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INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH

Industrial and Labour Development in July 1952.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY 1952.

11. Political Situation and Administrative Action.

Revision of Legislation on Labour Relations and Trade Unions: Questionnaire to elicit opinion issued.

A questionnaire on industrial relations has been circulated by the Ministry of Labour, Government of India, to all State Governments, all employers' organisations and all workers' organisations for eliciting opinion.

The questionnaire has been issued in implementation of the promise given by Mr. V.V. Giri, Minister for Labour, during the budget debate in the House of the People in June 1952 (vide pp. 39-43 of the report of this Office for June 1952).

In the opinion of the Government, states the forwarding ~~letter~~ letter, "the sanctions behind a legislative measure in the field of industrial ~~at~~ relations would gain immeasurably if the law were based on agreement between the parties". The Labour Relations Bill and the Trade Unions Bill, which were introduced in Parliament in 1950, have lapsed and the Ministry of Labour has requested all recipients of the questionnaire to send in their replies not later than 10 September, before the Government take up the work of framing fresh legislation.

Nature of legislation.- The questionnaire is divided into 20 sections.

Beginning with the query whether it is considered necessary to revise the Industrial Disputes Act, 1947, the section dealing with the nature of legislation in the field solicits opinion on such alternatives as whether it is better to have uniform basic law applicable to all States or to allow States to have their own legislation. It asks for opinions and the respective jurisdictions of the Central and State Governments in regard to industrial disputes and on the question of including commercial establishments, transport services, armed forces and police forces, civil service, etc., within the scope of the legislation which is primarily meant for industrial establishments.

Basic principles.- Keeping in mind the fact that the country is at present passing through a period of economic emergency and, therefore, it is imperative to maintain production of the highest level and also in view of the fact that an economy organised for planned production and distribution is envisaged for

the country in the near future, the questionnaire has solicited opinion on the alternatives of voluntary conciliation or arbitration, placing restrictions on the freedom of the parties in the earlier stages of a dispute while leaving to them the ultimate freedom to resort to direct action, or compulsory conciliation and arbitration.

Proceeding step by step, the questionnaire asks for opinion on the advisability as well as practicability of laying down in concrete and specific terms the duties and responsibilities of workers and employers so that disputes are minimized or avoided. It asks for detailed comments on the question of notice before declaration of strikes and lockouts and raises the issue whether it should be made obligatory on the party receiving the notice to enter into negotiations with the party issuing it. In collective bargaining, it asks for opinion on whether there should be statutory provisions regarding the certification, rights and responsibilities of the bargaining agent. In the matter of conciliation the questionnaire has asked for specific opinion regarding the nature of cases in which a conciliation officer can offer his services, the circumstances in which disputes can be referred to Conciliation Boards and the composition of these boards. Regarding arbitration, opinion has been solicited on a suggestion that has been made regarding the constitution of three kinds of courts - the Labour Courts for purely local disputes relating to wages, hours of work, etc.; the Industrial Courts for questions relating to wages, hours of work, etc.; and the Central Industrial Tribunal for dealing with questions where all-India uniformity is necessary.

The recipients of the questionnaire have also been asked to state whether they consider that an adequate bipartite machinery should be established for all important industries so that a tradition of internal settlement of disputes might be built up and the intervention of labour courts kept at the minimum. The more important of the existing tripartite committees are the Indian Labour Conference, the Standing Labour Committee and the Industrial Committees for the ~~most~~ more important industries. Opinion on the continuance of these bodies and the creation of additional bodies has been solicited by the questionnaire.

Special cases.- In view of a suggestion that has been made that the uninterrupted working of a bank is of far greater public importance than that of an ordinary industrial concern, the questionnaire asks whether strikes and lock-outs should be banned and whether special legislation is necessary in respect of bank disputes. Opinion has also been solicited on the suggestion that civilian workers in defence industrial undertakings should be excluded from the scope of the law relating to industrial relations or alternatively that industrial disputes relating to such personnel should be decided by ad hoc boards consisting of a representative of the Ministry of Defence as Chairman, a representative of the aggrieved

workers and the officer in charge of the establishment in which the dispute ~~has~~ has arisen. Suggestions have also been called for any amendments to the list of public utility services mentioned in the Industrial Disputes Act.

Trade Unions.- The questionnaire incorporates detailed queries regarding trade unions. Beginning with the initial question whether it is considered necessary to amend the Indian Trade Unions Act, 1926, opinion has been solicited on the question whether Trade Unions Rules should provide for the rate of subscription payable by members, circumstances in which a member may be struck off the list or disciplinary action may be taken against members violating Trade Union Rules. Other queries deal with whether provision should be made in the law for maintenance by registered trade unions of account books and vouchers, lists of members etc.; whether outsiders should be excluded - or their number restricted - from the executives of trade unions; the rights of recognised trade unions; the circumstances in which recognition once granted can be withdrawn; the possibility of appointing inspectors for checking compliance with Trade Union Law, etc.

Another important series deal with the procedure for the settlement of the claims of rival unions asking for recognition; the right of the employer to recognise any number of unions in his establishment; or compel him to recognise only the most representative one, if necessary through the order of a labour court.

(A copy of the Questionnaire was sent to Geneva under this Office Minute No. D1/1579 dated 17 July 1952).

Meeting of Labour Advisory Board, Bombay,
16 June 1952: Training Problems Discussed.

A meeting of the Labour Advisory Board, Bombay, was held at Bombay on 16 June 1952, Mr. Shantilal H. Shah, Minister for Labour and Housing, Government of Bombay presided. The meeting discussed, among other things, the problems of training and apprenticeship in Bombay industries.

Plea for accord in industry: Mr. Shah's address.- Mr. Shantilal H. Shah, addressing the meeting, appealed to both employers and workers to remember that the well-being of the working class and the stability and progress of the industry were inextricably bound up together. He asked them to desist from taking any action from a narrow or unilateral point of view, which might hamper production or curtail employment.

Mr. Shah said that the threat of largescale unemployment in the cotton textile industry, due to the recent slump in the market, had practically disappeared, thanks to the timely measures taken by the Central and State Governments. The improved market conditions had also enabled a number of silk factories to resume work.

Referring to the scheme of technical training of workers, which was on the agenda of the meeting, the Minister hoped that it would be possible for them to reach an agreed decision on it. "The training of workers both before and during employment", the Minister said, "has been recognised as an integral part of the productive process in all advanced countries and I would urge the industry in this country, in its own interest and, in collaboration with the employees' organisations, to make adequate arrangements for imparting training to its workers by setting apart a certain percentage of machines in important occupations for this purpose". He was confident that the cost to the industry on this account would be more than off-set by the gains in production securing from a trained and efficient labour force.

Referring to industrial relations, the Minister said that ~~industrial~~ industrial relations had shown steady improvement in recent years and the number of labour disputes and the man-days lost had gone down. Labour disputes were bound to arise and there were only two ways to settle them - one by peaceful means and the other by ~~strike~~ strife. The Government had already made provision for resolving, through arbitration or adjudication, all issues in disputes found incapable of settlement by negotiation or conciliation, and, unless the issues were of a frivolous nature, the Government machinery of adjudication was usually made available for settlement of such issues. Where the workers or their organisations preferred the path of strife and brought about a cessation of work by a strike to enforce their demands, they would be free to try out their strength and to decide the issues in a straight fight with the employers. But in that case they could not and should not expect any assistance from the Government at a later stage. In rare cases, if any, had the Government imposed compulsory adjudication against the wishes of the workers. Ordinarily, the Government would refuse to intervene with its adjudication machinery, when disputes were sought to be resolved by trial of strength, unless, of course, such intervention was demanded by public emergency or the need to maintain national production or for safeguarding the interests of a third party which was innocent and helpless in preventing the strike.

The settlement of disputes through adjudication certainly involved certain amount of delay, but efforts were being made to minimise the delays. On the other hand, the issues involved in some cases demanded urgent solution and the financial position of the workers' organisations and of smaller units in the

industry was severely taxed by the expenses incurred in court proceedings. For these reasons he would advise the employers and workers' organisations to resort to private arbitration for settlement of all their disputes as far as possible. Mutual understanding and conventions were always preferable to arbitration and imposition.

Discussions: Training problems.- The Board considered the report of the Sub-Committee appointed earlier to draw up a scheme for pre-and post-employment training of workers. The principle of training in large industries unit-wise was approved. The existing practice in this regard in Bombay city, namely recruiting weavers trained at the school ~~conducted~~ conducted at Parel by the Social Service League was discussed. It was agreed that the practice should be pursued more ~~rigorously~~ rigorously by ensuring attendance at full capacity at the school and making the training a qualification for registration of fresh recruits under the decasualisation scheme. The representative of the Ahmedabad textile industry said that as they would soon introduce rationalisation, they would not need any more personnel in the near future.

The Minister for Labour commended the scheme to the Ahmedabad industrialists. He also advised the engineering industry in Bombay city to make a beginning in that ~~direction~~ direction.

The Board also decided that the training to be imparted to the apprentices should be co-ordinated with the training facilities already available in technical institutes such as Victoria Jubilee Technical Institute and Government schools, and should be standardised by framing a syllabus and setting up a Board of Examinations, with such aid as the State Council of Education would give.

A question was raised on behalf of small industries that they being scattered and in small units, it may not be possible for them to provide facilities for such trainees and necessary expenditure for it. The Minister pointed out that it would be in the interest of small units to join together and provide such facilities.

The other point that came up for consideration was the maintenance of registration of apprentices by the decasualisation offices as regards textile industry, and distribution ~~of~~ among the several mills of the apprentices for training. It was considered desirable to give preference, in selecting trainees, to the relatives of industrial workers and also to literate persons by adopting necessary qualifications for registration.

The principle of differential wage rates for apprentices, as distinguished from the workers, was accepted and it was decided that the workers' organisations should, where necessary, get the industrial

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awards suitably modified in accordance with the employers in that respect.

Closure of textile mills.- The Board discussed at length the question of closure of cotton textile and silk mills, and, was reassured that the threat of largescale unemployment had receded. It was pointed out on behalf of the employers that high labour and manufacturing costs were responsible for closures in mofussil centres. A representative of the silk industry suggested that the Government should assure the supply of silk at controlled rates to silk mills as was being done in case of cotton mills.

The Minister while assuring the silk mill employers that the Government would try its best to remove their difficulties, asked them not to evade or circumvent the law. It was decided that industries, other than silk and cotton, should also be made to give notices of closure to the Government so that effective means of avoiding the closure and also of providing employment to the affected workers could be found out.

As regards the question of providing employment to the retrenched silk weavers, it was decided that efforts should be made to provide them with the corresponding occupation in the cotton industry.

Consumers' co-operatives for workers.- The Board also considered the question of co-operative consumers' societies for workers. A representative of ~~millowners~~ millowners pointed out that there were a number of instances when there was friction between the employers and employees, where both were on the board of ~~the~~ management of such societies. The Minister suggested that the employers should give more opportunities to the employees to get training in co-operation and encourage establishment of co-operative consumers' and other societies.

Labour turnover.- The question of collecting statistics pertaining to labour turnover, i.e., the shifting and replacement of labour which occurred in maintaining a normal force or a muster roll on a voluntary basis, was also discussed. The Board was agreeable to such collection of statistics provided the number of forms for collecting ~~them~~ them ~~was~~ was minimised.

Enforcement of Factories Act.- The Board also agreed to a proposal that advisory tripartite committees composed of representatives of Government, employers and employees be formed to advise the Government and the Factory Inspectorate regarding the standards to be accepted under the Factories Act for particular types of factories and the measures to be taken to remove the local difficulties if any, experienced by the employers. It was suggested that

such committees should be formed on regional basis, so that they would be able to observe local conditions and suggest ways and means for the enforcement of the Act.

(The People's Raj, (issued by the Directorate of Publicity, Government of Bombay), Vol. VI, No. 12, 19 June 1952).

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25. Wage-Earners' Organisations.

India - July 1952.

Trade Union Finances in India during 1949-1950.

A special article on 'Registered Trade Unions in India, 1949-50', was published in the January and February 1952 issues of the Indian Labour Gazette*. In that article, a few details about the income and expenditure of registered trade unions were given. The Labour Bureau has now collected additional information about the financial position of these unions from all the nine Part A States, four Part C States (Ajmer, Bhopal, Coorg and Delhi), and five part B States (Hyderabad, Madhya Bharat, Mysore, Rajasthan and Saurashtra). This information is summarised below.

Income by sources.- The amounts of income from various sources, classified according to Central and State unions and employers' and workers' unions were as follows:-

	Workers' Unions State	Unions Central	Employers' Unions State	Unions Central	All Unions
No. of unions submitting returns.....	2,000	40	30	1	2,071
Membership at the end of the year	1,784,773	153,921	5,502	15	1,944,211
Sources of Income-	Rs.	Rs.	Rs.	Rs.	Rs.
(i) Contributions from Members.....	3,419,339	303,765	1880,899	4,642	5,608,645
(ii) Donations.....	485,792	17,168	2,228	-	505,188
(iii) Sale of periodicals, etc.	12,738	3,461	21	-	16,220
(iv) Interest on Investments.	45,742	212	21,702	1,220	68,246
(v) Miscellaneous.....	429,259	11,586	611,477	-	1,052,322
Total...	4,392,870	336,192	2515,697	5,862	7,250,621

The large income figure of employers' unions in States was mainly due to the registration as trade unions of two important employers' associations - the Indian Jute Mills Association and the Indian Mining Association, which had an annual income of 1,377,991 rupees, and 299,552 rupees respectively. The annual income per member in case of these two associations was 18,373 rupees and 12,920 rupees respectively.

On an average, the income of a workers' central union came to 8,405 rupees while that of a workers' State Union was only 2,209 rupees. Of the workers' central unions, Bombay State alone accounted for 57 per cent of them with 84 per cent of their total income.

* Cf. pages 1-8 and 2-5 of the report of this Office for March and April 1952, respectively.

Details of income of unions by sources according to various States shows that the five industrially advanced States of Bihar, Bombay, Madras, Uttar Pradesh and West Bengal accounted for about 80 per cent of the total number of unions and their income. As regards income by sources according to important industrial groups, the most important group was "Manufacturing" which accounted for about 43 per cent of unions and 55 per cent of income of all unions.

Expenditure.- The actual amounts of expenditure on various items, classified according to Central and State Unions and employers' and workers' unions were as follows:-

	Workers' Unions		Employers' Unions		All Unions
	State	Central	State	Central	
No. of Unions submitting returns.....	2,000	40	30	1	2,071
Membership at the end of the year.....	1,784,773	153,921	5,502	15	1,944,211
Items of expenditure-	Rs.	Rs.	Rs.	Rs.	Rs.
(i) Salaries, allowances, etc. of officers..	559,642	55,714	101,388	500	717,244
(ii) Expenses of establishments.....	1,030,437	114,913	995,587	750	2,141,687
(iii) Auditors' fees.....	28,542	1,235	2,035	50	31,862
(iv) Legal expenses.....	127,622	2,397	21,557	-	151,576
(v) Expenses in conducting trade disputes....	182,956	352	10,225	-	193,533
(vi) Compensation for loss arising out of trade disputes....	36,750	100	511	-	37,361
(vii) Funeral, old age, sickness, unemployment and other benefits.....	94,473	1,558	106	-	96,137
(viii) Educational, social and religious benefits...	67,897	4,143	5,113	-	77,153
(ix) Publication of periodicals.....	32,737	7,653	-	-	40,390
(x) Miscellaneous expenses.....	1,649,266	93,139	933,917	1,852	2,578,174
Total...	3,710,322	281,204	207,0439	3,152	6,065,117

As in the case of income, the two employers' associations - the Indian Jute Mills Association and the Indian Mining Association had a large share of the expenditure of unions, accounting respectively for 1,140,329 rupees and 266,137 rupees.

The four industrially advanced States of Bihar, Bombay, Uttar Pradesh and West Bengal accounted for about 75 per cent of the total expenditure.

Details of expenditure of unions by items according to important industrial groups shows that here also the most important group was "manufacturing" which accounted for 36 per cent of the total expenditure.

Federations.- There were no federations in Part B and Part C States. In Part A States there were 19 Federations (2 each in Bihar, Punjab and Uttar Pradesh, 3 in Bombay, 4 in Madhya Pradesh and 6 in West Bengal). Returns, however, were submitted only by 11 out of these 19 federations and the following statement gives some details of income and expenditure in respect of them.

	Bombay	Madhya Pradesh	Punjab	Uttar Pradesh	West Bengal	Total
No. of federations submitting returns.....	2	3	2	2	2	11
No. of affiliated member unions.....	9	120	22	23	109	
Sources of Income-	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
(i) Contributions from member unions...	240,031	1,934	931	1,885	1,640	246421
(ii) Donations.....	16,208	-	145	500	1,109	17962
(iii) Sale of periodicals etc.	37	-	75	-	-	112
(iv) Interest on investment.	3,738	-	-	-	-	3738
(v) Miscellaneous sources..	1,426	-	596	500	38	2560
Total Income.....	261,440	1,934	1,747	2,885	2,787	270793
Items of Expenditure-						
(i) Salaries, allowances etc. of officers..	6,125	336	221	3,675	-	10357
(ii) Expenses of establishment.....	20,042	165	-	1,119	119	21445
(iii) Auditors' fees.....	57	25	-	10	60	152
(iv) Legal expenses.....	675	-	-	450	2,567	3692
(v) Expenses in conducting trade disputes.....	9,059	-	-	200	-	9259
(vi) Compensation paid to members for loss arising out of trade disputes..	-	-	-	-	-	-
(vii) Funeral, old age, sickness and unemployment benefits.	32732	-	-	-	-	32732
(viii) Educational, social and religious benefits...	106,658	-	-	300	-	106958
(ix) Max Cost of publishing periodicals.....	23,011	-	-	45	-	23056
(x) Miscellaneous items.	11,362	833	896	1,374	1,777	16242
Total Expenditure.....	209,721	1,359	1,117	7,173	4,523	223893

The most important federation was the Ahmedabad Textile Labour Association which accounted for 95.5 per cent of the total income and 93.4 per cent of the total expenditure. This association was also responsible for the appreciable figures of expenditure on such items as welfare work, social assistance, cost of publishing periodicals, etc.

(A review of trade union finances in India during 1948-49 was summarised at pages 9-13 of the report of this Office for May 1951).

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National Union of Jute Workers formed at
Calcutta.

A national union of jute workers was formed at a conference of representatives of workers of a large number of jute mills in West Bengal held at Calcutta on 24-27 July 1952. Mr. Dayaram Beri, M.L.A., presided. Mr. Kalipada Mookerjee, West Bengal's Labour Minister, inaugurated the conference.

Inaugurating the conference, the Labour Minister welcomed the move ~~of~~ to form a single union covering the whole jute industry which was one of the largest industries in India. He warned the workers against "fake revolutionaries" who misled them to serve their own interest and said that, if they were strongly organised and moved in the proper manner, no one could ignore their legitimate rights.

Resolutions.- A resolution adopted by the conference said that the dearness allowance paid to jute mill workers was "unscientific and unsatisfactory". The matter should be reviewed and at least 50 per cent of their present dearness allowance should be merged with their basic pay.

The Government of India and the Indian Jute Mills Association were urged to review the position of workers resulting from the introduction of a 42-1/2 - hour~~s~~ week; the meeting demanded re~~introduction~~ introduction of the original 48-hour week or, ~~the~~ in the alternative, to compensate the workers for the losses sustained by them because of the reduction in the hours of work.

(The Statesman, 28 July 1952).

Postal Employees to get 'Strike Pay':
Agreement reached between Government and
Union.

Agreement has been reached between the Government of India and a negotiating committee of the All-India Postmen and Lower Grade Staff Union on the question of grant of pay to those who took part in the 1946 postal strike for the period of their absence.

According to a Communications Ministry Press Note people who took part in the strike and were in service on 31 July 1952, would be enabled to draw an amount equal to the emoluments they lost by setting it off as a debit against a period of leave standing to their credit on 31 July 1952, so that the leave pay for such a period is roughly equal to the emoluments they lost during the strike.

The Press Note says that it was agreed that having regard to the rise in their wages since 1946 it would generally be fair and would facilitate accounting if the debit to the leave account was half

the number of days of absence during the strike. Where no leave is due, adjustment would be made against leave to be earned by future service. It was clearly and ~~explicitly~~ explicitly agreed that this concession is not to be treated as a precedent in cases of strike in future and is granted by the Government as a special case in the exceptional circumstances.

The Government is of the definite view that grant of pay for any period of strike is wrong in principle. In this particular case, however, it felt that in the course of discussions during 1950 and 1951 between the then Minister for Communications and Mr. J.P. Narain, President of the Union, an erroneous impression might have been gained that ~~the~~ Government would be prepared to treat the period of absence during the strike as leave with pay. The assurance of the Government, however, was that it would be prepared to explore every possible avenue of finding a practicable solution. This assurance was reiterated on the floor of Parliament by the Prime Minister and the Minister for Communications. The Union later approached the Government for the discussion of this question as well as some other demands.

According to the Press Note, certain other demands of the Union relating to conditions of service of the lower grade employees were also discussed and satisfactorily settled.

(The Statesman, 20-7-1952).

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28. Employers' Organisations.

India - July 1952.

Nineteenth Annual General Meeting of the
All-India Organisation of Industrial
Employers, New Delhi, 19 July 1952:
Demand for Freezing of Wages rejected
by Labour Minister.

The Nineteenth Annual General Meeting of the All-India Organisation of Industrial Employers was held at New Delhi on 19 July 1952. Mr. S.P. Jain, President of the Organisation, presided. Mr. V.V. Giri, Central Labour Minister, ~~presided~~ who inaugurated the session, said that he could not agree that there could be any freezing of wages, so long as the general wage-level in the country had not attained what might be termed as living wage. He, however, cautioned that labour ~~itself~~ was not likely to gain anything by destroying the goose that lays the golden egg. He wanted labour to recognise that the only sure way of progressively increasing its share of the profits was to ensure "a ~~simultaneous~~ simultaneous increase in its productivity".

Mr. Giri maintained that labour and capital were the two arms of production and both should have an equitable share of the extra fruits of better production.

Presidential address: System of payment by results favoured.- Mr. S.P. Jain, in his presidential address, said that the Planning Commission had laid down that wages should be related to productivity. It was stated that wages should be centrally determined and restrictions would have to be placed on bargaining in the matter. In this connection it was interesting to note that in the U.S.S.R., on which parallel the Communist Opposition in India claimed untrammelled freedom for the workers, the trade unions could not fight for wages. Their primary function was to increase productivity. While Indian employers wholeheartedly agreed that labour should get more wages, it was only just to point out that such wages should be related to the productivity of labour and the capacity of the industry to bear such burdens. The employers felt that a very fair method of giving satisfactory wages to labour in India would be through the system of payment by results. It would have the advantage of a simple and straightforward method both for those who pay and those who receive. It would also help reduce cost of production in the general interest of the consumers. Improvement in production and ~~efficiency~~ efficiency would produce all round beneficial results. He was glad that the Government in collaboration with the I.L.O. had already undertaken a ~~study~~ study of this question and he assured the Labour Minister that the

co-operation of the Organisation and its members would be fully available to the Government in prosecuting the study.

Industrial relations.- Mr. Jain said that the policy of the Government in regard to industrial relations was showing signs of change. He agreed that employer-employee relations must be based on a spirit of mutual understanding and goodwill, and that if healthy conventions and agreements were reached between capital and labour, legislation to regulate their relations might not be necessary. It was desirable, if possible, to avoid governmental intervention in the matter of employer-employee relations. If, however, this was to operate successfully, the rank and file of labour should realise that rights go with obligations. Indian labour leaders who were largely outside the labour ranks, had a grave responsibility in giving proper leadership and guidance to labour without exploiting them for political purposes. He complained that the attitude of labour unions and their leaders was not encouraging in carrying out agreements with the employers. Agreements were made when they suited them and thrown to the winds when other issues cropped up and adherence to the agreements was not favourable. So long as this attitude persisted he was afraid any effort to develop conventions and agreements would be fruitless and impracticable. The agreements reached hitherto had had only one-sided application. If there were sanctions behind these agreements, employer-employee relations were best left to mutual adjustment. Labour and capital were essential components of the productive mechanism, and they ~~were~~ owed it to themselves and to the country at large not to engage themselves in constant and wasteful trials of strength.

Mr. Jain said that it was gratifying that the Labour Ministry had circulated a questionnaire regarding the Labour Relations Bill and the Trade Unions Bill (vide pp 1-3 of this report). He hoped any measure that might finally be adopted would be acceptable to employers and workers alike.

Welfare measures.- Referring to the three recent labour welfare measures - the provident fund scheme, the employees' state insurance scheme, and industrial housing - Mr. Jain said that because of their "rigid and complicated" nature, these would not help the realization of the desired objective.

As regards the provident fund scheme, he said the centralisation of the administration of provident funds, as visualised in the draft scheme, would result in avoidable inconvenience both to employers and workers without being, in any way, better than their administration by each establishment separately. The centralisation of the administration required the setting up of a huge machinery consisting of a number of highly paid officers. Moreover, employers would have to pay 5 per cent of the total employers'

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and employees' contributions to meet the cost of this machinery. To levy this administrative charge was to unduly tax industry without any corresponding benefit to workers. Also, there was little fairness in asking the exempted factories to contribute 2 1/2 per cent to the administration of the central fund which did not bring any benefit either to them or to their workers.

The employees' State insurance scheme was another instance of "how the rigidity of legislation diminishes its utility". The scheme which had been put into operation in Delhi and Kanpur, had brought to light certain practical difficulties. Especially in Kanpur, workers had expressed dissatisfaction "in violent terms" with the services rendered by the Corporation hospitals. A further point was the unfairness of the special levy on those employers who were already providing the various benefits contemplated under the Act, spending more than what they would have to do if the employees' state insurance scheme had been made applicable to them. In the circumstances they would have to bear a double burden.

As regards industrial housing, the employers were as anxious about the problem as the Government. The employers had provided houses to workers and were considering the ways and means of tackling the problem with the co-operation of Government. A series of housing schemes had been formulated by the Government since 1946, but they had remained unimplemented. The Labour Ministry, some time back, had forwarded a modified scheme for industrial housing. The Organisation had submitted concrete suggestions for its modification so as to make it practicable and its implementation possible. It had suggested that apart from a subsidy by Government of 20 per cent of the total cost, the employers might be called upon to give an equal subsidy i.e., 20 per cent, of the total cost, this contribution being treated as an item of expenditure allowable in their income-tax assessments; the rest of the cost, viz., 60 per cent was to be met by utilising the money in the provident fund account or through loans from the companies concerned. The Planning Commission also had suggested the utilisation of money in the provident fund accounts of industries for financing housing for workers. It was, however, necessary to make in the Employees' Provident Fund Scheme a specific provision to the effect that the provident fund monies might be invested in industrial housing. Lack of finance constituted a real difficulty for industry to proceed with house-building for workers. Government should, therefore, consider the question of lending money to industry out of the funds earmarked in the budget for industrial and other housing and assist in the matter of land etc. The question of an economic rent for the houses built was an important factor. The rent should be enough to meet the maintenance expenses,

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interest on loans and the normal provision for depreciation etc. Now that there was a separate Ministry for Housing, he hoped that the implementation of the scheme would be expedited.

Mr. Jain also stressed the need for granting suitable protection to indigenous industries.

Mr. Giri's address.- Mr. V.V. Giri, in the course of his inaugural address, said that the question of wages was of such importance that he would prefer to be frank in his views so as to avoid any misunderstanding or any misinterpretation that might arise if he were to say things in a guarded manner. In ~~principle~~ principle there was considerable force in the proposition that wages should be related to productivity. Logically, as the profits were also related to productivity, there should be ultimately a relation between wages, productivity and profits. He did expect that if increased productivity was to be achieved, there should be a recognition by both parties involved, that there should be an equitable distribution of the increased profits arising from such increased productivity. If this was accepted, he could not see how there could be any predetermined decision that there should be no occasion for asking for increased wages. It was not appropriate to put forward a case against what the President had mentioned as a "fight for wages" by emphasising that no such fight was allowed even in the U.S.S.R. Instead of attempting to draw comparison in regard to certain aspects of a problem by the practice of other countries, it would be far better for them to decide for themselves what was best for their own country. Apart from the fact that in his view, it would be unreal to ask for increased production and at the same time place a ban on any increase in wages, he could not agree that there could be any freezing of wages, so long as the general wage level in the country had not attained, what might be termed as living standard; and, he entirely agreed that one should not make any attempt to reach that standard abruptly without taking into account the capacity of the industry to pay. As had often been said, labour itself was not likely to gain anything by destroying the goose that was laying the gold egg. Labour should indeed recognise that the only sure way of progressively increasing its share of the profits, was to ensure a simultaneous increase in its productivity. He also looked forward to the forthcoming visit of the experts from the I.L.O. who would study the question of payment by results and he was glad that he could count on the co-operation of the Organisation to make the work of this team of experts really successful.

Industrial relations.- Mr. Giri emphasised that taking into account industrial labour as a whole he could not come to any positive conclusion that indiscipline or "go slow" tactics were common. He said that he believed more in mutual agreements being reached between capital and labour than any legislation.

Before new legislative measures were undertaken, there would continue to be the closest consultation with the parties concerned and as far as practicable, agreement would be secured in regard to matters to be included in the new legislation.

Provident fund scheme.- Mr. Giri explained that it was not the intention of the Central Government to have an over-centralised organisation for the provident fund scheme. An efficient Inspectorate was essential for proper enforcement of the Act even where the Fund was to be operated by individual establishments.

Employees' State Insurance Scheme.- On the question of employees' state insurance, Mr. Giri said that everything possible would be done to ensure that the scheme conferred the benefits in as satisfactory a manner as the Act intended.

Housing.- Mr. Giri said that the President had ~~correctly~~ rightly referred to the important question of industrial housing. In ~~his~~ his view this was a problem which needed the highest priority and if various schemes formulated since 1946 had remained unimplemented, part of the responsibility for this delay had to be borne by the employers. He was glad to note that the employers recognised that a housing scheme for industrial workers would need financial assistance from the employers as well as from the Government.

Office bearers.- Mr. Mohanlal Shah was unanimously elected President of the All-India Organisation of Industrial Employers for 1952-53.

(Texts of Addresses of Mr.S.P.Jain and Mr. V.V. Gibi, received in this Office; The Statesman, 20-7-1952).

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29. International Co-operation.

India - July 1952.

D.D.T. Factory for Delhi: Agreement signed
With W.H.O. and U.N.I.C.E.F.

On 19 July 1952 a joint agreement to set up a D.D.T. factory in Delhi was signed at New Delhi on behalf of the Government of India and representatives of the World Health Organisation and the U.N. ~~Children's~~ ~~Emergency~~ ~~Fund~~ International Children's Emergency Fund.

The proposed factory will manufacture 700 tons of DDT annually for use by the public health authorities of India. The entire output of the plant will be devoted to the development and expansion of public health campaigns.

UNICEF will supply plant and equipment for the factory, and WHO, technical aid in the form of training facilities and experts.

The Government and the two international agencies have agreed on a time schedule which provides that the plant will be in full production by June 1954. The schedule also provides that the buildings for the factory will be completed by August 1953 and the plant will reach India by October 1953 and will have been installed at the site by February 1954.

The project will be developed under the effective control of the Government, operating through a Board of Directors, the majority of whom will be Government nominees. The Board will function as a semi-autonomous authority responsible for the day-to-day management of the plant. A senior adviser will be provided by WHO, who will serve as a chief technical adviser to the Government of India in erection and initial operations of the project.

The Government of India will arrange for the construction of the factory buildings with all necessary fittings. The Government will also provide secretarial and general office facilities for the WHO personnel. Provision has been made to train nationals of other countries recommended by WHO in insecticide production in the factory. The Government has agreed that the plant will be operated on a non-profit basis. The entire estimated cost of the factory to the Government of India including the land and buildings, installation costs, contingencies and working capital will be 2,245,000 rupees.

The plant and equipment to be provided by UNICEF will, it is expected, cost that organisation \$250,000, while the technical assistance to be provided by WHO by way of highly skilled technical personnel for the erection of the plant, its initial operation and for suitable training of permanent Indian technical personnel is expected to cost \$35,000 in the first year, \$45,000 in second year and \$20,000 in the third year.

It is ~~estimated~~ estimated that the cost of production per pound of DDT in the plant will be 1 rupee 10 annas 3 pies.

(The Statesman, 20-7-1952)

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CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - JULY 1952.

34. Economic Planning, Control and Development.

Inclusion of Grow More Food Campaign in Wider Plan
Proposed: Inquiry Committee's Report
submitted.

The Grow More Food Inquiry Committee, appointed by the Government (vide page 36 of the report of this Office for February 1952) has, in its report submitted to Government, proposed ~~to~~ a complete reorientation of the Grow More Food Campaign, making it part of a wider plan to improve rural life in all its aspects. The Committee has referred to the enormous volume of unemployment and disguised unemployment in the agricultural economy and the pressure of steadily increasing population on the soil. It emphasised that in unirrigated areas the agriculturist can find work in farming operations for three to four months in a year. In irrigated areas, the period of employment is from six to eight months. The result is that roughly $\frac{4}{5}$ ths of the agricultural population is unemployed or under-employed for nearly $\frac{2}{3}$ ds of the year and the remaining $\frac{1}{5}$ th is idle for nearly $\frac{1}{3}$ rd of the year. In addition to this ~~is~~ colossal waste, the Committee has also referred to the large number of agriculturists who are ~~surplus~~ surplus to the land and are attached to it merely because there are no other occupations and to the annual addition to the rural population amounting to about 3 million every year. As a solution of the problem the Committee has suggested a two-fold programme: first rationalization of agriculture, i.e., maximization of production in terms of ~~yield~~ yield per acre by steady improvements in agricultural methods and promotion of intensive cultivation and secondly, drawing away of surplus labour force from land into industries - cottage, small-scale and large-scale industries and tertiary occupations.

The Committee's ~~is~~ report falls into two parts, the first dealing with the Grow More Food campaign, and the second part with the policy and organisation for an integrated programme of village development.

Food problem.- Dealing with the food problem, the Committee refers to the import of 1.5 to 2 million tons of rice from Burma which had been a normal feature for many years. It also refers to loss of about 700,000 to 800,000 tons of cereals due to partition, increased demand of about 450,000 tons per year due to additions to population and increased per capita consumption and the changes in the dietary habits of the people, the precise effect of which is difficult to assess. The Committee then proceeds to review the

working of the Grow More Food campaign from its ad hoc inception between 1943-47 and later working on planned basis.

The Grow More Food programme was organised on a planned basis from 1949 onward, and the Committee's terms of reference required it to assess the results from that year. The total financial outlay of the Government of India on this campaign during 1949-50 and 1950-51 was 410 million rupees.

The programmes included in the campaign in the States fall into two categories: firstly, permanent scheme such as, minor irrigation tanks, wells, tube-wells, ~~handharas~~ and land reclamation; secondly, recurring schemes such as supply of good seed, fertilizers, manures, etc. The target of additional production during those two years, as the result of the operation of all the schemes was 2,700,000 tons and the achievement reported by the State Governments was 1,800,000 tons in terms of additional production.

While making an assessment of the results of the campaign, the Committee has corrected certain misconceptions about its targets and achievements. The target of additional production it has pointed out, can be nothing more than a "production potential" added by the new schemes. It only means that if the seasonal and other conditions are favourable, the works programme executed by the State Governments would yield certain additional production. But this potential is liable to be reduced by factors such as misreporting of the units of work, over-estimation of yardsticks of additional production, seasonal failures over wide areas and the time lag between the completion of a permanent works programme and its ultimate effect on food production. The Committee, has also emphasised that the campaign affects only 2 to 4 per cent of the total ~~xxx~~ cropped area and any increase of production in this area might be off-set by adverse seasonal conditions in the rest of the country.

Giving its verdict on the Grow More Food campaign, the Committee says it has not fully achieved the results expected of it. The two main reasons for the failure are the narrow and restricted scope of the campaign and the changes in emphasis made from time to time in its objectives.

On the credit side, the Committee has recognised that the expenditure on the schemes is being increasingly incurred on permanent projects of minor irrigation and land improvement. From 24 per cent of the total expenditure in 1947-48 it has risen to 84 per cent in 1951-52. The Committee has also recognised that the work hitherto done as part of the ~~xxx~~ Grow More Food campaign limited as it was, has contributed to the spread of knowledge of the possibilities of improved agriculture among a wider section of the

agricultural population in India than in any previous year. It has also referred to the results obtained in respect of production of cotton and jute during recent years. As regards cotton, the production has risen from 2.19 million bales in 1947-48 to 3.3 million bales in 1951-52 and that for jute has risen from 1.66 million bales in 1947-48 to 4.68 million bales in 1951-52.

Recommendations.- The Committee has made the following recommendations: First, the present Grow More Food campaign should be enlarged so as to cover a wider plan for development of village life in all its aspects; Secondly, the administrative machinery of the Government should be reorganised and equipped for the efficient discharge ~~for~~ of the duties imposed on it under the new conception of India as a welfare State; and thirdly, along with this, the best non-official leadership available should be mobilized for guiding the 60 million families in villages in their efforts to improve their own conditions.

Extension organisation.- The Committee has criticised the present organisation in the States where the various development departments such as agriculture, animal husbandry and co-operation, have been working independently of one another and approaching the villagers through its own official hierarchy of which the last official at the bottom is inadequately trained and is often incapable of providing the required guidance. Deprecating this fragmented ~~and~~ approach to the village life, the Committee has pointed out the need for an organisation for intensive village work which will reach each farmer and assist him in the co-ordinated development of village life. This link with the agriculturists is sought to be provided by a country-wide network of extension organisation with a multipurpose village worker in charge of five to 10 villages who will be the common agent for all the development ~~activities~~ activity in the village. He will convey to the farmer the results of research and to the experts and the other officers at higher level the difficulties and needs of the farmer. According to the Committee, he will be the guide, philosopher and friend of the agriculturists and will arrange for them the required supplies and services including preliminary assistance for cattle and plant diseases. The Committee has stressed the importance of adequate training to this village worker in methods of approach to the farmer and in elements of agricultural co-operation. The minimum period of training has been suggested as one year. He should have an assistant who will relieve him of his routine duties so that he may devote his entire time to the extension work.

One of the most important duties of the extension organisation will be to secure, with the assistance of the village leaders, the maximum local co-operation, to stimulate local initiative and promote community activity in order that the vast unutilized energy

in the village is harnessed to ~~work~~ works for the benefit of a part of whole of the community.

At the district level, the Committee has recommended the Collector or the Deputy Commissioner as the Extension Officer assisted by corresponding specialised officers most of whom are already working.

At the State level, the official machinery suggested is a Development Commissioner in charge of all development activities and a Cabinet Committee for formulating co-ordinated policy and facilitating joint action.

Along with the official machinery, the Committee has recommended that the best non-official leadership ~~is~~ available in the countryside should be mobilized.

An all-India advisory council of village development should also be set up.

Extension services should be set up within the shortest possible time - in any case within the next 10 years. To enable States to do this, the Committee recommends that the Centre should give grants to the States for meeting half the cost of such services. These are estimated to be 50 million rupees a year when the whole area is covered. In addition, an allotment of 10 million rupees a ~~year~~ year is recommended for tribal and other backward areas.

Finance for farmers. - The Committee has made specific recommendations for providing adequate finances for the programme of village development. It has divided the finances in "short-term", "medium" and "long-term" finances. As regards short-term finances, the Committee has made it clear that they should be provided ultimately by the co-operative movement. In the interim period, however, and until such time as the co-operative movement covers most of the rural areas, the Committee has suggested short-term loans to be advanced to State Governments after an assessment of needs by a joint committee consisting of a member of the Planning Commission, representatives of the Government of India in the Ministries of Finance and Food and Agriculture and the Reserve Bank of India.

The extent of short-term finance at present now made available to the agriculturists through the co-operative movement and the Government of India is estimated at about 250 million rupees. The Committee has recommended that this should be raised to 1,000 million rupees in four years.

As regards the medium and long-term requirements, the Committee is of the view that they will have to be found almost entirely by the State, i.e., both the Central and the State Governments. So far as the Centre is concerned, it has recommended that in

addition to the financial allocation made under the Five Year Plan for schemes of agricultural and village development, a special provision of 100 million rupees should be ~~made~~ made each year for the next four years for granting loans to State Governments for financing a special programme of minor irrigation schemes.

The Committee has also recommended simplification of the procedure for advancing taccavi loans to agriculturists and raising the limit of admissible loans to 30 times the land revenue instead of 20 times as at present in many States.

During the transition period when the new system of extension service and development blocks is being organised in the States, the Committee has suggested that the schemes of agricultural production should first be concentrated in the 55 community projects set up under the Indo-U.S. technical programme.

(The Statesman, 5-7-1952).

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36. Wages.

India - July 1952.

Incorporation of Dearness Allowance with Basic Pay: Advisory Committee appointed.

Reference was made at page 34 of the report of this Office for May 1952, to the acceptance by the Government of India of the principle that a portion of the dearness allowance now given to Central Government servants should be allowed to be treated as pay. The Central Government has, by a Resolution dated 15 July 1952 set up a committee consisting of non-officials and officials with Mr. N.V. Gadgil as chairman, to enquire into the question and recommend the percentage of the dearness allowance to be merged with pay.

The committee will take into consideration the rates of dearness allowance that had been sanctioned for Central Government servants, and the level at which the cost of living index figures are likely to stabilise in the foreseeable future.

The committee includes, besides the chairman, two other non-officials, Mr. S. Guruswamy, member of the Council of States and secretary of the All-India Railwaymen's Federation, and Mr. Khandubhai Desai, President, Indian National Trade Union Congress, and two officials.

(Notification No.F6(2)-E-II/52 dated 15 July 1952, the Gazette of India, Part I, Section 1, 19 July 1952, page 331).

Travancore-Cochin: Minimum Wage for Plantation Labour fixed.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Travancore-Cochin has fixed the minimum wage rates for the different categories of plantation labour in the State. The rates came into force on 30 June 1952.

According to the schedule of rates published, a male field worker should be paid a basic wage of 15 annas and a dearness allowance of ten and a half annas, a woman worker, eleven and a quarter annas and eight annas dearness allowance, and an adolescent worker seven and a half annas and five and a quarter annas dearness allowance.

The male workers in the factories are entitled to a basic wage of one rupee, one anna, and a dearness allowance of twelve annas. The corresponding rates for women working in factories are thirteen and nine annas.

Adolescents are entitled to adult wages when they work for the same number of hours as the adults and to child wages when they work for the number of hours fixed for children. When the rules are amended to conform to the provisions of the Plantations Labour Act of 1952 by fixing a forty-hour week for children, the adolescents will be entitled to five-eighths of the wages given to an adult male worker in the field or the factory as the case may be.

Tea Estates.- Pluckers in tea estates are entitled to eight pies per pound of leaf for the first 16 pounds plucked on a day during the months of January, February and August, and, six pies per pound of leaf for the first 21 pounds plucked on a day during other months of the year.

Wages to be paid to tappers in rubber estates vary with the yield of the estates concerned.

The minimum wage is based on the assumption that employers will provide work for their labour force throughout the year. Failing full employment the labourers are to be given minimum wage for the days on which they are involuntarily unemployed.

But the obligation of employers is only to offer some kind of work connected with the estate and the worker who refuses to accept that work forfeits his claim to the wages also.

(Travancore-Cochin Gazette Extraordinary, Vol. III, No. 65, 30 June 1952, pp. 1-4; The Bombay Chronicle, 4 July 1952)

Bombay: Three Months' Wages declared as Bonus for Textile Mill Workers in Bombay and Ahmedabad for the Year 1951.

Over 200,000 textile workers in Bombay City are to receive three months' basic wages as bonus for 1951, according to an agreement between the Bombay Millowners' Association and the Indian National Trade Union Congress controlled Rashtriya Mill Mazdoor Sangh, on 14 July 1952. The agreement - the first on the bonus issue in the city's textile industry since 1946 - was reached between the two parties in the Bombay Industrial Court.

The bonus will be paid in a lump sum on 20 September 1952. The agreement, which will be confined to member mills of the Bombay Millowners' Association, lays down that any mill claiming exemption from payment of bonus on the ground of its having incurred losses, should make an application to the Industrial Court, Bombay, before 14 August 1952.

The agreement also provides that employees who are eligible to bonus for 1951, but are not on the muster rolls of the mills shall be paid before 31 December 1952.

The agreement is expected ~~to cost~~ to cost the mill managements collectively 30 million rupees.

The managements of mills started paying bonus from 1941 and the announcements made by the Millowners' Association in regard to the payment of bonus were accepted by the workers until 1946, when they insisted on going to the Industrial Court to have the question settled. Since then, the issue has been settled by Court every year.

Bonus for Ahmedabad workers.- The Board of Arbitration, set up under agreement between the Ahmedabad Millowners' Association and the Ahmedabad Textile Labour Association (vide pages of this report), announced on 12 July 1952, a bonus, for the 124,000 textile workers in Ahmedabad for the year 1951, equivalent to one-fourth of their basic wages during that year. The arbitration award ~~has~~ has exempted textile mills whose balance sheets for the year 1951 have shown deficit, and, mills which made "very small profit" as disclosed in their balance sheets for the year 1951, and which would go into loss if provision is made for statutory depreciation from the payment of the bonus.

(The Times of India, 16 July 1952;
The Bombay Chronicle, 18 July 1962).

Three Months Pay as Profit-Sharing Bonus for
Tata Employees.

According to an agreement arrived at between the Tata Iron and Steel Company and the Tata Workers' Union, employees of the Company will be paid 10.7 million rupees ~~and~~ as profit sharing bonus for the year ending March 1952.

The amount which works out to about 27 1/2 per cent of the nett profit for the year and approximately three months and seven days' basic wages per capita was decided upon on the basis of an agreed formula between the Tisco Management and the Workers' Union. In the previous year the amount of profit sharing bonus paid was ~~10.196 million rupees~~ and 10.196 million rupees.

(Mazdur Avaz, Vol.V, No.51, 26 July,
1952).

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38. Housing.

India - July 1952.

Hyderabad: Labour Housing Bill passed by
Assembly.

The Hyderabad Legislative Assembly passed on 21 July 1952, the Labour Housing Bill, 1952. The measure seeks to provide for the setting up of housing corporation to construct quarters for workers. The corporation will consist of the Labour Minister as ~~chairman~~ chairman and six nominees of the Government and three representatives each of employers and employees to be nominated by the Government. Under the scheme, an employee occupying a house would be required to pay two and a half per cent per annum of the capital cost of the house or ten per cent of ~~his~~ his wages, whichever is less. The employer would contribute towards the rent of the house a sum, not exceeding five per cent per annum, of the capital cost of the house.

(The Hindu, 21 and 23 July 1952).

Bombay Housing Board (Amendment) Bill, 1952:
Housing Board to be vested with more Powers.

The Government of Bombay published on 8 July 1952, the Bombay Housing Board (Amendment) Bill, 1952, to be introduced in the Bombay Legislative Assembly.

The object of the Bill is to enable the Government to appoint an eminent person from business life possessing wide experience, as Chairman of the Housing Board. It is also proposed to arm the Housing Board with effective powers to recover arrears of rents.

(The Bombay Government Gazette, Part V,
8 July, 1952, pages 100-105).

Poor and Middle Class Housing: Bombay
Government launches new Finance Society.

A co-operative housing finance society with a share capital of 10 million rupees for assisting co-operative housing societies and for giving impetus to housing for middle classes was launched by the Government of Bombay on 24 July 1952.

Under the scheme the Government will have fifty per cent of the shares in the society and the remaining will be contributed by insurance companies and co-operative societies. The Government will also

~~guaranteed~~
 guarantee principal and a dividend of 3 1/2 per cent ~~of~~ to the share-holders.

The society, which is the first of its kind in the country, will advance loans to housing societies with a capital of their own for building houses for middle and poor classes.

The first meeting of the society was held at Bombay on 24 July 1952. Mr. A.D. Shroff was nominated chairman of the Board of Directors, which includes a representative of the Ahmedabad Textile Labour Association and the State Government's Housing Commissioner.

Chief Minister's message.- Mr. Morarji Desai, Chief Minister, in his message, stressed the need for the housing of the middle and working classes and said it was the Government's ~~only~~ policy to use the medium of co-operative housing societies to provide such housing. The co-operative societies had made great headway but were hampered on account of lack of finance. The Government, therefore, had decided to help the society by subscribing 50 per cent of the initial capital and guaranteeing principal and interest of 3 1/2 per cent and would, therefore, continue to assist it. He concluded by expressing the sincere hope that the society would enable people with average means to construct simple and healthy houses for themselves.

Mr. M.P. Patil, Minister for Co-operation, expressed the view that the society fulfilled a long-felt want in the history of the co-operative movement. He expected it to solve the problem of finance for co-operative housing societies and to help the development of the co-operative housing movement. He also thanked Mr. Shroff and the first Board of Directors.

Mr. Shroff's address.- Mr. A.D. Shroff, in his address, referred to the development of co-operative societies which from a modest beginning had reached the figure of 857. They were doing good work and occupied an important place particularly for the middle classes. Mr. Shroff emphasised, that they should take into consideration the human aspect of the venture that had been launched. Since the Government had guaranteed 3 1/2 per cent interest it was a good business proposition and he would appeal to insurance and other companies as well as commercial firms employing 100 clerks and more to support the society by subscribing to the capital. The society would have also to make an effort to collect more money.

(The Bombay Chronicle, 26-7-1952)

Central Loan to Uttar Pradesh for Labour Housing:
7,500,000 rupees sanctioned.

The Government of India has sanctioned a loan of 7,500,000 rupees to the Government of Uttar Pradesh for the construction of houses for industrial workers. It is understood that most of this amount will be made use of in ~~Cawnpore~~ Kanpur.

Among the conditions of the loan are that 5,000,000 rupees will be interest free and the rest will carry interest at the rate of 4 1/2 per cent per annum. The Government of Uttar Pradesh will consult the Central Government on its construction plans.

(National Herald, 23-7-1952).

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Chapter 4. Problems Peculiar to Certain
Branches of the National Economy 31

42. Co-operation.

India - July 1952.

Orissa Co-operative Societies Act, 1951.

The Government of Orissa gazetted on 27 June 1952 the Orissa Co-operative Societies Act, 1951 (Orissa Act XI of 1952) passed by the Orissa Legislative Assembly, having been assented by the President on 2 June 1952. The Act ~~consolidates and amends~~ consolidates and amends the law relating to co-operative societies in the State of Orissa.

The provisions of the Act deal, inter alia, with registration of co-operative societies, duties, obligations and privileges of societies, transactions and funds of societies, rights, liabilities and obligations of members of societies, winding up and dissolution of societies, special provisions relating to the ~~and~~ land mortgage bank and the provincial Co-operative bank, enforcement of orders, procedure and recovery of funds due, appeals, review, revision, procedure and jurisdiction, and offences and penalties.

(The Orissa Gazette, Part X, 27 June, 1952, pp. 1-79).

Travancore-Cochin Co-operative Societies Act,
1951 (Act X of 1952).

The Government of Travancore-Cochin gazetted on 3 June 1952 the Travancore-Cochin Co-operative Societies Act, 1951, as passed by the Travancore-Cochin Legislature, having been assented by the President on 2 May 1952. The Act provides for the formation and working of co-operative societies for the promotion of thrift, self-help and mutual aid among agriculturists, and other persons with common economic needs so as to bring about better living, better business and better methods of production.

The provisions of the Act deal inter alia, with registration of co-operative societies, general meetings, rights and liabilities of members of societies, duties and privileges of registered societies, property and funds of societies, inquiry and inspection, winding up of societies, arbitration, special provisions relating to farming societies and offences and penalties.

(Supplement to Travancore-Cochin Gazette, No.23, 3 June 1952, pp. 1-39).

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Madhya Pradesh: Review of the Working of the
Co-operative Societies during 1949-1950.

The Government of Madhya Pradesh published on 18 July 1952 its Resolution dated 12 July 1952 on the report submitted by the Registrar of Co-operative Societies, Nagpur, on the working of the Co-operative Societies in Madhya Pradesh for the year ending ~~1949~~ 30 June 1950.

According to the Resolution the Co-operative movement gained momentum during the year under review, and despite ~~of~~ the many-sided activities of the department including backward areas welfare scheme and rural development, a steady progress had been maintained. Although the financial position was difficult, the Government continued to encourage co-operative institutions by giving them concessions under their schemes of procurement and distribution, and sanctioned such staff as the position permitted for supervising co-operative activities in all directions.

General.- Societies of all types, ^{had} increased by 694 and numbered 9,296 at the close of the year. Of these 7,423 were credit and 1,867 non-credit societies. The total membership rose from 377,000 to 398,000. Paid up share capital increased from 8.810 million rupees to 9.651 million rupees and funds increased from 9.691 million rupees ~~and~~ to 10.148 million rupees. Borrowing~~s~~ increased from 60 million rupees to 65 million rupees and working capital from 78.5 million rupees to 85.3 million rupees. Loans issued by credit societies increased from 83.3 million rupees to 96.8 million rupees. The value of total business handled by trading co-operatives approximated to 64.2 million rupees. Profit earned by all societies rose from 1.586 million rupees to 1.793 million rupees. One unfortunate feature, however, was the losses amounting to 570,000 rupees incurred by some trading and weavers societies. Losses to weavers societies were largely due to the countrywide depression in the yarn and cloth trade. Out of about 44,000 villages in the State, about 10,000 villages or 25 per cent are covered by co-operative societies.

Grants and subsidies.- The work of distribution of essential and controlled commodities through co-operatives was encouraged as usual by the State Government. Patronage was extended to industrial co-operative societies, specially those of weavers. Grants and subsidies were given to co-operative central banks and agricultural associations to the extent of 66,000 rupees for working development schemes and with a view to extend the movement in the merged areas. The grant to Divisional Institutes was enhanced to 150,000 rupees with a view to equip them better for the work of supervision and education of co-operative societies. The State Government also guaranteed a loan of 3.535 million rupees by the Reserve Bank of India to the Madhya Pradesh

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Co-operative Bank for financing credit-worthy agriculturist members of primary co-operative credit societies for seasonal agricultural operations.

The Madhya Pradesh Co-operative Bank ~~provided~~ provided finance to co-operative institutions to the extent of 12.643 million rupees including 3.478 million rupees borrowed by it from the Reserve Bank of India. As against this, loans issued by the bank to individuals in the course of commercial business amounted to 40.701 million rupees. The bank decided to limit the commercial business to 40 per cent of its loanable funds. On the whole the co-operative central banks maintained a steady progress in their working. Their owned capital and business transacted showed an increase over the previous year. Twenty-one out of 35 central banks declared dividends. No noticeable increase was recorded in the business of the land mortgage banks.

Credit societies.- An appreciable progress in the working and business of agricultural credit societies was noticeable. The non-agricultural credit societies for salary earners and mill workers did well.

Trading Co-operatives.- The activities of the trading co-operatives continued to be mostly confined to the distribution of essential and controlled commodities. It was hoped that with the finalisation of the rules under the Central Provinces and Berar Agricultural Warehouse Act, the Provincial Co-operative Marketing and Supply Society and affiliated agricultural associations would make efforts to develop co-operative marketing of agricultural produce.

Development schemes.- The seven post-war reconstruction schemes started under the first five-year development plan continued to work and were helpful in building up a network of co-operative societies in places where it did not exist in the past, thus bringing a fairly large number of agriculturists within the co-operative fold.

The period under review marked the third year of the activities under the Backward Areas Welfare Scheme. Originally, a five-year programme of progressive activities was drawn up but as a measure of economy the activities under the scheme had to be curtailed to some extent.

(Madhya Pradesh Gazette, Part I,
18 July 1952, pp. 667-668).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JULY 1952.

50. General.

Bombay Shops and Establishments (Amendment) Bill,
1952: Measures to remove certain Defects in the
Act.

The Government of Bombay published on 15 July 1952, the Bombay Shops and Establishments (Amendment) Bill, 1952, to be introduced in the Bombay Legislative Assembly.

The Statement of Objects and Reasons, appended to the Bill, declares that the working of the Bombay Shops and Establishments Act, 1948, disclosed certain deficiencies which need to be removed. The local authorities who administer the Act in their respective local areas were invited to send their suggestions for amendments, if any, in the light of practical experience. These suggestions were discussed in the meeting of the State Labour Advisory Board held in February 1951.

The main features of the amending Bill, which is intended to remove certain practical difficulties, are:- (1) charitable trusts which manage large estates of their own and which have large clerical establishments under them are more clearly brought within the purview of the Act; (2) the employer of a shop or commercial establishment is allowed to substitute the weekly closed day ~~any~~ by any other day of the week after a short notice; (3) an employee in exclusive and monthly employment of an establishment and paid on piece-rate wage has been given the benefit of a paid weekly holiday; (4) provision is made for overtime work not exceeding six hours in any week for employees in theatres or other places of public amusement or entertainment; (5) the power of sanctioning prosecutions vested in the local authority is permitted to be delegated to its standing committee or any other committee appointed by it, or if such local authority is a municipal corporation, to its municipal commissioner; (6) the period of limitation of prosecutions is to be counted from the date of the detection of the offence on the lines of the Factories Act, 1948; (7) the circumstances under which it shall be open to an employer to dispense with the services of an employee without giving notice or notice pay have been defined; an employees' services may be dispensed with by the employer without notice if the employee absents from service without notice in writing or without sufficient reasons for seven days or more, or if the employee goes on or abets an illegal strike ~~or~~ or if the employee causes ~~damage~~ damage to the property of his employer; and (8) proportionate leave for the period of service in the

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year in which an employee is discharged or leaves service is to be allowed to an employee who has been in service for more than a year and worked for at least ninety days in the year in which he is discharged or leaves service. (Under the Act an employee who has worked for not less than 270 days during a year is entitled to take during the subsequent year leave with pay for 14 days.)

(The Bombay Government Gazette, Part V,
15 July 1952, pp. 106-111).

Madras Repealing and Amending Bill, 1952.

The Government of Madras published, on 16 July 1952, the Madras Repealing and Amending Bill, 1952, to be introduced in the Legislative Assembly of the State. The object of the Bill is to repeal certain spent or useless matter from the Statute Book and also to make certain formal and consequential amendments to certain Acts.

Among other things, the Bill seeks to make certain minor amendments to the Madras Shops and Establishments Act, 1947 (Act XXXVI of 1947).

(Fort St. George Gazette, Part IVA,
16 July 1952, pages 41-52).

Madras: Industrial Statistics (Labour) Rules,
1952.

The Government of Madras published on 9 July 1952, the Industrial Statistics (Labour) Rules, 1952, made in exercise of the powers conferred under the Industrial Statistics Act, 1942. The rules prescribe inter alia, the procedure for the service of notice on the employer by the Statistics Authority, the furnishing of returns by the employer and the forms of the returns.

(G.O. Ms. No. 1651 Public (Political-B)
dated 25 June 1952, Rules Supplement to
Part I of the Fort-St. George Gazette,
9 July 1952, pages 317-327).

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52. Workers' Welfare and Recreation.

India - July 1952.

Delhi State Welfare Officers (Recruitment and
Conditions of Service) Rules, 1951.

The Chief Commissioner of Delhi gazetted on 28 June 1952 the Delhi State Welfare Officers (Recruitment and Conditions of Service) Rules, 1951, made in exercise of the powers conferred under the Factories Act, 1948. These rules prescribe inter alia the duties, qualifications and conditions of service ~~and~~ of welfare officers to be appointed under the rules.

(Notification No. F9(13)/48 Dev. dated
18 June 1952; The Gazette of India,
Part III, Section 3, 28 June 1952,
pages 747-749).

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55. Protection of Minors.

India - July 1952.

Child Welfare Work in Delhi State:
Co-ordinating Body set up.

Representatives of 75 child welfare organisations and prominent social workers in Delhi, at a meeting held on 12 July 1952, decided to set up a committee to plan and co-ordinate the activities of various societies and associations engaged in child welfare work in the State. The meeting ~~is~~ was convened by the Delhi State branch of the Indian Conference of Social Work. Mrs. Hannah Sen, President, presided. Prominent among the organisations represented at the meeting were the Indian Council of Child Welfare and the recently set up Bharat Sevak Samaj.

The Committee will make a survey of the activities of the existing child welfare societies to avoid overlapping of work by several societies in any particular area, and also to ensure that no locality is ~~was~~ left out of the attention of one organisation or another.

Mrs. Sen explained that at present much of the work was being done in a somewhat unplanned manner chiefly because of lack of co-ordination. With a scientific approach and proper planning, even the present range of activities of different societies could attain much better results. Critically analysed, some of the activities would be found to suffer from lack of study of the problem they were supposed to meet. Among the other shortcomings were inadequate funds and want of trained social workers. She said there was an intense desire among the social workers to serve, yet much of the present work seemed to suffer from lack of enough thought being given to the study of the problem.

(The Hindustan Times, 12 July 1952).

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56. Labour Administration.

India - July 1952.

Punjab: Working of the Factories Act, 1948:
Annual Report for 1950.

The Government of Punjab published on 18 July 1952 its review of the annual report on the working of the Factories Act, 1948, for the year 1950 in the State of Punjab.

According to the report 364 new factories working with power and 127 new factories working without power were registered during the year 1950 under the Factories Act. After accounting for the removal of 41 factories, the total number of factories working with power stood at 1,131 and ~~139~~ non-power factories, ^{at 139,} that is 1,270 in all.

Out of 1,270 factories on the register, 1,191 actually worked during the year. The average daily number of workers employed in 1,071 factories, which submitted the annual returns for the year, was 50,413 as against 39,364 in the previous year. The increase in the number of workers is mainly due to the increase in the number of newly registered factories. Out of these 47,031 were men, 2,376 women, 414 adolescents and 592 children.

Six hundred and seventy-seven factories were inspected during the year under report, while 686 factories remained uninspected.

The health of the workers was generally reported to be normal. The sanitary and lighting arrangements in the factories continued to receive adequate attention by the staff. The district medical officers of health paid repeated visits with a view to improving sanitation and some of the factory owners had to be prosecuted for non-compliance with the rules in this behalf. The water supply for drinking and washing purposes for the use of the workers in the factories had been generally satisfactory, with the exception of factories situated in the districts of Hissar, Ambala and Gurgaon, where there is scarcity of water. At these places efforts were ~~not~~ made to meet the requirements of the workers. The housing conditions showed no possible sign of improvement for the reason that, like the previous year, building material was not easily available.

Sundays or substituted days were observed as weekly days in all factories, where exemption was given from the provisions of section 52 of the Act, due to the exceptional pressure of work. Compensatory holidays for weekly holidays so lost by the workers were given in all cases, as required by Section 53 of the Act. The provisions of Chapter VIII

of the Factories Act relating to the grant of leave with wages to workers were generally complied with in all the well-organised factories, except in the case of small non-power factories like the hand-loom factories to which the provisions of the Act have been extended only recently.

The total number of accidents reported during the year was 1,313, as against 1,302 during the preceding year. Out of this, 5 proved fatal. The factors mainly responsible for these accidents appeared to be non-availability of trained and experienced workers and general carelessness and lack of knowledge of basic principles of prevention of accidents. There were two cases of fire. One Saw mill at Abdullapur was totally burnt, while the other case occurred in Cotton Ginning and Pressing Factory at Fazilka, which resulted in a loss of 500 rupees. In both these cases there was no loss of human life.

For non-compliance with the various provisions of the Factories Act, 470 prosecutions were launched against managers and occupiers, resulting in 357 convictions.

There were strikes in 58 factories throughout the State, involving 10,009 workers and loss of 78,979 man-days. Out of 58 strikes, 36 were successful, 17 partially successful and 5 ended in failure.

(Supplement to Punjab Government Gazette, No. 29, 18 July 1952, pages 73-74).

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58. Social Conditions.

India - July 1952.

Progress of Free Primary Education in India.

Mr. Satyanarain Sinha, Minister for Parliamentary Affairs, answering a question in the Council of States on 22 July 1952, said that free and compulsory primary education had been introduced by fifteen Part A and Part B States in 18,546 areas during 1949-50.

The Minister stated that compulsory primary education had been introduced in 12,198 villages and 198 towns for both boys and girls, in 5,927 villages and 216 towns for boys only and in seven towns for girls.

Bombay topped the list with compulsion in 5,966 villages and 137 towns for both boys and girls, in 97 villages and five ~~towns~~ towns for boys and in four towns for girls. Punjab had introduced compulsion for boys in 3,128 villages and 35 towns while Uttar Pradesh had introduced compulsion for boys in 1,407 villages and 86 towns and for girls in three towns.

In Mysore compulsion had been introduced in 2,406 villages and 11 towns for both boys and girls. In Madras, compulsion had been introduced for boys and girls in 1,829 villages and 14 towns and for boys only in 15 villages and 15 towns. In West Bengal compulsory primary education for boys had been introduced only in one ward of Calcutta City.

The figures for other States are: Assam - compulsion for boys and girls in 1,803 villages and 10 towns; Bihar - for boys in 18 villages and 17 towns; Orissa - for boys in 24 villages and ~~one town~~ one town; Hyderabad - for boys in three villages and seven towns; Jammu and Kashmir - for boys in four towns; Madhya Bharat - for boys and girls in sixty villages; Rajasthan - for boys in 35 villages and 11 towns; and for boys and girls in one town; Travancore-Cochin - for both boys and girls in 134 villages and 15 towns. The figures for U.P., Jammu and Kashmir, Madhya Bharat and Rajasthan relate to the year 1948-49.

As regards the other Part 'A' and Part 'B' States no compulsion had been introduced in any area up to 1949-50.

In regard to Manipur, Tripura, Kutch, Bilaspur and Andamans which are administered directly by the Centre where provision for free primary education already exists, compulsion has not been introduced for want of funds.

(The Hindu, 23 July 1952).

Chapter 6 General Rights of Workers.

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66. Strike and Lockout Rights.

India - July 1952.

India: Coal Industry declared a Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, and by a notification dated 5 July 1952, the Central Government has declared the coal industry, so far as it is concerned with the production and supply of coal and coke to be a public utility service, for the purposes of the said Act, for a period of six months from 14 July 1952.

(Notification No. SRO 1207 dated 5 July 1952, the Gazette of India, Part II, Section 3, 12 July 1952, page 1071).

Madras: Transport by Boats in Minor Ports declared a Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, and by a notification dated 4 July 1952, the Government of Madras has declared the industry of transport by boats in minor ports in the State of Madras to be a public utility service, for the purposes of the Act, for a period of six months from 11 July 1952.

(G.O. Ms. No. 2814 Development dated 4 July 1952, the Fort St. George Gazette, Part I, 9 July 1952, page 1036).

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67. Conciliation and Arbitration.

India - July 1952.

Settling Industrial Disputes by Voluntary
Arbitration: Decision by Ahmedabad Textile
Millowners and Workers.

The Ahmedabad Millowners' Association and the Ahmedabad Textile Labour Association signed an agreement on 8 July 1952, by which both the parties pledged to settle all their disputes by voluntary conciliation and ~~arbitration~~ arbitration. Mr. Kasturbhai Lalbhai on behalf of Ahmedabad millowners and Mr. Khandubhai Desai, President of the Indian National Trade Union Congress, on behalf of the Textile Labour Association will act as arbitrators. This agreement will remain in force for two years.

Under the terms of the agreement, as soon as any dispute arises, mutual negotiations shall take place and the dispute shall be settled ~~within~~ within a week unless the date is extended by mutual consent of the parties. If, however, there is no agreement, the dispute ~~will~~ shall be referred to the Conciliation Board, which shall consist of eight persons, four to be nominated by the Ahmedabad Millowners' Association and ~~the~~ four to be nominated by the Textile Labour Association and the quorum shall consist of two members from each party. The Conciliation Board shall not entertain any dispute after the expiry of the period of three ~~week~~ months from the date of the cause of action, and a dispute shall not remain undecided for more than 21 days, calculated from its date of reference to the Board; unless the time limit is extended by mutual consent. In case the Conciliation Board is unable to bring about the settlement of the dispute, the Board may refer the dispute to the Arbitration Board, if necessary for decision.

A panel of arbitration shall be constituted by the Associations and the Board of Arbitration shall consist of two arbitrators one from each Association. The arbitrators before starting the proceedings shall appoint an umpire. Disputes shall not remain undecided by the Arbitration Board for more than six weeks, calculated from the date of submission of the dispute to the Board, unless the parties extend the period by mutual consent. Disputes under the Agreement shall be as defined in Section 3(18) of the Bombay Industrial Relations Act.

The decisions of the Conciliation Board, the Arbitration Board and the umpire and the agreements arrived at between the parties shall be registered under the Bombay Industrial Relations Act, so as to have a binding nature.

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Decisions of the Board of Arbitration.- The Board of Arbitration, set up under the agreement, has already taken decisions on several important points, including bonus, wages for work on holidays and rationalisation.

i) Bonus.- On 12 July 1952, the Board announced the bonus for 1951 for 124,000 workers in 64 textile mills in Ahmedabad, equivalent to one-fourth of their basic wages during 1951 (vide pages 16-17) of this report).

ii) Wages for holiday work.- About 10,000 workers and mechanics working in the textile mills of Ahmedabad will be paid wages and dearness allowance at twice the normal rate for being called to work on mill holidays, according to an agreement concluded on 14 July 1952. The agreement also provides for ~~compensatory~~ compensatory holidays.

iii) Rationalisation.- Under the agreements concluded on 16 July 1952, the mills may now work four looms by a weaver whenever a permanent vacancy occurs as the result of the retirement or death of a weaver. The mills may further introduce four-loom working by relieving two-loom weavers on payment of gratuity up to a maximum of 1,000 rupees in case the weaver is willing to retire. They may also provide alternative employment.

Both the Associations have agreed to experts of the Ahmedabad textile industry's Research Association investigating the matter of working conditions and laying down standards suitable for working four looms. Provision has been made to check any deterioration in working conditions. The four-loom weaver is to get higher wages as determined by the Arbitration Board. Similar conditions in respect of these required to work four sides of ring frames in the spinning department are also laid down.

(Texts of the Agreement was sent to Geneva on under this Office minute No. 15/1653/52 dated 29 July 1952).

(I.N.T.U.C. Bulletin, Vol. 2, No. 12, 22 July 1952, page 12;
The Times of India, 9, 16 and 18 July 1952;
The Bombay Chronicle, 12 July 1952).

Working Conditions of Bank Employees: All-India Industrial Tribunal's Interim Award.

The All-India Industrial Tribunal (Bank Disputes) has, in its order dated 21 July 1952, rejected bank employees' demand for the grant of dearness allowance as awarded by the San Tribunal (vide pages 58-60 of the report of this Office for ~~the~~ August 1952) as interim relief. The Tribunal was giving its order

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on the demands for interim relief made by the employees. The demands related to dearness allowance, working hours, and medical relief; and the ~~Tank~~ Tribunal was requested to enforce the Sen Award so far as it applied to these demands, purely as an interim measure.

Working hours.- The Sen Award prescribed 36-1/2 hours a week for clerical staff and 41-1/2 hours for subordinate staff excluding the recess period. Since that award was invalidated by the Supreme Court (vide pages 60-61 of the report of this Office for April 1951), a number of banks had increased the hours of work varying from 39 a week to 44 and in some cases even more. The Tribunal found that there was no justification for the increase. It considered that it was desirable to have a uniform number of working hours applicable to all banks, and fixed 39 hours a week for clerical staff and 42-1/2 for subordinate staff. Though the order increased the working hours specified in the Sen Award, it permitted the retention of the present banking hours as well as of Saturday clearances.

Dearness allowance.- The Bank employees' unions claimed dearness allowance as per the Sen Award formula wherever there was a rise in the cost of living index. From a study of the cost of living indices in various parts of the country the Tribunal found that in general the rise had not been more than 10 points on an average and had never exceeded 16 points. The text applied by the Sen Award appeared to be that wherever there was a rise of 25 per cent or thereabouts it justified an inference of acute distress and called for interim relief. The rise in cost of living was not appreciable and the Tribunal felt that no case for interim relief in regard to the question of dearness allowances had been made out.

Medical Relief.- The Tribunal was not in a position to go into the merits of this question for it had not before it relevant data. The Tribunal said that it was essential that from the humanitarian point of view, banks should not hesitate to give reasonable medical relief to employees. It should not, however, be too much of a burden of the banks. Under the circumstances it ordered that all the present facilities should be continued. Banks should provide free medical consultation and medicine and should implement provisions relating to the payment of medical bills.

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The chairman, however, prescribed a limit to the grant of medical relief, namely, for B and C Class¹ banks, the limit prescribed by the Sen Award, and for A Class banks, double the limit prescribed for B Class banks.

(The Times of India, 22-7-1952).

Dispute between Employers and in Mica Mines in Madras and their Workmen: Central Tribunal's Award.

The Government of India published on 14 June 1952, the award of the Industrial Tribunal, Dhanbad, in the dispute between certain employers in mica mines in Madras State and their workmen. The dispute, which was referred to the Tribunal in February 1951, covered 22 issues relating, inter alia, to wages, bonus, holidays, medical facilities, housing and compensation for lay-offs.

Wages.- As regards wages, the workmen had pointed out that the existing scale of wages was grossly inadequate, and demanded that wages should be fixed after taking into consideration such factors as the nature of work, the risks involved, the rates prevailing in other industries like the coal industry, the motor transport industry, etc. Finally the state of the industry whether prosperous or otherwise should also be considered. The employers contended that the existing rates of wages were fixed under the Minimum Wages Act and that these rates were inclusive of all allowances.

The Tribunal held that these rates fixed by the authorities were minimum wages and not adequate wages ~~and that~~ and that the rates should be revised. The basic rate of wages fixed by the Tribunal ranges from 8 annas and 6 pies a day for a Grade III cutter or dresser or sorter to one rupee and 14 annas a day for an ~~engineer~~ engine or compressor driver. The wages fixed for monthly paid staff range from 18 rupees a month for watchmen to 42 rupees a month for a typist. The following rates of dearness allowance were fixed for all workmen.

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1. "A" Class Bank - Banks having average working funds of 250 million rupees and above.
 - "B" Class Bank - Banks having average working funds of over 75 million rupees but less than 250 million rupees.
 - "C" Class Bank - Banks having average working funds of less than 75 million rupees.

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Basic wage per month	Rate of Dearness allowance
For workers drawing a basic wage up to 30 rupees per month	100 percent
For workers drawing a basic wage 31 rupees to 100 rupees	66-2/3 per cent
For workers drawing a basic wage 101 rupees to 300 rupees.....	40 per cent.

The principle of 26 working days in a month should be followed for the purpose of calculating the rates of dearness allowance of the daily rated workers.

Bonus.- On the question of bonus the workers demanded bonus at the rate of three months' wages for every year of 12 months, the same to be calculated on the average gross income of the employees. They further demanded that an employee should be entitled to full bonus if he works 75 per cent of the working days, which should be 60 per cent of the total number of days in the year. The management on the other hand, pointed out that the bulk of labourers in the mines were casual and most of them did not stay there long enough to earn their bonus and those who were permanent got bonus equal to 4 months' wages. They further submitted that bonus should not be expected to be paid by all classes of mica mines; mica mines which were running at a loss could not afford to pay. Varying rates of bonus should be fixed for permanent clerks, supervisory staff, skilled labourers, etc.

Following an earlier award, the Tribunal held that 1/2 month's bonus should be paid every quarter provided the workman has worked 45 days underground and 57 days on the surface. In the case of workers who were getting higher rate of bonus, their privileges should not be disturbed.

Holidays with pay.- As regards holidays, in one of their statements the workmen (Nellore District Mining Labour Union) demanded that a worker should get 15 days leave with pay if he works 75 per cent of the working days which should be 60 per cent of the total days in the year. In another statement ^{the} submitted that leave should be on the same lines as that for the coalmine workers of Bihar and Bengal. The mine owners pointed out that monthly paid employees were getting 15 days leave in the year with full pay. The Tribunal awarded 15 days leave with pay in a year for workers working 75 per cent of the working days. It also allowed five religious holidays and two national holidays with pay.

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Medical facilities.- On the question of medical facilities, the Helleore Mining Labour Union stated that for every 200 employees in one or a group of mines within a radius of one mile a medical unit should be organised and a qualified and efficient doctor should be maintained by the employer. A post of Maternity and Child Welfare Officer was also essential. The Gudur Andhra Rashtriya Mazdoor Panchayat in a statement said that where there were more than 100 employees ~~in~~ in the mine, the owner should be directed to keep a dispensary and a special anti-malarial staff. The Mica Mines Welfare Fund might be requested to make available two more vans so that medical facilities might be made accessible to all the mines in the district. The management suggested that the mining area might be divided into three zones, and a dispensary might be located in each of the areas. The scheme might be financed by the Welfare Fund. The management had given instances of the activities of the Welfare Fund and pointed out that it was not possible for individual mine owners to undertake this work. The Tribunal agreed with the suggestions made by the mine owners.

Housing.- The case of the workers was that housing conditions were bad and the workmen lived in small huts in unhygienic condition. The Tribunal ruled that until houses were provided by employers, workmen who were living in neighbouring villages in rented huts or houses should be allowed rent allowance at the rate of four rupees per month per workman. The Tribunal also held that till the Government of India's housing scheme matured, workers who were not provided with houses should be paid a rent allowance of two rupees per month.

Compensation for lay-off.- As regards compensation for lay-offs, workers pointed out that they should be allowed compensation for forced lay-offs arising out of the fault of the employers and it should be the basic wage plus dearness allowance for a fortnight. The employers urged that such compensation should be allowed only to permanent employees and ~~permanent~~ permanency should be taken into consideration by prescribing three years service as permanent service. The Tribunal granted the workmen compensation for forced idleness at 50 per cent (half) of their daily consolidated wages up to 15 days.

Rations.- The Tribunal ordered that the workers should be given 6 chattacks of free rice or in lieu thereof a payment of 3 annas.

(The Gazette of India, Extraordinary,
Part II, Section 3, 14 June 1952,
pages 587-601).

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CHAPTER 7. PROBLEMS PEBULIAR TO CERTAIN CATEGORIES
OF WORKERS.

INDIA - JULY 1952.

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

Annual Conference of Central Government Clerks' Union, New Delhi, 19 July 1952: Revised Scales of Pay demanded.

Revised scales of pay, increase in dearness allowance, confirmation and housing arrangements were demanded at the third annual conference of the Central Government III Division Clerks' Union held at New Delhi on 19 July 1952. The conference was presided over by Mr. K.P. Shankara, M.L.A., President of the Union.

Mr. Shankara in the course of his presidential address said that the present pay scales of the lower division and other ~~clerks~~ clerks were so low, that they were unable to make both ends meet. He stated that a large number of low paid employees were dissatisfied with their lot and it was in the interest of the Government to redress their grievances. Hungry Government employees, he added, would not be able to implement the new schemes.

Mr. Hariharnath Shastri, General Secretary of the Indian National Trade Union Congress, addressing the conference, said that the time had come when the Government should appoint a national wages committee to determine maximum and minimum wages. He said it would not be desirable for the present disparity in wages to continue.

Resolutions.— The conference viewed with concern the Government's apparent disregard of the genuine and legitimate demand for an increase in the pay scale of clerks, and reiterated its demands for immediate revision of this scale. The conference also urged the Government to enhance the dearness allowance. The recent increase in foodgrain prices had further hit the clerks financially, the resolution added.

The conference urged the Government to expedite the issue of quasi-permanent confirmation certificates and recommended that those who had already been declared quasi-permanent be confirmed immediately.

The conference reiterated its demand for the appointment of an impartial tribunal to scrutinize the case of revision of pay scales. It also urged the Government to set up a general council consisting of representatives of the Government and the employees to settle outstanding issues.

L. (The Statesman, 20-7-1952).

74. Indigenous Labour.

India - July 1952.

Punjab Habitual Offenders (Control) Bill, 1952.

The Government of Punjab published on 19 July 1952 the Punjab Habitual Offenders (Control) Bill, 1952, to be introduced in the Punjab Legislative Assembly. The Bill seeks to provide for the registration of habitual offenders in the State of Punjab and for imposing certain restrictions on them.

The Statement of Objects and Reasons, appended to the Bill, declares that according to section 2 of the Criminal Tribes Laws (Repeal) Act, 1952 (vide page 62 of the report of this Office for March 1952), the Criminal Tribes Act, 1924 (VI of 1924) and every other law corresponding thereto in force in any State or part thereof shall stand repealed on 31 August 1952. In the interest of law and order it is expedient that the said Act should be replaced by suitable legislation for the adequate surveillance and control of all habitual offenders without any distinction based on caste, creed or birth. It is with this view that the Bill has been prepared for the registration of habitual offenders in the State of Punjab and for imposing certain restrictions on them.

(Punjab Government Gazette, Extraordinary,
19 July 1952, pages 635-648).

Administration of Tribal Areas: District
Council Inaugurated for United Khasi and
Jaintia Hills.

Mr. Bishnuram Medhi, Chief Minister, Assam, inaugurated on 24 June 1952, the District Council for the United Khasi and Jaintia Hills area.

The Council is composed of 24 members of whom 18 are elected and 6 nominated. The District Councils have been given wide powers and jurisdiction over the internal affairs of the hills districts under the sixth schedule of the Constitution.

This border district covers an area of about 6,000 square miles with a population of nearly 400,000. This district is rich in mineral resources like coal and lime; and cash crops like oranges are also produced. The Khasis generally follow matriarchal system.

(Amrita Bazar Patrika, 29 June 1952).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1952.

81. Employment Situation.

Employment Exchanges: Working during
May 1952.

Employment situation.- According to the report of the Directorate of Employment Exchanges for May 1952, the number of fresh registrants for employment assistance during the month of May was slightly less than in the month of April. Employment opportunities were, however, still limited. In consequence the number of placings declined and the total number of registered unemployed at the end of the month was higher than it had been since August 1950. This was partly due to the registration of a number of students fresh from schools and colleges but was primarily caused by the downward trend in employment opportunities which has continued for the last twelve months.

A large surplus of motor drivers, carpenters and fitters was reported by many exchanges. Shortage of stenographers, compounders, motor mechanics, overssers and nurses was reported to be fairly widespread.

Registration and placings.- The following table shows registrations for employment and placements during May 1952 and April 1952.

	May 1952	April 1952
Registrations	121,703	126,415
Placements	30,998	32,087

Of those registered 8,856 were displaced persons, 7,412 were ex-Service personnel and 2,070 discharged Government employees. Registrations showed an overall decrease of 4,712 as compared to previous month. The fall in registrations was comparatively large in Uttar Pradesh (4,251), Delhi, Ajmer and Rajasthan (1,368) and Madras (1,087). Increased registrations on the other hand, were recorded in Bombay (958), Hyderabad (743) and West Bengal (339). Of those placed 1,375 were displaced persons, 1,173 were ex-Service personnel and 736 were discharged Government employees. 18,925 were placed with private employers and 12,073 in Central and State Government establishments. Placings during the month showed a decline of 1,089 as compared to the previous month. An appreciable fall in placements was recorded in Bombay (864), Delhi, Ajmer and Rajasthan (530), Punjab (291) and Madhya Pradesh (194). Increased placings on the other hand, were effected by the exchanges in Bihar (383), Uttar Pradesh (350) and West Bengal (221).

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Placings by wage groups.- The following table shows the placings classified by wage groups.

<u>Wage groups</u>	<u>Number placed</u>
101 rupees and above	2,552
61 rupees to 100 rupees	8,799
30 rupees to 60 rupees	18,101
Below 30 rupees	1,746

Vacancies notified and submissions.- The number of vacancies notified by employers during ~~the~~ May 1952 was 37,896 as compared to 36,852 during April 1952, that is a rise of 1,044. Of the vacancies notified 15,752 were by Central and State Government establishments and 22,144 by private employers. There was a fall ~~of~~ of 520 in the Government sector and a rise of 1,564 in the private sector as compared to the previous month. A rise in the number of vacancies was ~~noticeable~~ noticeable in the regions of West Bengal (684), Madras (602), Uttar Pradesh (520), Bihar (455) and Orissa (188). On the other hand, there was a fall in the regions of Bombay (563), Delhi (493) and Assam (333). The number of persons submitted to employers during May 1952 was 79,359 as compared to 78,043 during April 1952.

Employment of highly qualified applicants.- Both registrations and placings of appointments branch candidates had increased substantially during the month. The number of registrations was 965 as against 637 during the previous month, and the number of placings 127, compared to 98 during the previous month. West Bengal led other Regions by securing 40 placings, and Delhi came second with 32.

Placement of scheduled caste and tribal applicants.- The number of scheduled caste applicants registered by the employment exchanges during May 1952 was 11,595 as against 11,853 in April 1952. The number of applicants placed in employment during the month under report was 4,040. Among those placed ~~879~~ 879 were in Central Government vacancies, 539 in State Government vacancies and 2,622 in other vacancies. The number of Scheduled Caste applicants submitted to employers during the month was 8,250. The number of applicants belonging to scheduled tribes registered by the employment exchanges during ~~the~~ May 1952 was 1,137 as against 1,202 in April 1952. 490 such applicants were placed in employment during May 1952.

Re-employment of surplus of retrenched Government employees.- During the month 17 fresh secondary employment index cards in respect of surplus, retrenched Central Government gazetted and commissioned officers were included in the all India special register set up for them. The total number of applicants on the special register on the last day of May was 302 including 174 commissioned officers of the Defence

Defence Services. Of the total, 201 were Ex-Class I Officers and the remaining 101 ex-Class II officers.

There was a slight fall in registrations and placings of surplus and discharged Government employees during the month. The number of registrations was 2,070 as compared to 2,279 during the month of April and the number of placings 736 as compared to 788 during the previous month. Of those registered, 1,392 were discharged Central Government employees and 678 ex-State Government employees. Of those placed in employment, 555 were discharged Central Government employees and 181 ex-State Government employees. The number of employment-seekers in this category still requiring assistance on the 31 May 1952 was 8,971.

Placings of women.- While fresh registrations of women during the month of May were nearly the same as during the previous month, the placings declined by nearly 400. The number of women registered was 5,383, as compared to 5,405 during the previous month and the number of found employment 2,126 as compared to 2,523 during the previous month. As in the previous month, Madras reported the largest figures, both in regard to registrations and placings in any Region, the figures being 1,240 registrations and 617 placings. Bihar occupied the second place (488) in regard to placings.

Vacancy and Labour Clearing.- During the month under report the vacancy clearing machinery was utilised to fill 576 vacancies by obtaining applicants from other exchange areas. Patna, Sambalpur, Jabalpur, Poona and Calcutta filled 248, 66, 56, 35 and 25 such vacancies respectively, while Gaya, Jamshedpur, Calcutta, Kidderpore, Nagpur and Trivandrum supplied 239, 53, 28, 26, 20 and 20 applicants respectively against vacancies in other areas.

139 fresh vacancies (as compared to 119 in the last month) were received by the Central Employment Co-ordination Office through the Regional Employment Co-ordination Offices and employment exchanges of which 137 were given all India circulation and the remaining 2 limited circulation. The total number of such vacancies under circulation on 31 May 1952 was 1,226 as compared to 1,332 at the end of April 1952. Against these vacancies particulars of 268 applicants were submitted. In addition 75 vacancies in the Defence Accounts Department and 31 miscellaneous vacancies requiring all India or limited circulation were dealt with at the Central Employment Co-ordination Office.

Mobile exchanges.- The mobile sections of employment exchanges registered 6,865 persons for employment assistance and obtained 5,561 placings. A regional analysis shows that Bombay came foremost with 1,410 placings and Bihar next with 829 placings by mobile sections.

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Number of unemployed at the end of May 1952.-
The number of persons seeking employment assistance through the exchanges on the last day of May was 366,595, which was 6,405 more than the figure for April. Of these 39,344 were displaced persons, 24,967 ex-Service personnel and 8,971 discharged Government employees. Among discharged Government employees 6,188 were Central Government and 2,785 State Government employees.

Special investigations: a) Number of Matriculates and Graduates seeking employment assistance.- An Ad hoc enquiry was conducted in May 1952, in order to ascertain the number of matriculates and graduates who were registered as unemployed with the employment exchanges. The number of matriculates and graduates on the live registers of employment exchanges at the end of May 1952 was as follows:-

Region	No. of Matri- culates	No. of graduates (with one or more degrees)			Total	Total No. of graduates and matri- culates.
		In Engin- eering.	In Medi- cine.	In Other subjects.		
Assam	1,671	1	3	199	205	1,874
Bihar	5,008	13	14	674	701	5,709
Bombay	17,083	84	19	2,010	2,113	19,196
Delhi, Ajmer and Rajas- than	9,323	60	27	2,227	2,314	11,637
Hyderabad	1,779	15	2	294	311	2,090
Madhya Pradesh	3,897	8	1	506	515	4,412
Madras	20,985	45	10	2,000	2,055	23,040
Orissa	892	4	1	176	181	1,073
Punjab	6,236	11	17	696	724	6,960
Uttar Pradesh	18,267	34	13	2,342	2,389	20,656
West Bengal	15,897	288	120	2,914	3,322	19,219
All India	101,038	563	227	14,038	14,828	115,866

(b) Proportion of notified vacancies that are filled by employment exchanges.- During the first quarter of the year, 1952, 111,366 vacancies were notified by different employers to the employment exchanges in India. Of them 15,855 were vacancies for technical personnel; 9,059 were clerical vacancies; 947 were for teachers and other belonging to the educational profession and 72,051 were for unskilled labour. The remaining 13,454 were in various other occupations including vacancies in medical, transport and domestic services. During the same period the employment exchanges filled 94,333 vacancies among which 12,341 were technical, 6,802 clerical, 853 educational and 64,900 unskilled. The remaining 9,737 were in various other occupations.

(A Report on the Work done by the Directorate of Employment Exchanges during the month of May 1952, issued by the Ministry of Labour, Government of India).

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83. Vocational Training.

India - July 1952.

Labour Ministry's Training Scheme: Progress during May 1952.

Technical and Vocational Training: Training of adult civilians.- According to the review of work done by the Directorate General of Resettlement and Employment, the last batch of trainees having passed out and the selection of trainees for the new batch being not yet over, the number of trainees on the rolls of the various Training Institutes was much below their sanctioned training capacity. There were only 2,218 trainees in the technical trades, of whom 391 were engaged on production/professional work. In addition, there were 1,213 trainees receiving training in vocational trades.

Training of displaced persons.- Similarly, the total number of displaced persons trainees on the rolls, at the end of May 1952, was only 1,819. Of them, 1,438 were in technical trades including 429 who were undergoing training in production/professional work. The remaining 381 were undergoing training in vocational trades.

Training Apprenticeship training scheme for displaced persons.- 451 displaced persons were undergoing training as apprentices in industrial undertakings/establishments in West Bengal and Uttar Pradesh against 1,000 seats sanctioned. They were recruited and posted direct to the undertakings/establishments concerned.

Training of women.- A total of 323 women were undergoing training at the end of the month at the four Women's Industrial Training Institutes at New Delhi, Dehra Dun and Madras. In addition, one woman at the Industrial Training Institute, Dighaghat, Patna and 14 women at the Industrial Training Institute, Virajpet (Coorg) were under training ~~alongside~~ alongside men trainees.

Training of supervisors and instructors.- The ninth regular session at the Industrial Training Institute for Instructors, Koni, Bilaspur, started with effect from 15 May 1952. The total number of Supervisors and Instructors under training on 31 May 1952 was 118.

(Review of Work Done by the Directorate General of Resettlement and Employment during the Month of May 1952, issued by the Ministry of Labour, Government of India).

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CHAPTER 9. INCOME SECURITY.

INDIA - JULY 1952.

91. Pre-Legislation Measures.

Sickness Benefit Scheme for Tata Workers
introduced: Trade Union's Initiative.

The Tata Workers' Union, Jamshedpur, has introduced a scheme to benefit the sick workers, who are unable to earn wages because of sickness. The scheme known as Sickness Benefit Fund Scheme, has the objective of rendering financial aid to the members of the Union, who fall ill and do not earn wages during that period, to the extent of a maximum of seven days wages. The scheme came into force from 1 June 1952.

Explaining the scheme at a meeting at Jamshedpur on 11 July 1952, Mr. Michael John, Secretary of the Union, stated that the Tata Workers' Union was the first trade union organisation in the country to take the initiative in making an effective approach to the problem of sickness benefit.

There are about 30,000 workers in the Tata Iron and Steel Company. Mr. John said that the scheme had been introduced in view of the fact that the Employees' State Insurance Scheme is not likely to be extended to Jamshedpur before 1954.

Details of the scheme.- The aims and objects of the scheme are to give financial relief to the ~~workers~~ members of the Tata Workers' Union in case of sickness. The Fund for this purpose, to be known as "The Tata Workers' Union Sickness Benefit Fund", shall be drawn from the general fund of the Tata Workers' Union, as collected from the usual subscriptions of members, by occasional donations from members and others, ~~by~~ and through ~~means~~. Any employee of the Tata Iron and Steel Company, who had been a regular member of the Tata Workers' Union for three years previous to the date of his application for relief, is entitled to receive benefits.

Any member who does not receive at least seven days basic wages in any particular month from the Company due to sickness will be paid the balance amount of seven days wages for the particular month from the fund.

(Mazdur Avaz, Vol.V, No.50, 19 July, 1952)

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94. Application.

India - July 1952.

U.P.: Working of the Workmen's Compensation
Act, 1923, during 1950*.

The annual report on the working of the Workmen's Compensation Act, 1923, in Uttar Pradesh for 1950, is based on information received from district magistrates who are the commissioners under the Act within their respective jurisdiction. During 1950 also, many returns were submitted late and some were also incorrect and defective.

Total number of accidents.- The total number of accidents in the year under review, as reported under the Factories Act, 1948, was 7,113 as compared to 6,782 in 1949. This shows an increase of 331 accidents over the preceding year, while during the same period the number of working factories increased by 75 from 1,178 to 1,253. During the same period the average daily number of workers employed in the factories registered under the Factories Act decreased from 233,837 to 232,695 in 1950, thus involving a drop in the number of workers per factory from 199 to 186. The reason for this drop in the average number of workers per factory was due to the setting up of a number of smaller establishments which increased the number of factories without adding appreciably to the number of workers. A redeeming feature in the ~~incidence~~ incidence of accidents was its increase in the year under review by 4.88 per cent over that of 1949 as compared to the increase of 7.2 per cent in 1949 over that of 1948; yet there was an increase in the incidence of accidents per 100 workers in 1950 as compared to that of 1949, the figures being 3.06 and 2.40, respectively.

The following table shows the number of factories which submitted returns, average daily number of workers employed therein, number of accidents and the incidence of accidents per 100 workers during the last ~~ten years~~ 10 years.

* Report on the Working of the Workmen's Compensation Act (VIII of 1923) in Uttar Pradesh for the Year 1950. Superintendent, Printing and Stationery, Allahabad, 1952. Price Annas 8; pp. 22.

Year	No. of factories working	Average daily number of workers employed	Number of accidents	Incidence of accident per 100 workers.
1	2	3	4	5
1941	811	225,316	3591	1.60
1942	840	232,524	3774	1.62
1943	856	254,839	4709	1.85
1944	945	278,238	5348	1.92
1945	969	276,468	5519	1.99
1946	971	257,140	4595	1.78
1947	967	240,396	5395	2.24
1948	1,040	242,085	6326	2.61
1949	1,178	233,837	6782	2.90
1950	1,253	232,695	7113	3.06

N.B.- The figure under column 2 for the year 1949 is 1,178 as against ~~1,349~~ 1,349 given in the last year's report which included those working factories also which did not submit annual returns.

Note.- This table and the analysis based thereon relate to factories registered under the Factories Act. The Workmen's Compensation Act covers not only these factories but also other categories of establishments for which similar data are not available. Thus quite a large number of workmen belonging to the other categories of establishment given in Schedule II of the Workmen's Compensation Act and accidents that might have occurred in these other employments have been excluded.

The reasons for the constant increase in the accidents rate are the following:- (1) employment of raw hands, who, being new to their jobs, were likely to meet accidents; (2) tendency to slackness among workers which made them susceptible to accidents; (3) illiteracy coupled with ignorance among the workers of the basic principles of prevention of accident; (4) increase in the number of small scale factories with inadequate safety measures and rarely efficient supervision; (5) lack of accident consciousness among the employers and employees in the smaller factories; (6) frequent and detailed inspections by Factory Inspectorate resulted in better and prompt reporting of accidents resulting in decrease in the number of accidents concealed; and (7) general labour unrest, indiscipline and indifference to work causing lethargy and consequently inattention to work in hand on the part of labour.

Cases disposed of by Commissioners.- The year opened with 91(94)* cases of workmen's compensation,

* Figures within brackets relate to the preceding year.

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including 29(25) cases of award of compensation under section 10 and 62(69) cases of deposits under section 8 of the Act. One hundred and thirteen(217) fresh applications were filed, 52(46) were received from other commissioners for disposal, 91(94) were pending from last year, thus making a total of 256(387) to be disposed of by the commissioners under the Act. Of these, 165(238) cases were disposed of and 4(16) were transferred to other commissioners for disposal, leaving a balance of 87(133) cases to be ~~not~~ disposed of at the end of the year.

As regards compensation under section 10, there were 88(81) cases for disposal during the year, including 29(25) pending at the commencement of the year. Of these, 50(58) cases of awards were disposed of leaving a balance of 32(23) cases at the close of the year. Out of these 56(58) cases, 15(19) cases were disposed of without notice to the other party; and 41(39) cases after notice to the other party of which 28(28) ~~xxxxxxx~~ were contested and 13(13) were uncontested. Out of 15(19) cases disposed of without notice to the other party, 11(11) were withdrawn, and 3(5) dismissed under rule 22. Out of the 13(11) uncontested cases 12(11) were admitted by opposite party, and in one case (nil) an award was made ex parte. Of 28(28) contested cases compensation was allowed in 9(11) cases, in part in 15(4) cases and the remaining 4(13) were dismissed.

As regards deposits under section 8, at the commencement of the year, 62(69) cases were pending, 56(191) were filed and 50(46) were received from other commissioners for disposal. Out of the 158(306) cases of deposits under section 8, 109(180) were disposed of, 4(16) were transferred to other commissioners for disposal thus leaving a balance of 55(110) cases pending at the end of the year. Out of 109(180) cases of deposits disposed of, disbursement to workmen or their dependents was made in 104(173) cases, and in 5(7) cases the amount of compensation was refunded to the employers for want of genuine claimants.

Of 56(58) cases of award, 17(12) were in respect of fatal accidents, 33(42) of permanent disablement and 6(4) of temporary disablement. Of 109(180) cases of deposits, 68(130) related to fatal accidents, 8(10) cases to disablement of women and persons under legal disability, and 34(40) to permanent and temporary disablement.

Registration of agreements.- At the commencement of the year under report 24 memoranda of agreements relating to permanent disablement were pending. One hundred and thirty-four (156) fresh memoranda were received during the year making a total of 158(180) for disposal. Of these 158(180) memoranda, 146(169) related to permanent disablement, 9(11) to temporary disablement and 3(nil) to commutation of half-monthly payment. Out of these 141(153) were registered as filed, 2(3) registered after modification and 1(nil)

could not be registered on account of inadequacy. On the whole 143(156) memoranda were disposed of leaving a balance of 14(22) for permanent disablement and to be dealt with at the close of the year.

The total number of cases in respect of whom compensation was paid during the year under review was 141 as against 199 in 1949. Out of the total number of 165(238) cases disposed of by the Commissioners, 8(21) were dismissed, 11(11) were withdrawn and in 5(7) cases compensation money was refunded to the employers. Of these 141(199) cases, 140(198) related to adult male workers, none(1) to women and 1(nil) to a minor.

In 77(131) cases, injuries resulted fatally, in 50(58) cases in permanent disablement and in 14(10) in temporary disablement. The wage-group receiving the maximum number of awards was 50 rupees to 60 rupees. This was also numerically the largest group in the year preceding. The group coming next was that of workers whose monthly wages were more than 80 rupees but not more than 100 rupees, and closely following came the category of workers falling within the wage-group of 60 rupees to 70 rupees. The wage category was not reported in 12(6) cases only. The table below giving the frequency distribution of accidents in which compensation was paid by the wage-group.

Wage-Groups		Year										
More than	But not more than	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950	
Rs.	Rs.											
0	10	28	31	19	6	8	1	9	3	3	2	
10	15	36	36	42	19	19	6	5	7	1	2	
15	18	17	23	19	21	17	10	12	2	2	2	
18	21	19	16	15	21	16	22	4	6	8	-	
21	24	5	8	18	17	11	62	59	16	18	4	
24	27	4	7	7	12	19	25	20	16	6	1	
27	30	1	12	7	17	11	86	71	22	6	8	
30	35	4	6	5	15	12	28	30	13	14	7	
35	40	9	2	4	14	16	26	18	23	19	11	
40	45	4	3	14	13	13	16	20	17	14	5	
45	50	2	1	7	5	12	8	6	11	17	9	
50	60	1	3	5	12	17	54	16	16	27	24	
60	70	2	-	2	5	10	2	10	9	16	13	
70	80	-	2	-	3	6	4	5	10	14	11	
80	100	2	1	1	-	3	1	5	5	20	16	
100	200	-	-	-	2	2	1	2	3	8	10	
200	-	-	-	-	6	2	2	1	-	-	3	
Not Known		10	10	16	14	18	56	64	24	6	12	
Total		144	161	181	202	212	369	355	203	199	140	

Amount of compensation paid.- During the year under review 128,872 rupees 15 annas and 3 pies (237,460 rupees 7 annas 11 pies), 35,360 rupees 3 annas 6 pies(51,116 rupees 2 annas 9 pies) and

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7,353 rupees 6 annas and 4 pies (1,654 rupees 6 annas) were paid as compensation in 77(131) cases resulting in death, 50(58) in permanent disablement and 14(10) in temporary disablement respectively, after reference to workmen's compensation commissioners. Of 77 cases of fatal accidents in which compensation was paid, 38 related to factories, 17 to mines, 11 to miscellaneous units, 5 to electricity workers, 3 to building and construction, one each to docks and ports, municipalities and motor transport. Out of 50 cases of permanent disablement 31 cases related to factories, 14 to miscellaneous units, 3 to mines and 2 to electric works. Similarly, of 14 cases of temporary disablement, 7 related to factories, 6 to mines, and one to miscellaneous unit. The average amount of compensation paid per case was 1,673 rupees 10 annas 10 pies (1,812 rupees 10 annas 10 pies) in fatal cases, 707 rupees 3 annas 3 pies (881 rupees 5 annas) in cases of permanent disablement and 525 rupees 3 annas 11 pies (165 rupees 7 annas) in cases of temporary disablement.

In addition to 141(199) cases disposed of by workmen's compensation commissioners, 2,092(2,769) cases consisting of 178(314) of permanent disablement and 1,914(2,455) cases of temporary disablement were settled directly by employers without reference to workmen's compensation commissioners and in which compensation amounting to 91,547 rupees 5 annas 3 pies (99,410 rupees 15 annas 7 pies) and 29,094 rupees 10 annas 1 pie (36,372 rupees), respectively, was paid. Out of 1914 cases of temporary disablement and 178 cases of permanent disablement, 1,854 and 171 related to factories, 21 and 5 to miscellaneous units, 34 and 2 to electricity works and only 5 cases (temporary disablement) to motor transport. The average amount of compensation paid per case was 514 rupees 5 annas (316 rupees 9 annas 6 pies) in cases of permanent disablement and 15 rupees 3 annas 3 pies (14 rupees 13 annas 1 pie) in cases of temporary disablement. The table given below shows the amount of compensation per case for various categories of accidents paid directly by the employers and the amount paid after reference to the Commissioners.

Please see table on the next page.

Type of Case	Cases in which compensation was paid directly by the employers.			Cases in which compensation was paid after reference to the Workmen's Compensation Commissioners.		
	No. of cases	Amount of compensation paid	Amount per case	No. of cases	Amount of compensation paid	Amount per case
		Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.
Death	77	128872 15 3	1673 10 10
Permanent disablement.	178 (314)	91548 5 3 (99410 15 7)	514 5 0 (316 9 6)	(131) 50 (58)	(237460 7 11) 25360 3 6 (51360 2 9)	(1812 10 10) 707 3 3 (881 5 0)
Temporary disablement	1914 (2455)	29094 10 1 (36372 0 0)	15 3 3 (14 13 1)	14 (10)	7353 6 4 (1654 6 0)	525 3 11 (165 7 0)

The figures within brackets relate to the preceding year.

The total number of accidents as reported under the Factories Act is much more higher than the number of accidents for which compensation was paid without and after reference to Commissioners. Under the Factories Act 7,113 cases were reported during the year under review whereas compensation was paid in 2,233 cases only. Only in 31 per cent of accidents compensation was actually paid to the injured persons. This means that about 69 per cent of injured workers either failed to get compensation because of their inability to get redress under the Act due to ignorance of the provision of the Act, or because employers evaded their liabilities under the Act. Another probable reason might be that in most of the cases the incapacity of the worker to work did not last for more than 7 days for which employers were not liable to pay compensation under the Act.

Occupational diseases.- No case of a worker contracting occupational disease came up for decision during the year under report. The Report states the conspicuous absence of occupational diseases was no index to the actual state of affairs. The evasion of the Act in respect of cases of occupational diseases continued for lack of suitable agency for reporting such diseases and proper diagnosis of the cause of disablement. Though the Act provides compensation for some occupational diseases, yet due to inadequacy of staff the provision was more honoured in its breach than in its observance. Government had, however, sanctioned two posts of medical inspectors for factories during the year under report, and it is expected that their appointment would make statistics for occupational diseases possible.

Appeals against decisions of Commissioners.-At the beginning of the year under review two appeals were pending before the High Court of Judicature at Allahabad, and new appeals filed during the year numbered five. Of these 3 were disposed of, leaving four pending at the close of the year. No appeal under section 30 or reference under section 27 of

the Act was made to the High Court, during the year under report.

(The Working of the Workmen's Compensation Act, 1923, in the Uttar Pradesh during the year 1949 was reviewed at pages 56-60 of the report of this Office for December 1951).

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LIST OF THE PRINCIPAL LAWS PROMULGATED DURING
THE PERIOD COVERED BY THE REPORT FOR JULY 1952.

INDIA - JULY 1952.

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

- (a) Orissa Co-operative Societies Act, 1951 (XI of 1952)
(Orissa Gazette, Part X, 27 June, 1952, pp. 1-79).
- (b) Travancore-Cochin Co-operative Societies Act, 1951
(X of 1952) (Supplement to Travancore-Cochin
Gazette, No. 23, 3 June 1952, pp. 1-39).

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Working Conditions and Living Standards

- *(a) Annual Review of the District Reports on Working of the Indian Mines Act, 1923 (IV of 1923) in ~~Central~~ Central Provinces and Berar for the Year ending the 31st December 1949. Nagpur. Government Printing, ~~and~~ Madhya Pradesh, 1952. Price Annas 4, pp.19.
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- * Report on the Working of the Criminal Tribes Act (VI of 1924) for the Period ~~of~~ from the 1st April 1948 to the 12th August 1949. Superintendent, Government Printing and Stationery, Bombay. 1952. Price Annas 12, pp.19.

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- *(a) Report on the Working of the Workmen's Compensation Act (VIII of 1923) in Uttar Pradesh for the year 1950. Superintendent, Printing and Stationery, Allahabad. 1952. Price Annas 8, pp.22.
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Issued in English, Hindi and Urdu by the International Labour Office, New Delhi. 131

Persons interested in any of the activities of the International Labour Organisation are invited to contact the International Labour Office, 3, Jantarantar Road, New Delhi for further information.

Vol. IV, No. 7.

Dated 14 July 1952.

THIRTY-FIFTH INTERNATIONAL LABOUR CONFERENCE CONCLUDES

Conventions on Social Security, Maternity Benefit and Paid Holidays for Rural Workers adopted.

Six international agreements - three Conventions and three Recommendations - establishing new world social standards in the fields of social security, maternity protection, leave with pay in agriculture and employer-worker co-operation, were adopted by the thirty-fifth International Labour Conference, which concluded its session at Geneva on 28 June 1952. The session was attended by 654 Government, employer and worker representatives from 60 of the ILO's 66 member countries.

Three new Conventions adopted. - The new Conventions covered three subjects - social security, maternity protection, and holidays with pay for workers in agriculture.

The Convention concerning minimum standards of social security, divides the field of social security into nine divisions - (1) medical care, (2) sickness benefit, (3) unemployment benefit, (4) old-age benefit, (5) employment injury benefit, (6) family benefits, (7) maternity benefits, (8) invalidity benefit, and (9) survivors' benefits; and provides that ratifying countries must comply with the standards specified under at least four of these headings.

The Convention concerning maternity protection revises the ILO's 1919 convention establishing standards of maternity protection. It provides that a woman, "on the production of a medical certificate stating the presumed date of her confinement", shall be entitled to maternity leave of at least 12 weeks, this leave to include a period of at least

six weeks' compulsory leave after confinement. The Convention applies to women employed in industrial undertakings, and in non-industrial and agricultural occupations, including wage earners working at home. It shall be illegal for an employer to give notice of dismissal to a woman on maternity leave. It also specifies that a woman shall be entitled to interrupt her work to nurse her child "at a time or times to be prescribed by national laws and regulations".

The Convention concerning holidays with pay in agriculture, provides that "workers employed in agricultural undertakings and related occupations shall be granted an annual holiday with pay after a period of continuous service with the same employer". Ratifying countries are left free to decide the way in which this provision is to be carried out.

Recommendations. - The Conference also adopted three Recommendations. One of the Recommendations is designed to promote co-operation between employers and workers in the world's plants and undertakings. The others supplement the Conventions on maternity protection and agricultural holidays.

The Recommendation on employer-worker co-operation declares that "appropriate steps should be taken to promote consultation and co-operation between employers and workers at the level of the undertaking on matters of mutual concern not within the scope of collective bargaining machinery, or not normally dealt with by other machinery concerned with the determination of terms and conditions of employment".

Approval of the three Conventions raised to 103 the total number approved by the ILO since its establishment in 1919; acceptance of the Recommendations brought to 95 the total of such instruments voted to date.

Resolutions. - Besides adopting these Conventions and Recommendations, the Conference approved a resolution recommending standards governing the employment of young persons in underground coal mining, including the fixing of a minimum age of 16 years. It voted to consider a Recommendation on the subject at next year's conference. It gave preliminary consideration to international regulations to protect the health of workers in places of employment, approved a series of conclusions designed to provide a basis for these regulations, and decided to place the question on next year's agenda with a view to the adoption of either a Convention supplemented by a Recommendation, or a Recommendation.

The delegates also approved, without any votes in opposition, a declaration, submitted by nine workers' delegates, including Mr. Hariharnath Shastri of India, asserting that it "is essential for the trade union movement in each country to preserve its freedom and independence so as to be in a position to carry forward its economic and social mission regardless of political changes".

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In another resolution, they expressed satisfaction with the ILO's programme of technical assistance to underdeveloped countries, and called for its further extension.

They also called upon countries, in a third resolution, to make every effort, both national and international, to ensure that adequate resources are progressively available

for the effective prosecution in all countries of the aims and objectives of the ILO in conditions of freedom and security.

Debate on Director-General's Report.

The Conference devoted 14 plenary sittings to a general debate on the annual report presented by Director-General David A. Morse. A total of 107 Government, employer and worker representatives-including twelve Ministers of national Governments - took part in this discussion.

Mr. Dravid's speech; Arms race deplored.- Addressing the plenary session, Mr. V.V. Dravid, Indian Government delegate, deplored the present race for arms as a means of achieving world peace. He said that India would support any other method than the race for armaments. He added that this meant that the work of the ILO would continue to have the warmest support from India, because the ILO seeks solution of the fundamental causes of present day troubles by waging war against gross economic maladjustments and striving for a higher standard of living and contentment for people all over the world.

Mr. Dravid emphasised that unless the problem of rearmament versus economic development was fully studied and some solution found, their attempt at improving the lot of millions of people in the underdeveloped countries would remain mere hopes.

Referring to India's social policy, Mr. Dravid said that India's objective was a moderate one, namely, to provide a basic subsistence standard of living for the people. But it was not possible to achieve even this moderate aim with the available domestic resources and assistance from outside was necessary.

On the subject of technical assistance, Mr. Dravid said that on behalf of his country he would like to mention that technical assistance unaccompanied by assistance in the form of some resources and some equipment "will not carry us too far". In view of the admitted limitations, other forms of assistance should be added in order to make the findings of technical assistance experts more useful.

Mr. Dravid referred appreciatively to the increasing interest taken by the ILO in problems of underdeveloped countries in Asia, and stated that there were still practical studies to be made in various fields in relation to these countries. For instance, increased productivity at any cost may be all right in countries which were short of manpower. In countries suffering from chronic unemployment, however, if the introduction of improved methods was accompanied by large-scale retrenchment, thereby increasing unemployment still further, the remedy may well approximate to the original evil. Definite practical ways and means of increasing employment should therefore, be studied and decided upon simultaneously. Again, in the more advanced countries problems such as workers' housing or welfare may be treated as common problems applicable to the community in general, but in the present conditions in Asian countries such problems

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leisure time. Nutrition and the education of the workers are also matters justifying practical studies, though this may be quite so necessary in countries where adequate standards already existed.

Mr. Tata's address; world economic policy needed. - Mr. Naval H. Tata, Indian employer's delegate, during the course of his speech, referred to the problem of inflation and suggested that the problem should be tackled on an international level. Wars had come and gone and their possibility can not be ruled out in the future, but it was unfortunate that those responsible had failed to profit by the experience of the economic tragedies that followed in the wake of the last two world wars. If international organisations like the United Nations were to study this and allied questions, with the help of world-renowned economists and in collaboration with industrialists, workers and Governments, he felt that a "definite economic policy could be evolved with the object of planning a long-term war economy for the world, with different measures to be adopted for various stages of the conflict, namely, the stage before the war, during the war and the post-war stage".

Mr. Tata agreed with the Director-General's Report that rapid economic development was the only solution in underdeveloped and overpopulated areas. But rapid economic development needed a plethora of capital formation, availability of capital goods and technical know-how. In all these three requirements the underdeveloped countries were the poorest. Unless a very bold programme under President Truman's Point Four Plan or the Colombo Plan could completely change the face of the countries in question, side by side with the plans of rapid economic development, the problem of migration would assume considerable importance. He appealed to the ILO as well as to Governments concerned to explore the possibilities of short term migration movements of workers from Asian countries.

Mr. Tata also advised caution in the setting up of new standards of social security, when the world was facing an acute international situation.

Mr. Shastri's address. - Mr. Hariharnath Shastri Indian workers' delegate to the Conference said that the main problems of Indian workers were three - wage policy, housing and full employment. He agreed that the full attainment of the aspirations of the workers was dependent on many factors, the most important being all-round economic development of the country's agriculture and industry. This was sought to be done by India's five-year plan.

In this connection Mr. Shastri deplored the fact that external aid was limited by the rearmament programmes of highly developed countries; and submitted that while rearmament may have its own value as a safeguard against the danger of totalitarian aggression, the most effective answer to the growing menace of totalitarianism was rapid stabilisation of the economies of the underdeveloped countries and a rise in

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Mr. Shastri drew attention to the emphasis attached to productivity in the Director-General's Report, and said that productivity need not be considered mainly in terms of efficiency of the workers; the question of rationalisation in the cost structure of industry has also to be taken into

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account. Citing the case of tea plantations in India, where there was wide disparity of income between the worker and the manager, Mr. Shastri said that this situation could not be tolerated by the workers and no study of productivity will be complete until similar aspects of cost structure are determined.

Mr. Morse's reply: Plea for world-wide social Progress.

Mr. David A. Morse, Director-General of the ILO, replying to the debate, appealed to the delegates to arouse world opinion to fight for social progress even in the midst of rearmament. He said: "There are those who would represent that it is unreal even to talk of social justice in a world that is rearming. You here have effectively answered such doubts by emphasising that the threat of war, far from lessening the need for social action, increases it".

Mr. Morse said that on the surface, the ILO, after 33 years, appeared stronger than ever. It had 66 member countries which had deposited 1,301 ratifications of ILO Conventions. There were technical missions in every quarter of the world. "But while I know that all of this is good," he said, "I know that it is not enough. All of this is encouraging but cannot stem the tide that is about to engulf us -- unless we heed now and resolve to redouble our efforts within this Organisation on a day to day basis; divert greater sums to our objectives -- and willingly and courageously search and work for an open world where men can find employment and opportunity and be freed from the shackles of suspicion. I plead for the removal of mental and physical barriers so that universality will become a genuine living force".

Mr. Morse pleaded with governments to make available their best qualified experts for technical assistance missions to the less developed countries. He foresaw greater emphasis by the ILO on sending workers and officials from the receiving areas to be trained on fellowships in the advanced countries. Technical assistance regulations were being rendered more flexible to permit the sending of equipment as well as experts to the receiving areas. He pointed out, however, that those delegates who have raised the question in the general debate should ensure that their governments take the same stand in all international organisations where this matter comes up for further discussion.

Mr. Morse pointed out that the ILO's technical assistance activities cover all aspects of its work -- social security, industrial relations, conditions of work, placement and training of labour, etc. "But I must say as clearly as I can, that freedom, democracy, collective bargaining and private enterprise are empty concepts to men who are underfed, illiterate and diseased, and who live in slums and hovels. That is why I have, among other things, always emphasised higher productivity as one of the central objectives of this organisation".

Mr. Morse criticised the "apathy and opposition" to increased productivity appearing in various quarters. Some-

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Mr. Morse criticised the "apathy and opposition" to increased productivity appearing in various quarters. Sometimes it was a matter of sheer inertia; people lacked the energy and initiative to adopt new methods. Sometimes they

feared, rightly or wrongly, that increased productivity would bring unemployment. It seemed to him that the ILO had perhaps the greatest responsibility of all in this respect. The key to increased productivity lay in the individual factories, shops, farms and offices, where the attitudes of workers, of employers, and their ability to co-operate, were vital in determining whether there shall be a real drive for higher productivity.

Replying to charges that the ILO was trying to force a world social security code on reluctant states, Mr. Morse pointed out that no international labour Convention infringed in any way the sovereignty of states. A Convention was not a measure to be imposed on governments against their will. Its ratification was a matter for independent action within each country. The proposed social security Convention represented standards arrived at by duly authorised representatives of governments, employers and workers, through free and democratic discussion. It reflected the way in which sovereign states were moving in developing their own social security schemes.

ILO TO SPONSOR PAYMENT BY RESULTS STUDY IN INDIA

The International Labour Organisation has announced that it is planning increased efforts during 1953 to help the under-developed countries, in training the skilled workers they need, under the U.N. and Specialised Agencies Technical Assistance Scheme.

This programme includes sending of a team of five experts to India for introducing payment by results in selected plants in the engineering and textile industries; other industries will be covered later, if results are satisfactory. Other measures contemplated include: an Asian Training Institute on vocational training to be held in Japan and Australia and furnishing of equipment to strengthen training centres in Libya, Costa Rica, Pakistan and other countries.

The Organisation's 1953 technical assistance programme would include the following: 1) establishment of training centres in underdeveloped countries; 2) increased emphasis on regional co-ordination and planning so as to correlate ILO technical assistance more and more closely to the needs and wishes of the governments of the less-developed countries; and 3) projects involving the placement in foreign plants of worker-trainees from under-developed countries.

This programme involves the services of 240 experts and the grant of 800 fellowships to trainees.

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CHILEAN MINISTER ELECTED CHAIRMAN OF ILO GOVERNING BODY

Fernando Cisternas Ortiz, Chilean Minister to Switzerland, and Chilean Government member on the ILO Governing Body has been elected as chairman of the Governing Body for the ensuing year. Mr. Cisternas succeeds Paul Ramadier, former French Premier.

Léon Jouhaux, veteran French trade union leader and Nobel Peace Prize winner, and Sir John Forbes Watson of the U.K. were re-elected as Workers' and Employers' vice-Chairmen respectively.

The Governing Body functions as the ILO's executive council. It is composed of 16 Government representatives, eight employer members and eight worker members.

LIBYA JOINS ILO AS 66th MEMBER

The general Session of the International Labour Conference voted unanimously on 11 June 1952 to admit the newly sovereign United Kingdom of Libya to the membership of the ILO. This action brought the total of ILO member countries to 66. A Libyan delegation which had been attending the session as observers immediately took seats among the delegates.

Libya became an independent State on 24 December 1951. It applied for ILO membership on 22 January, and in doing so declared its formal acceptance of the obligations of the ILO's constitution.

THIRD SESSION OF CHEMICAL INDUSTRIES COMMITTEE

The third session of the ILO's Chemical Industries Committee will be held at Geneva from 9 to 20 September 1952. The agenda of the meeting is as follows:

1. General Report, dealing particularly with:
 - (a) Action taken in the various countries in the light of the conclusions of the previous sessions;
 - (b) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee;
 - (c) Recent events and developments in the chemical industries.
2. Vocational training in the chemical industries.
3. General problems of hours of work in the chemical industries with particular reference to a comparison of day work and shift work.

India is a member of the Committee.

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अन्तर्राष्ट्रीय मजदूर संघ की किसी भी कार्यवाही में रुचि रखने वालों को पूरी जानकारी के लिये अन्तर्राष्ट्रीय मजदूर दफ्तर, 3 जंतरमंतर रोड, नई दिल्ली से पत्र व्यवहार करना चाहिये।

न० ७, १९५२

२१ जुलाई १९५२

अन्तर्राष्ट्रीय मजदूर कानफ्रेंस का ३५वां अधिवेशन समाप्त

सामाजिक सुरक्षा, प्रसूति भत्ता और ग्रामीण मजदूरों को सवेतन छुट्टी संबंधी समझौते स्वीकार हुये

अन्तर्राष्ट्रीय मजदूर कानफ्रेंस का ३५वां अधिवेशन २७ जून १९५२ को जेनेवा में समाप्त हुआ। इस अधिवेशन में ६ अन्तर्राष्ट्रीय समझौते स्वीकार हुये जिनमें तीन मजदूर-समझौते और तीन सिफारिशें हैं। इनका संबंध सामाजिक सुरक्षा, प्रसूति रक्षा, कृषि में सवेतन छुट्टी और मालिकों तथा मजदूरों के बीच सहयोग के विषयों से है। आई. एल. ओ. के ६६ सदस्य राष्ट्रों में ६० राष्ट्रों के सरकारी, मालिकों और मजदूरों के ६५४ प्रतिनिधियों ने इस अधिवेशन में भाग लिया।

तीन नवीन समझौते स्वीकार किये गये -- नवीन समझौतों का संबंध सामाजिक सुरक्षा, प्रसूति रक्षा, और कृषि उद्योग में काम करने वाले मजदूरों को सवेतन छुट्टी के विषयों से है।

जिस समझौते में सामाजिक सुरक्षा के न्यूनतम स्तरों का उल्लेख किया गया है उसके अनुसार सामाजिक सुरक्षा के विषय को ६ खण्डों में बांटा गया है अर्थात् (१) चिकित्सा सुविधा, (२) वृद्धावस्था भत्ता, (३) रोगी भत्ता, (४) अव्यवसाय

भत्ता, (५) व्यवसायिक चौट भत्ता, (६) परिवार भत्ता, (७) प्रसूति भत्ता, अपाहिज भत्ता, और (८) उत्तरजीवकों को भत्ता। इस समझौते में यह प्रावधान है कि उसे प्रस्वीकार करने वाले देश उपरोक्त विषयों में से कम से कम ४ विषयों के अन्तर्गत जो स्तर निर्धारित किये गये हैं उन्हें पूरा करें।

प्रसूति रक्षा संबंधी समझौते द्वारा प्रसूति रक्षा संबंधी आई.एल.ओ. के उस समझौते में संशोधन किया गया है जो १९१६ में स्वीकार किया गया था और जिसमें प्रसूति रक्षा के स्तर निर्धारित किये गये थे। नवीन समझौता में कहा गया है कि गर्भवती स्त्री को ऐसा डाक्टरी सर्टीफिकेट देने पर जिसमें उसके गर्भ से उत्पन्न होने वाले शिशु की अनुमानित जन्म-तिथि का उल्लेख हो, कम से कम १२ सप्ताह की प्रसूतिकाल-छुट्टी लेने का अधिकार होगा और इस १२ सप्ताह की प्रसूतिकाल छुट्टी में से कम से कम ६ सप्ताह की छुट्टी शिशु जन्म के पश्चात लेनी आवश्यक है। यह समझौता कारखानों, औद्योगिक तथा कृषि व्यवसायों में काम करने वाली स्त्रियों और घर पर काम करके वेतन वाने वाली स्त्रियों के लिये लागू होगा। प्रसूतिकाल छुट्टी लेने वाली स्त्री को छुट्टी-काल में नौकरी से अलग करना मालिकों के लिये अवैध होगा। समझौता में इस बात का भी स्पष्टीकरण किया गया है कि इस समय पर या उन उन समय पर स्त्री अपने बच्चे को दूध पिलाने जाने के कारण अपना काम बंद कर सकेगी जो राष्ट्रीय नियम तथा कानूनों द्वारा निश्चित किये जायेंगे।

कृषि में सवेतन छुट्टी संबंधी समझौता में कहा गया है कि कृषि उद्योगों और सहयोगी व्यवसायों में काम करने वाले मजदूरों को किसी निश्चित काल तक एक ही मालिक के साथ काम करने के पश्चात वार्षिक सवेतन छुट्टी की सुविधा ही जायेगी। समझौता को प्रस्वीकार करने वाले देशों को यह निश्चय करने की स्वतंत्रता दी गई है कि इस समझौते को किस ढंग से लागू किया जाये।

सिफारिशें -- अधिवेशन ने तीन सिफारिशें भी स्वीकार कीं। इन में से एक सिफारिश में संसार भर के कारखानों और उद्योगों के मालिकों तथा मजदूरों के बीच सहयोग बढ़ाने के अभिप्राय से बनाई गई हैं। अन्य सिफारिशें प्रसूति रक्षा और कृषि उद्योग में छुट्टी के विषयों से संबंधित समझौतों की अधिपूर्ति करती हैं।

मालिकों और मजदूरों के बीच सहयोग संबंधी सिफारिश में घोषणा की गई है कि उन विषयों के बारे में औद्योगिक स्तर पर मालिकों और मजदूरों के सहयोग उत्पन्न करने की उचित कार्यवाही करनी चाहिये जिनमें दोनों दलों

करने की शर्तों तथा इन को १०३ हो कि

है कि उस प्रस्वाकार करने वाले पक्ष उपाय 1 व 2 या 3 से कम से कम 8 कि
के अन्तर्गत जो स्तर निर्धारित किये गये हैं उन्हें पूरा करें।

प्रसूति रक्षा संबंधी समझौते द्वारा प्रसूति रक्षा संबंधी आई. स्त. बी. के उस समझौते में संशोधन किया गया है जो १९१६ में स्वीकार किया गया था और जिसमें प्रसूति रक्षा के स्तर निर्धारित किये गये थे। नवीन समझौता में कहा गया है कि गर्भवती स्त्री को ऐसा डाक्टरी सर्टीफिकेट देने पर जिसमें उसके गर्भ से उत्पन्न होने वाले शिशु की अनुमानित जन्म-तिथि का उल्लेख हो, कम से कम १२ सप्ताह की प्रसूतिकाल-छुट्टी लेने का अधिकार होगा और इस १२ सप्ताह की प्रसूतिकाल छुट्टी में से कम से कम ६ सप्ताह की छुट्टी शिशु जन्म के पश्चात् लेनी आवश्यक है। यह समझौता कारखानों, औद्योगिक तथा कृषि व्यवसायों में काम करने वाली स्त्रियों और घर पर काम करके वेतन वाने वाली स्त्रियों के लिये लागू होगा। प्रसूतिकाल छुट्टी लेने वाली स्त्री को छुट्टी-काल में नौकरी से अलग करना मालिकों के लिये अवैध होगा। समझौता में इस बात का भी स्पष्टीकरण किया गया है कि इस समय पर या उन उन समय पर स्त्री अपने बच्चे को दूध पिलाने जाने के कारण अपना काम बंद कर सकेगी जो राष्ट्रीय नियम तथा कानूनों द्वारा निश्चित किये जायेंगे।

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सिफारिशें -- अधिवेशन ने तीन सिफारिशें भी स्वीकार कीं। इन में से एक सिफारिश में संसार भर के कारखानों और उद्योगों के मालिकों तथा मजदूरों के बीच सहयोग बढ़ाने के अभिप्राय से बनाई गई हैं। अन्य सिफारिशें प्रसूति रक्षा और कृषि उद्योग में छुट्टी के विषयों से संबंधित समझौतों की अधिपूर्ति करती हैं।

मालिकों और मजदूरों के बीच सहयोग संबंधी सिफारिश में धोरणात्की गई है कि उन विषयों के बारे में औद्योगिक स्तर पर मालिकों और मजदूरों के सहयोग उत्पन्न करने की उचित कार्यवाही करनी चाहिये जिनमें दोनों दलों की रुचि हो और जो सामूहिक-सौदेबाजी की व्यवस्था के अन्तर्गत न आते हों अथवा जिनका साधारणतया किसी ऐसी प्रणाली से संबंध न हो जो काम

कार्ने की शर्तों तथा हालतों को निश्चित करने के लिये स्थापित की गई हो।

इन तीन समझौतों के स्वीकार हो जाने से समझौतों की पूरी संख्या १०३ हो गई है जो आई. एल. ओ. ने १९१६ में अपनी स्थापना से अबतक स्वीकार किये हैं। और इसी प्रकार इन सिफारिशों के स्वीकार हो जाने से उनकी पूरी संख्या ६५ हो गई है।

प्रस्ताव -- कानफ्रेंस ने इन समझौतों और सिफारिशों को स्वीकार करने के अलावा एक प्रस्ताव भी स्वीकार किया जिसमें कोयला की कानों में भूगर्भ में काम करने वाले नवयुवकों के काम करने की हालतों के स्तरों की सिफारिश की गई है कि भूगर्भ में काम करने वालों की न्यूनतम आयु १६ वर्ष होनी चाहिये। कानफ्रेंस ने राय प्रकट की कि इस विषय संबंधी सिफारिश पर अगले अधिवेशन में विचार किया जाये। कानफ्रेंस ने काम करने के सभानों में मजदूरों की स्वास्थ्य रक्षा संबंधी अन्तर्राष्ट्रीय कानूनों पर प्रारम्भिक विचार किया और कई निश्चयों को स्वीकार किया जिनके आधार पर यह नियम बनाये जाने हैं। कानफ्रेंस ने यह भी निश्चय किया कि इस प्रश्न को अगले वर्ष होने वाले अधिवेशन की विषय-सूची में इस विषय पर एक समझौता और उसकी अभिपूर्ति करने के लिये एक सिफारिश या केवल एक सिफारिश ही स्वीकार करने की दृष्टि से सम्मिलित किया जाये।

कानफ्रेंस में भाग लेने वाले प्रतिनिधियों ने उस घोषणा को बिना किसी विरोधी मत के स्वीकार किया जिसे मजदूरों के ६ प्रतिनिधियों ने प्रस्तुत किया था। इन नौ प्रतिनिधियों में भारत मजदूर-प्रतिनिधि श्री हरीहरनाथ शास्त्री भी सम्मिलित हैं। घोषणा में इस बात पर जोर दिया गया है कि मजदूर संघ आन्दोलन के लिये यह अनिवार्य है कि प्रत्येक देश में उस की स्वतन्त्रता और स्वाधीनता को बनाया रखा जाये ताकि वह राजनीतिक परिवर्तनों से प्रभावित न हो कर अपने आर्थिक और सामाजिक लक्ष्य की प्राप्ति की ओर अग्रसर हो।

एक दूसरे प्रस्ताव में प्रतिनिधियों ने आई. एल. ओ. के अल्पविकसित देशों को टेक्नीकल सहायता देने के कार्यक्रम पर सन्तोष प्रकट किया और उसको और बढ़ाने के लिये आग्रह किया।

तीसरे प्रस्ताव में उन्होंने ने सदस्य-राष्ट्रों से प्रार्थना की कि वे राष्ट्रीय और अन्तर्राष्ट्रीय आधार पर पूर्ण प्रयत्न करें कि ^{सब} देशों में वे सारे साधन पर्याप्त मात्रा में निश्चयात्मक रूप से बढ़ते जाते हैं जो स्वतन्त्रता और सुरक्षा की स्थिति में आई. एल. ओ. के लक्ष्यों तथा उद्देश्यों को कार्यान्वित करने के लिये आवश्यक हैं।

डाईरेक्टर जनरल की रिपोर्ट पर विचार विमर्श

आई. एल. ओ. के डाईरेक्टर जनरल श्री डेविड ए. मोस की वार्षिक रिपोर्ट पर कानफ्रेंस की १४ बैठकों में साधारण विचार विमर्श हुआ। सरकारों, मालिकों और मजदूरों के १०७ प्रतिनिधियों ने, जिनमें सदस्य राष्ट्रों के १२ मंत्री भी सम्मिलित हैं, इस अधिवेशन में भाग लिया।

श्री डेविड का भाषण: शस्त्रीकरण की प्रगति पर खे भारत सरकार के प्रतिनिधि श्री जी. वी. डेविड ने खुले अधिवेशन में भाषण करते हुये विश्व शान्ति स्थापित करने के साधनरूप वर्तमान शस्त्रीकरण की प्रगति पर खेद प्रकट किया। उन्होंने ने कहा कि शस्त्रीकरण को छोड़ कर किसी भी अन्य ^{भारत} उपाय का समर्थन करेगा। उन्होंने ने फिर कहा कि इसका अर्थ यह है कि आई. एल. ओ. को अपने कार्य में भारत का पूर्ण सहयोग प्राप्त होता रहेगा क्योंकि आई. एल. ओ. सकल आर्थिक दुर्सीमायोजन का विरोध करके वर्तमान काल की आपदाओं के मूल कारणाओं को हल करना चाहती है और इस बात का प्रयत्न कर रही है कि रहन सहन का स्तर ऊंचा हो और संसार भर में मनुष्यों को सन्तोष प्राप्त हो।

श्री डेविड ने इस बात पर जोर दिया कि जब तक कि इस समस्या का, कि पुनः शस्त्रीकरण किया जाये अथवा आर्थिक विकास किया जाये, पूर्ण रूप से अध्ययन करके कोई हल नहीं खोज निकाला जाता तबतक अल्प विकसित देशों के करोड़ों मनुष्यों की परिस्थितियों में सुधार करने की उनकी चेष्टायें केवल आशा ही बनी रहेंगी।

भारत की सामाजिक नीति का वरानि करते हुये श्री डेविड ने कहा कि भारत का ^{लक्ष्य} बहुत माध्यम है और वह यह है कि वहाँ जन साधारण की जीवन की अनिवार्य मूल आवश्यकताओं की पूर्ति की सुविधायें प्रदान की जायें। परन्तु अपने ही साधनों पर निर्भर रहकर तो इस माध्यम लक्ष्य को भी प्राप्त करना सम्भन नहीं है और इस लिये विदेशी सहायता आवश्यक है।

टैक्नीकल सहायता के संबंध में श्री डेविड ने कहा कि मैं अपने देश की ओर से यह कहना चाहता हूँ कि ऐसी टैक्नीकल सहायता हमें अधिक दूर नहीं ले जा सकती जिसके साथ साथ कुछसाधनों और कुछ सामग्री की सहायता न हो। जब यह मान लिया गया है कि साधन सीमित हैं तब अन्य प्रकार की सहायता

में ऐसे अनेकों कार्य
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में ऐसे अनेकों कार्यक्षेत्र हैं जिनका क्रियात्मक अध्ययन करना अब भी शेष है। उदाहरण के लिये, उन देशों में, जहाँ जन-शक्ति की कमी है, उत्पादन में किसी भी मूल्य पर वृद्धि करना उचित है। इसके विपरीत उन देशों में जहाँ पहिले से अव्यवसाय फैला हुआ है, यदि व्यक्तियों को बड़ी संख्या में काम से हटाकर सुचारु ढंगों को कार्यान्वित किया गया तो अव्यवसाय और अधिक फैलेगा और ऐसा उपाय प्रारम्भिक समस्या के बराबर ही होगा। इसलिये व्यवसाय की मात्रा में वृद्धि करने के निश्चित और क्रियात्मक ढंग और साधनों का अध्ययन और निर्याय साथ साथ ही किया जाना चाहिये। फिर, अधिक उन्नतिशील देशों में मजूदूरों के लिये घर बनाने अथवा उनके लिये कल्याण की सुविधाओं का प्रबंध करने की ^{समस्याओं को साधारणतया राष्ट्र की साधारण} ~~समस्याये~~ माना जा सकता है, परन्तु एशिया के देशों की वर्तमान परिस्थितियों में इनका विशेष अध्ययन आवश्यक है। इसी प्रकार, काम करने के घंटे में कमी अपना उद्देश्य प्रभावी रूप से तब ही पूरा कर सकती है जब अवकाश के समय का लाभदायक उपयोग करने के उचित साधन प्राप्त हों। मजूदूरों के खाने और उनकी शिक्षा के विषयों का भी क्रियात्मक अध्ययन करना उचित है, यद्यपि उन देशों में ऐसा अध्ययन नितान्त आवश्यक न हो जहाँ उचित स्तर पहिले ही से स्थापित हो चुके हैं।

श्री टाटा का भाषणाः संसार व्यापी आर्थिक नीति की आवश्यकता
 भारत के मालिक प्रतिनिध श्री नवल ख टाटा ने भाषणा देते हुये मुद्रा स्फीति की समस्या का जिक्र किया और यह सुझाव दिया कि इसे सुलभाने के लिये अन्तर्राष्ट्रीय आधार पर कार्यवाही करनी चाहिये। युद्ध आरम्भ हुये और समाप्त हो गये और भविष्य में भी युद्ध होने की सम्भावना को मिटाया नहीं जा सकता परन्तु यह दुर्भाग्य की बात है कि उत्तरदाई व्यक्तियों ने उन आर्थिक दुर्घटनाओं के अनुभव से कोई लाभ नहीं उठाया है जो पिछले द्वा महा युद्धों के पश्चात हमारे सामने आई थीं। उन्हें यह आभास होता है कि यदि संयुक्त राष्ट्र संघ जैसी अन्तर्राष्ट्रीय संस्थायें इसका और इससे मिलते जुलते प्रश्नों का अध्ययन संसार के सुविख्यात अर्थशास्त्रज्ञों की सहायता और उद्योगपतियों, मजूदूरों और सरकारों के सहयोग से करें तो संसार के लिये एक दीर्घकालीन युद्ध-अर्थ-व्यवस्था बनाने के उद्देश्य से एक स्थिर आर्थिक नीति बनाई जा सकती है। इस नीति के बनाने में युद्ध की भिन्न भिन्न स्थितियों में भिन्न भिन्न साधनों का प्रयोग करने की व्यवस्था होनी चाहिये जैसे युद्ध के पूर्व काल की स्थिति, युद्धकाल की स्थिति और युद्धोत्तर काल की स्थिति।

श्री टाटा इस विषय पर डाईरेक्टर जनरल की रिपोर्ट से सहमत थे कि अल्पविकसित और अति-जनसंख्या वाले देशों में तीव्रता से आर्थिक विकास

ही एक मात्र उपाय है। परन्तु तीव्र आर्थिक विकास के लिये अगाध पूंजी संकलन, उत्पादन की मशीनों के उपलब्ध होने और टेक्नीकल जानकारी की आवश्यकता है। इन तीनों आवश्यकताओं को पूरा करने के लिये अल्प विकसित देशों की स्थिति सब से अधिक गिरी हुई है। जब तक कि प्रेसीडेंट ट्रुमैन की चौथी विषय संबंधी योजना अथवा कौलम्बू योजना के अन्तर्गत कोई ऐसा विशेष प्रोग्राम नहीं बनाया जाता जिससे सम्बन्धित देशों की रूप-रेखा बदल जाये और उसके साथ ही साथ तीव्र आर्थिक विकास की योजनायें नहीं बनाई जाती तो प्रवृत्त की समस्या बढ़ महत्त्व की हो जावेगी। श्री टाटा ने आई. एल. आ. और संबंधित सरकारों से प्रार्थना की कि वे एशिया के देशों से मजदूरों को अल्प काल के लिये बाहर भेजने की सम्भावनाओं की खोज करें।

श्री टाटा यह सलाह भी दो कि इस समय, जबकि संसार अन्तर्राष्ट्रीय परिस्थितियों का सामना कर रहा है, सामाजिक सुरक्षा के नये स्तरों को बहुत सोच विचार कर निश्चित करना चाहिये।

श्री शास्त्री का भाषण -- भारत के मजदूर प्रतिनिधि श्री हरीहर नाथ शास्त्री ने कहा कि भारत के मजदूरों की तीन मुख्य समस्यायें हैं अर्थात् - मजदूरी नीति, रहने के लिये घर, और पूर्ण व्यवसाय। वह इस बात से सहमत थे कि मजदूरों की मांगों को पूर्णरूप से पूर्ण करना बहुत सी बातों पर निर्भर है और इन में सब से अधिक महत्त्वपूर्ण देश की कृषि और उद्योग का गोलाकार आर्थिक विकास है। भारत की पंच वर्षीय योजना की व्यवस्था इसी ध्येय के लिये की गई गई है।

आर्थिक विकास के संबंध में श्री शास्त्री ने इस बात पर खेद प्रकट किया कि अधिक विकसित देशों के पुनःशस्त्रीकरण प्रोग्राम के कारण वाह्य-सहायता का क्षेत्र सीमित हो गया है। उन्होंने यह तर्क दिया कि सर्वसत्तावादी देशों के आक्रमण को रोकने के लिये पुनःशस्त्रीकरण प्रोग्राम का कुछ अपना मुल्य हो किन्तु सर्वसत्तावाद के बढ़ते हुये डर को रोकने का सब से अधिक प्रभावशाली उत्तर यह है कि अल्प विकसित देशों की अर्थ-व्यवस्था को तीव्रता से स्थिर किया जाये और उन देशों के रहने वालों के जीवन स्तर को ऊंचा उठाया जाये।

डॉक्टर जनरल की रिपोर्ट में उत्पादन के विषय पर जोर देने की और ध्यान दिलाते हुये श्री शास्त्री ने कहा कि उत्पादन केवल मजदूर की कार्य-दक्षता की दृष्टि से ही नहीं देखना चाहिये अपितु उद्योग में खर्च का ढांचे का

स्थिति को सहन न
नहीं होगा जब

हे। इन तीनों आवश्यकताओं को पूरा करने के लिये अल्प विकसित देशों की स्थिति सब से अधिक गिरी हुई है। जब तक कि प्रेसीडेन्ट टूमन की चौथी विषय संबंधी योजना अथवा कौलम्बू योजना के अन्तर्गत कोई ऐसा विशेष प्रोग्राम नहीं बनाया जाता जिससे सम्बन्धित देशों की रूप-रेखा बदल जाये और उसके साथ ही साथ तीव्र आर्थिक विकास की योजनायें नहीं बनाई जाती तो प्रवृत्त की समस्या बढ़ महत्व की हो जावेगी। श्री टाटा ने आई. एल. आ. और संबंधित सरकारों से प्रार्थना की कि वे एशिया के देशों से मजदूरों को अल्प काल के लिये बाहर भेजने की सम्भावनाओं की खोज करें।

श्री टाटा यह सलाह भी दो कि इस समय, जबकि संसार अन्तर्राष्ट्रीय परिस्थितियों का सामना कर रहा है, सामाजिक सुरक्षा के नये स्तरों को बहुत सोच विचार कर निश्चित करना चाहिये।

श्री शास्त्री का भाषण -- भारत के मजदूर प्रतिनिधि श्री हरीहर नाथ शास्त्री ने कहा कि भारत के मजदूरों की तीन मुख्य समस्यायें हैं अर्थात् - मजदूरी नीति, रहने के लिये घर, और पूर्ण व्यवसाय। वह इस बात से सहमत थे कि मजदूरों की मांगों को पूर्णरूप से पूर्ण करना बहुत सी बातों पर निर्भर है और इन में सब से अधिक महत्वपूर्ण देश की कृषि और उद्योग का गौलाकार आर्थिक विकास है। भारत की पंच वर्षीय योजना की व्यवस्था इसी ध्येय के लिये की गई गई है।

आर्थिक विकास के संबंध में श्री शास्त्री ने इस बात पर खेद प्रकट किया कि अधिक विकसित देशों के पुनःशस्त्रीकरण प्रोग्राम के कारण वाह्य-सहायता का जौत्र सीमित हो गया है। उन्होंने यह तर्क दिया कि सर्वसत्तावादी देशों के आक्रमण को रोकने के लिये पुनःशस्त्रीकरण प्रोग्राम का कुछ अपना मूल्य ही किन्तु सर्वसत्तावाद के बढ़ते हुये डर को रोकने का सब से अधिक प्रभावशाली उत्तर यह है कि अल्प विकसित देशों की अर्थ-व्यवस्था को तीव्रता से स्थिर किया जाये और उन देशों के रहने वालों के जीवन स्तर को ऊंचा उठाया जाये।

डायरेक्टर जनरल की रिपोर्ट में उत्पादन के विषय पर जोर देने की और ध्यान दिलाते हुये श्री शास्त्री ने कहा कि उत्पादन केवल मजदूर की कार्य-वृत्तता की दृष्टि से ही नहीं देखना चाहिये अपितु उद्योग में सर्व का ढांचे का वैज्ञानिकरण को भी ध्यान में रखना चाहिये। श्री शास्त्री ने भारत के चाय, काफी आदि के बागों का उदाहरण देते हुये कहा कि वहाँ मजदूरों और मनेजर की आय में बहुत अन्तर है। उन्होंने ने आगे कहा कि अब मजदूर लोग इस

स्थिति को सहन नहीं कर सकते और उत्पादन का अध्ययन उस समय तक पूर्ण नहीं होगा जबतक कि खर्च के ढाँचे के ऐसे कोरा निश्चय नहीं किये जाते।

मि० मोसी का उत्तर -- संसार भर में
सामाजिक उन्नति की सिफारिश

आई. एल. ओ. के डायरेक्टर जनरल मि० डेविड ए. मोसी ने बहस का उत्तर देते हुये प्रतिनिधियों से कहा कि वे इस पुनःशस्त्रीकरण काल में भी सामाजिक उन्नति के लिये सड़ते के लिये संसार भर में जनमत पैदा करें। उन्होंने ने कहा 'ऐसे भी व्यक्ति हैं जो कहेंगे कि ऐसे संसार में जिसमें पुनःशस्त्रीकरण हो रहा है, सामाजिक न्याय की बात करना भी असत्य है। आप लोगों ने यहाँ पर ऐसे संदेहों का प्रभावपूर्वक उत्तर इस अनुरोध से दे दिया है कि युद्ध के भय के कारण सामाजिक कार्य की आवश्यकता कम होने की अपेक्षा और बढ़ जाती है।

मि० मोसी ने कहा कि बाहरी रूप से ३३ वर्षों के पश्चात आई. एल. ओ. आज किसी भी समय से अधिक शक्तिशाली दिखाई देती है। ६६ देश आई. एल. ओ. के सदस्य हैं जिनसे आई. एल. ओ. के समझौते की १,३०१ प्रस्वीक्रितियाँ प्राप्त हो चुकी हैं। संसार के हर भाग में आई. एल. ओ. टेक्नीकल मिशन स्थापित हो चुके हैं। उन्होंने ने कहा कि यद्यपि मैं यह जानता हूँ कि यह सब कुछ ठीक है परन्तु यह भी जानता हूँ कि इतना ही पर्याप्त नहीं है। यह सारा कार्य प्रोत्साहित करने वाला है परन्तु यह उस बाढ़ को नहीं रोक सकता जो हमको डुबा देने वाली है। हम अब ही इस ओर ध्यान दें और अपने प्रयत्नों को इस संघ में दिन प्रति दिन के आधार पर दुगना करने का बीड़ा न उठा लें और अपने लक्ष्य की प्राप्ति के लिये अधिक धन लगायें; तत्परता और साहस के साथ एक ऐसा खुला संसार सौजने और बनाने के लिये काम करें जहाँ मनुष्य को व्यवसाय और अवसर प्राप्त हो और जहाँ उस पर संदेह की बेड़ियाँ न जकड़ीं हों। मैं मानसिक और शारीरिक रुकावटों का अन्त करने के लिये आग्रह करता हूँ ताकि विश्व व्यापकतः एक सच्ची जीवित शक्ति हो।

मि० मोसी ने सरकारों से अनुरोध किया कि वे अल्प विकसित देशों में टेक्नीकल मिशन पर भेजने के लिये अपने सर्वश्रेष्ठ विशेषज्ञों की सेवा प्रदान करें। उनका विचार है कि भविष्य में आई. एल. ओ. अल्प विकसित देशों से मजदूरों और अधिकारियों को जात्रवृत्ति पर उन्नतिशील देशों में प्रशिक्षण प्राप्त करने के लिये भेजने पर अधिक जोर देनी। टेक्नीकल सहायता के नियमों को और अधिक नमो बनाया जा रहा है जिससे कि टेक्नीकल सहायता मानने वाले देशों को सामग्री और विशेषज्ञ दोनों ही भेजे जा सकें। उन्होंने ने कहा कि जिन प्रतिनिधियों ने

यह प्रश्न उठाया है उन्हें यह निश्चय रूप से देखना चाहिये कि उनकी सरकारों सब अन्तर्राष्ट्रीय संघों में जहाँ कहीं इस प्रश्न पर विचार विमर्श हो ऐसा ही दृष्टिकोण रक्खें।

मि० मोसी ने संकेत किया कि आई. एल. ओ. की टेक्नीकल सहायता संबंधी कार्यवाहियाँ उसके कार्य के प्रत्येक अंग से संबंध रखती हैं जैसे सामाजिक सुरक्षा, औद्योगिक संबंध, काम करने की हालतें, मजदूरों को काम पर लगाना और उन्हें प्रशिक्षण देना, आदि। परन्तु मैं स्पष्ट शब्दों में यह अवश्य कहूँगा कि स्वतन्त्र लोकतन्त्रता, सामूहिक सौदेबाजी, और व्यक्तिगत उद्योग के नारे उन मनुष्यों के लिये थोड़े विचार हैं जिन्हें पेट भर खाना न मिलता हो, जो अशिक्षित, रोगी हों, और जो गंदी बस्तियाँ तथा छोटी छोटी फ़ौपड़ियों में रहते हैं। यही एक कारण है कि मैं ने सदैव ही और बातों के साथ साथ अधिक उत्पादन को ही इस संघ का केन्द्रीय लक्ष्य होने पर जोर दिया है।

मि० मोसी ने कुछ स्थानों में उत्पादन वृद्धि के प्रति उदासीनता और विरोध प्रकट करने की आलोचना की। कभी कभी तो यह नितान्त आलस की बात है। मनुष्यों में नये ढंगों को अपनाने की शक्ति और अग्रगामी होने की कमी है। कभी कभी ठीक या गुलत तरीके से यह भय लगता है कि उत्पादन में वृद्धि होने से बेकारी फैलेगी। उनका कुछ ऐसा विचार है कि बढ़ाचित इस विषय में आई. एल. ओ. की सब से अधिक जिम्मेदारी है। उत्पादन वृद्धि की कुंजी व्यक्तिगत कारखानों, दुकानों, खेतों और दफ्तरों में पाई जाती है जहाँ मजदूर और मालिकों के व्यवहार और एक दूसरे को सहयोग देने की योग्यता का इस बात के निश्चय करने में बड़ा महत्त्व है कि वहाँ उत्पादन वृद्धि के लिये वास्तविक आन्दोलन होगा या नहीं।

इन अभियोगों को उत्तर देते हुये कि आई. एल. ओ. उन राष्ट्रों को भी संसार भर में सामाजिक सुरक्षा के नियमों को अपनाने के लिये वाध्य कर रही है जो उन्हें अपनाना नहीं चाहते, मि० मोसी ने कहा कि कोई भी अन्तर्राष्ट्रीय मजदूर समझौता राष्ट्रों की पूर्ण स्वाधीनता में बाधा नहीं डालता है। आई. एल. ओ. का समझौता कोई ऐसी कार्यवाही नहीं है जो राष्ट्रों पर उनकी इच्छा के विरुद्ध थोपी जाये। समझौता को प्रस्वीकार करना प्रत्येक देश की स्वतन्त्र कार्यवाही का विषय है। सामाजिक सुरक्षा के प्रस्तावित समझौते में उन स्तरों को व्यक्त किया गया है जो, सरकारों, मालिकों और मजदूरों के

दृष्टिकोणों पर रक्ते।

मि० मोसी ने संकेत किया कि आई.एल.ओ. की टेक्नीकल सहायता संबंधी कार्यवाहियां उसके कार्य के प्रत्येक अंग से संबंध रखती हैं जैसे सामाजिक सुरक्षा, औद्योगिक संबंध, काम करने की हालतें, मजदूरों को काम पर लगाना और उन्हें प्रशिक्षण देना, आदि। परन्तु मैं स्पष्ट शब्दों में यह अवश्य कहूंगा कि स्वतन्त्र लोकतन्त्रता, सामूहिक सौदेबाजी, और व्यक्तिगत उद्योग के नारे उन मनुष्यों के लिये थोथे विचार हैं जिन्हें पेट भर खाना न मिलता हो, जो अशिक्षित, रोगी हों, और जो गंदी बस्तियां तथा छोटी छोटी कंपनियों में रहते हैं। यही एक कारण है कि मैं ने सदैव ही और बातों के साथ साथ अधिक उत्पादन को ही इस संघ का केन्द्रीय लक्ष्य होने पर जोर दिया है।

मि० मोसी ने कुछ स्थानों में उत्पादन वृद्धि के प्रति उदासीनता और विरोध प्रकट करने की आलोचना की। कभी कभी तो यह नितान्त आलस की बात है। मनुष्यों में नये ढंगों को अपनाने की शक्ति और अग्रगामी होने की कमी है। कभी कभी ठीक या गलत तरीके से यह भय लगता है कि उत्पादन में वृद्धि होने से बेकारी फैलेगी। उनका कुछ ऐसा विचार है कि उदाचित इस विषय में आई.एल.ओ. की सब से अधिक जिम्मेदारी है। उत्पादन वृद्धि की कुंजी व्यक्तिगत कारखानों, दुकानों, खेतों और दफ्तरों में पाई जाती है जहां मजदूर और मालिकों के व्यवहार और एक दूसरे को सहयोग देने की योग्यता का इस बात के निश्चय करने में बड़ा महत्त्व है कि वहां उत्पादन वृद्धि के लिये वास्तविक आन्दोलन होगा या नहीं।

इन अभियोगों को उत्तर देते हुये कि आई.एल.ओ. उन राष्ट्रों को भी संसार भर में सामाजिक सुरक्षा के नियमों को अपनाने के लिये वाध्य कर रही है जो उन्हें अपनाना नहीं चाहते, मि० मोसी ने कहा कि कोई भी अन्तर्राष्ट्रीय मजदूर समझौता राष्ट्रों की पूर्ण स्वाधीनता में बाधा नहीं डालता है। आई.एल.ओ. का समझौता कोई ऐसी कार्यवाही नहीं है जो राष्ट्रों पर उनकी इच्छा के विरुद्ध थोपी जाये। समझौता को प्रस्वीकार करना प्रत्येक देश की स्वतन्त्र कार्यवाही का विषय है। सामाजिक सुरक्षा के प्रस्तावित समझौते में उन स्तरों को व्यक्त किया गया है जो, सरकारों, मालिकों और मजदूरों के न्यायपूर्ण तरीके से चुने हुये प्रतिनिधियों ने स्वतन्त्र रूप से विचार विनमय करके निश्चय किये हैं। इसमें स्वाधीन राष्ट्रों की सामाजिक सुरक्षा की योजनाओं के विकास का प्रकाश है।

आई. एल. ओ. भारत में उत्पादनानुसार
मजदूरी के विषय का अध्ययन करेगी

अन्तर्राष्ट्रीय मजदूर संघ ने घोषणा की है कि वह १९५३ में अल्प विकसित देशों को अधिक सहायता देने की योजनायें बना रही है। यह सहायता संयुक्त राष्ट्र संघ और विशेष एजेंसियों की टेक्नीकल सहायता की योजना के अन्तर्गत अल्प विकसित देशों की आवश्यकता के अनुसार उनके कार्य कुशल मजदूरों की प्रशिक्षण होगी।

इस प्रोग्राम के अन्तर्गत पांच विशेषज्ञों को इस उद्देश्य से भारत भेजा जायेगा कि वह अभ्यन्तराग (इंजीनियरिंग) और कपड़ा उद्योग के कुछ मुख्य उद्योग गृहों में उत्पादनानुसार मजदूरी देने की रीति प्रचलित करें। यदि इस परीक्षणा के परिणाम सन्तोषजनक हुये तो यह रीति फिर अन्य उद्योगों में भी प्रचलित की जायेगी। अन्य कार्यवाहियों में निम्नलिखित सम्मिलित हैं:-- जापान और आस्ट्रेलिया में धन्धा प्रशिक्षण संबंधी एक प्रशिक्षण केन्द्र की स्थापना करना, और लीबिया, कोस्टा रीका, पाकिस्तान तथा दूसरे देशों में स्थापित प्रशिक्षण केन्द्रों को सुदृढ़ करने के लिये सामग्री भेजना।

आई. एल. ओ. के १९५३ के लिये टेक्नीकल सहायता प्रोग्राम में निम्नलिखित विषय सम्मिलित हैं -- (१) अल्प विकसित देशों में प्रशिक्षण केन्द्रों की स्थापना करना, (२) प्रादेशिक ताल मेल और योजना बनाने पर इस उद्देश्य से अधिक जोर देना कि आई. एल. ओ. की टेक्नीकल सहायता और अल्प विकसित देशों की सरकारों की आवश्यकताओं तथा इच्छाओं में अधिक से अधिक गहरा संबंध स्थापित हो, और (३) अल्प विकसित देशों के मजदूर-प्रशिक्षार्थियों को विदेशी उद्योगों में लगाने से संबंधित योजनायें।

इस प्रोग्राम में २४० विशेषज्ञ की सेवायें और ८०० प्रशिक्षार्थियों को आश्रय देना होगा।

चिली देश के मन्त्री आई. एल. ओ. की प्रबंध
समिति के सभापति चुने गये

स्वीटजरलैण्ड में चिली के मन्त्री जो आई. एल. ओ. की प्रबंध समिति में चिली के सरकारी सदस्य भी हैं, मि० फरनेन्डो किस्टरना और टी आगामी वर्ष के लिये आई. एल. ओ. की प्रबंध समिति के सभापति चुने गये हैं। मि० किस्टरना फ्रांस के भूतपूर्व प्रधान मन्त्री मि० पाल रमादे का सभापति काल समाप्त होने पर सभापति बने हैं।

फ्रांस में मजदूर संघ के मान्य नेता और नोबेल पुरस्कार के विजेता मि० ल्यूं जोहो और यू.के.के सर जॉन फारबस वाट्सन क्रमानुसार फिर मजदूर और मालिक की ओर से उप-सभापति चुने गये हैं।

प्रबंध समिति आई.एल.ओ. की कार्यकारणी के रूप में काम करती है। इसमें सरकारों के १६, मालिकों और मजदूरों के आठ आठ प्रतिनिधि होते हैं।

लीबिया आई.एल.ओ. का ६६वां सदस्य राष्ट्र

अन्तर्राष्ट्रीय मजदूर कानफ्रेंस के साधारण अधिवेशन में ११ जून १९५२ को लीबिया के नये स्वाधीन संयुक्त राज्य सर्वमत से आई.एल.ओ. का सदस्य बना लिया गया। अब आई.एल.ओ. के सदस्य राष्ट्रों की संख्या ६६ हो गई है। लीबिया के प्रतिनिधियों को जो प्रेजकां के रूप में अधिवेशन में भाग ले रहे थे तर्न्तु ही सदस्य राष्ट्रों के प्रतिनिधियों के बीच स्थान दिया गया।

लीबिया ने २४ दिसम्बर १९५१ को स्वतन्त्रता प्राप्त की थी। इसने २२ जनवरी १९५२ को आई.एल.ओ. का सदस्य बनने की प्रार्थना की और इसके साथ ही साथ उसने आई.एल.ओ. के विधान के आदेशों को यथारिति स्वीकार करने की घोषणा की।

रसायन उद्योग कमेटी का तीसरा अधिवेशन

रसायन उद्योग संबंधी आई.एल.ओ. की कमेटी का तीसरा अधिवेशन ६ से २० सितम्बर १९५२ तक जैवा में होगा। अधिवेशन की कार्यसूची में निम्नलिखित विषय सम्मिलित हैं:--

१) साधारण रिपोर्ट, जिसमें निम्नलिखित विषयों का मुख्यरूप से वरान किया गया है :

(क) पिछले अधिवेशनों के निश्चयों के आधार पर भिन्न भिन्न देशों में क्या क्या कार्यवाही की गई है।

(ख) कमेटी ने जिन विषयों का अध्ययन तथा जांच पड़ताल करने का सुझाव दिया था, उनके संबंध में दफ्तर ने क्या क्या कार्यवाही की है।

(ग) रसायन उद्योगों में निकट अतीत में घटित हुई घटनायें

प्रबंध समिति आई. एल. ओ. को कार्यकारणों के रूप में काम करती है।
इसमें सरकारों के १६, मातिकाँ और मजदूरों के आठ आठ प्रतिनिधि होते हैं।

लीबिया आई. एल. ओ. का ६६वाँ सदस्य राष्ट्र

अन्तर्राष्ट्रीय मजदूर कानफ्रेंस के साधारण अधिवेशन में ११ जून १९५२ को लीबिया के नये स्वाधीन संयुक्त राज्य, सर्वमत से आई. एल. ओ. का सदस्य बना लिया गया। अब आई. एल. ओ. के सदस्य राष्ट्रों की संख्या ६६ हो गई है। लीबिया के प्रतिनिधियों को जो प्रेजकाँ के रूप में अधिवेशन में भाग ले रहे थे तन्तु ही सदस्य राष्ट्रों के प्रतिनिधियों के बीच स्थान दिया गया।

लीबिया ने २४ दिसम्बर १९५१ को स्वतन्त्रता प्राप्त की थी। इसने २२ जनवरी १९५२ को आई. एल. ओ. का सदस्य बनने की प्रार्थना की और इसके साथ ही साथ उसने आई. एल. ओ. के विधान के आदेशों को यथारिति स्वीकार करने की घोषणा की।

रसायन उद्योग कमेटी का तीसरा अधिवेशन

रसायन उद्योग संबंधी आई. एल. ओ. की कमेटी का तीसरा अधिवेशन ६ से २० सितम्बर १९५२ तक जैना में होगा। अधिवेशन की कार्यसूची में निम्न-लिखित विषय सम्मिलित हैं: --

१) साधारण रिपोर्ट, जिसमें निम्नलिखित विषयों का मुख्यरूप से वरान किया गया है :

(क) पिछले अधिवेशनों के निश्चयों के आधार पर भिन्न भिन्न देशों में क्या क्या कार्यवाही की गई है।

(ख) कमेटी ने जिन विषयों का अध्ययन तथा जांच पड़ताल करने का सुझाव दिया था, उनके संबंध में दफ्तर ने क्या क्या कार्यवाही की है।

(ग) रसायन उद्योगों में निकट अतीत में घटित हुई घटनाएँ और उनके परिणाम।

२) रसायन उद्योगों में धन्धा प्रशिक्षण।

३) रसायन उद्योगों में काम करने के घण्टों की साधारण समस्याएँ जिनमें मुख्यकर दिन में काम करने और पाली में काम करने का मुकाबला किया गया है।

भारत इस कमेटी का सदस्य है।

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