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With:	<u>Industrial and Labour Development in</u>
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INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.</u>	
12. <u>Activities of External Services:</u>	1
13. <u>Press and Opinion:</u>	2-3
14. <u>Conventions and Recommendations:</u>	
Madras Compulsory Labour (Amendment) Act, 1964 (Madras Act No.19 of 1964): Measure to give effect to I.L. Convention No.29.	4
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.</u>	
21. <u>United Nations and Specialised Agencies:</u>	
17th Session of WHO Regional Committee held at New Delhi.	5
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
32. <u>Public Finance and Fiscal Policy:</u>	
Bank Rate Raised from 4½ to 5 Per Cent.	6
34. <u>Economic Planning, Control and Development:</u>	
(a) Jute Textiles Consultative Board set up.	7
(b) Engineering Company for Development of Petroleum to be set up in Collaboration with a U.S. Firm.	8

<u>Contents.</u>	<u>Pages.</u>
36. <u>Wages:</u>	
(a) Role of Wage Boards in Fixation of Wages.	9-14
(b) Additional Interim Wage Increase for Workers in Iron and Steel Industry granted.	15
(c) Bonus Commission's Recommendations accepted by Government.	16-18
(d) Second Wage Board for Cotton Textile Industry set up.	19
(e) Revised Interim Wage Increase for Workers in Limestone and Dolomite Mining Industries granted.	20-22
(f) Second Wage Board for Cement Industry set up.	23
(g) Further Interim Wage Increase to Workers in Tea Plantation Industry granted.	24-28
(h) Revised Interim Wage Increase for Workers in Iron Ore Mining Industry granted.	29-31
(i) Working of Wage Board for Journalists.	32
(j) Wage Rise for Kerala Port Workers Recommended.	33

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

42. <u>Co-operation:</u>	
(a) Fertilizer Factory to be set up in Durgapur.	34
(b) Special Priority to be given to Agriculture in Fourth Plan: Finance Minister's Statement in Lok Sabha.	35
43. <u>Handicrafts:</u>	
Recommendations of Working Group on Handloom Industry published.	36-37

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

56. <u>Labour Administration:</u>	
(a) Survey of Contract Labour in Mica Mines Conducted by Labour Bureau.	38-46
(b) Working Conditions of Labour in Jute Industry.	47-55

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
67. <u>Conciliation and Arbitration:</u>	
Industrial Disputes (Amendment) Bill, 1963 discussed in Rajya Sabha on 7 September 1964.	56-57
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
71. <u>Employees and Salaried Intellectual Workers:</u>	
(a) Maharashtra: Dearness Allowance of Low Paid Government Staff Increased by Rs.5.	58
(b) Interim Relief for Journalists being considered.	59
74. <u>Indigenous Labour:</u>	
Madras Compulsory Labour (Amendment) Act, 1964 (Madras Act No.19 of 1964): Measure to give effect to I.L. Convention No.29.	60-61
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation:</u>	
(a) Bombay Relief Undertakings (Special Provisions) (Amendment) Act, 1964 (Maharashtra Act No. XXVI of 1964).	62
(b) Employment Exchanges: Working during July 1964.	63-65
(c) Maximum Level of Employment during Fourth Plan: Measures suggested by Planning Commission.	66
85. <u>Vocational Training:</u>	
Labour Ministry's Training Schemes: Working during July 1964.	67-68

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
92. <u>Legislation:</u>	
(a) Working of the Maternity Benefit Acts during 1962.	69-71
(b) Gujarat: Employees' State Insurance Scheme extended to some Areas in the State.	72
(c) Uttar Pradesh: Private Teachers to get Provident Fund and Pension Benefits.	73
<u>LIST OF THE PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR SEPTEMBER 1964.</u>	74
<u>BIBLIOGRAPHY - INDIA - SEPTEMBER 1964.</u>	75-76

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1

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - SEPTEMBER 1964.

12. Activities of External Services.

Conferences:

The Director of this Office attended the inauguration ceremonies of the Advanced Management Programme at Madras on 4 September 1964.

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2

13. Press and Opinion.

India - September 1964.

In addition to the attached clippings the following references to the work of the I.L.O. appeared in Journals received in this Office during the period under review:

1. The June 1964 issue of 'The Indian Rail Worker', under the heading 'World Trade Unions' Tributes', refers to the condolence message sent by the ILO Director-General on the death of Pandit Jawaharlal Nehru.

2. The June 1964 issue of 'Monthly Bulletin', published by the Central Board for Workers' Education refers to the appointment of the Chairman of the Board as a member of the ILO Panel of Consultants on Workers' Education and Recreation. The item appears under the caption 'ILI Honours the Board'.

3. The August 9, 1964, issue of 'Link' comments on the 22nd session of the Indian Labour Conference held recently at Bangalore. There is an incidental reference to the ILO.

4. The June 1964 issue of 'Asian Labour' published by the Asian Regional Organisation of ICFTU, contains the following references to the ILO:-

(a) In an article on 'Objective of Full Employment' mention is made that this topic was on the agenda of the 1964 session of the I.L. Conference.

(b) A note on Elimination of Racial discrimination indicates that at the 1963 session of the International Labour Conference, the ICFTU called for the expulsion of South Africa from ILO and eventually from the United Nations.

(c) A note headed "Wither ILO". The ICFTU opposes the suggestion that ILO industrial committees be abolished and their work entrusted to technocrats. The note reproduces editorial comments from the 'News Bulletin of the International Union of Food and Allied Workers' Association' which inter alia points out what unions want from the ILO.

(d) A news item on the ILO Fact-Finding and Conciliation Commission on Freedom of Association set up to examine complaints against the Japanese Government by Japanese Trade Unions.

(e) A news item that the ICFTU might complain to the ILO regarding deterioration of labour situation in Pakistan.

5. The following references appear in the July 1964 issue of Asian Labour:-

(a) Extracts from the address of the General Secretary of the ICFTU to the 48th Session of the International Labour Conference.

(b) Comments on the ILO documents on "Women Workers in a Changing World". The ICFTU, it points out agrees with the proposal contained in the ILO Report.

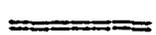
6. The August 1964 issue of 'Asian Labour' contains the following references:-

(a) A note on the decisions of the 48th session of the International Labour Conference.

(b) ICFTU's views on trade union situation in Japan submitted to the ILO Fact-Finding and Conciliation Commission on Freedom of Association.

(c) A note on the First Asian Seminar for Public Service Unions held at Singapore from 20-27 May 1964. Among the subjects discussed were ILO Conventions on Freedom of Association and the Right of Collective Bargaining and their application to the public service.

7. The Annual (1964) number of Industrial India contains an article on 'Labour in Economic Development of India'. The article refers to the ILO to show that labour welfare includes such services as feeding facilities in or near the undertaking, rest and recreation facilities, etc., etc.



4

14. Conventions and Recommendations.

India - September 1964.

Madras Compulsory Labour (Amendment) Act, 1964  
(Madras Act No.19 of 1964): Measure to give  
effect to I.L. Convention No.29.

The Madras Compulsory Labour (Amendment) Bill (vide page 17 of the Report of this Office for July-August 1964) as passed by the Madras Legislature received the assent of the Governor of Madras on 1 September 1964 and has been gazetted as Madras Act No.19 of 1964. The Act amends the Madras Compulsory Labour Act, 1858, so as to bring the provisions of the Act into accord with Article 11 of the International Labour Organisation Convention No.29 concerned forced labour. (For details of the provisions, see pp. 60-61 of this Report).

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5

CHAPTER 2 INTERNATIONAL AND NATIONAL  
ORGANISATIONS.

INDIA - SEPTEMBER 1964.

21. United Nations and Specialised Agencies.

17th Session of WHO Regional Committee held  
At New Delhi.

The 17th Session of the WHO Regional Committee for South East Asia was held at New Delhi on 22 September 1964. The session which was inaugurated by the Vice-President of India, Dr. Zakir Husain, was attended by representatives from Afghanistan, Burma, Ceylon, India, Indonesia, Mongolia, Nepal and Thailand. Dr. E.R.A. Merewether attended the Conference on behalf of the I.L.O.

(Press Release dated 28 September 1964,  
received from the WHO ).

6

Chapter 3. Economic Questions

32. Public Finance and Fiscal Policy.

India - September 1964.

Bank Rate Raised from 4½ to 5 Per Cent.

Shri T.T. Krishnamachari, Union Finance Minister stated in the Lok Sabha on 25 September 1964 that the bank rate has been raised from 4½ to 5 per cent, with immediate effect.

He also announced a modification in the existing mechanism of credit control under which the cost of commercial banks' borrowings from the Reserve Bank would be limited to the actual level of credit extended by the commercial banks in relation to their own resources. Explaining the need to make money dearer, the Finance Minister said the capacity of the economy to bear deficit financing had been weakened by continuous recourse to this form of finance.

Shri Krishnamachari said: "The capacity of the banking system to meet the growing credit demands of an expanding economy will essentially depend on the success with which it can increase deposits. The present narrow spread between the interest rates on short and longer term deposits is not conducive to the process of deposit mobilisation. The Reserve Bank is, therefore, simultaneously taking steps to introduce a more orderly deposit rate structure under which the rates on longer term deposits will become relatively more attractive to the holders and thus assist deposit mobilisation."

(The Times of India, 26 September 1964).

7

34. Economic Planning, Control and Development.

India - September 1964.

Jute Textiles Consultative Board set up.

A Resolution dated 22 August 1964 of the Ministry of Commerce and says that in view of the important part played by the Jute Industry in the economy of the country and particularly in the field of exports, Government of India has decided to set up a Jute Textiles Consultative Board, consisting of 12 members representing Government, employers and a representative of labour in the jute industry with the Minister for Commerce as Chairman.

The Government will endeavour as far as possible to consult the Board generally on important matters concerning the jute industry, particularly in regard to production, distribution and exports of jute goods, imports and exports of raw jute and matters relating to the development of the jute industry, research in jute industry and procurement of raw materials, machinery and accessories required for the industry. The Board has been nominated for a period of two years with effect from the date of the Resolution.

(The Gazette of India, Extraordinary,  
Part I, Sec.1, 22 August 1964,  
page 1283-A).

Engineering Company for Development of  
Petroleum to be set up in Collaboration  
with a U.S. Firm.

In reply to a question in the Lok Sabha on 30 September 1964, Shri Humayun Kabir, Minister of Petro Petroleum and Chemicals said that a memorandum of understanding was initialled on 27 June 1964 which with Bechtel International Corporation of U.S.A. for setting up an engineering company to provide technical and engineering services needed in the development of petroleum, petro-chemical and other industrial projects in India. Government of India would have 51 per cent. share in the equity capital of the company and the balance of 49 per cent. capital would be subscribed by Bechtel.

(Press Information Bureau Communique,  
dated 30 September 1964, received  
in this Office. ).

36. Wages.

India - September 1964.

Role of Wage Boards in Fixation of Wages.

An article entitled "Reflections on Wage Boards"\* has been published in September 1964 issue of the Indian Labour Journal. The following is a review of this article.

Introduction.- The regulation of wages by wage boards is an integral part of the new labour policy which lays emphasis on settlement of disputes and differences by mutual negotiations, mediation and voluntary arbitration failing which recourse to adjudication is recommended only as a last resort. It is a corollary to the Code of Discipline which lays down norms of behaviour to be observed by the employers and workers for maintaining cordial industrial relations in mutual interest and in the larger interests of the economy. A tripartite wage board is likely to make more balanced decisions on matters of wage fixation and regulation than an industrial tribunal as its recommendations are in the nature of agreed decisions of the representatives of employers and workers reached with the help of an economist and a jurist who sift the data collected and analysed by the secretariat with meticulous care.

Eleven Industries Covered.- So far, eleven industries, namely, cotton, textiles, sugar, cement, jute, tea, coffee, and rubber plantations, iron and steel, coal mining, iron ore mining, lime stone and dolomite have been covered by wage boards, the number of workers employed in these industries being about 2.7 millions. The industries are covered from time to time. The cotton textile and sugar industries were covered in 1957; cement in 1958;

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\* The Indian Labour Journal, Vol.V, No.9, September 1964, pp. 728-731.

jute industry and tea plantations in 1960; coffee and rubber plantations in 1961; iron and steel and coal mining in 1962; iron ore and limestone and dolomite mines in 1963; while the wage boards for cotton textiles, sugar, cement and jute had submitted their final reports, the remaining wage boards are still at work.

Newspaper Establishments.- Apart from these wage boards which have no statutory basis, there are wage boards set up under the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 for the purpose of fixing or revising rates of wages, for working journalists and non-journalists employees of newspaper establishments.

Working of a Wage Board.- The wage boards, set up on the basis of voluntary agreement have generally made unanimous recommendations. It is possible that in certain cases instead of unanimity, a majority decision only may be feasible. In such circumstances, it held that the wage board instead of making a majority recommendations, may simply report the matter to Government for guidance. Such a procedure is likely to undermine the salutary principle on which wage boards are constituted, since by stretching points of difference in extreme cases any representative of either the employers or workers can stall the good work of the wage board.

Recommendations should be implemented.- A wage board might have examined the case of the employers and the workers' unions with meticulous care, reconciled divergent considerations and made unanimous recommendations. With all that, its labours will have gone in vain if the recommendations are not implemented by the employers at the unit level and accepted by the trade unions. It is the duty of the central organisations of employers and workers to ensure that there is cent per cent compliance with the recommendations of the wage boards. In cases of intransigent default, the central organisations should even take stringent steps like disaffiliation of the unit of the union, as the case may be, since it amount to violation of agreed decisions.

11

Interim Wage Increases.- Implementation of the recommendations may in the first instance take the form of giving effect to interim wage increases that might have been given by the wage boards. When the final recommendations are made available for implementation it is primarily the obligation of the employers to implement them fully. The Government may ascertain from time to time the extent of implementation. But it is entirely a matter of duty on the part of the employers to give effect to them.

Benefits for Workers.- The position regarding implementation of the final recommendations of the cotton textile, sugar and cement wage boards is indicated below:-

Industry	Total No. of workers.	No. of workers benefited by the recommendations.	Percentage of figures in column (3) to those in column (2).
(1)	(2)	(3)	(4)
Cotton Textiles.	738,506	737,002	99.8
Sugar.	175,515	169,790	96.2
Cement.	33,528	33,528	100.00

From the percentage of workers who have benefited from the implementation of the recommendations of the wage boards it would appear that the extent of compliance is very gratifying.

The quantum of wage increase brought about by the recommendations of the wage boards, the percentage is constituted to the prevailing wages and the percentage of workers who have benefited from the recommendations give some concrete idea of the advantage that has accrued to the workers. The relevant figures are given below:-

Industry	Range of Wage Increase.	Percentage increase over existing wages.
(1)	(2)	(3)
Cotton Textiles.	Rs.8 to Rs.10 p.m.	8.6 per cent to 21 per cent.
Sugar.	Rs.21 to Rs.47 p.m.	38 per cent to 117 per cent.
Cement.	Rs.5.84 to Rs.45.50 p.m.	7 per cent to 100 per cent.

The wage boards' recommendations brought substantial monetary relief to the workers.

Apart from the wage increases indicated above, the wage boards recommended, without exception, linking of dearness allowance to the cost of living index ensuring thereby that there was no erosion in their real earnings due to rise in prices. They also recommended that the question of minimum wages should not be re-opened for a period of five years from the date their recommendations became effective.

Complex Work.- The work of the wage boards has become complex, since in the process of determination, revision or standardisation of wages considerations like capacity of the industry to pay particularly of marginal firms; labour productivity and the interests of the consumers have become more pressing and more significant. Wage levels have shown some improvement from time to time and any further increase has to be viewed from the larger interests of the community.

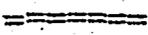
Payment by Results.- In this connection, the extension of the system of payment by results has acquired special significance. The wage board for sugar industry has pointed out that the employers' associations did not favour the extension of the principle of payment by results in view of the difficulty of measuring the output of individual workers. The wage board for the cement industry recommended that companies which have not introduced the piece-rate system for work in quarries and in the departments of factories where measurement of work is feasible, should try to do so, ~~fit~~ and that when the piece-rate system is introduced, the rate should be so fixed that the piece-rate workers working at normal speed should earn not less than the time rate workers. The unions were asked to cooperate with the employers in the introduction of piece-rates. But such a recommendation made in general terms may not break the ice. Unless such recommendations are spelt out in concrete terms laying down the units of work and rates of payment for different categories of work that lend themselves to measurement, the implementation of the recommendation calls for considerable initiative on the part of the employers and great goodwill and cooperation from the unions.

Independent Members.- One point that arises in this regard is about the type of experts that may advantageously be associated with the wage boards as independent members. It would, perhaps, be more useful from the practical point of view to associate a productivity or a work study expert and a chartered accountant with the wage board than others. The experts would then be in a position to make a definite contribution in respect of the introduction of the system of payment by results and analysis of balance sheets etc., for determining in concrete terms the capacity of the industry to pay. Since these two considerations are quite weighty, greater attention has to be bestowed upon them by the wage boards than is being done at present.

Incentives.- Some of the industries that are covered by wage boards are of strategic importance either from the point of view of export trade, development of industrial potential or fuel resources. Wage Boards for jute, plantations (tea, coffee and rubber), cement, coal and iron ore mines and any other industry for that matter, have to devise a wage structure that improves incentives for greater production. There are industries in which public operation of certain establishments is on the increase like, for instance, coal mines and iron and steel for which wage boards have been set up. The internal cost structure of these industries is likely to have wide repercussions either desirable or adverse. In view of such crucial considerations, the work of the wage boards has become difficult and of far-reaching importance.

Industrial Truce Resolution.- The Industrial Truce Resolution of November, 1962, a bi-partite document, has mainly laid emphasis on the imperative need for augmenting production. It called upon the employers and workers to settle their differences by negotiation, mediation and arbitration, appealed to them to eschew unfair practices, and enjoined on the workers to augment production by working extra shifts and by working over-time. The wage boards have to examine the claims of the employers and workers keeping in view the solemn understanding they had reached for observance during the period of the National Emergency.

Higher Plane of Partnership.- Wage regulation on a voluntary basis by tripartite wage boards has come to stay as it is in consonance with the new labour policy which has lifted labour management relations from the level of class conflict to a higher plane of partnership for developing the economy. The process of wage adjustment has, as a result, lost much of its savour of sectional bargaining and is acquiring a deep social significance. The credit for such a salutary change goes not only to the workers and the employers, but also to Government for its enlightened labour policies and programmes.



Additional Interim Wage Increase for Workers  
in Iron and Steel Industry granted.

A Resolution dated 8 September 1964 of the Ministry of Labour and Employment, says that the Central Wage Board for iron and steel industry, had made recommendations for grant of interim relief to workers at its meeting held on the 20 October 1962. The recommendations were accepted by Government by their Resolution No. WB11(35)/62, dated the 13 November 1962.

The Wage Board has considered the demands made by workers for grant of additional interim relief. Its recommendations on the subject are appended.

The Government of India have decided to accept the recommendations and request the concerned employers to implement these as early as possible.

Board's Recommendations.- The Board recommends that immediately an additional interim relief of Rs.5 may be given. The Board realises that this addition does not fully compensate for the entire increase in the cost of living considering the extraordinary rise in prices. But they have taken note of the fact that the Government are arranging for supplies of foodgrains and sugar at controlled prices and also for supply of cloth.

This additional interim relief of Rs.5 should be applicable to all those who were given the first interim relief. This should be given effect to from the 1 of August 1964. The Board also recommends that the first interim relief already given and the additional interim relief of Rs.5 should be merged into the Dearness Allowance.

Bonus Commission's Recommendations  
accepted by Government.

A Resolution dated 2 September 1964 of the Ministry of Labour and Employment says that by their Resolution dated 6 December 1961, the Government of India appointed a Commission, to study the question of bonus to workers in industrial employments and to make suitable recommendations.

The following were the terms of reference:

(i) To define the concept of bonus and to consider in relation to industrial employments, the question of payment of bonus based on profits and recommend principles for computation of such bonus and methods of payment.

Note:- The term "Industrial Employments" will include employment in the private sector and in establishments in the public sector not departmentally run and which compete with establishments in the private sector.

(ii) To determine the extent to which quantum of bonus should be influenced by the prevailing level of remuneration.

(iii) (a) To determine what the prior charges should be in different circumstances and how they should be calculated.

(b) To determine conditions under which bonus payments should be made unit wise, industry wise and industry-cum-region wise.

(iv) To consider whether the bonus due to workers, beyond a specified amount, should be paid in the form of National Saving Certificates or in any other form.

(v) To consider whether there should be lower limits irrespective of losses in particular establishments, and upper limits for distribution in one year and, if so, the manner of carrying forward profits and losses over a prescribed period.

(vi) To suggest an appropriate machinery and method for the settlement of bonus disputes.

(vii) To make such other recommendations regarding matters concerning Bonus that might be placed before the Commission on an agreed basis by the employers' (including the public sector) and the workers' representatives.

The Commission's report was received by Government on 24 January 1964.

The Government has carefully considered the recommendations made in the Commission's report and the minute of dissent appended thereto by one of the two members representing the employers on the Commission. The Government has decided to accept the Commission's recommendations subject to the following:-

(i) All direct taxes for the time being in force should be deducted as prior charges in the calculation of "available surplus" for purposes of bonus.

(ii) In addition, tax concessions given to industry to provide resources for future development should not be utilised for payment of larger bonuses to employees; on the other hand, it should be ensured by law if the existing tax law and regulations do not sufficiently safeguard this, that amounts involved in such tax concessions are in fact used only for the purposes for which the tax concessions are given. Further, subsidies ~~should not be taken~~ paid by Government to certain concerns like the Hindustan Shipyard should not be taken into account in working out the gross profits for the purpose of payment of bonus.

(iii) As regards return on capital that would be deductible as prior charge before calculating "available surplus" for purposes of bonus, the actual rate payable on preferential share capital, 8.5 per cent. (taxable) on paid up equity capital and 6 per cent. (taxable) on reserves should be allowed in respect of establishments other than banks; in the case of banks, corresponding rates to be allowed should be the actual rate payable on preferential share capital, 7.5 per cent. (taxable) on paid-up ~~capital~~ equity capital, and 5 per cent. taxable on reserves.

(iv) As regards the retrospective effect of the recommendations of the Bonus Commission as amended by the foregoing decisions, they should apply to all bonus matters, other than those cases in which settlements have been reached or decisions have been given already, relating to the accounting year ending on any day in the calendar year 1962, in respect of which dispute is pending.

The Government considers it desirable that bonus beyond a certain level should be paid in the form of saving certificates or other suitable investments. It is accordingly proposed to convene a meeting with the representatives of the parties concerned so as to reach agreement on the level beyond which bonus payment in cash would not be desirable and the various forms of savings in which bonus beyond that level might be invested.

In the light of above decisions the Government proposes to undertake legislation to embody the principles by which Tribunals or other judicial bodies should be guided if and when disputes relating to bonus come up before them. The Government, however, expect that the parties would voluntarily give effect to the above decisions, in settling the question of bonus till the proposed legislation is enacted.

(The Gazette of India, Extraordinary,  
2 September 1964, pp. 1289-1291).

Second Wage Board for Cotton Textile Industry  
set up.

By a Resolution dated 12 August 1964, the Government of India has set up a second Wage Board for the cotton textile industry to consider the question of a further revision of the wage structure in the industry. While making its recommendations, the Wage Board shall keep in view the following:-

(i) The recommendations of the first Wage Board for the cotton textile industry, constituted by the Government of India by their Resolution No.WB-1(3), dated 30 March 1957 and Government decisions thereon as published in Resolution No.WB-8(78), dated 2 March 1960;

(ii) The principles of fair wages as set forth in the report of the Committee on Fair Wages;

(iii) The needs of the industry in a developing economy including the need for maintaining and promoting exports;

(iv) The various elements of labour costs (excepting bonus) apart from wages;

(v) The requirements of social justice;

(vi) The need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill; and

(vii) The desirability of extending the system of payment by results.

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

The Wage Board shall also consider the demands for the introduction of a gratuity scheme on an industry-wise basis.

The Board consists of two members each representing employers, workers and independent persons with Shri K. Bhimasankaram, Retired Judge, High Court, Andhra Pradesh, as Chairman.

(The Gazette of India, Part I, Sec.1,  
22 August 1964, page 287 )

20

Revised Interim Wage Increase for Workers  
in Limestone and Dolomite Mining Industries  
grated.

A Resolution dated 28 August 1964 of the Ministry of Labour and Employment says that the Central Wage Board for the Limestone and Dolomite Mining Industries, at its meeting held on 22 November 1963, made recommendations for grant of interim wage increase. These were accepted by Government by their Resolution No. WB-2(37)/63, dated 5 February 1964.

It was brought to the notice of the Wage Board that the recommendations were not clear in some respects and that there might be difficulties in making marginal adjustments. The Wage Board has accordingly re-drafted its recommendations. The text of the revised recommendations is accepted appended.

The Government of India has decided to accept the revised recommendations of the Wage Board and to request the concerned employers to implement them expeditiously and to make payments of arrears before the 1st October 1964.

The Board had, on 22nd November 1963, made unanimous recommendations about interim wage increase. These recommendations have been accepted by Government under Resolution No. WB-2(37)/63, dated 5 February 1964.

It has been brought to the notice of the Board that these recommendations are vague and not clear in some respects and that there may be difficulties in making marginal adjustments. The Board has carefully considered the whole position and agrees that some of the recommendations require clarification and amplification. For this purpose, it has re-drafted its recommendations about interim increase as under:-

1. All workmen (time rated, as also piece rated) as defined in the Industrial Disputes Act, working in the limestone and dolomite mining industries should be paid an interim increase in their wages as detailed in paragraph 2 below.

NOTE: (i) Workmen working in captive lime kilns connected with limestone quarries/mines will also be entitled to the interim wage increase.

(ii) Workmen employed by or through contractors in all processes directly connected with the raising and despatch of limestone and dolomite and manufacture of lime in such captive lime kilns will be entitled to the interim increase.

2. All workmen should be paid total emoluments as worked out below:-

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Where the emoluments are up to Rs.52 p.m.(or Rs.2 per day).	They should be paid emoluments of Rs.65 p.m.(or Rs.2.50 per day).
Where the emoluments are more than Rs.52 p.m.(Rs.2 per day) but not more than Rs.65 p.m. (Rs.2.50 per day).	They should be paid emoluments of Rs.72.80 p.m.(or <del>2.80</del> Rs. 2.80 per day).
Where the emoluments are more than Rs.65 p.m.(Rs.2.50 per day) but less than Rs.100 p.m. (less than Rs.3.85 per day).	They should be paid an interim increase of Rs.7.80 p.m. (Re.0.30 per day).
Where the emoluments are Rs.100 p.m.and more, but less than Rs.150 p.m.(Rs.3.85 or more but less than Rs.5.77 per day).	They should be paid an interim increase of <del>Rs.10.40</del> Rs.10.40 p.m.(or Re.0.40 per day).
Where the emoluments are Rs.150 and more p.m. or (Rs.5.77 and more per day).	They should be paid interim increase of Rs.15 p.m. or (Re.0.50 per day).

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NOTE: (1) Emoluments include basic wages, dearness allowance, cash food subsidy and/or value of food concessions in cash or in kind but not bonus.

(ii) Employers giving food grains at concession rates to workmen shall work out the value of food concessions as on 1-12-63. The value of food concessions to determined should be taken into account for determining emoluments as recommended above and the interim increase determined on this basis shall not be changed as long as these recommendations are in force.

3. The interim wage increase shall not count for dearness allowance or bonus, if any, but shall be taken into account for other purposes like provident fund, over-time, leave with pay, paid holidays, maternity leave, retirement benefits, etc.

22

4. In those cases, where workmen are already getting an interim wage increase as a result of recommendations of the Iron and Steel Industry Wage Board, no further interim increase will be given.

5. The amount of interim relief shall be shown as a separate item, ~~it~~ will the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

6. The interim wage increase should be paid with effect from 1-1-1964. Workmen should be paid their emoluments at the new rates recommended above not later than from the emoluments earned from 1-6-1964; and arrears of interim increase earned from 1-1-1964 to 31-5-1964 shall be paid latest by 15 August 1964.

(The Gazette of India, Part I, Sec.1,  
5 September 1964, page 302).

Second Wage Board for Cement Industry set up.

A Resolution dated 2 September 1964 of the Ministry of Labour and Employment says that the Government of India has decided to set up a Second Wage Board for the Cement Industry to consider the question of further revision of the wage structure in the industry. The Board will consist of two representatives each of employers, workers and independent persons with a chairman.

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

(a) to determine the categories of employées (manual, clerical, supervisory, etc.), who should be brought within the scope of the proposed wage fixation;

(b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee of Fair Wages;

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

(i) the needs of the industry in a developing country;

(ii) the requirements of social justice; and

(iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;

(c) bear in mind the desirability of payment extending the system of payment by results;

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

The headquarters of the Board will be located at Madras.

(The Gazette of India, Part I, Sec. 1,  
12 September 1964, page 310 )

24

Further Interim Wage Increase to Workers in  
Tea Plantation Industry granted.

A Resolution dated 2 September 1964 of the Ministry of Labour and Employment says that the Central Wage Board for the tea plantation industry, set up by the Government of India by their Resolution No. WB-3(12)/59, dated 5 December 1960, has made recommendations for grant of further interim wage increase (first interim wage increase in case of some areas) to the workers. The Board's recommendations on the subject are appended.

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

Board's Recommendations.- The Board considers that a further interim wage increase should be given in the ~~daily~~ daily rates of wages of the labour in the tea plantations in the various various tea growing areas in South India at the rates mentioned below:-

(i) In the States of Madras and Kerala and in purely tea estates in the State of Mysore:

Grade I (Adult men)	..	14 paise
Grade II (Adult women)	..	11 paise
Grade III (Adolescents)	..	09 paise
Grade IV (Children)	..	07 paise

Maistries, by whatever name they may be called and non-staff, artisans such as carpenters, vehicle drivers, 18 paise engine drivers, midwives, ward boys, blacksmiths, mechanics and electricians, who are daily rated.

II. In regard to clerical employees (field, factory, medical, educational staff, etc.) employed in Tea Gardens of the States of Madras, Mysore, and Kerala, a further interim increase per staff member will be given at the rates mentioned below:-

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<u>Category of Staff</u>	<u>Interim wage increase</u>
(a) To those getting a total emolument of below Rs.100/-.	Rs.10/-.
(b) To those getting a total emolument of Rs.100/- and above but below Rs.200/-.	Rs.16/-.
(c) To those getting a total emolument of Rs.200/- and above.	Rs.22/-.

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Explanation: 'Total emolument' for the purpose of the above interim wage increase should be considered to include basic pay, dearness allowance, servant allowance and the past interim wage increase.

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

IV. In the case of mixed estates in Madras, Mysore and Kerala State, the interim increase payable to the workers and clerical employees will be in accordance with the existing conventions and practice in regard to wages and salaries.

V. The interim increase recommended herein shall take effect from 1 May 1964.

VI. The amount of interim relief shall be shown as a separate item till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

The Board makes the following recommendations regarding North and North East India:-

A. Daily Rated Workers:

I. Daily rated labour employed in tea plantations in the areas mentioned below should be given the following second interim wage increase:

Areas	Men	Women	Children
Assam(Lakhimpur, Shibsagar and Darrang districts).	0.10P.	0.09P.	0.05P.
Assam(Nowgong, Goalpara and Kamrup districts).	0.09P.	0.08P.	0.05P.
Dooars, Terrai and Darjeeling.	0.06P.	0.05P.	0.03P.
Tripura.	0.07P.	0.06P.	0.03P.

II. The daily rated workers employed in the tea plantation in the areas mentioned below should be given the following interim wage increase:-

Areas	Men	Women	Children
Assam (Cachar).	0.07P.	0.06P.	0.03P.
Punjab.	0.10P.	0.15P.	-
Uttar Pradesh(Dehradun District).	0.06P.	0.06P.	-
Uttar Pradesh (Rest).	0.10P.	0.10P.	-
Bihar.	0.08P.	0.08P.	-

B. Staff who are being paid according to the pay scales of the Indian Tea Association:

I. In regard to clerical and medical staff except Dhais:

(i) Everyone should be given one additional increment in their scale of pay.

NOTE:-

(a) Dearness Allowance will be payable on this additional increment.

(b) The date of next increment will remain unchanged.

(c) In the case of a person who has already reached his maximum pay in his time scale, he would be given a personal pay equal to his last increment and the dearness allowance due on it.

(ii) Besides, they should be given a further lump sum as additional interim wage increase as under:-

Assam(including Cachar).	Rs.10/- p.m.
Dooars and Terrai.	Rs. 3/- p.m.
Darjeeling.	Rs. 5/- p.m.

Notes:

(d) No dearness allowance will be payable on the above lump sum increase.

II. Assam and Cachar:

In case of artisans, everyone should be given one additional increment in their pay scale and in addition the following further lump sum as additional wage increase should be given:

Grade A	—	Rs.10/- p.m.
Grade B	—	Rs. 5/- p.m.
Grade C	—	Rs. 3/- p.m.

Notes.- (a) to (d) under clause I would also be applicable to this clause.

III. Assam and Cachar:

(a) Supervisory staff(sirdars) should be paid a second interim wage increase of Rs.5/- p.m.

(b) Non supervisory monthly rated staff should be paid a second interim wage increase of Rs.3/-p.m.

(c) Dhais should be paid a second interim wage increase of Rs.5/-p.m.

(d) School teachers should be paid a second interim wage increase of Rs.10/-p.m.

(No dearness allowance is payable on the above lump sum increase).

IV. West Bengal:

(a) Monthly rated workers including supervisory and technical staff should be paid a second interim wage increase of Rs.7.50P. in respect of gardens in Dooars and Terrai and Rs.5/- p.m. in respect of Darjeeling hill gardens.

(b) The following non-supervisory staff should be given a second interim wage increase of Rs.2/-p.m.  
Malis, Sweepers, Cowherds, Watermen, Dakwalas, Bungalow Servants.

(c) All watchmen should be paid a second interim wage increase of Rs.2/- p.m.

C. Staff other than those who are paid Indian Tea Association pay scales:

I. (i) Everyone should be given one additional increment in their scale of pay.

NOTES:

(a) dearness allowance will be payable on this additional increment.

(b) the date of next increment will remain unchanged.

(c) in case of a person who has already reached his maximum pay in his time scale, he would be given a personal pay equal to his last increment and the dearness allowance due on it.

(ii) Besides, they should be given a further lump sum as additional interim wage increase as under:-

Assam(including Cachar).	Rs.10/-p.m.
Dooars and Terrai.	Rs.10/-p.m.
Darjeeling.	Rs. 5/-p.m.
Tripura.	Rs.10/-p.m.

II. In case of other staff, they should be paid second interim increase at the same rates as recommended in 'B' above for the different areas. In Tripura, the second interim wage increase will be at the same rates as recommended for Cachar above.

In making the above recommendations, the Board has not accepted at this stage the employers' contention that there should be an upward revision of garden selling prices of foodstuffs at concessional rates coupled with a corresponding increase in wages; such revision will be considered by the Board, along with other factors, at the time its final recommendations.

28

The amount of the above interim wage increase, along with the first interim increase where given, shall be shown as a separate item till the final recommendations of the Board are made and thereafter such final recommendations will prevail.

The interim wage increase recommended above will be effective from 10 June, 1964.

(The Gazette of India, Part I, Sec.1,  
12 September 1964, pp.310-312).

29

Revised Interim Wage Increase for Workers  
in Iron Ore Mining Industry granted.

A Resolution dated 3 September 1964 of the Ministry of Labour and Employment says that the Central Wage Board for the Iron Ore Mining Industry, at its meeting held on 22 November, 1963, made recommendations for grant of interim wage increase. These were accepted by Government by their Resolution No.WB-2(36)/63, dated 5 February 1964.

It was brought to the notice of the Wage Board that the recommendations were not clear in some respects and that there might be difficulties in making marginal adjustments. The Wage Board has accordingly re-drafted its recommendations. The text of the revised recommendations is appended.

The Government of India have decided to accept the revised recommendations of the Wage Board and to request the concerned employers to implement them expeditiously, and to make payments of arrears before 1 October 1964.

Board's Revised Recommendations.- The Board had, on 22 November, 1963, made (unanimous) recommendations about interim wage increase. These recommendations have been accepted by Government under Resolution No.WB-2(36)/63 dated 5 February 1964.

It has been brought into to the notice of the Board that these recommendations are vague and not clear in some respects and that there may be difficulties in making marginal adjustments. The Board has carefully considered the whole position and agrees that some of the recommendations require clarification and amplification. For this purpose, it has re-drafted its recommendations about interim increase as under:

1. All workmen (time-rated as also piece rated) as defined in the Industrial Disputes Act, working in the Iron Ore Mining Industry should be paid an interim increase in their wages as detailed in paragraph 2 below.

NOTE:- Workmen employed by or through contractors in all processes directly connected with the raising and despatch of iron ore will be entitled, to the interim increase.

2. All workmen should be paid total emoluments as worked out below:-

Where the emoluments are upto Rs.52/-p.m.(or Rs.2/-per day).	They should be paid emoluments of Rs.65/-p.m.(or Rs.2.50 per day).
Where the emoluments are more than Rs.52/-p.m.(Rs.2/-per day) but not more than Rs.65/-p.m.(Rs.2.50 per day).	They should be paid emoluments of Rs.72.80 p.m.(or Rs.2.80 per day).
Where the emoluments are more than Rs.65/-p.m.(Rs.2.50 per day) but less than Rs.100/-p.m.(less than Rs.3.85 per day).	They should be paid emoluments of an increase interim increase of Rs.7.80 p.m.(Rs.0.30 per day).
Where the emoluments are Rs.100/-p.m. and more, but less than Rs.150/-p.m.(Rs.3.85 or more but less than Rs.5.77 per day).	They should be paid an interim increase of Rs.10.40p.m.(or Rs.0.40 per day).
Where the emoluments are Rs.150/- and more p.m. or per day and more per day).	They should be paid an interim increase of Rs.13/-p.m. or (Rs.0.50 per day).

NOTE:

- (i) Emoluments include basic wages, dearness allowance, cash food subsidy and/or value of food concessions in cash or in kind but not bonus.
  - (ii) Employers giving food grains at concession rates to workmen shall work out the value of food grains concessions as on 1-12-63. The value of food concessions so determined should be taken into account for determining emoluments as recommended above and the interim increase determined on this basis shall not be changed ~~in~~ as long as these recommendations are in force.
3. The interim wage increase shall not count for dearness allowance or bonus, if any, but shall be taken into account for other purposes like provident fund, over-time, leave with pay, paid holidays, maternity leave, retirement benefits, etc.
4. In those cases, where workmen are already getting an interim wage increase as a result of recommendations of the Iron and Steel Industry Wage Board, no further interim increase will be given.

5. The amount of interim relief shall be shown as a separate item, till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

6. The interim wage increase should be paid with effect from 1-1-1964. Workmen should be paid their emoluments at the new rates recommended above not later than from the emoluments earned from 1-6-1964; and arrears of interim increase earned from 1-1-1964 to 31-5-1964 shall be paid latest by 15 August 1964.

7. The employers' representatives on the Board stated that the above increase will have the effect of increasing the cost of production of iron and steel and will also affect them in respect of exports. The Board has not been able to examine these points carefully at this stage though it does feel that there is a prima facie case on these points. The Board would recommend to Government to examine these questions and take appropriate action.

(The Gazette of India, Part I, Sec.1,  
12 September 1964, page 312 ).

Working of Wage Board for Journalists.

Shri D. Sanjivayya, Union Minister of Labour and Employment, replying to a question in the Lok Sabha on 28 September 1964, said that the wage board for working journalists and non-working journalists had started its work. He stated that the questionnaire approved by the wage board for working journalists was sent to various newspaper establishments and workers and employers' organisations on 15 April 1964, asking for their replies by 15 July 1964. Following many requests for extension of the time-limit, the Board had decided to take into consideration all replies received up to 30 September 1964. Notice required under section 10(2) of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 calling for representations from newspaper establishments, etc., was also issued on 15 April 1964. The Board had held four meetings so far. Asked whether the Board had recommended any interim relief pending submission of the final report, the Minister replied in the negative.

(Press Information Bureau Communique  
dated 28 September 1964, received  
in this Office )

Wage Rise for Kerala Port Workers  
Recommended.

A general wage increase of at least seven per cent. has been recommended in the minimum wages for various categories of workers employed in the minor ports in Kerala except Alleppey port.

An 11-member committee, headed by Shri M. Bhaskaran Nair, was appointed by the State Government in July last year to enquire into and give its recommendations on the minimum wages for employees of minor ports in the State.

In the case of Alleppey, the committee felt that a slight revision in wages was necessary.

The exact percentage of increase in the wages of the workers of each minor port i.e. Tribuandum, Quilon, Koilthottam, Alleppey, Ponnamp, Beypore, Kozhikode and Badagara, Telicherry, Azhikode and Kasargod, has been left to be fixed by the respective minor port industrial relations committee.

(The Economic Times, 20 September 1964).

34

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

42. Co-operation.

India - September 1964.

Fertiliser Factory to be set up in  
Durgapur.

Replying to a question in the Lok Sabha on 30 September 1964, Shri O.V. Alagesan, Minister of State in the Ministry of Petroleum and Chemicals said that it had been decided, in principle, to establish a fertiliser factory in Durgapur in the public sector and entrust its execution to the Fertiliser Corporation of India Ltd. He added that the factory, estimated to cost 345 million rupees, would produce 100,000 tonnes of nitrogen and 108,500 tonnes of P<sub>2</sub>O<sub>5</sub> in the form of ammonium phosphate sulphate.

(Press Communique dated  
30 September 1964 received  
from the Press Information  
Bureau, Government of India,  
New Delhi).

35

Special Priority to be given to Agriculture  
in Fourth Plan: Finance Minister's Statement  
in Lok Sabha.

Shri T.T. Krishnamachari, Union Finance Minister stated in the Lok Sabha on 17 September 1964, that while agriculture would receive special priority on the Fourth Plan, it was proposed to further advance in the direction of a build-up of industry along the lines adopted in the third Plan. He disagreed with the suggestion that the industrial growth must be abruptly checked by a slowing down of investment outlays. It was possible, as past experience proved, to get over the present difficulties without adversely affecting long-term development policies.

Shri Krishnamachari said that endeavour would be to concentrate on early completion of heavy and other engineering industries already taken in hand and additional projects necessary for balancing the programmes and providing sound basis for future industrial development; stepping up of pig iron and steel production by expansion of existing plants, setting up of new ones and establishment of additional capacity for non-ferrous metals, increased production of consumer goods; expansion of production of cement and other construction materials and production of petro-chemical products like synthetic fibres to substitute imported cotton and wool.

The Finance Minister said that their objective in the field of agriculture should be to achieve a rate of growth that would be in consonance with the progress in industry and in other fields of national economy. "In the Fourth Plan", he said, "I cannot see how we can rest content with the attainment in agriculture of a rate of growth of anything less than 5 per cent.

"This would mean, inter alia, a higher degree of co-operation between the States and the Centre and a more intensified effort in and those aspects of industry that have a bearing on agricultural production, as for instance, in the production of fertilisers. Efforts have also to be made in the direction of stepping up of production of subsidiary and protective foods and of securing food economies by encouraging food processing ventures on a larger scale than till now."

(The Hindustan Times, 18 September 1964).

36

43. Handicrafts.

India - September 1964.

Recommendations of Working Group on  
Handloom Industry published.

According to a report of the Working Group on the Handloom Industry set up by the Union Government, the handloom industry may have to reconcile itself to an annual production of 3,000 million yards in the long run. The report says that the handloom industry be reasonably expected to achieve this production out of the estimated annual textile requirement of 12,200 million yards during the Fourth Plan period. The Working Group has estimated that the increase in production of the powerloom sector is not likely to be more than 100 per cent. in view of certain limiting factors.

This will have considerable scope for the industry to develop in specialised fields for the export and home markets. However, this progress is unlikely to be maintained in the Fifth Plan period, the report says.

The target of 3,500 million yards set for the decentralised sector in the Third Plan is likely to be realised as it expects that handloom production will reach 2,500 million yards and powerlooms production 1,100 million yards during the period.

The group has recommended an outlay of 1,906.2 million rupees, of which 933.8 million rupees is expected to come from institutional financiers and 972.4 million rupees from the Government - 587.4 million rupees for handlooms and 385.0 million rupees for powerlooms.

The report says the principal aim of handloom development should be to increase the earnings of weavers and it is impossible to achieve this as long as the majority of weavers confine their production to ordinary fabrics made of coarse counts of yarn.

In the Fourth Plan period, an additional 20,000 looms in the co-operative sector should be assisted to change over to production of speciality and designed fabrics. In the opinion of the group, the industry should be assured of a legitimate share of superfine yarn spun from imported cotton. The report has called for adequate steps by State Governments to see that supply and marketing societies take on production-cum-sale work.

(The Statesman, 21 September 1964).

38

Chapter 5. Working Conditions and Living Standards.

56. Labour Administration.

India - September 1964.

Survey of Contract Labour in Mica Mines\*  
Conducted by Labour Bureau.

A survey of contract labour in Mica Mines was conducted by the Labour Bureau during the period from October 1963 to January 1964. The results of this survey have been published in September 1964 issue of the Indian Labour Journal. The following is a brief review of this article.

Introduction.- This survey was conducted on sample basis. For preparing the frame of the enquiry, a list of the mica mines registered under the Mines Act, 1952, as on 31 December, 1962 was compiled from the office of the Chief Inspector of Mines, Dhanbad. According to this list, the total number of mines was 1,412 and these were located in the States of Andhra Pradesh, Bihar, Madras, Madhya Pradesh, Mysore, Orissa, Rajasthan and West Bengal. The mica mining industry, is however concentrated in the States of Bihar, Andhra Pradesh and Rajasthan.

Sampling design.- The mines in the frame were classified into the following four groups on the basis of returns submitted:-

- I. Mines employing contract labour, (C.L.).
- II. Mines not employing contract labour, (N.C.L.).
- III. Mines reported to be closed, (Closed).
- IV. Mines not submitting returns, (N.R.).

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\* Indian Labour Journal, Vol.V, No.9, September, 1964, pp. 737-749.

The mines in groups I (C.L.) and II(N.C.L.) were classified into three employment size-groups i.e. upto 50, between 51 and 250, and 251 and above. The coverage in group I (C.L.) was cent per cent whereas in the remaining II, III and IV groups, varying sampling fractions were adopted for each of them. The samples were drawn on random basis from groups I and II State-wise and employment group-wise, and from groups III and IV only State-wise. While drawing the samples it was also ensured that all the States were duly represented. Out of a total of 1,412 mines in the frame the 186 mines selected for actual field investigations were in the following order:-

From 755 mines submitting returns - 95 (21 C.L. group, 66 N.C.L. group and 8 Closed group).

From 657 mines not submitting returns - 91 (including an additional sample of 20 in the case of Rajasthan).

~~During the course of the survey~~

Information relating to various aspects of labour conditions such as recruitment, working hours, leave and holidays with pay, wages, welfare facilities, social security, trade unions, and industrial relations pertains to 10 mines and 19 contractors employed in these mines. The employment data, however, relates to 52 sampled mines - 10 employing contract labour and 42 not employing contract labour - found working at the time of field investigations. The period of the field investigations was October, 1963 - January, 1964.

Job on which Contract Labour was engaged.-  
 Contract labour in mine mining industry was generally engaged on prospecting work, raising of ore, sickle dressing, etc. The survey reveals that two systems of contract were found prevalent in the sampled mines. Under the first system, the contractor employed his own labour, capital and equipment for raising of the ore and paid the owner a fixed amount which was mutually agreed upon. Under the second system, the contractor shared the produce with the owner, and employed his own labour, capital, equipment. Under both the systems, no direct control was exercised by the owners over the working conditions of the workers employed by the contractors.

System of Recruitment.- The most common method of recruiting contract labour in this industry was found to be direct. Contract labour in Mica Mines generally came from the adjoining villages and were usually recruited directly by the contractors. Of the 19 contractors covered under the survey, as many as 11 recruited their workers directly; 3 through existing workers, and the remaining 5 adopted a combination of the various methods of recruitment such as through agents/mates, existing workers, directly, etc. The principal employers in respect of 14 out of 19 contractors covered, exercised some control over the recruitment of workers by their contractors. They used to ensure that only adult and physically fit persons were employed by their contractors.

Advances.- The available information shows that the practice of giving advances to the workers was not found common in this industry. Of the 19 contractors, only 7 gave such advances to their workers. Of these, 2 contractors gave advances to their workers before as well as after engagement whereas the remaining 5 gave only after the engagement. The amount of advances given to the workers before as well as after the engagement varied from Rs.2.00 to Rs.20.00 per worker. Such advances were generally given to meet the daily needs, etc. None of these contractors reported to have charged any interest on such advances. Recovery of these advances from the workers was made at the time of wage payment in one or more instalments.

Extent of Employment.- There was not much variation in the total number of workers, direct as well as contract, employed during different months, the extremes being 3,064 in October and 3,463 in April and May. Of the 3,093 workers employed at the time of visit to the ~~295 i.e.~~ units 2,798 or 90.5 per cent. were employed directly and the remaining 295 i.e. 9.5 per cent. were employed through/by contractors.

Wages and Earnings.- The information collected during the course of the survey reveals that the bulk of the workers (273 or 92.5 per cent.) employed through contractors at the time of visit to the units were paid by them under the supervision of managements. The remaining workers (22 or 7.5 per cent.) were paid by the contractors independently. The consolidated wage rates of different type of workers varied from Rs.1.53 per day to Rs.3.04 and Rs.45 per month to Rs.155 per month.

41

Dearness Allowance.- A majority of the contractors paid dearness allowance to their workers as per L.P. Dave Award but only 2 contractors had shown dearness allowance as a separate component of wages in their registers. The dearness allowance was paid at the following rates:-

Basic Wages per month. (Rs.)	D.A. Percentage of Basic Wage.	Minimum.
1 - 30 ...	150	..
31 - 50 ...	100	45
51 - 100 ...	66-2/3	50
101 - 300...	40	67

Other Cash Allowances.- Only 2 out of 19 contractors covered during the survey paid house rent allowance as per Dave Award to workers living at the mine and who had worked for at least 20 days in a calendar month; sickness, accident or authorised leave was excepted. The rate of payment was Rs.4.00 per month until such time as the workman was provided with suitable accommodation.

Wage Period.- The survey reveals that an overwhelming majority of the contractors made weekly payments to their workers. Of the 19 contractors, 13 made weekly payments, 4 monthly whereas the remaining 2 paid weekly as well as monthly to their workers.

Over-time Payment.- None of the contractors covered under the survey reported to have taken over-time work from his workers.

Fines and Deductions.- No such cases were reported where the contractors covered imposed any fine or made any undue deductions from the wages of his workers.

Bonus.- The survey reveals that a majority of contract workers (86.8 per cent. as employed at the time of visit to the units) were getting bonus as per Dave Award. Under the Award, the workmen were given two kinds of bonus - one, the attendance bonus which was to be paid monthly and the other quarterly bonus which was to be paid every quarter. In case of daily-rated workers the monthly bonus was equal to 12½ per cent., of the consolidated wages, provided that the worker put in at least 20 days' work in a month; and the quarterly bonus was equal to seven day's basic wages provided the workman concerned worked for 45 days underground or 57 days on the surface during the quarter. The monthly-rated workers were not eligible

49

to monthly bonus, but were entitled to quarterly bonus equal to half month's basic wages. Of the 19 contractors covered during the survey only 16 were paying bonus to the workers as per Dave Award.

Working Conditions.- Under the Mines Act, 1952 hours of work have been fixed at 9 per day and 48 per week for workers employed above ground and 8 per day and 48 per week for those employed underground. The maximum spread over has been fixed at 12 hours in case of surface workers and 8 hours for those working underground. The Act also lays down that all adult workmen employed above ground should be allowed a rest interval of half an hour after every five hour's work.

Daily Hours of Work.- Of the 19 contractors, 14 employed time-rated workers only, one piece-rated workers only and the remaining 4 employed time-rated as well as piece-rated workers. The survey reveals that the daily hours of work differ from contractor to contractor but a majority of them took work for 8 hours per day. Of the 18 contractors who employed time-rated workers, 14 took work for 8 hours a day, 3 took 8 hours of work from surface workers and 7½ hours' work from underground workers and the remaining one took 7 hours' work a day. Of the 5 contractors who employed piece-rated workers, 2 took 8 hours' work a day, one took 6 hours' work and in respect of the remaining 2 contractors, daily hours of work were not fixed.

Weekly Hours of Work.- The Survey reveals that the weekly hours of work of contract workers varied from 36 to 48. Of the 18 contractors who had employed time-rated workers 14 took 48 hours work per week from their workers; 3 took 48 and 45 hours of work per week from surface and underground workers respectively and the remaining one took only 42 hours of work per week from his workers. Of the 5 contractors who had employed piece-rated workers, one each took 48 hours and 36 hours of work per week from his workers, whereas in the remaining 3 cases the weekly hours of work were not fixed.

Rest Interval.- None of the 18 contractors who employed time-rated workers allowed any rest interval to his workers. Of the 5 contractors who employed piece rated workers, 3 did not allow any rest interval to their workers, whereas in the case of remaining 2 contractors its duration was not fixed.

Shifts.- Of the 19 contractors, 16 worked only one shift a day, whereas remaining 3 worked 2 shifts a day. Of the 3 contractors working two shifts a day, only 2 had introduced a system of changeover of shifts every week.

Weekly Rest.- The Mines Act lays down that no person shall be allowed to work in a mine for more than six days in any one week. The survey reveals that all the 19 contractors allowed weekly rest to their workers. As regards payment, only 2 contractors allowed weekly-off with wages to their monthly-rated workers only.

Leave and Holidays with Pay.- The Mines Act, 1952 provides that every worker employed in a mine is entitled to leave with wages at the rate of one day for every 16 days of work performed by him provided he puts in not less than 190 attendances during a calendar year if employed underground and one day for every 20 days of work in case of other categories of workers provided they work for 240 days in a year. The survey reveals that very few contractors allowed leave with wages to their workers.

Welfare Facilities.- The survey reveals that workers employed on contract basis in mica mines were provided with very little welfare facilities either by the contractors or by the principal employers. However, the workers were getting the benefit of the welfare facilities provided to them by the Mica Mines Labour Welfare Fund. Such facilities consisted of medical aid, education, recreation, drinking water, housing etc. An account of the various welfare facilities available to contract workers is given in the following paragraphs:-

Medical Aid.- The workers employed by all the 19 contractors were provided only first-aid facilities either by their contractors or by the principal employers. Of the 19 contractors, only 4 provided such facilities themselves whereas in the case of the remaining 15 contractors the principal employers had extended such facilities to contract workers. As regards other facilities such as hospitals, dispensaries, services of qualified doctors, neither any contractor, nor any principal employer had made such arrangements for contract workers. However, the Mica Mines Labour Welfare Organisation provided central and regional hospitals, dispensaries, mobile medical units, maternity and child welfare centres, and community centre for the mica miners. The ambulance vans attached to central and regional hospitals also provided transport to mica mines patients.

44

Educational Facilities.- Neither any contractor nor any principal employer had provided such facilities to the children of contract workers. The Mica Mines Labour Welfare Organisation, had, however, provided multipurpose institutes, primary and middle schools, etc., for the children of the workers in mica mines.

Housing Facilities.- Of the 19 contractors covered during the survey only 4 had provided 'Kuchha' houses and hutments to some of their workers. Of the 101 workers employed by these 4 contractors as on the date of visit, 81 or 80.2 per cent. had been provided housing accommodation. The Mica Mines Labour Welfare Organisation, however, provides subsidy equal to 50 percent. of the cost of construction to such mica mine owners who undertake construction of miners quarters as per plan and specifications approved by them. This Organisation also pays a subsidy of Rs.325.00 to a mica miner who, constructs his own house under the supervision of the engineering section of the Organisation under 'Build your own House' Scheme. The response to these schemes had been very poor.

Drinking Water.- The workers employed by all the 19 contractors were provided this facility. Eighteen contractors had made arrangements for the supply of drinking water to their workers themselves whereas in one case the principal employer provided this facility to contract workers. The Mica Mines Labour Welfare Organisation had also constructed some wells to provide drinking water to workers and their families.

Community Bath and Washing Facilities.- None of the contractors covered during the survey provided such facilities to his workers. However, in one case the principal employer had constructed one well and besides direct labour, contractworkers were allowed to use it for bathing and washing purposes.

Recreational Facilities.- Neither any contractor nor any principal employer had provided any recreational facility to contract workers. However, the Mica Mines Labour Welfare Organisation had provided radio sets for the recreation of mica miners and their families. Mobile cinema units also arranged free shows in different mining areas.

45

Rest Shelter.- None of the contractors had provided any rest shelter for his workers. However, the workers of 4 contractors were permitted to make use of rest shelters provided by the principal employers for their workers employed directly.

Latrines.- Workers of 11 out of 19 contractors covered during the survey, were provided this facility. Of these, 2 contractors provided this facility themselves, whereas in the case of the remaining 9 contractors, their principal employers had extended this facility to contract workers also.

Urinals.- Of the 19 contractors only 3 had provided separate urinals for their workers.

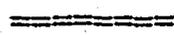
Accidents and Workmen's Compensation.- The workers employed in this industry are eligible for compensation in case of accidents as per Workmen's Compensation Act, 1923. The Mica Mines Welfare Fund also provides financial assistance to the widows and children of the miners who die as a result of accident. The widow of the deceased is entitled to an allowance of Rs.10.00 per month for a period of two years and a scholarship of Rs.5.00 per month to each of the school going children of the deceased for a period of three years. The survey reveals that the workers of as many as 18 contractors out of 19 covered were paid compensation in case of accidents as per Workmen's Compensation Act, 1923. The remaining one contractor reported that no accident took place in his mine and as such the question of payment of compensation did not arise. Of these 18 contractors, 17 paid compensation to their workers themselves, whereas in the remaining one case it was paid by the principal employer. The data collected during the survey reveal that no accident was reported during the reference period of the enquiry viz., October 1962 - September, 1963.

Provident Fund.- Workers of only one contractor out of the 19 covered during the survey were enjoying the benefits of the Provident Fund Scheme framed under the Employee's Provident Fund Act, 1952. The Employer's contribution was, however, paid by the principal employer. The rate of contribution by the workers was 6½ per cent. and the principal employer also contributed an equal amount. In another case, though the Provident Fund Scheme existed for contract workers, no worker had qualified to become its member.

Gratuity and Pension.- Neither any contractor nor any principal employer paid gratuity or pension benefits to contract workers.

Trade Unions.- The survey reveals that the workers of only 5 contractors out of 19 covered, were members of two registered trade unions. Of these, one union, was exclusively for contract workers, whereas the other was for direct as well contract workers.

Industrial Relations.- None of the contractors covered during the survey had prescribed any set procedure for redressing the grievances of his workers. In majority of the cases the disputes arising between contract workers and contractors, contract workers and principal employers were either settled directly or through the union of workers.



Working Conditions of Labour in Jute Industry.

The Report of the Committee of Indian Jute Mills Association for the year ended 31 December 1963, published recently, contains a Chapter on General Labour and Welfare matters. The following information relating to the working conditions of labour in jute industry has been taken from this Chapter.

General Labour Situation.- The high rate of production maintained by the industry during the last two years has absorbed the surplus labour force which is usually found in the jute mill areas during periods of restricted production and believed to be one of the causes of labour unrest. Far from slackening the pace the mills were able with the introduction of the 49-hour week during this year to put a few more loom into commission thereby drawing heavily on their labour reserve. An appreciable increase in the number of carpet backing looms also created fresh employment opportunities and wiped out the residue of unemployed labour in the jute mill areas. All this brought about an overall industrial peace which was duly reflected in the sharp decline in the number of industrial disputes and work stoppages. Furthermore, the expectancy about the recommendations of the Wage Board put an effective check on the grievances being magnified for an immediate settlement at the plant level, and when the unanimous recommendations were published, industrial peace was equally maintained since the subjects of probable dispute were, in the main, disposed of on an industry-wise basis.

The reaction of the jute mill workers to the recommendations of the Wage Board was on the whole satisfactory. The grant of an annual bonus, as recommended by the Board, which is the first of its kind in the jute mill industry, appeared to be of particular significance to the jute mill workers. An increase in wages for all categories of workmen recommended by the Wage Board together with the linking of dearness allowance with the cost of living index was a matter of considerable satisfaction for the jute mill workers. Furthermore, the issue of the fixation of permanent cadre, which has been a cause of frequent labour unrest, has been settled by the relevant recommendations of the Wage Board. The recommendations of the Board regarding 'special budlis', and the age of

48

superannuation, however, could not be given effect to as the incorporation of these provisions in the Standing Orders remained to be certified by the Certifying Officer.

That the labour/management relations were on the whole satisfactory is apparent from the sharp decline in the number of strikes and man-hours lost during the year under review. There was a pronounced tendency among the trade unions and the management to settle disputes and differences through mutual negotiations. Since the member mills of the Association pursue a common labour policy it was realised by the unions that disputes in individual mills arising out of the Association's recommendations are connected with the Association's labour policy and the Association is required to be brought into the picture for the purpose of vindicating the principles involved. Thus in spite of the disputes having their origin at individual mills, the settlement was often reached at the Association's Labour Department through bipartite negotiations to which the unions became increasingly prone. About 132 bipartite and tripartite meetings were held in 1963 and only 8 cases that could not be settled by negotiations were referred to adjudication. There were also instances where disputes were settled by bipartite negotiations even after they had reached the stages of conciliation and/or adjudication. In a number of cases the awards of the industrial tribunals incorporated the terms of settlement arrived at by the parties through bipartite negotiations.

Trade Unionism.— There was no change in the general set-up of the trade unions which continued to function as part of the labour wing of their respective political parties. The majority of jute mill unions were affiliated to the Indian National Trade Union Congress or the All-India Trade Union Congress each of which had one representative on the Wage Board. Mill unions were also organised by the other two central unions, namely, the United Trade Union Congress and the Hind Mazdoor Sabha, but these were very few, having limited activities in restricted areas. Due to multiplicity of unions in the jute industry the influence of the unions on the majority of workers was neither effective nor of a permanent nature. All unions looked to the Association's Labour Department for the solution of various disputes raised by them.

Central Wage Board for the Jute Industry.-  
 The Central Wage Board for the Jute Industry, set up by a Government of India resolution dated 25 August, 1960, concluded its deliberations on 31 August 1963, and submitted a unanimous report. By a resolution dated 27 September 1963, the Government of India accepted the recommendations of the Wage Board and requested the employers, the workers and the State Governments to implement the recommendations expeditiously. The Board proposed that its recommendations should come into force from 1 July 1963, and remain effective up to 31 December 1967.

The recommendations of the Board sought for the first time to standardise the wages of the jute mill workers all over India and cover all workmen under the Industrial Disputes Act; they were therefore to be made applicable to every jute mill (including spinning units) in the country. The Wage Board made an upward revision of the wage structure in the jute industry. Whereas the generality of the workers were granted an increment of Rs.8.33 per month, the workers in the lower wage groups, the clerical staff, the watch and ward staff, the operatives on multiple looms and the mistries were given higher increments.

The Wage Board also evolved a formula for linking the Dearness Allowance to the cost of living index. In respect of Nellimaral and Chitavalsah Mills in Andhra Pradesh and the jute mills situated in Uttar Pradesh, the Wage Board, with a view to achieving a standardisation in wage rates, merged a portion of the Dearness Allowance with basic wages and/or the Wage Board increment. Consequently the minimum wage in Nellimarala and Chitavalsah Mills was raised to Rs. 85.13 and in other mills to Rs.83.60 at the time of the implementation of the Wage Board's recommendations. According to the trend of the cost of living index, it is estimated that the minimum wage in West Bengal would go up to Rs.87.60 from the beginning of 1964.

The Wage Board for the first time introduced a standardised system of guaranteed bonus in the whole industry and made it unrelated to profit but dependent on attendance. It was stipulated that an annual bonus equivalent to half a month's basic wages should be paid to the clerical, watch and ward and similar categories of monthly paid staff and up to a maximum of 12 days' basic wages to all other workers. After careful consideration the Board felt that, in deciding the question of bonus, it should not wait for the recommendation of the Bonus Commission which was in session during

the relevant period and that the system of bonus recommended should continue for the operational period of the Board's recommendations.

The Wage Board also recommended a fall-back wage to the piece-rated workers subject to certain conditions. It further introduced an age of superannuation, prescribed the ratio of permanent to non-permanent workers and formulated an in-plant apprenticeship scheme.

The Board was unable to accept the demand made on behalf of the workers that a scheme should be framed for payment of gratuity to workers when they retire.

On the question of granting a special allowance for the night shift workers, the Board concluded that there was no need to grant such an allowance.

Strikes and Lockouts.- The number of strikes and/or lockouts in the jute industry and the consequent loss of man hours in each of the past ten years is given below:-

Year.	Number of Strikes and/or Lockouts.	Man Hours Lost.
1954 ..	15	2,551,496
1955 ..	63	3,409,916
1956 ..	39	6,602,875
1957 ..	15	2,123,115
1958 ..	15	1,516,893
1959 ..	124	3,273,382
1960 ..	58	6,400,620
1961 ..	87	6,427,749
1962 ..	11	4,640,483
1963 ..	15	2,104,280

It will appear from the above table that the total number of man hours lost due to work stoppages during the year under review has been the lowest in the last quinquennium. Out of the 15 stoppages, 6 stoppages involving 11,692 workmen and a loss of 68,124 man hours were brought about as a result of picketing at the mill gates in pursuance of the call for a general strike on 24 September 1963, by the Price and Tax Increase Resistance Committee. The remaining 9 stoppages involving 38,027 workmen and a loss of 2,036,156 man hours related to industrial disputes in individual mills. Three of these stoppages were against the issue of charge sheets, one against the system of operation of two looms by one weaver,

57

one against the dismissal of ten workers for various riotous and disorderly conduct, and another against the cautioning of a worker for insolent behaviour. Demands of budli spinners for permanent status, dissatisfaction over the change in the weekly day of rest due to power restriction and management's action against unauthorised occupants of rooms in the labour lines that were under construction were the reasons for the remaining 3 work stoppages of the year.

In addition to the foregoing stoppages there were twenty-eight short duration sectional stoppages, issue of charge sheets, transfer orders, discontentment over workloads, claim for higher rates for weaving certain types of fabrics, resistance to the revision of the working schedule necessitated by the curtailment of power supply by the Calcutta Electric Supply Corporation, protests against work on the weekly day of rest, demand for permanent status for the budli hands etc., were some of the reasons for these short duration sectional stoppages.

Festival/National Holidays with Pay.- Nine festival/national holidays with pay have been granted every year to jute mill workers in West Bengal since 1951.

Works Committees.- The Works Committees functioning in the jute mills since 1947, have become an integral part of the factory organisation and proved to be a useful forum for the purpose of promoting the growth of mutual confidence and joint consultation. The importance of these Committees as a two-way channel of communication is being increasingly felt in the jute mills. The views of the representatives of the workers were often sought for a proper assessment of the labour situation and the timely consultation with the workers' representatives was on many occasions useful in averting major trouble. The representatives of the workers on the Works Committees have, by and large, shown a sense of responsibility and signs of wisdom. They were also found on many occasions to be bold enough to deprecate irresponsible action by sections of workers in bringing about stoppages of work over matters that appeared to be unjustified.

Industrial Health.- With the exception of outbreaks of influenza and stray cases of small-pox, chicken-pox and cholera, industrial health during the year remained satisfactory. In order to check the spread of the infectious diseases, the necessary precautionary measures such as mass vaccination and inoculation, segregation of the patients, disinfection of the labour lines, chlorination of water etc.,

52

were promptly adopted by the mill managements and the local municipal authorities.

The mills which have not yet been covered by the Employees' State Insurance Scheme continued to grant sick leave with pay according to the terms of the Jute Textile Tribunal Award.

Social and Welfare Activities.- As far back as 1943 the Association opened six welfare centres to cater for the needs of the workers who found themselves with spare time but without facilities for its proper utilisation. These centres became popular because of their manifold social, recreative and educational activities. Appreciating the usefulness of these centres a number of welfare centres were also set up by individual mills to supplement the activities of these centres. The Association's Welfare Supervisors paid regular visits to individual mill welfare centres to organise and co-ordinate welfare work.

Promotion of education among the workers' children was one of the chief functions of the Association's Welfare Centres. The free primary schools attached to these centres catered for a large number of workers' children. The standard of teaching in these schools was usually much above that of the local schools and the percentage of passes in the Primary Final Examination was remarkably high. With the help of the Association's Welfare Supervisors it was possible to maintain a uniform standard of teaching in the primary schools run by individual mills. The Inspector of Schools was much impressed by the standard of teaching and amenities obtaining in the Association's Welfare Centre Schools.

The recreational activities, of the Associations Welfare Centres as well as of the individual mills included indoor and outdoor games, sports, physical culture classes, reading rooms, radio sets, musical classes, dramatic societies, etc.

Employees' Provident Funds Act.- In the early part of 1960, the Government of India set up a technical committee to enquire as to which of the industries covered under the Employees' Provident Funds Act would be able to bear the increase in the provident fund contributions from  $6\frac{1}{2}$  per cent. to  $8\frac{1}{3}$  per cent. On the basis of the report submitted by the Technical Committee the rate of contribution was raised to 8 per cent. in four specified industries. During the year under review a list of a few other industries was added where the rate of provident fund contribution was similarly raised. So far as the jute mill industry is concerned, the rate of contribution at  $6\frac{1}{2}$  per cent.

has, however, remained unaltered.

Various minor amendments of the Employees' Provident Fund Scheme were made during the year and the jute mills were requested to change their existing Provident Fund Rules to conform to the amended Scheme. It has been contended by the Association that the jute mills are governed by a uniform set of rules which were finalised after protracted negotiation between the Association and the Government of India and unless the amendments were of a vital nature the existing jute Mill Workers' Provident Fund Rules should be allowed to remain unaltered even if they are not identical in detail with the Government Scheme. The matter is, however, still under negotiation with the Provident Fund Authorities.

Employees' State Insurance Scheme.- When the Employees' State Insurance Scheme was introduced in the Calcutta and Howrah areas in 1955, covering on a loomage basis 26.5 per cent. of the jute mill industry, it was assured by the authorities that the Scheme would be extended to the remaining areas within a short period. But in spite of repeated assurances from the authorities of its extension the position has remained unaltered as a result of which the mills in the non-implemented areas are still burdened with the liability in respect of sick leave with pay, workmen's compensation and maternity benefit in addition to the payment of the special contribution to the Employees' State Insurance Corporation at the rate of  $\frac{5}{4}$  per cent. of the total wage bill.

Factories Act and Industrial Disputes Act.- On account of curtailment of electricity supply from 1 April 1963, mills working their Weaving Departments in two shifts were required to stop operation of hessian and sacking looms during the period between 6.30 p.m. and 8.50 p.m. To overcome the difficulty in adjusting the working hours of such mills, the Government of West Bengal issued notifications from time to time exempting all jute mills covered by the Calcutta Electric Supply Corporation's licence from the provisions of Sections 55 (Intervals for rest), 56 of (Spreadover) and 60 (Restriction on double employment) of the Factories Act. The exemptions were subject to the conditions that the total number of hours worked by any worker without break should not exceed six and that no woman worker should be employed beyond 11 p.m. Mills were also exempted from the obligation of giving notice under Section 9A of the Industrial Disputes Act in respect of items 4, 6 and 11 of the Fourth Schedule of the Act.

54

The provisions of the Act which regulate the working hours, leave, welfare and health etc., are more or less on the lines of the Factories Act, 1948.

Industrial Tribunals, High Courts etc.- During the year under review eight disputes were referred to industrial tribunals for adjudication out of which there were out of court settlements in respect of two cases and the remaining six continued to be pending.

Out of the fourteen awards of the Industrial Tribunal published during the year in respect of cases that were pending at the end of 1962, the question of discharge or dismissal was the issue in five references and the Tribunal upheld the decision of the management in three of these cases. Issues in two cases related to transfer and the award in one of them was partially against the management but an appeal has been filed before the High Court in this connection.

In another award the Tribunal held that the existing privileges of the mistries for any work during the weekly off day of the mill should be continued. The Tribunal further held that any payment made by mistake could not create a precedent in claiming higher retiral benefits over and above those provided in the scheme. The Tribunal rejected the claim for relief in a reference relating to the question of workload on the ground that the new machines involved less physical and mental strain. In another reference the Tribunal awarded rotation of shifts at a periodical interval. Certain wage claims by the workers were partially accepted by the Tribunal in another reference. A reference relating to a demand for promotion was rejected by the Tribunal. The issue involved in one more reference was the fixation of piece rates for carpet weaving which was settled by the parties out of court. Accordingly the Tribunal gave a settlement award in this connection.

Of the eighteen applications under Section 33(2) (b) filed during the year four were heard by the tribunals concerned and approval was accorded in three cases. In the fourth case an appeal in the High Court has been filed by the management as the application for the approval of the action of the management was rejected by the tribunal.

55

Three applications under Section 53A were filed by the workers against the management before various industrial tribunals. In two of these cases the tribunal gave 'no dispute' awards and one such application of the workers was rejected by the tribunal on the ground that no approval was necessary to superannuate a worker due to illhealth.

While disposing of an appeal filed by the management the High Court set aside the order of reinstatement passed by the tribunal and awarded compensation for the loss of service.

(Indian Jute Mills' Association,  
Report of the Committee for the  
Year ended 31 December 1963,  
pp. 96-114).

56

Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - September 1964.

Industrial Disputes (Amendment) Bill, 1963  
discussed in Rajya Sabha on 7 September,  
1964.

The Rajya Sabha discussed on 7 September 1964 the Industrial Disputes (Amendment) Bill 1963 (vide Section 67, pp.71-75 of the Report of this Office for the month of December 1963), which seeks to make certain changes in the original Act including the clauses regarding retrenchment compensation, qualification of presiding officers of labour courts and tribunals and termination of agreements and awards.

Some members expressed their dissatisfaction over certain amendments and wanted further improvements and the working conditions of workers.

A Congress member, Shri M.P. Bhargava, suggested that hospitals should be exempted from the operation of the Act. An independent member, Shri D.L. Sen Gupta, urged that employees in educational institutions, including universities, should also be covered by the Act.

Shri R.K. Malaviya, Deputy Minister of Labour, assured the House that the Government was anxious to take steps to extend benefits of the Act to at least the non-teaching employees of educational institutions. The Government was consulting the State Governments in this regard.

Some members had demanded that public undertakings such as the Heavy Electricals and the Bhilai Plant should be taken out of the State jurisdiction because the States did not act impartially in giving recognition to labour unions. The result was that production suffered and the undertakings were put to loss.

57

Shri Malaviya pointed out that the present system of giving recognition to labour unions was based on the verification of their membership. This method was agreed to by the tripartite bodies like the Indian Labour Conference. The recognition to unions on the basis of "ballot" could not be followed. If any change was desired it could be made only by the tripartite bodies.

Referring to the suggestion that labour lawyers and advocates should also be appointed presiding officers of labour courts and tribunals, Shri Malaviya said that the decision to appoint district and additional district judges as presiding officers was taken by the tripartite bodies like the Indian Labour Conference. It was felt that the parties to the disputes could not have the same confidence in them as they had in judicial officers.

Shri Niranjan Singh urged the Government to pay more attention to the working conditions of workers in public undertakings.

Shri P.N. Saprú (C) suggested that the labour appellate tribunals should be revived.

The House rejected the five demand amendments to the Bill.

(The Statesman, 8 September, 1964).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN  
CATEGORIES OF WORKERS.

INDIA - SEPTEMBER 1964.

71. Employees and Salaried Intellectual Workers.

Maharashtra: Dearness Allowance of Low Paid  
Government Staff Increased by Rs.5.

A decision was taken by the Cabinet of Maharashtra on 16 September 1964 to grant an increase of Rs.5 from 1 September 1964 to all employees of the Maharashtra Government drawing a basic salary of Rs.250 or less per month. It was also decided to give free education up to the S.S.C. examination to all children of Government employees whose gross monthly emoluments earning is Rs.150 or less.

(The Times of India,  
17 September 1964 ).

Interim Relief for Journalists being considered.

Replying to a question in the Lok Sabha on 28 September 1964, Shri D. Sanjivayya, Union Labour Minister said that the Government "is interested in giving some kind of an interim relief to working journalists as well as non-journalists". He stated that the Indian Federation of Working Journalists had requested the Government last April that the working journalists' Wage Board should be asked to consider giving interim relief. The representation was forwarded to the Wage Board which was considering the matter. As regards non-journalists, they had directly represented to their wage board.

(The Statesman, 29 September 1964).

74. Indigenous Labour.

India - September 1964.

Madras Compulsory Labour (Amendment) Act, 1964  
(Madras Act No. 19 of 1964): Measure to give  
effect to I.L. Convention No.29.

The Madras Compulsory Labour (Amendment) Bill (vide pp. 83-84 of the report of this Office for July-August 1964) as passed by the Madras Legislature received the assent of the Governor of Madras on 1 September 1964 and has been gazetted as Madras Act No.19 of 1964. The Act amends the Madras Compulsory Labour Act, 1858, so as to bring the provisions of the Act into accord with Article 11 of the International Labour Organisation Convention No.29 concerning Forced Labour.

The Act makes the following amendments to the Madras Compulsory Labour Act, 1858.

Amendment of Section 1, Central Act I of 1858.- In section 1 of the Madras Compulsory Labour Act, 1858 (Central Act I of 1858) (hereinafter referred to as the principal Act),-

(i) in the marginal note, for the words "Able-bodied male persons", the words "Adult able-bodied male persons" shall be substituted;

(ii) in the first paragraph, for the words "all able-bodied male persons in such village", the words "all adult able-bodied male persons of an apparent age of not less than eighteen years and not more than forty-five years in such village" shall be substituted;

(iii) in the third paragraph, for the words "all able-bodied male persons" and "the able-bodied male persons", the words "all such able-bodied male persons" and "such able-bodied male persons" shall respectively be substituted.

Amendment of Section 2, Central Act I of 1858.- In section 2 of the principal Act, for the words "Any male persons", the words "Any such able-bodied male person" shall be substituted.

(Fort St. George Gazette, Part IV, Sec. 4, 9 September 1964, pp. 253-254).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - SEPTEMBER 1964.

81. Employment Situation.

Bombay Relief Undertakings (Special Provisions) (Amendment) Act, 1964 (Maharashtra Act No. XXVI of 1964).

The Bombay Relief Undertakings (Special Provisions) (Amendment) Bill (vide pages 90-91 of the report of this Office for July-August 1964) as passed by the Maharashtra Legislature received the assent of the President on 21 August 1964 and has been gazetted as Maharashtra Act No. XXVI of 1964. The Act makes the following amendments to the Bombay Relief Undertakings (Special Provisions) Act, 1958.

In section 3 of the Bombay Relief Undertakings (Special Provisions) Act, 1958 (hereinafter referred to as "the principal Act"), in sub-section (2), for the words "five years" the words "ten years" shall be substituted.

The Bombay Relief Undertakings (Special Provisions) (Amendment) Ordinance, 1964, is hereby repealed; and anything done or any action taken under the principal Act as amended by the Ordinance so repealed, shall be deemed to have been done or taken under the principal Act as amended by this Act, as if this Act had commenced on the 13th Day of April 1964.

(Maharashtra Government Gazette, Part IV, 3 September 1964, pp. 128-129).

Employment Exchanges: Working during July 1964.

According to the Review on the principal activities of the Directorate-General of Employment and Training for the month of July 1964, the following was the position of registration, recruitment, live register, vacancies notified and employers using employment exchanges.

Item	June 1964	July 1964	Increase (+) or decrease(-)
Registration ...	385,906	426,531	+ 40,625
Placements ...	45,442	46,481	+ 1,039
Live Register ...	2,542,283	2,636,974	+ 94,691
Vacancies Notified..	87,362	82,800	- 4,562
Employers using Exchanges.	14,503	14,630	+ 127

Shortages and Surpluses.- Shortages were reported during the month of July, 1964 in respect of Engineers, doctors, nurses, midwives, compounders, draughtsmen, oversers, electricians, accounts, trained teachers, fast typists and stenographers while surpluses were reported in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- At the end of July, 1964, Employment Market studies were in progress in 236 areas in different States. Report on Occupational Pattern in the public Sector in India in 1962 was also prepared and issued during the month under review.

Employment of Surplus and Retrenched Personnel.- During the month under review twelve persons were retrenched from the various River Valley Projects, twelve were registered and one was placed in the employment. A detailed statement showing the number of persons retrenched, number registered, placed and the the number of persons awaiting employment assistance is given in the following table:-

Name of Project.	No. awaiting assistance at the end of June, 1964.	No. retrenched during the month.	No. of retrenched persons (including those left voluntarily registered during the month for employment assistance).	No. placed during the month.	No. indicating no desire for assistance.	No. awaiting assistance at the end of the month.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Damodar Valley Corporation.	172	1	1	1	-	172
2. Bhakra Nangal Project.	43	6	6	-	13	36
3. Bhila Steel Project.	824	-	-	-	-	824
4. Durgapur Steel Project.	63	-	-	-	-	63
5. Special Cell of Ministry of Home Affairs.	315	5	5	1	-	319*
	1,417	12	12	2	13	1,414

Note: \* Class II - 51, Class III and IV 268.  
 Total of Columns 2 and 4 is equal to the total of Columns 5, 6 & 7.

Employment Exchange Procedure: Persons Migrating from East Pakistan. - It has been decided in consultation with the Ministry of Home Affairs that such persons may be regarded as bonafied displaced persons from East Pakistan provided they produce Boarder Slips or Migration Certificate issued by the Government or produce a certificate from the District Magistrate to the effect that they are bonafied displaced persons from East Pakistan. They will be entitled to the usual over-riding ~~priority~~ priority for submission against Central Government vacancies in the Eastern Zone and Priority II for vacancies outside the Eastern Zone.

65

Gorakhpur Labour Organisation.- During the month of July the Gorakhpur Labour Depot despatched 112 workers to various work cities.

Opening of Additional Employment Exchanges.- Two employment exchanges were opened in the State of Maharashtra. The total number of employment exchanges in the country comes to 386 at the end of July 1964.

(Monthly Review of the Principal activities of the Directorate-General of Employment and Training for the Month of July 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi ).

Maximum Level of Employment during  
Fourth Plan: Measures suggested by  
Planning Commission.

According to Dr. V.K.R.V. Rao, member of the Planning Commission, the strategy of the Fourth Plan will be based on achieving maximum levels of employment. This is to give effect to the accepted policy of the Government and the Planning Commission to ensure minimum levels of income to the people. For this purpose, he said, special schemes will be taken up for the development of the backward areas. According to the estimates based on the NSS data, Dr. Rao said that if Rs.21 per person is taken, on an average, as the minimum level of income to be achieved, no less than 63.1 per cent. of the total population has at present a per capita income less than this figure. Taken on a national scale, 36.5 per cent. of the population has per capita income of about Rs.21. In urban areas, the situation is a bit better in that 56 per cent. of the urban population fall before the Rs.21 group. Taken state-wise the situation of inequalities, according to Dr. Rao, is still worse. While in Punjab, 62 per cent. of the population has a per capita income of above Rs.21, in Orissa 80 per cent. of the people has per capita income below Rs.21.

Dr. Rao revealed that the strategy of the Fourth Plan will be based on at least providing an employment potential for this 25 million persons who will be added to the labour force during that period. The trend of increasing backlog of unemployment, which has been experienced during the last three Plans will, at whatever cost be avoided during the Fourth Plan period, Dr. Rao added.

Dr. Rao classified the other causes for the low level of incomes as due to under-employment, low productivity and 'exploitation'. To rectify these causes, Dr. Rao said that the areas and the classes of persons whose incomes are low are to be identified. The Planning Commission has classified the backward districts in the country as those which have growth potential and those which have no growth potential. The growth potential is based on the availability of economic resources like forest wealth, mineral resources and potential for agricultural development.

It has been found that the backward districts which have growth potential are clustered in the States of Orissa, Bihar, Madhya Pradesh and Andhra Pradesh and these are mostly populated by tribal people. Dr. Rao said that special schemes will be taken up for the development of these areas.

67

83. Vocational Training.

India - September 1964.

Labour Ministry's Training Schemes:  
Working during July 1964.

According to the Review on the principal activities of the Directorate-General of Employment and Training for the Month of July 1964, there were 298 institutes for training craftsmen and 22 Centres holding part-time classes for industrial workers. The total number of seats introduced stood at 92,215 and the total number of persons undergoing training was 79,035.

Sanction of seats under the training scheme.- During the month of July 1964, only 304 seats were sanctioned under the Craftsmen Training Schemes and 500 seats were sanctioned under the part-time evening classes for Industrial Workers for introduction during the Third Five Year Plan. The Progressive total number of seats sanctioned so far during the current Plan period is given below:-

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	<u>Seating capacity as at the end of:-</u>		
	June 1964	July 1964	Additions during the Month.
1. Craftsmen Training Scheme.	64,682	64,986	304
2. National Apprenticeship Scheme.	4,387	4,387	-
3. Part-time classes for Industrial Workers.	3,695	4,195	500
4. No. of Industrial Training Institutes.	154	154	-

Equipment.- Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These projects functioning under Craft Instructors Training Scheme are being aided by Special Fund Projects, UNO except the one at Bombay, which is being assisted by the AID Agency of the United States.

The Progress receipt position of equipment upto July, 1964, is tabulated below:-

Name of Centre.	Value of aid in Millions.	Receipt upto June 1964.	Received during July 1964.	Total receipts upto July 1964.
C.T.I. Kanpur.	1.390	1.311	nil	1.311
C.T.I. Madras.	1.390	1.368	nil	1.368
C.T.I. Hyderabad.	1.390	1.314	0.056	1.370
CTI. Ludhiana.	1.390	1.306	nil	1.306
C.T.I. Bombay.	1.704	1.495	nil	1.495

It may be mentioned that the Central Training Institute at Calcutta has received all the equipment indented for. Out of the savings of previous Project Implementation Orders, two fresh Project Implementation Orders amounting to \$ 28,000 have been issued but the equipments are still awaited.

Apprenticeship Training Scheme.- The first all India trade test under the Apprentices Act, 1961, for full term apprentices and the All India Trade Test in non-engineering trades under the Craftsmen Training Scheme was held during the month under review.

The number of apprentices undergoing training under the Apprentices Act was 9,362 (Figures are provisional) at the end of June, 1964, of which 7,268 were full-term apprentices and 2,094 short term apprentices.

(Monthly Review on the Principal Activities of the Directorate-General of Employment and Training for the Month of July 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

69

Chapter 9. Social Security

92. Legislation.

India - September 1964.

Working of the Maternity Benefit Acts  
during 1962.

Introduction.- Legislation providing for the payment of cash benefits, grant of leave and other facilities for maternity relief to women workers employed in factories exists in almost all the States and Union Territories of India. The States Acts have been extended to cover the women workers in Plantations also in Assam, West Bengal and Kerala. Similar benefits are being provided to the women workers employed in Mica under the Mines Maternity Benefit Act passed by the Central Government. The scope, qualifying conditions, the period and the rate of Maternity benefit, However, are not uniform under the various Acts. The administration of the Acts in the States is generally the responsibility of the Factory Inspectorates. The Mines Maternity Benefit Act is administered in Coal Mines by the Coal Mines Labour Welfare Commissioner, and in other mines by the Chief Inspector of Mines. Annual Reports on the working of the Acts prepared by the administering authorities, give statistics relating to the number of women workers covered by the Acts, number of claims made, number of claims paid, the amount of benefit paid, etc. These Statistics relate to the number of establishments submitting returns and hence do not give the complete picture.

During the year under report, the percentage of establishments submitting returns to the total number of establishments covered by the State Acts varied from 21.3 in Madhya Pradesh to 100.0 in Bihar and Uttar Pradesh in respect of factories, and 62.5 in Kerala to 100.0 in West Bengal in so far as plantations were concerned. Under the Mines Maternity Benefits Act, this percentage was 55.9 for Coal Mines and 31.7 for 'Other Mines' (i.e. other than Coal Mines). Further, the State Maternity Benefit Acts framed cease to be operative in areas, where the integrated Social Insurance Scheme framed under the Employees' State Insurance Act 1948 is enforced. The

Employees' State Insurance Act is gradually being introduced in more and more areas. The statistics of maternity benefit paid under that Act have been given separately in this article at the end. The variation in the basic coverage of Maternity Benefit Acts due to the fore-mentioned reason, should be borne in mind, while drawing any conclusions from the data regarding maternity benefits paid under the Maternity Benefit Acts as presented in this article. On account of this variation in coverage no comparison of the absolute figures from year to year has been made; only certain ratios have been compared over the two years 1961 and 1962.

For factories, among States, Kerala reported the largest number of cases in which maternity benefit was paid. Next in order came Mysore and Gujarat. In Plantations, Assam reported the largest number of cases in which maternity benefit was paid during the year. The number of claims paid in factories and the amount of maternity benefit who paid was the highest in Kerala. The proportion of women workers who were paid maternity benefit in full or in part in factories and plantation, to the total number of women workers who claimed such benefit during the year under review was fairly high in all the States.

The percentage of women workers who claimed maternity benefit to the total number of women employed in the units furnishing returns and the average amount of benefit paid per case in the various States and in Mines. The percentage of claims thus indicates the incidence of claims per 100 women employed, while the amount per case indicates the extent or impact of the incidence per case. The percentage of claims in total employment for factories and plantations was the highest in Kerala and West Bengal respectively. As compared to 1961, the overall percentages of claims to total employment both in Factories and Mines, were higher in 1962. The percentage of claims in Plantations decreased from 24.5 in 1961 to 20.9 in 1962.

The average amount of benefit paid per case in factories varied from State to State, the highest (Rs.198), being in Bihar and the lowest (Rs.35) in Gujarat. The average maternity benefit paid per case during 1962 was Rs.78, Rs.85 and Rs.98 respectively, for Factories, Plantations and Mines.

The number of complaints received was the highest in Kerala in respect of Factories. Prosecutions were launched only in some cases, as generally the violation of the Acts or the Rules framed thereunder which led to the complaints, was reported to be of a minor nature.

The extent of the areas covered under the Employees' State Insurance Act varied from State to State. Taking all the States together, the average amount of benefit paid per case was about Rs.234.

As the women workers can claim Maternity Benefit under either the State/Central Act or the Employees' State Insurance Act, the total of the respective figures under both the Acts is expected to indicate the progress in the extension of the particular benefit to eligible women workers. During 1962, the total number of claims under the various State/Central Acts and the Insurance Scheme together decreased to 98,940 from 101,497 in 1961, while the corresponding number of claims paid increased to 97,118 from 95,935 during the same period. The total amount paid as maternity benefit, under the two provisions together, was Rs. 9.552 million rupees in 1962 as compared to 9.389 million rupees in 1961, and the overall average amount paid per effective claim, increased to Rs. 98.36 in 1962 from Rs.97.87 in 1961.

(The Indian Labour Journal,  
Vol.V, No.9, September 1964 ).

Gujarat: Employees' State Insurance Scheme  
extended to some Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 4 day of October, 1964 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section(1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Gujarat, namely:-

- (1) Area within the limits of Ahmedabad Municipal Corporation;
- (2) Villages of Saijpur Bogha, Naroda, Odhav, Kali and Ranip of City Taluka of Ahmedabad District;
- (3) Villages of Kathwada and Ramol of Daskroi Taluka of Ahmedabad District.

(Notification SO 3291, dated 5 September 1964; The Gazette of India, Part II, Section 3, sub-sec.(ii), 12 September, 1964, page 3550 ).

Uttar Pradesh: Private Teachers to get  
Provident Fund and Pension Benefits.

Dr. Ram Narayan Pande, Deputy Education Minister of Uttar Pradesh said in the U.P. Legislative Council on 11 September 1964, that a triple benefit scheme, conferring the facilities of provident fund, life insurance and pension ~~from~~ of teachers of all private aided institutions in the State, from primary to the degree college stage, will come into force from October next. The scheme would benefit 201,000 persons.

It would be obligatory for all members of the staff to subscribe to the provident fund and the rate of contribution of employees and employers would remain 6.25 per cent.

Life insurance within certain limits would also be made compulsory. The teachers would qualify for pension after completing 10 years ~~ser~~ of service. The quantum of pension would be determined at 1/120th part of the aggregate of average salary for the three years. A provision has also been made for family pension for dependents of teachers. This benefit would accrue to the families of teachers who after completing 20 years of service, die before retirement.

(The Hindustan Times,  
12 September 1964).

LIST OF THE PRINCIPAL LAWS PROMULGATED  
DURING THE PERIOD COVERED BY THE REPORT  
FOR SEPTEMBER 1964.

INDIA - SEPTEMBER 1964.

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN  
CATEGORIES OF WORKERS.

Madras Compulsory Labour (Amendment) Act, 1964 (Madras Act No.19 of 1964): Measure to give effect to I.L. Convention No.29. (Fort St. George Gazette, Part IV, Sec.4, 9 September 1964, pp. 253-254).

CHAPTER 8. MANPOWER PROBLEMS.

Bombay Relief Undertakings (Special Provisions) (Amendment) Act, 1964 (Maharashtra Act No.XXVI of 1964). (Maharashtra Government Gazette, Part IV, 3 September 1964, pp.128-129).

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CHAPTER 3. ECONOMIC QUESTIONS.

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- \*(c) "Report on the Working of the Minimum Wages Act, 1948 during the year 1961": Publication No.63: Labour Bureau, Ministry of Labour and Employment, Government of India: 1964: Printed in India by the Manager, Government of India Press, Simla for the Manager of Publications, Civil Lines, Delhi: pp. v+88.

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