 3 contractors allowed all the three holidays with pay whereas the remaining 16 contractors allowed only 2 national holidays with pay to their workers.

Sub-group III.- Of the 71 contractors, 21 allowed national holidays to their workers. Of these, 5 contractors allowed all the three national holidays with pay whereas the remaining 16 allowed only two national holidays with pay.

Sub-group IV.- Of the 18 contractors, 14 allowed national holidays with pay to their workers. Of these, eight allowed 2 national holidays with pay and the remaining six allowed 3 national holidays with pay to their workers.

Festival Holidays: Sub-group I.- Of the 247 contractors, only 90 allowed festival holidays to their workers. Thirteen of them allowed such holidays with pay only to their non-casual workers whereas the remaining 77 contractors allowed these to all workers. The number of such holidays was limited to 1 in 10 cases; 1½ in 1 case; 2 in ~~1-3~~ 13 cases; 3 in 5 cases; 4 in 6 cases; 5 in 26 cases; 6 in 1 case; 8 in 6 cases; 9 in 1 case; 12 in 14 cases; 15 in 3 cases; 17 in 1 case; 20 in 1 case; 24 in 1 case whereas the remaining contractor had not fixed the number of such holidays with pay.

Sub-group II.- Of the 127 contractors, only 17 allowed such holidays with pay to their workers. Of these 3, contractors allowed three holidays per annum; 6 allowed for holidays; 3 each five and six holidays and the remaining 2 eight holidays per annum.

Sub-group III.- Of the 71 contractors, only 18 allowed such holidays with pay to their workers. Of these, 3 contractors allowed four holidays per annum; 1 six holidays; 3 seven holidays; 10 eight holidays; and the remaining one 10 holidays per annum.

Sub-group IV.- Of the 18 contractors, as many as 12 allowed festival holidays with pay to their workers. Of these, 3 contractors allowed one holiday per annum; 5 contractors allowed six holidays per annum; 3 seven holidays per annum; and the remaining one 8 holidays per annum.

Welfare.- Some of the welfare facilities provided for direct labour were also available for contract labour working in the factories. The actual position in respect of the various welfare facilities available to contract labour as revealed by the survey is discussed briefly sub-group-wise in the following paragraphs:-

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Medical Aid: Sub-group I.— None of the 247 contractors covered reported that his workers were covered under the Employees' State Insurance Scheme. In regard to the workers of 18 contractors, neither the contractors nor the principal employers had provided any medical facility. Of the remaining 229 contractors, only 79 had themselves provided medical facilities for their workers. Of these, thirteen maintained only first-aid boxes; four arranged only for the services of qualified doctors for their workers; fourteen the treatment of their workers; twenty-nine, in addition to the first-aid facilities, arranged for the services of qualified doctors for their workers; fourteen, in addition to the first aid facilities and services of qualified doctors, provided dispensaries/hospitals for their workers; ten provided dispensaries only; seven provided first-aid boxes and dispensary/hospital facilities whereas the remaining two contractors, in addition to the first-aid facilities, reimbursed the expenses incurred by the workers on their medical treatment. Workers of 78 contractors were given medical facilities by the principal employers though the expenses were borne by the contractors. In these cases hospital facilities were provided in 20 cases; first-aid and hospital facilities in 4 cases and first-aid facilities, services of qualified doctors and hospitalisation, etc., in the remaining 54 cases. Workers of 72 contractors were given medical facilities by the principal employers and the contractors were not required to bear the cost thereof. The principal employers in this category had provided only first-aid boxes in 21 cases; first-aid boxes as well as the services of a qualified doctor in one case; dispensary and hospital facilities in addition to first-aid facilities in 45 cases; and dispensary/hospital facilities in addition to the first-aid facilities and services of qualified doctors in the remaining 5 cases.

Sub-group II.— Of the 127 contractors, 39 reported that their workers were not given any medical facility either by them or by the principal employers; 34 contractors reported that their workers enjoyed the medical benefits provided under the Employees' State Insurance Scheme. These benefits were provided either in the form of out-patient treatment at a dispensary or a clinic of Insurance Medical practitioner, or other institutions or by visits to the homes of the insured persons or as inpatient in a hospital or other institution. Workers of the remaining 54 contractors were provided medical facilities by the principal employers. Of these, 39 employers provided only first-aid facilities; 11 provided first-aid facilities as well as the services of qualified doctors whereas the remaining four, in addition to the first-aid facilities, provided hospital/dispensary facilities also.

Sub-group III.- Of the 71 contractors, 44 reported that their workers enjoyed medical benefits provided under the Employees' State Insurance Scheme. Of the remaining 27 contractors, as many as 21 reported that their workers were not provided any medical facility either by them or by the principal employers. The other six contractors reported that their workers were allowed in times of need to make use of the first-aid facilities provided to direct workers by the principal employers.

Sub-group IV.- Of the 18 contractors, 10 reported that their workers enjoyed the medical benefits provided under the Employees' State Insurance Scheme. Of the remaining 8 contractors, one reported that his workers were not given any medical facility either by him or by the principal employers. Workers of the remaining seven contractors were, however, provided medical facilities only by the principal employers. Of these, 4 employers provided only first-aid facilities; one provided first aid facilities, services of qualified doctors and hospital facilities; and the remaining two employers, in addition to the first-aid facilities, provided the services of qualified doctors.

Transport Facilities.- None of the 463 contractors covered provided any transport facility to his workers.

Housing Facilities: Sub-group I.- Of the 247 contractors, 123 reported that their workers were not provided any housing facility either by them or by the principal employers. Of the remaining 124 contractors, 123 had themselves provided such facilities for their workers, whereas in the remaining 1 case the principal employer had provided housing accommodation for the workers of his contractors. Of the 123 contractors, 57 had provided housing accommodation in the form of barracks, tin sheds, hutments, etc.; 18 provided kutchha houses; 3 kutchha as well as pucca houses; 42 pucca houses, whereas the remaining three contractors simply paid house rent allowance to their workers. Of these three contractors, one gave Rs.1.00 per head to 50 to 70 workers; one gave Rs.5.00 each only to his outside labour and the remaining one paid only a lump sum amount of Rs.12.00 per gang of 10 to 12 workers.

Sub-group II.- None of the contractors had provided any housing facility to his workers. The principal employers had, however, provided rent free accommodation to the workers of 13 contractors.

Sub-group III.- Two contractors had requisitioned some houses on rent from the principal employers for residential purposes of their workers.

Sub-group IV.- None of the contractors had provided any housing facility to his workers. Workers of one contractor were, however, provided rent free housing accommodation by the principal employer.

Recreational Facilities: Sub-group I.- Of the 247 contractors, 223 reported that neither they nor the principal employers had provided any recreational facility for the contract workers. Of the remaining 24 contractors, 23 had provided some recreational facilities for their workers whereas the workers of the remaining one contractor were provided indoor games only by the principal employer. Of the 23 contractors, as many as 22 provided both indoor and outdoor games, whereas the remaining one had provided only indoor games.

Sub-group II.- Neither of the 127 contractors nor any principal employers had provided recreational facility for the contractor labour.

Sub-group III.- Neither any contractor nor any ~~emp~~ principal employer had provided recreational facility for the contract labour.

Sub-group IV.- None of the 18 contractors had provided such facility for his workers. One contractor reported that his workers had, however, been provided indoor games facilities by the principal employers.

Creches: Sub-group I.- Of the 247 contractors, 111 employed women labour. The number of contractors who employed more than 50 women workers was only 16. None of these had provided any creche for the use of children of his women workers. The workers of two contractors were, however, allowed to make use of such facilities provided by the principal employers for the direct labour.

Sub-groups II to IV.- Only one contractor in sub-group III employed women labour. Neither he nor the principal employer had provided any creche for the use of the children of such women ~~was~~ labour.

Canteens: Sub-group I.- Of the 247 contractors, 125 reported that such facilities were not provided for their workers either by them or by the principal employers. Of the remaining 122 contractors, only 29 had themselves provided canteens for their workers. The workers of the remaining 93 contractors were, however, allowed to make use of the canteens provided by the principal employers for the direct workers.

Sub-group II.- Of the 127 contractors, 107 reported that such facilities were not provided for their workers either by them or by the principal employers. The workers of the remaining 20 contractors were, however, permitted to make use of the canteens provided by the principal employers for the direct workers.

Sub-group III.- Of the 71 contractors, 65 reported that no canteen facility had been provided for their workers either by them or by the principal employers. The workers of the remaining six contractors were, however, permitted to make use of the canteens provided by the principal employers for the direct workers.

Sub-group IV.- Of the 18 contractors, 13 reported that such facilities were not provided for their workers either by them or by the principal employers. The workers of the remaining five contractors were, however, permitted to make use of the canteens provided by the principal employers for the direct workers.

Rest Shelters: Sub-group I.- Of the 247 contractors, as many as 205 reported that such facilities were not provided for their workers either by them or by the principal employers. Of the remaining 42 contractors, only 6 had themselves provided rest shelters for the use of their workers. Workers in respect of the remaining 36 contractors were, however, allowed to make use of the rest shelters provided by the principal employers for the direct workers.

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Sub-group II.- Of the 127 contractors, as many as 107 reported that such facilities were not provided for their workers either by them or by the principal employers. The workers of the remaining 20 contractors were however, allowed to make use of the rest shelters provided by the principal employers for the direct workers.

Sub-group III.- Of the 71 contractors, as many as 66 reported that such facilities were not provided for their workers either by them or by the principal employers. Workers of the remaining five contractors were, however, allowed to make use of the rest shelters provided by the principal employers for the direct workers.

Sub-group IV.- Of the 18 contractors, 15 reported that their workers were not provided any such facility either by them or by the principal employers. Workers of the remaining three contractors, were, however, allowed to make use of the rest shelters provided by the principal employers for the direct workers.

Drinking Water.- Generally the workers of the contractors were also allowed to avail of such facilities provided by the principal employers for direct workers within the factory premises. In addition to these facilities, 105 contractors in sub-group I had made separate arrangements for the supply of drinking water to their workers. Of these, 87 had provided water taps; 3 water taps as well as water coblers whereas in the remaining 15 cases the contractors had provided pitchers, wells, etc. None of the contractors in sub-groups II to IV had made any separate arrangement for the supply of drinking water to his workers.

Latrines and Urinals.- Generally the workers of the contractors were also allowed to make use of such facilities provided by the principal employers for the direct workers. In addition, to these facilities, 71 contractors in sub-group I had provided separate latrines and urinals, for their workers. None of the contractors in sub-groups II to IV had provided any separate latrine or urinal for the use of his workers.

Bathing/Washing Facilities.- Generally the workers of contractors were also allowed to make use of such facilities provided by the principal employers for the direct workers. In addition to these facilities, 76 contractors in sub-group I had provided separate bathing/washing facilities for their workers. None of the contractors in sub-groups II to IV had provided any separate bathing/washing facility for their his workers.

Other Facilities.- In addition to the aforesaid facilities the contractors working at one of the sampled factories in sub-group I had provided certain other facilities like shopping facilities, club, cinema shows, supply of utensils for cooking, etc., for their workers.

Social Security: Accidents and Workmen's Compensation.- In cases of the accidents the workers employed in this industry were eligible for compensation either as per the Workmen's Compensation Act, 1923 or the Employees' State Insurance Scheme, if applicable. In those factories which were covered under the Employees' State Insurance Scheme, the contractors' workers were also getting the benefits provided thereunder. The rate of employers' special contribution was $\frac{3}{4}$ per cent., of the total wage bill. Where the Employees' State Insurance Scheme was put into force the employers were also required to pay an additional contribution of $\frac{1}{4}$ per cent. of the total wage bill mainly on the ground that in such places the Employees' State Insurance Scheme Corporation took over the liability under the Workmen's Compensation Act and the State Maternity Benefits Acts from the employer. The employees in places where the benefits of the Employees' State Insurance Scheme were available were required to pay contributions at the rates shown in the Schedule to the Employees' State Insurance Act.

Maternity Benefit.- Of the 463 contractors, only 112 - 111 in sub-group I and 1 in Sub-group III - employed women workers. Of these, only 5 contractors - 4 in sub-group I and 1 in sub-group III - reported that they were paying maternity benefit to their women workers. However, during the half-year ending on 30 June 1961 no woman worker had been paid any benefit.

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Provision for Future.- Detailed information in respect of the contractors who had made some provision for the future of workers is given below:-

Provident Fund: Sub-group I.- Of the 247 contractors, only 13 reported that they had themselves provided the benefit of provident fund for the future of their workers. Besides, the principal employers had extended the benefit of the Provident Fund Scheme introduced for their direct workers to the workers of 42 contractors. Taking these cases together, the rate of contribution for the workers was $6\frac{1}{2}$ per cent. of consolidated wages in 7 cases; $8\frac{1}{3}$ per cent. of basic wages in 45 cases; 10 per cent. of basic wages in 2 cases whereas in the remaining case the rates of contribution for the casual and non-casual workers were $6\frac{1}{2}$ per cent. to $8\frac{1}{3}$ per cent. of their consolidated wages respectively. The contractors and the managements contributed amounts equal to those contributed by the workers in 13 and 42 cases respectively. The conditions of eligibility for membership of the Provident Fund Scheme, which differed from contractor to contractor, were 240 days' attendance or one year's continuous service in 33 cases; 8 months' continuous service in 18 cases; 6 months' continuous service for casual-workers and 240 days' attendance or one year's continuous service for non-casual workers in 1 case whereas in the remaining 3 cases the workers were entitled to become members of the fund only after being confirmed.

The accumulations were payable in the event of death, permanent disability, suffering from T.B. of any kind or leprosy, being physically or mentally incapacitated to work, superannuation, retrenchment or migration from India for permanent settlement abroad or on leaving service, as per the Employees' Provident Fund Scheme or almost similar schemes framed by the principal employers or contractors. The proportion of the employer's share of the contribution that the members of the Provident Fund Schemes were entitled to receive depended upon the length of service, etc. In the case of workers of 37 contractors, the repayment was made on the basis of the Employees' Provident Fund Scheme framed under the Employees' Provident Funds Act, 1952. According to this Scheme a worker gets full amount of the employer's contribution together with the interest thereon on completion of 15 years' of membership; 85 per cent. of the amount on completion of membership of 10 years or more but less than 15 years; 75 per cent. on completion of membership of 5 years or more but less than 10 years; 50 per cent. on completion of membership of three years or more but less than five years; and 25 per cent. on completion of

membership of less than 3 years. In case any member of the Scheme is dismissed by his employer for a serious or wilful misconduct, the appropriate authority, on receiving the intimation from the employer, has the power to forfeit the employer's contribution ~~from~~ upto a maximum of the employer's contribution in the last two years and that of the current year. The workers of 17 contractors were getting repayment on the basis of the companies Provident Fund Scheme applicable to direct workers. In the case of another contractor casual workers were getting repayment on the basis of the Employees' Provident Fund Scheme whereas permanent workers as per Company's Provident Fund Rules.

Sub-group II.- Of the 127 contractors, only 10 had introduced Provident Fund Scheme for the benefit of their workers. In respect of 10 more contractors the principal employers had extended the benefits of the Provident Fund Scheme introduced for their direct workers to their workers also. The rate of contribution for workers in all the 20 cases was 6½ per cent. of their wages. The contractors and managements ~~contributed~~ contributed amounts equal to those contributed by workers in 10 cases each. The workers were entitled to become members of the Scheme only if they had completed either 240 attendances in a year or one year's continuous service. The repayment was made as per the Employees' Provident Fund Scheme.

Sub-group III.- Of the 71 contractors, only 8 had provided Provident Fund facilities for their workers. In respect of 12 more contractors the principal employers had extended the benefits of the Provident Fund Scheme introduced for their direct workers to the workers of these contractors also. The rate of contribution for the workers in all cases was 6½ per cent. of their wages. The contractors and managements were contributing amounts equal to those contributed by workers in 8 and 12 cases respectively. The conditions of eligibility for becoming members of the Scheme were either 240 attendances in a year or one year's continuous service. The accumulations were paid to workers as per the provisions of the Employees' Provident Fund Scheme.

Sub-group IV.- Of the 18 contractors, none had introduced any Provident Fund Scheme for the benefit of his workers. However, in respect of only four contractors the principal employers had extended the benefit of Provident Fund Schemes introduced for their direct workers to the workers of these contractors also. The rate of contribution for the workers as well as the management was 6½ per cent. of the wages of workers. The conditions of eligibility for becoming members of the Provident Fund Schemes were either one year's continuous service or 240 days' attendance in a year. The repayment was made as per the Employees' Provident Fund Scheme.

Gratuity: Sub-group I.- Of the 247 contractors, only two reported that they were paying gratuity to their workers. One was paying 10 months' basic salary as gratuity to his workers only if they had worked for more than 10 years, whereas the other was paying it at the rate of 15 days' wages for each completed year of service subject to a maximum of 15 months' wages only to those permanent employees who had put in at least 15 days' service.

Sub-group II.- None of the 127 contractors paid any gratuity to his workers.

Sub-group III.- Of the 71 contractors, only one paid gratuity at the rate of 15 days' wages for every 240 days worked.

Sub-group IV.- None of the 18 contractors paid any gratuity to his workers.

Trade Unions.- The information collected from the contractors covered under the survey reveals that there were no exclusive trade unions of contract workers. However, workers of 10 out of 463 contractors covered were members of unions of direct workers. Sub-group-wise position is discussed below:-

Sub-group I.- Of the 247 contractors, five reported that their workers were members of the trade unions recognised by them. The percentage of contract workers, who were members of such unions, varied between 16 and 100.

Sub-group II.- Of the 127 contractors, only two reported that their workers were members of the unions recognised by them. The percentage of workers, who were members of such unions, varied between ~~25~~ 80 and 100.

Sub-group III.- Of the 71 contractors, only two reported that their entire workers were members of unions recognised by them.

Sub-group IV.- Of the 18 contractors, only one reported that about 25 per cent. of his workers were members of a union.

Industrial Relations.- The information collected during the survey is given below:-

Sub-group I.- Of the 247 contractors, only 53 had introduced some machinery of procedure for redressing the grievances of their workers. The remaining 194 contractors solved the grievances of their workers personally. Of the 53 contractors, five got the grievances of their workers redressed through the Labour Officer appointed by them; thirteen through their Site Engineers or Labour Officers or Departmental Heads; thirteen through their Mates/Sardars/Supervisors, etc.; four through the representatives of their workers or through the unions of which their workers were members; seventeen through their principal employers or their agents or their personnel departments and the remaining one through the grievance committee or the Personnel Officer of the management.

Sub-group II.- Of the 127 contractors, only 15 had introduced some machinery or procedure for redressing the grievances of their workers. The remaining 112 contractors were redressing the grievances of their workers personally. Of the 15 contractors, 5 got the grievances of their workers solved through headmen; two through the unions of their ~~weerk~~ workers; six through the principal employers and the remaining two through the Labour Officers/Works Committees of the factories.

Sub-group III.- Of the 71 contractors, only 11 reported that they had introduced some machinery or set procedure for redressing the grievances of their workers. The remaining 60 contractors were redressing the grievances of their workers themselves. Of the 11 contractors, as many as nine got the grievances of their workers redressed with the help of the principal employers whereas the remaining two got these redressed through the unions of their workers.

Sub-group IV.- Of the 18 contractors, 2 redressed the grievances of their workers through ~~through~~ their representatives and in case of failure they used to refer the matter to the principal employers; three redressed such grievances through the principal employers, whereas the remaining 13 contractors redressed the grievances of their workers themselves.

(The Indian Labour Journal,
Vol. IV, No. 6, June 1963,
pp. 547-613).

West Bengal Shops and Establishments Act, 1963
(West Bengal Act XIII of 1963).

The West Bengal Shops and Establishments Bill (vide pages 35-37 of the report of this Office for July 1962) as passed by the West Bengal Legislature received the assent of the President on 2 April 1963 and has been gazetted as West Bengal Act XIII of 1963. The salient provisions of the Act are summarised below.

Extent.- The Act extends to the whole of West Bengal, and shall come into force on such date as the State Government may, by notification, appoint.

Hours of Work.- No person employed in a shop shall be required or permitted to work in such shop for more than eight hours and a half in any one day or for more than forty-eight hours in any one week or after the hour of closing of such shop.

In no shop shall the hour of opening be earlier than eight o'clock ante meridiem or the hour of closing be later than eight o'clock post meridiem.

No person employed in an establishment shall be required or permitted to work in such establishment for more than eight hours and a half in any one day or for more than forty-eight hours in any week or after the hour of closing of such establishment.

In no hotel, restaurant, eating-house, or cafe shall the hour of closing be later than eleven o'clock post meridiem.

Holidays.- In each week,- (a) every shop or commercial establishment shall remain entirely closed on, and (b) every person employed in a shop or an establishment shall be allowed as holiday, at least one day and a half day next preceding or next following such day.

No deduction on account of any holiday allowed shall be made from the wages of any person employed in a shop or an establishment, and even if such person is employed on the basis of 'no work, no pay', he shall be paid for such holiday the wages which he would have been entitled to had he not been allowed the holiday.

Young Persons.- No young person employed in a shop or an establishment shall be required or permitted to work in such shop or establishment for more than seven hours in any one day or for more than forty hours in any one week.

No child who has not completed the age of twelve years shall be employed in any shop or establishment.

Night Work.- No young person shall be required or permitted to work in any shop or establishment after eight o'clock post meridiem and no women shall be allowed or permitted to work -

(a) in any establishment for public entertainment or amusement other than a cinema or a theatre, after six o'clock post meridiem, or

(b) in any shop or commercial establishment, after eight o'clock post meridiem.

Leave.- A person employed in a shop or an establishment shall be entitled -

(a) for every completed year of continuous service, to privilege leave on full pay for fourteen days,

(b) in every year, to sick leave on half pay for fourteen days on medical certificate obtained from a medical practitioner registered under the Bengal Medical Act, 1914, or any other law for the time being in force,

(c) in every year, to casual leave on full pay for ten days, and

(d) in the case of women, to maternity leave in accordance with such rules as may be prescribed.

The privilege leave admissible may be accumulated up to a maximum of not more than twenty-eight days;

Sick leave admissible may be accumulated up to a maximum of not more than fifty-six days; and

casual leave admissible shall not be accumulated.

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Wages.- All the wages payable to a person employed in a shop or an establishment shall be paid not later than the tenth day of the month immediately succeeding that in respect of which such wages are payable.

Termination.- No person shall, after completing one year of continuous service in any shop or establishment, have his services terminated, without sufficient cause, unless he has been given one month's notice in writing or has been paid one month's wages in lieu of such notice.

Other provisions of the Act deal inter alia with registration of shops and establishments, appointment of inspectors, their powers and duties, penalties and procedure.

The Act repeals the Bengal Shops and Establishments Act, 1940.

(The Calcutta Gazette, Extraordinary,
2 April 1963, pp. 717-727).

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

India - June 1963.

Draft Mines Creche Rules, 1963.

The Government of India published on 1 June 1963 the draft Mines Creche Rules, 1963, proposed to be made in exercise of the powers conferred under the Mines Act, 1952. The rules require that the ~~women~~ owner, agent or manager of every mine wherein women are employed or were employed on any day of the preceding twelve months, shall construct there at a creche in accordance with the standards prescribed in the rules.

There shall be four types of creches according to the number of women employed as specified below:-

Standards for Creches

Number of Women currently employed on any day of the preceding twelve months whichever is greater

Type of creche

Coal Mines

Metalliferous Mines

Notation

Minimum Plinth area (in square metres).

10 or less.	---	30 or less.	A type.	27.5
11-50	---	31-100	B type.	90.0
51-100	---	101-200	C type.	140.0
More than 100.	---	More than 200.	D type.	325.0

Every creche shall conform to the following standards:-

(i) It shall be contained in one building, built of brick and mortar, adequately lighted and properly ventilated and affording effective protection from all kinds of weather : Provided that, with the previous permission in writing of the competent authority, it may be built of any other material which the said authority may approve.

(ii) It shall be constructed on a suitable site selected by the mine management with the previous approval of the competent authority.

(iii) The flooring shall be of cement or stone and the ceiling shall not be less than 4 metres high from the floor.

(iv) The interior walls shall be lime-washed once in six months and the wood-work shall be painted or varnished once in every three years.

(v) It shall be maintained in a clean and sanitary condition to the satisfaction of the inspecting staff: Provided that the competent authority may permit variations in the standards specified in clauses (iii) and (iv) having regard to local conditions.

Other provisions of the rules deal inter alia with provision of latrines, bathrooms, medicines for first aid, cradles, cots beds, linen, feeding bottles, cooking utensils, and medical arrangements in each creche. Provision is also made for the employment at every creche staff on the scale prescribed in a schedule to the rules.

The draft rules will be taken into consideration by the Government on or after 2 September 1963.

(Notification No. GSR 942, dated 22 May 1963; the Gazette of India, Part II, Sec. 3, sub-section (i), 1 June 1963, pp. 1050-1058).

53. Women's Work.

India - June 1963.

Employment of Women during 1951-1961:
19 Million Rise in Number of Working
Women.

According to a Press Trust of India message, statistics of women's employment show that over 19 million women joined the working ranks in the country in a decade from 1951. In 1951 there were 40.4 million women working in various fields - agriculture, mining and manufacturing, construction, trade and commerce, transport and communications and other services. Ten years later the figure rose to 59.5 million. Notable increase was in what is described as "primary sector" under which come cultivators, agricultural labourers, and other "agricultural activities". About 16.3 million more women have been working in this sector since 1951. Cultivator class attracted the most - there were 33.1 million in 1961 as against 18.4 million in 1951. In the class of agricultural labourers the increase was 1.5 million ~~in~~ - from 12.7 million in 1951 to 14.2 million ~~in~~ 1961, and in "other agricultural activities" only a slight increase from 1.1 million to 1.2 million.

By far the greatest increase was in this primary sector from 32.2 million in 1951 to 48.5 million ten years later. Next in rank is the "secondary sector" under which come mining and manufacturing. From 3.1 million women working in 1951 their strength rose to 5.5 million/ten years.

£ in

In the "tertiary sector" the increase was very much less than in the "secondary sector" - a mere .4 million in ten years. In 1961 the strength in this sector was 5.5 million women. Under this sector come construction, trade and commerce, transport and communications and "other services" .

Construction and field appears to be not to the liking of women for there has been a decrease by 0.1 million from 0.3 million. A similar trend was noticed in trade and commerce. There has been a drop from 1.1 million to 0.8 million. But transport and communications neither attracted any women nor any women dropped out of the field.

The "other services" saw some appreciable increase from 3.6 million to 4.4 million women in 1961.

The pattern for men, however, was different in that their ranks swelled in all fields, primary sector, of course, taking the lead. The entire sector showed an increase of 19.3 million men by 1961.

(The Statesman, 10 June 1963).

56. Labour Administration.

India - June 1963.

Madras: Working of the Factories Act, 1948
during the Year 1961*.

Coverage.- The Factories Act, 1948 applies to all power factories employing ten or more persons and to all non-power factories employing twenty or more persons. The Act has been extended by a notification under Section 85(1) of the Act, by Government to minor engineering factories and to certain other categories of factories such as rice mills, oil mills, structural engineering workshops, etc., employing less than ten workers with power and 20 workers without power.

At the beginning of the year, 1961, there were 5,884 factories on the register. During the year, 437 factories were brought on the registers and 518 factories were removed from the registers. At the end of the year, 5,803 factories were covered by the Act, of which 5,615 factories were in commission.

The details of factories in commission are given below:-

(1) Factories using power and employing 10 or more persons (Section 2/M(i). --	3,385
(2) Factories not using power but employing 20 or more persons. --	461
(3) Minor factories employing less than 10 workers with power; --	725
and less than 20 workers without power (notified under Section 85(1).-	544
Total.	<u>5,615</u>

* Report on the Working of the Factories Act in the State of Madras for the Year 1961: Printed by the Government Controller of Stationery and Printing, Madras, on behalf of the Government of Madras, 1963. Price Rs. 5.80n.p. pp. 241+4.

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Employment.— The average daily number of workers employed in the 5,615 factories which were in commission at the end of the year was 324,418. (This figure includes estimated average daily number of workers employed in factories in respect of which returns were not received).

All the units from which prescribed returns were received have worked 85,697,271 mandays.

There were 186 factories in the Public Sector (Government and Local Fund factories) at the end of the year, employing, 41,228 as against 172 factories employing 39,754 workers in the previous year.

Health and Safety.— As in previous years special attention was paid by inspectors of factories to protect workers against industrial diseases and for maintenance of their general health as in the previous year. Though it is the endeavour of the Inspectorate to do its best in this regard, it is strongly felt that this work should be attended to by a specialist in this particular field. The appointment of separate Medical Inspector of Factories is, therefore, considered essential and the matter is pending consideration of the Government.

General standard of sanitation and cleanliness has been noticed in almost all factories.

Adequate steps were taken to mitigate dust nuisance, wherever necessary and also to prevent inhalation of dust by employees working in dusty process in factories such as textile mills, decorticating factories, tea and coffee curing factories. It is felt that inspectorate should be provided with instruments to record dust count and a laboratory with necessary staff and equipment should be set up at Madras to investigate dust sampling.

Fencing and guarding of machinery continued to receive the active attention of the inspectorate with the result that a major portion of their time was devoted towards advising and instructing the managements of factories in the upkeep of fences and guards. Inspectors have acted in their advisory capacity explaining the necessity and type of guards to be provided in order to secure compliance with the statutory provisions. The advice tendered by the Inspectors of factories received the due attention from the managements of factories and fencing and guarding guards for dangerous parts of machinery, etc., were provided and maintained fairly well in factories.

Hours of Work.- Majority of the factories worked on the 48 hours per week basis with a working day of 8 hours each. Compliance with the provisions of the Act relating to hours of work was generally found to be satisfactory. Surprise visits by the inspectorate proved effective in several cases in controlling irregular employment beyond scheduled working hours or on weekly holidays.

Rest intervals as required by section 55 of the Factories Act, 1948, were given in all factories.

Weekly holidays.- Sundays or substituted weekly holidays were observed as weekly holidays in all the factories except those that were exempted from the provisions of section 52 of the Act on account of the manufacturing process being of a continuous nature. Compensatory holidays for the weekly holidays so lost were given in all cases as required by section 53 of the Act.

Wages and labour welfare.- The report gives the wages rate prevalent for the various categories of workers in the various industries in the State and details of welfare amenities like housing, canteens, medical facilities and education.

Accidents.- During 1961 the total number of accidents in all factories subject to the Factories Act was 17,828 of which 21 were fatal.

The table below gives particulars of accidents from 1957, the rate of accidents per thousand workers and the accidents analysed according to age and sex groups.

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Year	Rate of accident per 1000 workers,	Total number of accidents.	Accidents analysed according to age and sex		
			Men	Women	Young persons.
1957..	42.0	13,420	13,314	103	3
1958..	51.9	16,571	16,484	87	-
1959..	56.1	17,816	17,660	155	1
1960..	52.1	16,680	16,563	117	-
1961..	55.3	17,828	17,687	140	1

As new factories are started with all the new novel techniques, the factory population has had little or no formal and enlightened induction into the mysteries of the mechanics of machine behaviour. This and mal-adjustment between man and machine resulted in accident through ignorance and through inexperience. Actually there is no set recognised practice of induction to new workers on safety in the factories nor are there any methods of giving induction to workers transferred or promoted to one job or other regarding the hazards in the new job to which they are assigned.

Workers have developed habits of work which cannot be said to be safe judged from canons of orthodox principle of safety. These habits have to be built up and maintained.

The table below analyses all accidents with reference to their industrial origin:-

Industry.	1960		1961	
	Fatal	Non-Fatal.	Fatal	Non-Fatal.
Motor vehicles.	2	4,657	-	3,588
Textiles.	3	3,751	-	3,898
General Engineering.	-	1,321	3	1,379
Railways.	1	1,231	2	1,172
Matches.	-	819	-	1,649
Sugar.	-	134	1	208
Cement.	1	242	1	255
Rest.	12	4,506	14	5,658
TOTAL.	19	16,661	21	17,807

Fatal accidents.- There were 21 fatalities in 1961 notified under the Factories Act, 1948. Their causation and number are classified below:-

	<u>Number of Fatal Accidents.</u>
Machinery moved by power -	
(1) Bolts, ropes, etc.	1
(2) Lifting machinery.	1
(3) Circular saws.	1
(4) Struck by falling body.	3
(5) Falling from heights.	3
(6) Falling into pits.	2
(7) Railways power shunted.	1
(8) Fires.	1
(9) Explosion.	6
(10) Electricity.	1
(11) Others.	1
Total.	<u>21</u>

Analysis by Causation.- The analysis by causation of the accidents which occurred in factories, analysed into eight causation group is furnished in table below:-

Fatal and Non-fatal accident classified under causation groups.

	<u>1960</u>	<u>1961</u>
Struck by falling body.	2,602	3,184
Stepping on striking against objects.	1,829	2,500
Power driven machinery.	2,099	2,867
Handling of goods.	3,202	3,408
Use of hand tools.	962	1,227
Persons falling.	753	750
Molten or other hot or corrosive substances.	548	762
Miscellaneous.	4,685	3,130
Total.	<u>16,680</u>	<u>17,828</u>

It is seen that machinery accidents account for about 16.1 per cent, of the total accidents. This figure is far lower than the figure of 19.3 per cent, in United Kingdom. This low percentage is partly due to strict enforcement of the provisions of Chapter IV of the Factories Act. More accidents are seen to be due to man failure than machine failure. In that the worker often did not replace the guard after inspection or adjustment, Safety mindedness has to be built up in the minds of the worker by education, training and appeal. For most of the accident that arises due to non-machinery causes, there are no suitable provision in the Factories Act under which remedial measures can be enforced. Non-machinery accidents are generally due to: (i) Bad housekeeping; (ii) Use of hand tools; (iii) By fall of striking bodies due to handling goods; (iv) Bad layout of factories and work place; and (v) Bad materials handling programme, etc.

Steps to minimise the rate of accidents.- With regard to the accidents in the non-machinery groups where no orders could be served and compliance with the orders statutorily cannot be insisted upon, recommendatory memoranda are issued to the managements on special visits made by the Inspector of Factories (Accident Statistics and Research), whose appointment sanctioned in G.O. Ms. No. 4456 (Labour), Industries, Labour and Co-operation, dated 7 July 1961. His service has been well received by the Factory, public and has had very good effect in charting out programme of Accident prevention. Further reduction in Accident rate depends largely on training the workers to work safely. And this training has to be imparted mostly to the supervisory personnel who controls the performance of the work of the operatives.

In order to train the Supervisory personnel in correct concept of safety and accident prevention, the Inspector of Factories (Accident Statistics and Research) conducted appreciation courses on Industrial Safety six in 102 middle number at the end of the period under report. Twelve factories have sent 102 middle-management personnel to get trained in these courses. These trained personnel are expected to train the workers under their charge in their turn.

During the year under report the Chief Inspector of Factories gave 19 talks on 'Industrial Safety and Accident Prevention' to the workers, supervisors and managements of factories. The Inspector of Factories (Productivity) Madras has addressed the participants of 6 courses on Industry Safety conducted during the year by this department on Industrial Safety, lay out of machinery, noise control, production control, material handling, increasing productivity, etc.

The management of factories employing more than 100 workers were requested to constitute safety committee in the factories in order that the causes of all accidents ~~were~~ can be investigated by the committee and suitable remedial action taken then and there. Forty-five Safety committees have been formed up to the end of the period under report so far. It is hoped by this means of voluntary activity in accident prevention within the industry the interest of the employer employees and the supervisors will be guarded for promoting safety and ensuring accident prevention. Steps are being taken to issue pamphlets in Tamil 'Accident prevention in Factories', for the use of the workers, as there is no literature in Tamil available on Industrial safety. Visual aids play a prominent role in safety and educating the workers and attempts are being made to build up a library of slides, film strips and films on Safety.

Arrangements are being made to give talks on Safety to industrial workers through All-India Radio under the workers Programme. Good accident Prevention programme concern itself with all the three ease engineering, enforcement and education and it is hoped with the emphasis on education safety consciousness can be built up and thereby incidence of accidents can be brought down in due course.

Inspection. - Out of 5,803 factories which were on the registers during the year 1961, 2,261 factories were inspected once, 2,636 factories were inspected twice, 410 factories thrice and 65 factories more than three times.

The Inspectors also made 4,241 Sunday inspections, surprise inspections and special inspections and night visits to factories to check employment of workers outside the specified hours of work and on their weekly holidays. They also inspected 1,124 unregistered factories.

The managers of 191 factories were prosecuted during the year as against the managers of 186 factories prosecuted during the year 1960 for non-compliance of various provisions of the Factories Act, 1948. Three hundred sixty-six prosecutions were launched against them and 328 cases ended in convictions.

Madras Maternity Benefit Act.— The number of factories which employed women and the average daily number of work women employed therein during 1961 were 2,096 and 39,827 respectively as against 2,183 and 42,474 respectively during the previous year. One thousand five hundred and eighty-nine claims were made for the grant of maternity benefits during the year as against 1,866 in 1960. One thousand three hundred and nineteen claims were accepted and the total amount of maternity benefit paid by the employers of women workers exclusive of benefits paid by the Employees' State Insurance Corporation was Rs. 100,754.96 nP. during the year as against Rs. 121,393.96 nP. during 1960.

(The Working of the Act during 1960 was reviewed at pages 88-92 of the Report of this Office for September-October 1962).

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Chapter 6. General Rights of Workers.

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

India - June 1963.

Madras: Working of the Payment of Wages Act,
1936, during the Year 1961*.

The following is a brief review of the Report on the Working of the Payment of Wages Act, 1936, during the 1961 published by the Government of Madras.

Extent of application.- The Payment of Wages Act applies to the payment of wages to persons employed in all factories as defined in the Factories Act, 1948 including those notified as "Factories" under section 85(i) of the Factories Act, 1948 and to the persons employed upon any Railway by a Railway Administration or by persons fulfilling a contract with a Railway Administration. The Act has also been extended and made applicable to all classes of persons employed in plantations, motor omnibus services, catering establishments, beedit Industrial premises in the State. The Act is not applicable to persons whose wages exceed Rs.400 in a wage period (a month).

Time of payment of wages.- Section 5 of the Act requiring the employers to pay the wages before the expiry of the seventh day in the case of those industrial establishments employing less than 1,000 persons and before the expiry of the tenth day in respect of other establishments, was generally complied with.

* Report on the Working of the Payment of Wages Act, 1936 in the State of Madras for the Year 1961: Printed by the Controller of Stationery and Printing, Madras, on behalf of the Government of Madras, 1963: price Rs.1.95nP. pp.55.

Deduction from Wages.- Deductions made from the wages of the workers under section 7(2) of the Payment of Wages Act, 1936, the number of cases and the amount so deducted during the year are furnished below:-

Nature of deductions,	Number of cases,	Amount.	
		Rs.	nP.
I. Factories:-			
(a) Fines	65,054	31,881.32	
(b) Damage or Loss of goods.	13,654	11,656.12	
(c) For breach of contract.	688	9,830.24	
II. Plantations:-			
(a) Fines	411	429.00	
(b) Damage or Loss of goods.	133	209.87	
(c) For breach of contract.	172	913.97	
III. Catering Establishments:-			
(b) Damage or loss of goods.	155	729.32	

There were 159 claims arising out of deductions from wages and delayed payment of wages pending with the authorities under section 15 of the Payment of Wages Act, 1936, at the commencement of the year. Seven hundred and nineteen cases were filed during the year 1961. Of the eight hundred and seventy-eight cases, five hundred and thirty-seven cases were disposed off during the year. The total amount claimed as non-payment of wages and unauthorised deductions from wages was Rs. 264,538.86nP. The amounts directed to be paid in cases disposed off during the year was Rs. 19,867.60 nP. by way of wages Rs. 555.00nP. by way of compensation and Rs. 89.00 nP. by way of cost.

At the commencement of the year action in respect of nine applications for recovery of amounts awarded by the authorities under section 15 of the Act was pending. Twenty-six applications were received during the year. Twenty-three cases were disposed off during the year and twelve cases were pending at the end of the year.

Registers and Notices.- The prescribed registers and notices under the Act and Rules were maintained and exhibited generally in all factories, plantations and other industrial establishments to which the provisions apply.

Inspections and prosecutions.- Inspections under the Act were carried out by the Inspectors of Factories and Assistant Inspectors of Factories in respect of factories covered by the Factories Act, 1948, and by the Inspectors of Plantations in respect of plantations covered by the Plantations Labour Act, 1951, during the course of their regular inspections under the Factories Act and Plantations Labour Act, respectively. In respect of other industrial establishments, such as motor omnibus services, beedi industrial premises and catering establishments, etc., inspections were carried out by the Assistant Inspectors of Labour and Inspectors of Labour. Special visits were also made by the Inspectors to enquire into complaints of non-payment of wages, delayed payment of wages and unauthorised deductions from the wages of workers.

During the year under report twelve prosecutions were launched against the paymasters for their failure to display the required notices and to maintain the prescribed registers and disposed off. A sum of Rs.193 was realised as fine.

Returns.- Out of 5,803 factories on the registers, 5,615 factories were in commission during the year 1961, of which 4,256 factories submitted the annual returns.

Out of 263 plantations covered by the Plantations Labour Act, 1951 and to which the provisions of the Payment of Wages Act have been extended, 212 plantations submitted annual returns.

Out of 9,696 catering establishments covered by the Madras Catering Establishments Act, 1958 and to which the provisions of the Payment of Wages Act have been extended, 5,656 catering establishments submitted the annual returns.

Out of 653 motor omnibus services establishments, 152 establishments submitted annual returns.

The percentages of factories, plantations, catering establishments and motor omnibus services which submitted returns in-time works out to 75.8 per cent, 80.6 per cent, 58.3 per cent and 23 per cent, respectively.

Number of persons employed.- Average number of persons employed during the year in factories, plantations, catering establishments, and motor omnibus services are furnished below:-

<u>Category.</u>	<u>Average number of persons employed.</u>
1. Factories	281,521
2. Plantations	70,889
3. Catering Establishments.	33,320
4. Motor omnibus services-	1,726

Wages.- Gross wages including deductions paid to the persons employed in the following categories of industrial establishments were:

<u>Category.</u>	<u>Gross wages including deductions paid.</u> <u>Rs. nP.</u>
1. Factories	372,177,167.84
2. Plantations.	36,491,974.41
3. Catering establishments	16,981,686.29
4. Motor omnibus services.	2,242,280.45

Payment of bonus and other concessions offered to the workers during the year amounted to:

	<u>Rs. nP.</u>
1. Factories	26,916,309.08
2. Plantations	2,999,012.56
3. Catering establishments	1,263,557.39
4. Motor omnibus services	137,653.78

(b) Money value of concession offered:-

1. Factories	585,649.68
2. Plantations	383,486.75
3. Catering Establishments.	3,920,691.80
4. Motor omnibus services	94,977.00

Rs. nP.

(c) Cash allowance including dearness allowance:-

1. Factories	---	147,382,532.93
2. Plantations	---	5,623,543.36
3. Catering establishments	---	554,848.88
4. Motor omnibus services	---	478,669.94

(d) Arrears of wages paid:-

1. Factories	---	2,021,667.71
2. Plantations	---	186,103.06
3. Catering establishments	---	30,851.43
4. Motor omnibus services	---	200.00

67. Conciliation and Arbitration.

India - June 1963.

Industrial Disputes (Madras Amendment) Act, 1963
(Madras Act No. 9 of 1963).

The Government of Madras gazetted on 29 May 1963, the text of the Industrial Disputes Act (Madras Amendment) Act, 1963, of the Madras Legislature. The Act which received the assent of the President on 26 May 1963, amends the First Schedule to the Industrial Disputes Act, 1947, by adding after item 10 of the Schedule the following items:

- " 11. Leather
- 12. Oxygen and acetylene".

(Fort St. George Gazette, Part IV, Sec. 4,
29 May 1963, page 47).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JUNE 1963.

81. Employment Situation.

Employment Exchanges: Working during May 1963.

According to the Review on the principal activities of the Directorate-General of Employment and Training for the month of May 1963, the position of registrations, placements, live register, vacancies notified and employers using employment exchanges is shown in the following table:-

	April 1963	May 1963	Increase or decrease (+) or (-)
Registrations	356,511	358,677	+ 2,166
Placements	41,044	46,144	+ 5,100
Live Register	2,562,834	2633,197	+ 70,363
Vacancies Notified	80,247	87,711	+ 7,464
Employers using Exchanges	12,545	13,568	+ 1,023

Shortages and Surpluses. There has been no marked variations in the pattern of shortages and surpluses of manpower during the month under report when compared with the previous month. Shortage was experienced in respect of typists, stenographers, nurses, midwives, compounders, doctors, physical training instructors, trained teachers, overseers, engineers, fitters, skilled turners and electricians. Surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.-

Seventy Employment Market Report relating to different areas in different States were issued during the month, The following additional reports were also issued by the State Employment Market Information units during this month:

- 1. Report on Shortage Occupations. 6
- 2. Quarterly Employment Reviews. 6
- 3. Report on Employment in the Public Sector. 2

Besides the above, All India Quarterly Report on Employment in the Public Sector for the quarter ended December 1962 and Report on Shortage Occupations relating to the same quarter were issued by this Directorate General during May 1963.

Guidance

Vocational/and Youth Employment Counselling.-

One more Vocational Guidance Section has started functioning in the Employment Exchange at Budhwan with effect from May 1963, thus raising the total number of Vocational Guidance Sections in the employment exchanges to 114.

Aptitude test was administered at Industrial Training Institute, Pusa and Arab-ki-Sarai for the purposes of validation. The first meeting of the Advisory Committee for Craftsmen Aptitude Tests was held at the D.G.E. & T. on 24 and 25 May 1963.

Gorakhpur Labour Organisation.- During the month, the Gorakhpur Labour Organisation despatched 146 workers to various work-sites.

Deployment of surplus/retrenched personnel.-

During the month 524 persons retrenched from the various River Valley and Steel Projects and Government Establishments were registered. Two hundred eighty-two 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:-

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Name of the Projects	No. awaiting assistance at the end of May 1963.	No. retrenched during the month.	No. of retrenched personnel (including those left voluntarily registered during the month for employment assistance.	No. planned during the month.	No. left pending no-desire for employment assistance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	304	3	3	29	-	278
2. Bhakra Nangal Project.	19	1	1	-	9	11
3. Bhilai Steel Project.	2,376	-	469	160	8	2677
4. Durgapur Steel Project.	523	3	28	4	-	547
5. Special Cell of Ministry of Home Affairs.	1,333	23	23	89	-	71) Cl- ass I & II 1196) Cl- ass III & IV
Total.	4,555	30	524	282	17	4780

(Review on the Principal Activities of the Directorate General of Employment and Training for the month of May 1963: Ministry of Labour and Employment, Government of India, New Delhi)

83. Vocational Training.

India - June 1963.

Labour Ministry's Training Scheme: Working during May 1963.

According to the Review of the Activities of the Directorate General of Employment and Training for the month of May 1963, there were 231 institutes for training of craftsmen, 85 undertakings imparting apprenticeship training and 21 centres holding part-time classes for industrial workers. The total number of seats stood at 65,492 and the total number of persons undergoing training was 53,519.

Craftsmen Training Schemes.- During the month of May 1963, 704 seats have been sanctioned under the Craftsmen Training Scheme. The progressive total of seats sanctioned under various training schemes and the number of new Industrial Training Institutes sanctioned during the Third Five-Year Plan is given below:-

1. Craftsmen Training Scheme:	--	53,400 seats.
2. Part-time courses for Industrial Workers:	--	2,745 seats.
3. Apprenticeship Scheme:	--	2,787 seats.
4. No. of new I.T.Is. sanctioned.	--	138 I.T.Is.

Equipment.- A statement showing the progressive position of equipment received for various Central Training Institutes for Instructors during May 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 May 1963 (in Millions).
	<u>Rs.</u>	<u>Rs.</u>
C.T.I. Calcutta.	1.738	1.650
C.T.I. Kanpur.	1.390	1.088
C.T.I. Madras.	1.390	0.065
C.T.I. Bombay.	1.704	1.426

(Review on the Principal Activities of the Directorate-General of Employment and Training for the Month of May 1963: Ministry of Labour and Employment, Government of India, New Delhi).

84. Vocational Rehabilitation of Disabled Persons.

India - JUNE 1963.

Blind Children to attend School with Normal Children: Government to Introduce New Scheme.

According to the Special Representative of the Statesman, Delhi, the Union Ministry of Education will shortly introduce a scheme to rehabilitate the blind.

The scheme was drawn up at the Second Asian Conference on Work for the Blind held at Kuala Lumpur on 20-30 May 1963. The Conference was sponsored by the American Foundation for Overseas Blind. The Joint Educational Adviser, Ministry of Education, attended the Conference on behalf of the Government of India. The ILO expert attached to the Government of India's Training Centre for Adult Blind, also attended the Conference by special invitation.

The Scheme will be introduced in collaboration with the Royal Commonwealth Society for the Blind, the American Foundation for Overseas Blind and the World Council for the Welfare of the Blind.

The new Scheme is aimed chiefly at educating blind children who form 25 per cent. of the blind population in the country - a surprisingly large proportion compared with other countries. Under the Scheme blind children will go to school with normal children. This will reduce the cost of teaching a blind child to a tenth of what it is today in residential schools and will enable the authorities to educate 5,500 more blind children in the next five years. But this, together with the 4,500 now studying in the 100 residential schools for the blind, will only add up to 10,000 children - a mere 2 per cent. of the total. It is proposed to accelerate the implementation of the scheme after 1968.

The scheme will be introduced in 300 schools. An extra teacher will be employed in each school to teach blind children Braille.

The success of the Phansa farm for the blind in Gujarat has encouraged the Government to consider the setting up of five similar centres in the States in the next five years. The Phansa farm, started three years ago, trains 50 blind people every year in farming and helps them to settle down as farmers.

(The Statesman, 14 June, 1963).

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Chapter 9 Social Security

92. Legislation.

India - June 1963.

Employees' Provident Funds (Amendment) Bill, 1963.

Shri Gulzarilal Nanda, Minister for Labour and Employment, Government of India, introduced on 4 May 1963, in the Rajya Sabha a Bill to amend the Employees' Provident Funds Act, 1952. According to the Statement of Objects and Reasons of the Bill, the Employees' Provident Funds Act, 1952, which provides for the institution of compulsory contributory provident fund for employees in factories and other establishments and which was initially applied to six industries, now covers 71 industries and classes of establishments and over 3.5 million of workers. Further 5 industries and classes of establishments are being covered under the Act from 30 April 1963, and 3 more will be covered from 31 May 1963, bringing the total number of industries and classes of establishments covered to 79. This Bill seeks to remove certain difficulties experienced in the working of the Act.

Employees employed by or through a contractor are covered under the definition of "employee" given in the Act, but there is no specific provision in the Act making the employer responsible for complying with the provisions of the Act in relation to employees of a contractor. The Supreme Court decided in March 1962, that the provisions made in this regard in the Employees' Provident Funds Scheme, 1952, framed under the Act, were unconstitutional and void mainly for the following reasons:-

(i) that there is no provision enabling the employer to recover the amount of contributions from the employees employed by or through the contractor; and

(ii) that there is no obligation on the contractor to pay to the employer the amounts paid by the employer on account of the employees of the contractor.

As a result of this decision, the provident fund benefits since then have been available only to the employees employed directly by the employer and not to the employees employed by or through a contractor. This situation has led to discontent among the employees employed by or through contractors, who were enjoying the provident fund benefits under the Scheme prior to March 1962. It is, therefore, proposed to amend the Act to extend the benefit to the employees employed by or through a contractor as well and to enable the employer to recover the contributions from the contractor.

It is also proposed to make some other amendments, which are felt necessary and the more important of these relate to -

(i) extending the benefit of protection from attachment of provident fund to certain employees exempted from the operation of the Scheme who are at present not entitled to such protection;

(ii) substituting for the definition of the term 'manufacture', the definition of the term 'manufacture' and 'manufacturing process' on the lines of the comprehensive definition of the term 'manufacturing process' embodied in the Factories Act, 1948;

(iii) making detailed provisions for the constitution of a Central Board of Trustees for administering the Employees' Provident Fund and also for recruitment of certain officers of the Employees' Provident Fund Organisation by the Central Government in consultation with the Union Public Service Commission;

(iv) empowering the Central, Deputy and Regional Provident Fund Commissioners to determine the provident fund dues and other charges recoverable from an establishment and conferring on Provident Fund Inspectors powers of search and seizure ~~of~~ for the proper implementation of the Act;

(v) prescribing uniform conditions for all cases of exemptions permitted under the Act from the operation of the Scheme;

(vi) providing for the transfer and acceptance of provident fund accumulations from the Employees' Provident Fund to a recognised provident fund and vice versa where an employee leaves one fund and joins another.

The Bill seeks to give effect to the above proposals.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 4 May 1963,
pp. 415-425).

Madras: 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 30 June 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 Mettupalayam in the State of Madras, namely:-

The areas comprised within the revenue villages of:

- (a) Chikkadasampalayam;
- (b) Odanthurai; and
- (c) Sirumugai

in Avanashi taluk, in Coimbatore district.

(Notification SO 1779 dated 24 June 1963; the Gazette of India, Part II, Sec. 3, sub-sec. (ii), 29 June 1963, page 2059).

Occupational

CHAPTER 11. SAFETY AND HEALTH.

INDIA - JUNE 1963.

111. General.

Mines Safety Equipment Advisory Board set up.

A Resolution dated 7 June 1963 of the Ministry of Labour and Employment says that the Committee on Mines Safety Equipment, set up in pursuance of a recommendation of the Conference on Safety in Mines held in 1959, observed in their Report that the problem of making available to the mining industry all the equipment and material necessary for its safe working involves a number of diverse factors. On the one hand it is necessary to ensure that, in the various schemes for industrial development of the country, due place and priority is given to the manufacture of mine safety equipment and material; on the other hand, it is equally vital that the requirements of such equipment, as are not manufactured within the Country, are met speedily, and in full, through imports. The Committee therefore recommended the setting up of a standing Mines Safety Equipment Advisory Board, composed inter alia of representatives of mine owners, mine managers, mine workers and the Government Departments concerned for keeping this problem constantly under review.

The Government of India has given careful consideration to the recommendation and has decided that an Advisory Board should be set up on the lines recommended by the Committee as follows:

The Chief Inspector of Mines will be the Chairman of the Board and a Regional Inspector of Mines, nominated by the Chief Inspector, will be its Secretary. The Board, in addition will have 20 members, two to be nominated by the Indian National Trade Union Congress, New Delhi, and one each from Government Mining Departments and Employers' and Workers' Organisations.

The functions of the Board would be:-

- (1) to make annual assessments of future requirements of mine safety equipment and material;
- (2) to keep track of the progress of indigenous production of such equipment and material;
- (3) to review the position regarding import of such equipment and materials and
- (4) generally to advise on the availability of mine safety equipment.

(The Gazette of India, Part I, Sec. 1,
22 June 1963, pp. 251-252).

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

INDIA - JUNE 1963.

CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

West Bengal Shops and Establishments Act, 1963
(West Bengal Act XIII of 1963) (The Calcutta
Gazette, Extraordinary, 2 April 1963, pp. 717-727).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Industrial Disputes (Madras Amendment) Act,
1963 (Madras Act No. 9 of 1963) (Fort St. George
Gazette, Part IV, Sec. 4, 29 May 1963, page 47).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

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CHAPTER 6. GENERAL RIGHTS OF WORKERS.

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