

LLR

*With the Compliments of the  
Director,  
International Labour Office,  
(India Branch), Mandi House,  
New Delhi*

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ANNEXE  
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I.L.O. REGISTRY-GENEVA  
- 3 MAY 1965  
File No: 2-272 (A)  
With \_\_\_\_\_  
no: \_\_\_\_\_

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LL.O. REGISTRY-GENEVA
5 APR 1965
File No C 33-2-282(A)
With LLR 50/1

D.1/1067/65 2 April 1965.

From: The Director of the New Delhi Office.

To: The Director-General, GENEVA.  
(for attention of Chief, Labour Law and  
Labour Relations Branch)

Headquarters minute C 33-2-282(A)  
dated 8 February 1965

I have sent you today by surface mail  
one copy of the following report:

REPORT ON CASE STUDY IN LABOUR-  
MANAGEMENT RELATIONS AT THE  
HINDUSTHAN LEVER LTD., Calcutta

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Amex kept  
in LLR

for Director

13.5.65 dlyf

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INTERNATIONAL LABOUR OFFICE

INDIA BRANCH

TELEPHONES : 47567 & 44481  
TELEGRAMS : INTERLAB, NEW DELHI

I.L.O. REGISTRY-GENEVA

MANDI HOUSE  
NEW DELHI-1

30 APR 1965

REF. NO. D.1/1324/65 26 April 1965.

File No 33-2-282(A)

With  
on:

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From: The Director of the New Delhi Office.

To: The Director-General, GENEVA.  
(for the attention of Labour Law and  
Labour Relations Branch)

ANNEXE  
852

Headquarters minute C 33-2-282(A)  
dated 8 February 1965

Further to my minute D.1/1067/65  
dated 2 April 1965, I have sent you  
today by surface mail a copy of the  
following Report:

A CASE STUDY ON LABOUR-MANAGEMENT  
RELATIONS AT BATA SHOE COMPANY  
LTD., Budge Budge District 24  
Parganas, 1963.



for Director

87984

LLR

INTERNATIONAL LABOUR OFFICE

INDIA BRANCH

TELEPHONE 27567 & 44481  
POSTERLAB, NEW DELHI

MANDI HOUSE  
NEW DELHI-1

REF. NO. D.1/1067 /65 C 33-2-282(A) 2 April 1965.

PA

From: The Director of the New Delhi Office.

To: The Director-General, GENEVA.  
(for attention of Chief, Labour Law and  
Labour Relations Branch)

Headquarters minute C 33-2-282(A)  
dated 8 February 1965

I have sent you today by surface mail  
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MANAGEMENT RELATIONS AT THE  
HINDUSTHAN LEVER LTD., Calcutta

ANNEXE  
845

*Francis*  
for Director

*Annex kept in LLR  
13.5.65 dlyf*



C 33-2-282(A)

From: The Director-General, GENEVA.

To: The Director of the Branch Office in NEW DELHI.

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Your report for December 1964 refers in pages 99-102 to a case study of industrial relations in the Hindusthan Lever Ltd. It would be greatly appreciated if you could obtain for us a copy of this case study.

For the Director-General:

J. de Givry,  
Chief, Labour Law and  
Labour Relations Branch.

*JdG*  
4/2/65

*no*  
6/2/65

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COPY NO. 2

INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

I.L.O. REGISTRY-GENEVA
15 JAN 1965
File 33-2-282
With:
OR

Industrial and Labour Development in  
December 1964.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - DECEMBER 1964.

11. Political Situation and Administrative Action.

22nd Session of the Standing Labour Committee  
held at New Delhi 9-10 December 1964.

The 22nd session of the Standing Labour Committee was held at New Delhi on 9 December 1964 under the chairmanship of Shri D. Sanjivayya, Union Minister for Labour and Employment. The Director of this Office attended the meeting by special invitation.

Shri D. Sanjivayya's address.- Addressing the session, Shri D. Sanjivayya, Union Minister for Labour and Employment said that one feature of the tripartite machinery which appealed to him most was the constructive approach that was generally brought to bear on the deliberations of such bodies. The parties met not to carry on an argument but to understand the difficulties of the other side and to discover areas of agreement. The aim here was to strike a practical compromise. The Union Labour Minister added that what generally emerged out of these deliberations might not always constitute an ideal solution from any one party's point of view, but, nearly always, it was an eminently workable solution for it carried with it the general consensus and had often behind it the consent of the various interests represented in these tripartite bodies.

Referring to the setting up of fair price shops in industrial establishments employing 300 or more workers, Shri Sanjivayya remarked that the progress in this regard had not been quite satisfactory. So far only about 1,960 cooperative stores and fair price shops had been opened in about 3,300 establishments. Government was contemplating legislation to make the setting up of such stores a statutory requirement. Under the proposed legislation such stores would be expected to distribute rice, wheat and sugar as supplied by Government and two types of textiles, dals and cooking medium at wholesale prices.

The Labour Minister stated that matters relating to bonus had often tended to become a source of friction between managements and workers. He felt that the question was essentially one of evolving suitable norms so that the uncertainty associated with bonus payments was minimised. He observed that the basic purpose of the proposed legislation on contract labour was to do away with the system of contract labour as far as possible, and where complete abolition was not feasible, to regulate conditions so that the interests of the workers were protected.

Sub-Committee on Bonus set up.- At its session held on 10 December 1964, the Standing Labour Committee decided to set up a sub-committee to examine the draft bill on Bonus Commission's recommendations in the light of the views expressed at the two-day session of the committee and to evolve a formula which might meet the wishes of the workers and the employers, as far as practicable and possible. The sub-committee is expected to prepare its report in a month which will be placed before the Standing Labour Committee. Shri D. Sanjivayya, Union Minister for Labour and Employment will head the sub-committee.

The Union Labour Minister expressed the hope that the sub-committee would be able to come to a unanimous agreement and thus help in the maintenance of industrial peace.

Main Conclusions and Recommendations.-

Item 1: Action taken on the main conclusions/recommendations of the previous session: Proposals concerning amendments/legislation agreed to at the last meeting of the Committee.- Some of the workers' representatives drew attention to certain proposals concerning amendment/legislation agreed to at the last meeting of the Standing Labour Committee. It was explained that the proposal to amend the Industrial Disputes Act for empowering Tribunals to go into the merits of individual dismissals had been examined by Government but the proposal was not accepted. As regards the proposed legislation to make the setting up of Fair Price Shops a statutory obligation Government hoped to introduce the relevant Bill during the next session of Parliament.

All-India legislation for the regulation of the Beedi Industry.- Action to promote the contemplated legislation should be expedited.

Item 2: Draft Bill on the Bonus Commission's Recommendations.- There was considerable discussion on this Item. The general consensus of opinion was that every effort should be made to evolve a single suitable 'Bonus Formula' which would minimise the uncertainty associated with bonus payments and ensure its smooth working. A number of alternatives were considered by the Committee but no unanimity could be reached at the meeting. After the discussion it was decided that a small sub-committee consisting of: (i) two representatives each from the employers' and workers' side and (ii) a few representatives of the State Governments and the Central Ministries, with the Union Labour Minister as its Chairman should be set up to examine the proposed Bill and suggest suitable modifications that might be considered necessary. The sub-committee should complete its deliberations within a period of one month and its Report should be placed before the Standing Labour Committee.

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Item 3: Legislation for regulating the employment of contract labour.- A small sub-committee consisting of two representatives each from the workers' and the employers' side and a few representatives of the State Governments and Employing Ministries, with Shri N.N. Chatterjee, Joint Secretary, Ministry of Labour, as its Convener should be set up to examine the Draft Bill placed before the Standing Labour Committee and suggest suitable modifications, if any, that might be necessary. The sub-committee should complete its deliberations within a period of two months and its Report should be placed before the Standing Labour Committee.

Item 4: Inclusion of Byssinosis in the list of Occupational Diseases.- The proposal in the Memorandum concerning carrying out of studies of the disease in the E.S.I. hospitals was approved.

Item 5: Protection to Gratuity Scheme from attachment.- The proposal in the Memorandum concerning statutory protection of gratuity from attachment was approved.

(Press Releases received from the  
Press Information Bureau,  
Government of India, New Delhi).

12. Activities of External Services.

India - December 1964.

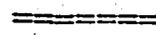
1. Meetings:

During the month the Director of the Office participated in the following meetings and conferences:

- (a) Meeting of the Central Co-ordination Committee for Pre-Vocational Training Centres at the Department of Social Security, New Delhi on 4 December 1964.
- (b) 22nd Session of the Standing Labour Committee at New Delhi on 9 and 10 December 1964.
- (c) 15th Session of the INTUC held at Hyderabad on 30 - 31 December 1964.
- (d) An Orientation Seminar on pre-vocational training centres held at the Regional Training Centre, Hyderabad on 31 December 1964 - Organised by the Department of Social Security.

2. Lectures:

On 9 December the Director address<sup>ed</sup> the members of the Rotary Club of Faridabad on 'The ILO'.



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13. Press and Opinion.

India - December 1964.

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

1. The 'Indian Worker', dated 7-9-64 publishes a note on 'ICFTU and Vocational Training'. There are incidental reference to the ILO.
  
2. The 5th September 1964 issue of 'Commerce' publishes an article on 'International Labour Convention: Genesis and Impact of the Plantations Convention' by the Secretary, Association of Planters of the State of Madras. After reviewing the various action taken by the ILO in respect of the Plantation Industry, the article concludes: "When the Bandung session of the Committee on Work in Plantations was held, many in the industry were sceptical about its value and dismissed its resolutions of no more than academic interest. Only a few realised the potentiality of the Committee for influencing labour legislation affecting plantations labour throughout the world. They were proved right within five years of the Bandung session. Not only was Convention 110 adopted, but international action was set afoot for the stabilisation of commodity prices. The International Coffee Agreement concluded in 1962 is an instance in point. The snowballing of an idea, initiated in the preparatory Asian Regional Conference in 1947, into an I.L.O. Convention of world-wide dimensions in just a decade should serve as an eye-opener to such of those in the plantations industry as are prone to think in isolation which, however splendid, is bound to be ended by the onrushing tide of international thought and action in this diminutive world of the rocket age.

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3. "Social Action" dated October 1964 publishes an article on entitled "Congo going Ahead". There is an incidental reference to the ILO.

4. An article on "Strikes and in India" published in the 3 October 1964 issue of "The Economic Weekly" refers to the ILO Year Book of Labour Statistics.

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - DECEMBER 1964.

25. Wage-Earners' Organisations.

India - December 1964.

U.P.: Working of Indian Trade Unions Act  
(XVI of 1926) for the Year 1961-62.

According to the annual Report\* on the working of the Indian Trade Unions Act in Uttar Pradesh for the year 1961-62, the year started with 1059 registered trade unions as compared with 1083 trade unions at the beginning of the previous year. During the year under report, 122 new unions were registered and 172 unions were removed from the Register of Trade Unions during the year for various reasons. The total number of registered trade unions at the end of the year under report was 1009, which were required to submit their annual returns for the year ending 31 March 1962. Out of these 1009 trade unions only 906 trade unions (including 9 federations) submitted their annual returns for the year 1961-62.

Growth of trade union movement.- Although the number of registered trade unions recorded a slight fall during the year 1961-62 as against 1960-61, the total number of trade unions submitting annual returns showed an upward trend, as compared to the total number of such unions in the previous year. However, the total membership of such unions showed a slight fall during the year 1961-62 as against 1960-61.

The percentage of submission of returns by trade unions is highest in this State being 90 per cent.

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\*Annual Report on the Working of the Indian Trade Unions Act, 1926 (XVI of 1926) in Uttar Pradesh for the Year 1961-62: June 1964: Allahabad: Superintendent, Printing and Stationery, U.P., (India): 1963: pp.162: Price Rs.6.00.

Out of 897 trade unions (excluding 9 federations) submitting annual returns, three unions did not report their membership figures and the return of one union was not utilised. Thus the total membership of 893 trade unions (excluding 9 federations) which submitted their annual returns and reported membership figures comes to 330,150 bringing the average membership per union to 370, as against 383 of the previous year.

Out of 893 trade unions (excluding 9 federations), only 129 trade unions reported female membership, ranging from 1 to 388. The largest female membership is 388 in Agra Nagar Palika Karamchari Sangh, Agra.

The number of registered trade unions at the end of the year under report was largest in Kanpur (204). The districts of Lucknow, Meerut, Agra, Allahabad and Varanasi, were next in importance, having 85, 83, 66, 49 and 41 unions respectively. The largest number of Annual Reports Returns for the year under report were received from the district of Kanpur.

As regards the districtwise distribution of trade unions membership in the State, the highest membership was reported by unions in the district of Gorakhpur (101,112). This figure for the previous year was 89,118. The other districts in descending order of membership are Kanpur, Meerut, Agra, Deoria, Lucknow and Saharanpur where the total membership was 59, 311, 26, 448, 19, 425, 13,742, 11,080 and 10,860 respectively.

Membership by industries.- The table given below gives industry wise comparative figures of total membership and average membership per union at the close of the year under report:-

Industrial Groups.	No. of the unions which submitted Annual Return for 61-62 (excluding of federations).	No. of unions submitting Annual Return and reporting membership.	Member-ship of the unions given in Column 3.	Average membership per union Column 4 ÷ Column 3.
1	2	3	4	5
Agriculture, Forestry, Fishing, etc.	40	40	5,416	135
Mining and Quarrying.	1	1	95	95
Manufacturing.	518	515	168,763	328
Construction.	12	12	2,491	208
Electricity, Gas, Water and Sanitary Services.	60	60	15,154	253
Commerce.	65	65	13,365	206
Transport and Communication (other than Workshops).	54	54	101,420	1,878
Services.	91	90	16,659	185
Activities not adequately described.	56	56	6,787	121
<b>Total.</b>	<b>897</b>	<b>893</b>	<b>330,150</b>	<b>3,409</b>

About 58 per cent. of the total number of unions submitting annual returns for the year under report belonged to the "MANUFACTURING" industry, which accounted for about 51 percent. of the total membership. About 59.5 per cent. of the trade unions had each a membership of less than 150 members, their total membership being 10.1 per cent. of the total membership of all the trade unions in the State. 11.1 per cent. of the trade unions had each a membership ranging from 500 to less than 1,000, 4.4 per cent. had each a membership ranging between 1,000 and less than 5,000 and about 0.6 per cent. had each a membership of 5,000 and above.

Financial position.— The General Fund and cash assets of trade unions increased during the year as compared to the previous year indicating some improvement in the financial position of the unions. During the year under review report, 188 unions have reported closing Balances of General Fund exceeding Rs.1,000 and 146 unions had cash Balances exceeding Rs.1,000. Thirtyfour registered trade unions reported cash Balances exceeding Rs.5,000.

trade

Thirtythree/unions have reported deficit balances at the close of the year under report ranging from Rs.2 to Rs.4,993. Twentythree trade unions reported deficit, exceeding Rs.50.

The headwise total figures of income and expenditure in respect of 905 registered trade unions and federations (excluding the figures of Suti Mill Mazdoor Sabha, Kanpur, which have not been utilised), which submitted their Annual Returns for the year 1961-62, shows that the largest part of the income was under the head 'Subscription from Members'. Similarly the largest expenditure incurred on a single item by these registered trade unions, during the year under report was under the head 'salaries, allowances and expenses of officers'.

The most important source of income of the registered trade unions, as stated above was 'subscription from members'. The figures under the above head for the years 1959-60, 1960-61, and 1961-62 are Rs.768,524, Rs.906,334, and Rs.987,928 respectively. This successive increase is due to the increase in the trade union membership and the amendment in the Indian Trade Unions Act, 1926, whereby the minimum rate of subscription of every honorary and ordinary member has been raised to Rs.3 per year.

Inspections and Enquiries.- During the year under report, 1108 inspections and 870 enquiries were conducted as against 550 inspections and 912 enquiries in the previous year. In the course of inspections detailed instructions for the proper maintenance of accounts and other records were given to the office bearers of the unions concerned. Steps were also taken to obtain compliance report on the defects pointed out in the inspection notes. Generally the membership registers did not contain full particulars of the members enrolled by the unions. In some cases, counterfoils of receipts and membership forms and other relevant documents were not being maintained properly. The want of paid officials to attend to the affairs of trade unions has often been responsible for this State of affairs.

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Provisions of the registered constitutions of unions relating to election of office bearers and expenditure within the prescribed limit were not strictly followed in some cases. Meetings of the Executive Committees were also not held regularly. Enquiries generally related to complaints made by members and office bearers of the unions which with regard to mis-appropriation of funds, irregularities in elections, dissolutions and amalgamation of unions, complaints against new registrations and defaulting trade unions and registration of officers of trade unions as protected workmen, nomination of workmen's representatives on works Councils, approval of federations and utilisation of financial assistance given to trade unions under the Five-Year Plan of the State Governments.

(The working of the Act during the year 1960-61 was reviewed at pages 7-10 of the report of this Office for June 1964).

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Indian Trade Unions (Amendment) Act, 1964  
(No. 38 of 1964).

The Indian Trade Unions (Amendment) Bill (vide pages 13-14 of the Report of this Office for October-November 1964) as passed by Parliament received the assent of the President on 10 December 1964 and has been gazetted as Act No. 38 of 1964. The Act makes the following amendments to the Indian Trade Unions Act, 1926.

Throughout the Indian Trade Unions Act, 1926 (referred to as the principal Act), except in sub-section (4) of section 28 thereof, for the words "officer" and "officers", wherever they occur, the words "office-bearer" and "office-bearers" shall respectively be substituted.

In sub-section (1) of section 1 of the principal Act, the word "Indian" shall be omitted.

In section 21 of the principal Act, the proviso shall be omitted.

After section 21 of the principal Act, the following section shall be inserted, namely:-

"21A. (1) A person shall be disqualified for being chosen as, and for being, a member of the executive or any other office-bearer of a registered Trade Union if -

- (i) he has not attained the age of eighteen years;
- (ii) he has been convicted by a Court in India of any offence involving moral turpitude and sentenced to imprisonment, unless a period of five years has elapsed since release.

(2) Any member of the executive or other office-bearer of a registered Trade Union who, before the commencement of the Indian Trade Unions (Amendment) Act, 1964, has been convicted of any offence involving moral turpitude and sentenced to imprisonment, shall on the date of such commencement cease to be such member or office-bearer unless a period of five years has elapsed since his release before that date."

In section 28 of the principal Act, in sub-section (1), for the word "March", wherever it occurs, the word "December" shall be substituted.

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 14 December 1964,  
pp. 389-390 ).

Fifteenth Session of Indian National  
Trade Union Congress, Hyderabad,  
30-31 December 1964: Rationing in  
Urban Area urged.

The Fifteenth Session of the Indian National Trade Union Congress was held at Hyderabad on 30-31 December 1964. Shri Kashi Nath Pandey, President of the Congress, presided. Besides delegates from all over the country, Mr. Walter P. Reuther (U.S.), Mr. Bora P. Romic (Yugoslavia), Mr. Colson (Sweden), Mr. C.V. Devan Nair (Singapore), and Mr. Solomon of the International Confederation of Free Trade Unions, Asian Regional Organisation, were among the foreign invitees who attended the session. The I.L.O. was represented by the Director of this Office.

The Congress passed various resolutions, among others, on price policy, agricultural labour, abolition of managing agency system, security of employment, bonus and housing.

Presidential address.- Shri Kashi Nath Pandey, in his presidential address said that the Indian worker today has to fight on many fronts; he has not only to meet threats to his independence from China and Pakistan, privatisations caused by high prices and opposition of employers but also fight inroads of political parties into trade union field. He said these political parties deluded workers by provoking them to serve their party ends. They presented before workers Utopian dreams of realizing their object without any organisation or paying subscriptions to their unions.

As the country was passing through a critical period, Shri Pandey said, great responsibility rested on the working class to increase the national wealth and the trade union organisation should be in deft hands of such people who had unflinching loyalty to the country and who believed in the well-being of the nation.

To make these workers work to their optimum capacity in matters of production and harvest rich national dividends from investments that people had made in them, it was necessary that all parties contributing their efforts for production should live in harmony and feel animated with a passion to realize planned targets, he said.

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He regretted that great many schemes meant to ameliorate conditions of labour during the current Plan had yet remained unattended. In large interests of the nation and workers they should be implemented immediately, he added.

General Secretary's Report.- Presenting the annual report, the General Secretary of the Congress, Shri Vasavada expressed concern over soaring prices and fall in real wages of workers and urged the linking of dearness allowance with the cost of living index. Referring to industrial peace, Shri Vasavada deplored the Government's attitude to the question of settling disputes by arbitration. He said that if a dispute is not solved by negotiations, it becomes the duty of the Government to see that the same is referred to arbitration whose award must be binding on both the parties. To a great extent such a practice is prevalent in the private sector but in the public sector, the Government is still shy of arbitration. In the public sector, Government is just like a private employer. When a dispute arises in the public sector, Government feels that it is a sovereign body and therefore it should not be subjected to arbitration. Such attitude on the part of the Government was going to adversely affect the public sector. If industrial peace is to be maintained and if the level of workers' efficiency is to be raised, arbitration machinery should immediately be provided. It is not correct to say that the Government is unaware of the insistent demand of the working class in this connection. The Government has repeatedly announced its decision to set up the arbitration machinery but nothing has been done as yet. Before the working class lose their faith in peaceful and constitutional methods of settling their disputes, it will be wise for the Government to make arbitration machinery available to them.

Shri Vasavada said that the INTUC had maintained its position as a premier representative national labour organisation in the year 1963 also. According to the latest Government verification, the INTUC which claimed the membership of 1,828,783 has been ascribed a total verified membership of 1,268,339. This was a further clear addition of more than two lac members over the last verified INTUC figures. The combined verified membership of the other three national labour organisations was nearly 939,880. The total membership of the INTUC was thus more than the verified membership of the other three rival organisations put together.

The General Secretary's report gives an account of the various activities of the Congress. A separate section describes the association of the INTUC with ILO activities.

The statement of Accounts appended to the Report shows an income of Rs.149,028.67 and an expenditure of Rs.145,869.25. The excess of income over expenditure being Rs.3,199.42. The general Fund of the INTUC stood at Rs.122,530.46.

Resolutions.- The Congress adopted a resolution on the 'price policy', pressing for immediate introduction of rationing in all urban areas throughout the country to be in force for at least during the next ten years and for bringing in legislation at once, providing for the setting up of subsidised fair-price-cum-ration shops in all industrial undertakings, employing over 300 workers, to begin with.

Several speakers expressed serious concern over the sharp rise in the prices of foodgrains and their other essential commodities and their artificial scarcity in the country and urged the INTUC to launch a peaceful agitation to press the Government to take suitable measures to relieve the acute suffering of the people.

By a resolution on the abolition of the managing agency system, the Congress welcomed the move to eliminate the 'managing agency' system altogether in the management of corporate industrial sector. It, however, cautioned the Government that while abolishing the system, care should be taken to see that the system did not re-appear in any other form, such as development of controlling interests with inner circles and groups, displacing managing agencies in the companies in the outer form but retaining the essence.

Although the reform brought about by the amendment of the Company Law had reduced the role of managing agents in corporate affairs by reducing their number, the bigger managing agents had strengthened their hold. Their control over companies had increased and the concentration of economic power, arising from the exercise of managing agency function had also increased.

Another resolution urged the imposition of ceiling on urban property, as in the case of agricultural holdings. Referring to the existence of considerable sums of unaccounted money, another resolution stated that the Government of India had already taken steps to deal with the situation but it was felt that these steps should be further intensified.

On agricultural labour, the INTUC urged the Centre and the States to set up a suitable machinery for the effective implementation of the Minimum Wages Act. It also stressed the need for legislation to security of employment.

A resolution was passed at the session urging the need to revive the subsidised industrial housing programme, which was suspended following the Emergency, on a full scale, with suitable modifications in regard to the ceiling, size of the subsidy and loan. It was suggested that a co-ordinated programme should be implemented by a corporation specially set up for the purpose. The session felt that the price of the land likely to be utilised for industrial housing in all industrial areas should be controlled so that the cost of the land did not become prohibitive.

The resolution on the Bonus Commission report adopted by the session hoped that the legislation would be made simple and effective so that bonus disputes throughout the country could be solved without avoidable litigation or dislocation in production. The INTUC appealed to the Government of India to give immediate effect to the unanimous recommendations of the Commission of a four per cent. minimum bonus.

Office bearers.- Dr. G.S. Melkote, M.P. was elected President of the Indian National Trade Union Congress for 1965. The other office-bearers elected were: Messrs. Kashinath Pandey, M.P., Dr. (Mrs) Maithreye Bose, Shri Michael John, Shri Abid Ali and Shri Dravid (Vide-Presidents); Shri G. Ramanujam (General Secretary); and Shri N.K. Bhat (Assistant Secretary).

28. Employers' Organisations.

India - December 1964.

Annual Meeting of the Associated Chambers  
of Commerce and Industry, Calcutta, 21  
December 1964.

The annual meeting of the Associated Chambers of Commerce and Industry was held at Calcutta on 21 December 1964. Shri A.D. Ogilvie, President of the Associated Chambers of Commerce and Industry presided over the meeting. The Prime Minister, Shri Lal Bahadur Shastri who was the chief guest, also addressed the conference. The meeting was attended, amongst others, by Ministers, members of the Diplomatic Corps and industrialists.

President's speech.- Presiding over the annual general meeting of the Associated Chambers of Commerce and Industry, Shri A.D. Ogilvie expressed concern over the rising prices. He said that the threat of price inflation apart from the human suffering it brought in its wake, created a difficult problem for the Government and organised commerce and industry. So far as the Government was concerned, an inflationary situation could seriously upset all normal budgetary and economic planning and create a host of related problems. A special aspect of inflation in India's present circumstances was that it could not only reduce the country's capacity to export but at the same time increase the need for foreign assistance for development.

So far as commerce and industry were concerned, the immediate effect of rising prices was a general increase in costs and a tendency towards friction between employers and their workers which lowered productive efficiency. Industry's competitive position in markets overseas was weakened and exports were affected. In the case of industries whose selling prices were now controlled, a rise in costs of even quite a moderate degree could produce the most serious financial problems.

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"In the circumstances in which we live, it must be a common object of policy to contain the general rise of prices, and then, if possible, to ensure that any further stimulus to increasing prices is prevented by suitable prices budgetary and financial policies."

The consequences of further price initiation would be such that drastic action would be necessary to deal with it and, while a problem of this scale erupting over vast stretches of the country could not be dealt with overnight. It was a comfort to know the Government was conscious of its magnitude. In particular, the arrangement to import an additional four million tons of wheat from the USA - a transaction at once gigantic and imaginative - should give the Central Government the stocks and the room for manoeuvre it required. The absolute shortage in food production or stocks, it seemed, was comparatively small. The problem was one of local scarcity which existing resources could not deal with quickly enough or extensively enough.

Urging for a reduction in taxation, Shri Ogilvie said that the basic effect of a fairly substantial reduction in taxation would be great and that in the long run, and perhaps even in the short run, the economy and the Government would benefit from a fresh growth in confidence, increased saving and investment and the development of broadbased increases in production, he added.

Speaking about progress in agriculture the President said that Indian agriculture was developing, but it was not developing fast enough. Because of this, part of the resources, and in particular the foreign exchange, that was needed for industrial expansion, had to be set aside to pay for the import of food and of raw materials like cotton and jute. Great changes could be brought about by simple and economic innovations in agricultural methods and equipment. Some potent catalyst was required to bring together the many unused and potentially highly productive reserves of land and labour which were found throughout the countryside.

The determination of the Central Government to provide greater resources during the remainder of the present Plan and throughout the next to increase production, and the various schemes now under consideration - such as the scheme for guaranteed prices - to stimulate the cultivators next season were on the right lines. In the interests of agricultural advance, there should be some greater degree of flexibility in the attitude to ceilings on land holdings. The normal pattern of Indian agriculture in the foreseeable future must be one of small land holdings. But there were areas where enterprise and a knowledge of modern farm production were not lacking and where capital would be forthcoming for investment in contemporary farming methods if the ceilings could be relaxed. Such centres of productive modern agriculture could be both an inspiration and a challenge to the ordinary cultivator, and further consideration of this subject was justified, even from this point of view alone.

Dealing with the employer-worker relations, Shri Ogilvie said that what particularly caused them all great anxiety in recent months were the recommendations of the Bonus Commission and the decisions taken by the Government on this important subject. The frequent disagreements which had attended the growth and development of the system of bonus payments in Indian industry had been a major cause of industrial strike, and it had been hoped by all that the work of the Commission would provide understanding on the matter and allow greater emphasis to be placed in forms of incentive payments. But it was clear that the decisions so far made had failed to meet many problems. It could only be hoped that some satisfactory compromise could be reached on the problems still unsolved.

Over industry as a whole however, it was estimated that nearly 440 million rupees would be paid annually in future by way of bonus. In view of this very large benefit - which must cause other sections of the population to reflect ruefully that industrial employees were a favoured class - the employers and indeed the community as a whole could expect a major attempt on the part of organised labour to ensure higher output and a full hearted true effort at maintaining industrial truce.

Stressing the need for a high level of competence in its managerial cadres, Shri Ogilvie said that there was no over supply of good managerial talent and because of this and other considerations, the business community trusted that nothing would be done to weaken the contribution which, in present Indian conditions, could be made by accepted forms of group management. The managing agency system faced possibly a decisive phase of Government policy in the near future. In their opinion the group system of management provided a form of economic and efficient centralised services which it would be difficult to replace over a wide range of industry. At this particular phase of Indian economic history it seemed vital that nothing should be dismantled before an effective substitute was available, and hasty action in withdrawing managing agency arrangements might well leave a management vacuum which would be difficult to fill.

Prime Minister's address.— Addressing the meeting Shri Lal Bahadur Shastri, the Prime Minister briefly surveyed India's economic position and said the accent in the fourth Plan would be on the wellbeing of the ordinary man. Explaining the Government's attitude towards industry, Shri Shastri said the main reason for trying to regulate and control industry was to ensure justice for workers and consumers. The Government would only be too happy if an "increasing sense of social responsibility" on the part of industrialists made it possible for the Government to concentrate more on measures to help industry rather than control it. During the next 10 years, the Prime Minister declared, the Government would endeavour to ensure a minimum living standard for the people. The private sector would have to play an important role in realising this objective inasmuch as the consumer industries including agriculture, fell almost entirely within the sector's ambit.

The investment envisaged in the private sector as a whole would be more than a third of the total investment in the fourth Plan and the share of the private sector in organised industry was expected to be almost half the total investment in the industrial field. Such a large investment programme presented a challenge to private enterprise, which would be required to exercise its ingenuity to the fullest to tap funds from all possible sources. It would, in particular, be necessary to make special efforts to increase surpluses through reduction in costs and increased efficiency.

Shri Shastri ~~peaded~~ pleaded for every possible effort in achieving the third Plan targets in the remaining period of the Plan. Moreover, the basis of success of the fourth Plan must be laid immediately. Action on schemes which were ready would not be held up until the fourth Plan's finalisation. Fertilisers, steel, cement, aluminium, sugar and machine tools were among the industries which needed expansion.

The Prime Minister said that foreign exchange had been "dogging us" at every step. The aid from friendly countries was valuable. Private foreign investments in appropriate fields, particularly in industries needing new techniques, had also to be stimulated. But, above all, India must intensify its efforts to increase exports of its traditional and new products. Referring to the difficulties in raising fresh capital in the market, Shri Shastri said that not many new industries had come up during the last two years. This slackness must, go so that there was greater industrial output and more employment. Steps to overcome this sluggishness were being considered by the Government.

The responsibility for achieving the targets set in the Plan, whether for public or private enterprise, was a national one and "we have all to put our minds together to ensure that the weakness of one section does not impair the strength of the other". He said that business men and the Government had to work together towards a common goal. In that context, the growth of private industry was welcome as it contributed to the country's economic development. He expressed the hope that ACCI would give the necessary lead and create a new sense of purpose and achievement among the business community.

Food shortages and price increases during the past year, Shri Shastri felt, were largely due to the stagnation in farm output and the anti-social activities of some people. He did not doubt that farm production could be substantially stepped up. A significant feature of the rate of production during the first two Plan periods was that, while in Gujarat, Punjab, and Madras there had been an annual increase of more than 5 per cent., Assam, Orissa and West Bengal recorded only a marginal increase of about 1 per cent. There was no reason why high rates of growth already in some States could not be achieved in other areas. The farmer had to be provided with necessary inputs, better seed, better manure, and better irrigation and credit facilities. The Agriculture Departments in the States had to ~~maintain~~ more be more active. They must maintain more accurate figures about the production of different crops.

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Resolutions.- The meeting adopted resolutions on taxation, international investment, ports and transport, food and agriculture and on checking the price rise.

Checking the price rise.- In a resolution on the measures to curb rising prices, the Associated Chambers of Commerce and Industry emphasised the impact of the rising prices on the country's economy. It pointed out that unless the rise in prices was checked, the growth of the economy would suffer and planning itself would become infructuous.

In their attempts to bring down prices Government have resorted to controls and rationing, procurement of foodgrains, zonal restrictions on their movements, tightening of bank credit and exhortation of the public and trade.

"These do not, however, offer a long-term solution. Controls and rationing are, at best palliatives; procurements, merely a form of redistribution; and exhortation, only an appeal to emotions; they do not produce more". The resolution on 'prices' further said that growing shortages of agricultural and consumer goods on the one hand, and mounting non-productive public expenditure and increasing money supply on the other, have brought about inflationary situation.

"The remedy surely lies in stimulating agriculture and production, particularly of consumer goods, a rigorous pruning of non-productive expenditure, and in according priority to investment of shorter gestation, though in no way ignoring the need for building the industrial base."

Welcoming Government's awareness of the situation the Chambers urged that a certain freeing ~~urge~~ of the economy and more pragmatic approach would help to produce the greater flow of food and consumer goods which would be required to stabilise prices.

On Government's taxation policy the Associated Chambers urged that "in consonance with the object of promoting economic growth through modifications in taxation policy, Government should give consideration to further bold and imaginative reductions in the heavy incidence of corporation taxation which would have a standing effect on the economy, revive investment and schemes for development, and in so far as they improved the rate of growth of the economy, would increase rather than reduce the yield of direct taxation."

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In the resolution on internal investment the Chambers recommended "even more intensive study of this problem is necessary in order that effective proposals may be made to deal with deterrents and to ensure that there are sufficient incentives to attract foreign capital on the scale necessary."

*The Statesman, 22 December 1964*  
(The Amrita Bazar Patrika,  
22 and 23 December 1964 ).

29. International Co-operation.

India - December 1964.

Agreements signed between India and World Food Programme for rural works development.

Three agreements were signed in New Delhi on 29 December 1964 between India and the World Food Programme under which India will receive assistance in the construction and renovation of bunds and tanks in Uttar Pradesh, in the rural works programme in Madhya Pradesh and the supply of balanced feed for increased production of pork and pork products in West Bengal.

Under the first agreement, the World Food Programme will provide \$ 174,900 to the Uttar Pradesh Government to build and renovate bunds and tanks with the aim of raising food production in Jhansi, Hamirpur, Banda and Jalaun districts.

Under the second agreement, \$ 427,925 worth of aid will be given to prepare a balanced feed to increase the production of pork and pork products in West Bengal.

The third agreement provides for the supply by WFP of 900 tonnes of wheat, valued at \$ 91,500, to be given to labourers engaged on a pilot project and soil conservation works in Hoshangabad, Raisen and Bidisa districts of Madhya Pradesh.

(The Statesman, 30 December 1964).

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CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - DECEMBER 1964.

32. Public Finance and Fiscal Policy.

India - December 1964.

Incentives to promote private investment  
in industrial equities announced by  
Finance Minister.

The Union Finance Minister, Shri T.T. Krishnamachari announced in the Lok Sabha on 24 December 1964 some incentives to promote private investment in industrial equities and Government securities and to facilitate larger flow of remittances from abroad.

These concessions are considered so urgent that, instead of waiting till the next Budget to give effect to them, the Government has decided to apply them immediately so that, as the Union Finance Minister put it "even during the next two months these would have a beneficial effect on the economy." One of the concessions is that investment by individuals in ordinary equity shares floated for the first time by new companies embarking on industrial ventures will be entitled to assistance from the Government.

This assistance will be in the form of tax certificates valid for a limited number of years and will be spread over four years in respect of any particular investment. To ensure that the investment is genuine and not speculative, a graded rate of assistance has been devised. For investments up to 15,000 rupees, tax certificates will be issued for an amount equal to 5 per cent. of their value each year for four years so long as the shares are held by the original investor.

For the next 10,000 rupees of investment, the assistance will be 3 per cent. per year and for the next slab of 10,000 rupees it will be 2 per cent. There will thus be a ceiling of 35,000 rupees for an individual to qualify for this assistance for his investment during a particular year.

Another concession relates to the income earned on Government securities which is now subject to the unearned income surcharge. It has now been proposed that in the case of individuals this surcharge will not be levied.

To encourage the inflow of foreign exchange, it has been proposed that interest accruing in a non-resident account on moneys transferred by a non-resident to India from abroad through recognised banking channels and maintained in any bank in India will be exempt for Indian taxation from the assessment year 1965-66. Repatriation of these funds together with interest will continue to be allowed freely as at present.

(The Statesman, 25 December, 1964).

34. Economic Planning, Control and Development.

India - December 1964.

Outlay of 226,000 Million Rupees estimated in Fourth Plan Memorandum: Growth rate of 7 per cent. envisaged.

The Union Planning Minister, Shri B.R. Bhagat, placed on 2 December 1964, before both Houses of Parliament the memorandum of the Fourth Plan. The memorandum calls for a total outlay of 226,000 million rupees for the fourth Plan, as against the provision of 116,000 million rupees for the current Plan. Of this, the ultimate share of the public sector will be 156,200 million rupees. The remaining 69,800 million rupees is meant for the private sector.

As against the estimated requirements of 156,200 million rupees for public sector programmes, it is proposed to assume firm commitments only up to 145,000 million rupees in the present context of the capacity for raising domestic savings and mobilizing financial resources in the public sector and the uncertainties regarding balance of payments. The remaining 10,000 million rupees of outlay will be taken up only if the progress of the economy in respect of the growth of output, resources mobilization and balance of payments during the next three or four years is satisfactory.

The memorandum envisages a total outlay of 41,000 million rupees for agriculture and irrigation, 121,000 million rupees for power, small industry, organised industry and transport and communications, 50,750 million rupees for education, social services, health and housing, 12,000 million rupees for inventories and 1,250 million rupees for rural works rehabilitation and miscellaneous programmes.

The distribution of this outlay among the various heads and between the public and private sectors is given in the following table:-

(In Million Rupees)

1	Public Sector		4	Private Sector investment.	Total investment.	Total Plan outlay (Public and private sectors).
	Total	Current outlay.				
	2	3		5	6	7
Agriculture.	24,000	8,750	15,250	7,000	22,250	31,000
Irrigation.	10,000	-	10,000	-	10,000	10,000
	34,000	8,750	25,250	7,000	32,250	41,000
Power.	19,500	-	19,500	500	20,000	20,000
Small industry.	4,500	1,700	2,800	4,000	6,800	8,500
Organised industry.	32,000	-	32,000	24,000	56,000	56,000
Transport and Communications.	30,000	-	30,000	6,500	36,500	36,500
	86,000	1,700	84,300	35,000	119,300	121,000
Education.	14,000	7,670	6,330	1,000	7,330	15,000
Scientific research.	1,750	850	900	-	900	1,750
Health.	10,900	4,130	6,770	-	6,770	10,900
Housing and construction.	4,000	-	4,000	14,700	18,700	18,700
Welfare of backward classes.	2,050	1,600	450	-	450	2,050
Social Welfare.	650	500	150	100	250	750
Craftsmen Training and Labour Welfare.	1,450	850	600	-	600	1,450
Public Co-operation.	150	100	50	-	50	150
	34,950	15,700	19,250	15,800	35,050	50,750
Rural Works.	250	-	250	-	250	250
Rehabilitation.	500	100	400	-	400	500
Miscellaneous.	500	-	500	-	500	500
Inventory.	*	*	*	12,000	12,000	12,000
	1,250	100	1,150	12,000	13,150	13,250
<b>Grand Total.</b>	<b>156,200</b>	<b>26,250</b>	<b>129,950</b>	<b>69,800</b>	<b>199,750</b>	<b>226,000</b>

\* Part of the inventories under public sector is covered in sectoral outlays and part will also be financed through the banking system.

**Rate of Growth.**- The memorandum aims at an overall growth rate of 6 to 7 per cent. for the economy and of not less than 5 per cent. per annum in agricultural production. Some of the important objectives set in the memorandum are:

(i) for enlarging the income of the rural population, as well as for augmenting the supplies of food articles and agricultural raw materials, all possible efforts should be made to ensure a growth rate of not less than 5 per cent. per annum and, if possible, more in agricultural production;

(ii) for enabling this objective to be realized, production of such goods as fertilisers, insecticides, agricultural implements, including pumps, diesel engines, tractors should be given the highest priority in the programme for industrial development;

(iii) for enlarging the supplies of essential consumer goods on which additional incomes will be spent, production of articles like textiles, sugar, drugs, kerosene, paper should be accelerated;

(iv) With a view to improving the supply of residential housing, the production of cement and other construction materials should be augmented;

(v) for ensuring continued growth in the metals, chemicals, machine-building, mining, electric power and transport industries, schemes in hand should be completed early as well as new schemes undertaken;

(vi) for the development of human resources, not only should the maximum possible facilities be provided in the social services sector, but that these should be suitably reoriented in the direction of increasing productivity; and

(vii) the organisation and of effort in all these directions should be such as to promote rapid progress towards great employment and social justice.

National Minimum.— The concluding observations, appended to the memorandum as a separate chapter, state that while the economic growth tends to reduce the traditional disparities, it also releases new forces, which enlarge the scope of differences in income and wealth due to the emergence of high incomes and profits in certain parts of the economy, the changes in the values of urban land and property and the growth of private corporate organisations.

In the light of the new emerging economic forces, the memorandum declares: "It is essential that, along with proposals for enlarging production and capacity the fourth Plan should embody a programme of action towards reducing economic and ~~social~~ social disparities, ensuring a national minimum to the bulk of the people. Excessive profits and unearned incomes will have to be mopped up drastically through taxation and other means. In recent times, land values in urban areas have risen exorbitantly, leading to a virtual exploitation of the community and serious hardship to the man of average means. This has to be prevented and appropriate measures will have to be taken. In the realm of international trade, the public sector will have to play an increasingly important role. The memorandum calls for the establishment of new projects for the production of basic consumer goods in the public sector in addition to large projects, which fall within the category of heavy industry."

It emphasises the need to assign an important role to the co-operative endeavour in agriculture as well as in industrial and other sectors.

(The Hindustan Times, 3 December, 1964).

Tax Concessions to Tea Industry Recommended  
by Finance Committee.

The Finance Committee appointed by the Union Ministry of Commerce and of the Government of India in July 1964, placed its report on the table of the Lok Sabha on 21 December 1964. The Tea Finance Committee has recommended a development allowance of 50 per cent. of the cost of new plantations and 40 per cent. of that of replantation as a deduction in computing the taxable income under the Central Income-tax Act and the Agricultural Income-tax Acts in the States. Among several other proposed concessions is one for reimbursement of a portion of the excise duty on exported tea, the rate in north-eastern India currently being 18 paise per kilogram. The abolition of the West Bengal entry tax on tea has also been recommended.

Reviewing existing facilities available to the tea industry for obtaining loans, the Committee has recommended the setting up of a Tea Finance Corporation to advance medium and long-term loans for development and guarantee repayment of short-term advances taken by the industry from commercial banks.

Tea estates are now required by law to provide houses for their labour. The Committee has endorsed the recommendation of the Working Group of Plantation Labour Housing that a subsidy of 25 per cent. of the cost of houses be provided on the lines of the Industrial Housing Scheme.

(The Statesman, 22 December, 1964).

Mechanisation of Coal Mines recommended.

According to experts in the Union Ministry of Steel and Mines the mechanisation of mining operations and the amalgamation of uneconomic units alone can save the coal industry from disaster. The experts have recommended a rapid mechanisation of the mines not only to cut down the cost of production but also to raise output. It is recognised that the existing mines cannot be mechanised fully for many reasons, but the experts feel that at least new mines should be operated on this basis.

The experts have suggested a rearrangement of the lay-out of existing mines by providing a better haulage system, a greater use of modern underground mining machinery, such as coal cutters, mechanical loaders, power drills and mechanical conveyors, better ventilation and improvement in surface lay-out, including loading arrangements. To introduce all these improvements it is necessary that the existing smaller units should come together to make large producing units. The experts have suggested that new open-cast mines should be completely mechanised both for removal of overburden and coal.

For under-ground mines there should be mechanisation right from the face to the surface - from the point where coal is mined to the point where it is loaded in wagons outside. The experts do not anticipate any difficulty in securing machinery for the mechanisation programme as the manufacture of coal-mining machinery has already been undertaken at Durgapur and other places. They do not also fear that largescale mechanisation of the mines will result in the retrenchment of existing labour or widespread unemployment in the mining areas. On the contrary, it is expected that with increased production, the employment potential will increase from the present level of 400,000 to 567,000. The increase will, however, be largely in the category of skilled workers.

(The Times of India, 14 December 1964).

Seventh Statutory Report of Life Insurance Corporation published.

According to the seventh Statutory Report of the Life Insurance Corporation published recently, the Life Insurance Corporation has made satisfactory progress for the year 1963-64. The new business written during the year is 7,030 million rupees - under 1.646 million policies - against ~~during~~ 7,460 million rupees - under 1.768 million policies - during the previous accounting period of 15 months. Although in terms of figures the new business is lower by 430 million rupees it is not strictly comparable for the reason of a change in the accounting period which ends on 31 March. The business of 7,460 million rupees relates to a period of 15 months. The progress of business in rural areas continues to be satisfactory. As many as 0.585 million policies assuring 2,090 million rupees have been issued in the rural areas. The network of offices throughout the country is being gradually expanded and the programme for the current year is to open two more branches, three sub-offices and 17 development centres.

The business in force which now stands at 35,710 million rupees - under 10.328 million policies - as at 31 March 1964, is almost three times the business in force of all insurers taken together as at 31 December 1955.

While the premium income for the year under review amounted to 1,463.2 million rupees against 1,503.8 million rupees for the previous year accounting period of 15 months, the total income was 1,790 million rupees as against 1,850 million rupees. The life fund which registered a handsome rise of 888.0 million rupees stood at 8,083.6 million rupees as at 31 March 1964.

The total assets of the Corporation rose from 7,859.4 million rupees to 8,805.7 million rupees during the year. The net increase in the assets of the Corporation since its inception amounted to 4,660 million rupees.

The investments the Corporation advanced up to 31 March 1964, were 627.8 million rupees through loans for financing housing schemes to the State Governments, co-operative societies and individuals.

(The Hindustan Times,  
1 December, 1964 ).

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35. Productivity.

India - December 1964.

Scheme for National Awards to Workers  
Introduced.

The Union Ministry of Labour and Employment has announced a scheme for the grant of national awards called the 'Shram Vir National Awards' for workers giving useful suggestions leading to higher productivity, economy or greater efficiency. The object of the scheme is to establish a system for recognising good performance on the part of workers with a view to maintaining their continued interest in problems which can lead to higher productivity and as part of an educational campaign to promote industrial efficiency.

The scheme will cover factories, mines and plantations as defined in the Factories Act 1948, Mines Act 1952 and Plantations Labour Act 1951, respectively. It will also apply to workers covered by the Indian Dock Workers Labourers Act 1934 and Dock Workers (Regulation of Employment) Act 1948. Only such undertakings as have a 'Suggestion Scheme' in operation will be included.

Suggestions Qualifying for the National Awards.- Suggestions in respect of any of the following shall qualify for the grant of National Awards: However, only such suggestions shall be entertained as have been accepted by the management and qualified for prize in accordance with the 'Suggestion Scheme' in force in the particular enterprise:-

- (1) Raising output or productivity or quality;
- (2) Increasing efficiency of the organisation or management;
- (3) Inventions and improvements that bring about saving in materials including fuel and power and explosives, in labour or production time, in equipment or costs;
- (4) Improvements in quality of products or their designs;
- (5) Lightening physical efforts in certain operations (including, in the case of mines, the getting of minerals and their transport from the working area to the place of despatch) and thereby leading to increased productivity;
- (6) Utilising waste or scrap material to a better purpose;
- (7) Improvement in packing

methods; (8) Improving ways and means for using indigenous articles in place of imported ones; and (9) Improvement of working conditions including safety, health and welfare, and in the case of mines, improvement of strata control, support of mine workings, safety standards, safety devices, safety conditions, atmospheric and environmental conditions and improvement in methods to deal with causes leading to industrial diseases.

Entry Fee.- Every entry shall be accompanied by crossed postal orders of the value of Rs.10/- and endorsed to the Secretary, 'Shram-Vir' National Awards Committee, Ministry of Labour and Employment (Chief Adviser Factories), Kundan Mansion, 2A/3, Asaf Ali Road, New Delhi-1.

There will be three classes of prizes and the maximum number of prizes in each year will be as under:-

	<u>Value of each Prize.</u>	<u>No. of Prizes.</u>
	<u>Rs.</u>	
Class A or Pratham Shreni.	2,000	5
Class B or Dwitiya Shreni.	1,000	10
Class C or Tritiya Shreni.	500	20

(The Indian Worker,  
23 November 1964 ).

36. Wages.

India - December 1964.

Working of the Minimum Wages Act, 1948  
during the Year 1961\*.

Employment covered.- The Minimum Wages Act covers sweated industries i.e. employments in which labour has been unorganised and where the chances of its exploitation are great. The employments covered have been enumerated in the Schedule appended to the Act. The Schedule consists of two parts viz., Parts I and II. Part I of the Schedule comprises the following employments -

- (1) Woollen Carpet Making or Shawl Weaving Establishments;
- (2) Rice, Flour or Dal Mills;
- (3) Tobacco (including Bidi Making) Manufactory;
- (4) Plantations;
- (5) Oil Mills;
- (6) Local Authority;
- (7) Construction or Maintenance of Roads or Building Operations;
- (8) Stone Breaking or Stone Crushing;
- (9) Lac Manufactory;
- (10) Mica Works;
- (11) Public Motor Transport; and
- (12) Tanneries and Leather Manufactory.

Part II of the Schedule covers employments in Agriculture.

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\* Report on the Working of the Minimum Wages Act, 1948 during the Year 1961 (Labour Bureau, Ministry of Labour and Employment, Government of India, Publication No. 68):1964: pp.88.

Extension of other employments.- The following statement shows the extension of the provisions of the Minimum Wages Act to additional employments during 1961:-

State/Union Territory.	Employments added to the Schedule upto the end of December 1961.
Andhra Pradesh.	(i) Wooden Furniture and Manufacturing Establishments, (ii) Hotels, Restaurants and Eating Houses, and (iii) Cinema Industry.
Bihar.	(i) Printing Presses, (ii) Automobile Engineering Shops, (iii) Brick Laying, (iv) Dam Construction and Irrigation Works, (v) Cinema Industry, (vi) Cold Storage, and (vii) Hotels, Eating Houses and Restaurants.
Gujarat.	(i) Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on, (ii) Cotton Ginning or Pressing Manufactory, (iii) Shops and Commercial Establishments, and (iv) Hotels, Restaurants and Eating Houses.
Kerala.	(i) Printing Presses, (ii) <del>Tile</del> Manufactory, (iii) <del>Tile</del> Manure Toddy Tapping Industries, (iv) Match Industry, (v) Shops and Establishments including Hotels and Restaurants, (vi) Timber Industry, (vii) Coir Industry, (viii) Cashew Industry, (ix) Cardamom Plantations, (x) Brick Manufactory, (xi) Banks, (xii) Handloom Industry, (xiii) Salt Pan Industry, (xiv) Water Transport other than Motor Boat Transport, and (xv) Plywood Industry.
Madhya Pradesh (Mahakeshal Region).	(i) Cement, (ii) Glass Works, (iii) Potteries, (iv) Cotton Ginning and Pressing, and (v) Printing Presses.

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State/Union Territory.                      Employments added to the Schedule upto the end of December 1961.

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- Madras.                      (i) Cotton Ginning and Pressing,  
(ii) Salt Pans,  
(iii) Coir Manufactory,  
(iv) Match and Fire Works Manufactory,  
(v) Hosiery Manufactory,  
(vi) Bricks and Tiles Manufactory, and  
(vii) Cashew Industry.
- Maharashtra.              (i) Employment in any Industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on,  
(ii) Cotton Ginning and Pressing Manufactory,  
(iii) Shops and Commercial Establishments,  
(iv) Glass,  
(v) Potteries,  
(vi) Cement, and  
(vii) Hotels, Restaurants and Eating Houses.
- Mysore.                      (i) Cardamom Malais and Cardamom Gardens,  
(ii) Tile Industry,  
(iii) Cotton Ginning and Pressing Manufactory,  
(iv) Cashewnut Industry,  
(v) Printing Presses,  
(vi) Residential Hotels and Eating Houses\*,  
(vii) Foundry with or without attached Machine Shops,  
(viii) Automobile Engineering Industry,  
(ix) Salt Pan Industry, and  
(x) Silk Textile Industry.
- Punjab.                      (i) Foundries with or without Attached Machine Shops,  
(ii) Private Presses,  
(iii) Agricultural Implements, Machine Tools, etc.,  
(iv) Scientific Industries,  
(v) Textile Industry,  
(vi) Cinema Industry,  
(vii) Contractors' Establishments of the Forest Department,  
(viii) Ayurvedic and Unani Pharmacies,  
(ix) Metal Rolling & Rolling Industry, and  
(x) Brass, Copper and Aluminium Utensils Making Industry.
- Rajasthan -  
(a) Ajmer Area.              (i) Cotton Textile Industry,  
(ii) Wool Cleaning, Pressing and Baling,  
(iii) Gota Kinari Industry, and  
(iv) Printing Presses.
- (b) Whole State.              Salt Pan Industry.

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State/Union Territory.                      Employments added to the Schedule upto the ~~End~~ of December 1961.

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- West Bengal.            (i) Bone Mills,  
                           (ii) Cinema Industry,  
                           (iii) Printing Press,  
                           (iv) Silk Printing, and  
                           (v) Chakki Mills.
- Delhi.                    (i) Printing Presses,  
                           (ii) Foundries,  
                           (iii) Automobile Engineering,  
                           (iv) Metal Working Establishments, and  
                           (v) Brick Kiln Industry.
- Himachal Pradesh (i) Forest Operations, and  
                           (ii) Timbering Operations.
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\*Fixing minimum rates of wages in this industry has been declared null and void by the High Court.

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Fixation of Minimum Wages.- During the year under review, the question of fixation of minimum rates of wages in certain Scheduled employments was examined and the position at the end of the year was as follows:-

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State/Employment	Remarks
I. Central Sphere Undertaking -	
1. Agriculture-	
(i) The National Dairy Research Institute, Karnal (Punjab).	) After having considered the advice of the Committee, the minimum rates of wages have been fixed.
(ii) The Indian Veterinary Research Institute; Izatnagar/ Mukteswar.	
(iii) Sugarcane Substation, Karnal (Punjab).	
2. Local Authorities-	
(i) Port Trust, Madras.	)
(ii) Port Trust, Calcutta.	)

State/Employment	Remarks
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II. ANDHRA PRADESH-

- (i) Wooden Furniture Manufacturing Establishments. ) The reports, submitted by the )
- (ii) The Hotels, Restaurants and ) Advisory Committees, are under )
- (iii) Cinema Industry. ) Government's consideration. )
- (iv) Local Authority. ) )
- (v) Agriculture. ) After having considered the )
- (vi) Public Motor Transport. ) advice of the Committee, the )
- ) minimum rates of wages have )
- ) been fixed for certain areas. )
- ) After having considered the )
- ) advice of the Board, the )
- ) minimum rates of wages have )
- ) been fixed for certain areas. )

III. BIHAR-

- (i) Cold Storage. ) The Advisory Committees have )
- (ii) Hotels, Eating Houses and ) been appointed by the Govern- )
- (iii) Cinema Industry. ) ment for the purpose of fixa- )
- ) tion of minimum rates of )
- ) wages, for certain other )
- ) categories of workers. )
- (iv) Stone Breaking, and Stone ) The Advisory Committees have )
- (v) Mica Works. ) been appointed by the Govern- )
- ) ment for the purpose of fixa- )
- ) tion of minimum rates of )
- ) wages for certain other )
- ) categories of workers. )
- (vi) Public Motor Transport. .. After having considered the )
- ) advise of the Committee, the )
- ) minimum rates of wages have )
- ) been fixed for certain other )
- ) categories of workers. )

IV. KERALA-

- Handloom Industry. .. The recommendations of the )
- ) State Advisory Board are being )
- ) considered by the Government. )

V. DELHI-

- Brick Kilns. .. The Advisory Committee has )
- ) been appointed by the )
- ) Administration for the purpose )
- ) of fixation of minimum rates )
- ) of wages. )

Revision of Minimum Wages.- The question of revising the minimum rates of wages fixed earlier in certain Scheduled employments was examined in 1961 and the position at the end of the year was as follows:-

State/Employment.	Remarks
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1. Andhra Pradesh -

- (i) Local Authorities. )
- (ii) Agriculture. )
- (iii) Public Motor Transport.. )
- (iv) Tanneries and Leather )
- (v) Stone Breaking and Stone )
- (vi) Road Construction and )
- (vii) Tobacco (including Bidi )

After having considered the advice of the Committees, the minimum rates of wagg have been revised for certain areas.

After having considered the advice of the Board, the minimum rates of wages have been revised for certain areas.

After havıng consulted the Advisory Committee and Board, the minimum rates of wages have been revised.

2. Assam-

- Tea Plantation. ..

After having considered the Advisory Committee's Report, the minimum rates of wages have been revised for certain areas.

3. Bihar-

- (i) Road Construction and )
- (ii) Tobacco (including Bidi )
- (iii) Agriculture. ..

Afterhaving considered the Advisory Committees' report, the minimum rates of wages have been revised.

After having considered the advice of the Committees, the minimum rates of wages have been revised in respect of 4 districts, viz., Ranchi, Hazari-bagh, Shinghbhum and Dhanbad.

4. Kerala-

- (i) Coir Industry. )
- (ii) Tannery and Leather )
- (iii) Public Motor Transport. )
- (iv) Rice, Flour and or Dal )
- (v) Agriculture. )
- (vi) Local Authority )
- (vii) Tile Industry. )
- (viii) Road Construction and )
- (ix) Stone Breaking and or )

The Advisory Committees have been appointed by the Government for the purpose of revision of minimum rates of wages.

For the purpose of revision of minimum rates of wages, the Committee conducted factual investigations to collect the required data.

State/Employment.

Remarks

5. Madras-

- (i) Rice, Flour or Dal Mills. ) After consulting the Advisory Board and notifying the proposals, the minimum rates of wages have been revised.
- (ii) Oil Mills. )
- (iii) Public Motor Transport. ) The recommendations of the Advisory Committee and Board are being considered by the Government.
- (iv) Tanneries and Leather Manufactory. )

6. Rajasthan-

- (i) Agriculture. .. The recommendations of the Advisory Board are still being considered by the Government.
- (ii) Tobacco (including Bidi Making) Manufactory. .. The Advisory Committee has been appointed by the Government for the purpose of revision of minimum rates of wages.

7. Uttar Pradesh-

- (i) Tobacco (including Bidi Making) Manufactory. ) After having considered the advice of the Committees, the minimum rates of wages have been revised for certain areas in case of Agricultural employment, for Dehradun District only in case of Tea Plantations and for the whole State in case of the remaining employments.
- (ii) Rice, Flour or Dal Mills. )
- (iii) Oil Mills. )
- (iv) Tanneries and Leather Manufactory. )
- (v) Tea Plantations. )
- (vi) Agriculture. )

8. West Bengal-

- (i) Tobacco (including Bidi Making) Manufactory. ) After considering all the representations received in respect of the proposals published earlier, the minimum rates of wages have been revised for certain areas.
- (ii) Flour Mills. )

9. Delhi-

Metal Working Establishments. The Advisory Committee has submitted its report to the Delhi Administration for consideration.

10. Himachal Pradesh-

Public Motor Transport. A Committee to revise the minimum rates of wages has been appointed.

11. Tripura-

- (i) Agriculture. After having considered the advice of the Committee, the minimum rates of wages have been revised.
- (ii) Tea Plantations. The Committee constituted earlier to enquire into the conditions prevailing in this employment and to advise the Administration in the matter of revision of minimum rates of wages continued to function during the year, 1961.

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Overtime Wages.- All the State Governments, except Uttar Pradesh and West Bengal Governments, have provided in their Rules for over-time wages. The overtime wage-rates prescribed by the State Governments (except the Governments of Andhra Pradesh, Bihar, Kerala, Madhya Pradesh, Madras and Punjab) are also  $1\frac{1}{2}$  times the ordinary rates of wages in the case of Agricultural employment and double the ordinary rate of wages in the case of other Scheduled employments. The over-time wage-rates prescribed by the Governments of Andhra Pradesh, Punjab and Madras are  $1\frac{1}{2}$  times the ordinary rates of wages in the case of employments in Agriculture and Plantations and double the ordinary rates of wages in respect of other Scheduled Employments. The over-time wage-rates are double the ordinary rates of wages in respect of Tea Plantation manufactory in Punjab, if it is carried on with the aid of power and also in the case of Plantations in Kanya Kumari District and Shen Cottah Taluk of Tirunelveli district in Madras. The Minimum Wages Rules of Kerala and Madhya Pradesh have provided the overtime wage-rates in Agricultural employment at ordinary rates and in other employments at double the ordinary rates of wages. The over-time wages rates in the Bihar Minimum Wages Rules, 1951 have been prescribed as  $1\frac{1}{2}$  times the ordinary rates in all the Scheduled employments. In West Bengal, the payment of wages at double the ordinary rates of wages for over-time work beyond 48 hours per week is provided in the notifications issued separately. The Government of Uttar Pradesh did not propose to make any provision about over-time wages as they were of the opinion that the Factories Act, 1948 and the Uttar Pradesh Shops and Commercial Establishments Act, 1947 afforded adequate protection in this matter to the undertakings coming within their purview and as regards other undertakings, they felt that it would be rather difficult to implement such provisions.

Enforcement.- The following table gives the number of inspections made and irregularities detected in central sphere undertakings during 1961:-

Region.	Number of Inspections made during 1961.	Number of Irregularities detected during 1961.
Bombay.	258	1,559
Calcutta.	217	1,406
Madras.	558	3,963
Dhanbad.	505	1,846
Jabalpur.	348	2,371
Kanpur.	410	2,870
Total.	2,296	14,015

Out of 14,015 irregularities detected during the year, 1,204 (8.59 per cent.) were noticed in the employments in public sector and as many as 12,811 (91.41 per cent.) in private sector. Non-maintenance of registers accounted for 3,987 (28.45 per cent.) irregularities in the private sector and 127 (0.91 per cent.) in the public sector, non-display of notices accounted for 2,883 (20.57 per cent.) irregularities in the private sector and 141 (1.01 per cent.) in the ~~private~~ public sector, non-payment of wages accounted for 1,813 (12.94 per cent.) irregularities in the private sector and 129 (0.92 per cent.) in the public sector, non-issue of wage-slips accounted for 1,240 (8.85 per cent.) irregularities in private sector and 56 (0.40 per cent.) in the public sector, improper maintenance of registers accounted for 861 (6.14 per cent.) irregularities in the private sector and 122 (0.87 per cent.) in the public sector, short payment of wages accounted for 450 (3.21 per cent.) irregularities in the private sector and 44 (0.31 per cent.) in the public sector, non-payment of overtime allowance accounted for 271 (1.93 per cent.) irregularities in the private sector and 138 (0.98 per cent.) in the public sector, and other irregularities accounted for 1,306 (9.32 per cent.) in the private sector and 447 (3.19 per cent.) in the public sector.

During 1961, the prosecutions launched in the private sector employments were 712 and in the public sector only one whereas the corresponding figures for the previous year were 169 and "nil" respectively. During the year under report 443 cases were disposed of. Out of these 385 cases resulted in conviction, 42 cases in acquittal and the remaining 16 cases were withdrawn or otherwise settled. The total amount of fines imposed in all the 385 cases of conviction amounted to Rs. 25,511.00 and the total amount of cost awarded to the Department was Rs. 190.00. In all, five appeals (all in the private sector) were filed. Out of these, one appeal filed by the Department is still pending. The remaining four appeals, ~~field filed employers have been~~ filed by employers have been dismissed.

Difficulties experienced in the Working of the Act and Suggestions.— Some of the practical difficulties experienced in the enforcement of the Act during the year under report in the Central Sphere Undertakings and by the different State Governments and Union Territories are ~~breif~~ briefly presented below —

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Central Government.- In the previous year's report certain practical difficulties experienced in the enforcement of the Act and suggestions for overcoming the same were stated, viz., amendment of the Act (i) to eliminate duplication in the maintenance of records under this Act and the Payment of Wages Act and (ii) to give protection to workmen against victimisation for giving evidence against employers. These are still under consideration of the Government.

Lack of transport facilities for the Inspecting Officers retards proper enforcement of the Act, particularly in the mines which are mostly located in far-flung and remote areas, not easily accessible by public transport. However, the difficulty has since been partly overcome by the provision of 8 departmental jeeps for use of Inspecting Officers in the mining areas.

Most of the establishments covered by the Act are purely temporary or casual and therefore, it becomes difficult, many a time, for the Inspectors to know in advance which of the establishments have started functioning and which have been closed after completion of work. It was, therefore, suggested in the last year's report that a suitable amendment may be made in the Act making it obligatory on the part of employers to intimate to the Inspecting Officer concerned the dates of opening and closure of the establishments. The suggestion is still under examination of the Government.

Andhra Pradesh.- It was practically impossible to enforce the minimum wages rates of wages for certain type of contract workers. Whenever the minimum rates of wages were fixed for certain categories of workers in Rice Mills, Oil Mills and other Scheduled employments, some of the employers changed the designation of the workers to that of a lower class of employment to evade payment of wages at the higher rates. Hence, there was need to define the duties of each class of workers while fixing the minimum rates of wages in the same notification.

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Bihar.- Illiteracy, poverty and ignorance of the workers in general and lack of any trade-union organisation were important factors which hindered the satisfactory enforcement of the Act. As the workers are generally illiterate the display of notices containing the minimum rates of wages did not help in making them aware of the rates of wages fixed by the Government and the wages were paid in some of the scheduled employments at rates less than the minimum rates of wages fixed by the Government. It had also been noticed that the agricultural workers were reluctant to give evidence in court against their employers in respect of less payment, etc. They also did not furnish the required details and, thus, it became difficult to take appropriate legal action against the defaulting employers. To overcome such difficulties, meetings and group discussions were organised by the Labour Inspectors with the help of the Mukhias of the Gram Panchayats, Village Chaukidars, Panchyat Sewaks and Block Development Officers, Pamphlets containing details of the minimum rates of wages fixed were also distributed.

Registers and Records, as provided in the Rules, were not maintained by the agricultural employers being illiterate and small cultivators. It is, however, hoped that with the finalisation of simple registers by the agricultural employers, this difficulty might be removed to certain extent.

It was very difficult for the Inspectors to verify the claims of the workers because of variation in the local weights and measures in which the wages of the agricultural workers were paid. In order to remove this difficulty, information about the various types of weights and measures prevalent in the different localities were gathered and a Conversion Chart was prepared showing the minimum rates of wages as fixed by the Government to be paid in the different types of weights and measures prevalent in each district.

The Officers of the Labour Courts were, generally, in charge of the whole division and remained busy with the cases of industrial disputes and other labour laws and found little time to pay required attention to such cases. Hence, disposal of claim-petitions filed in their courts were also delayed. Further, they generally held their courts in the Sub-divisional or District towns where great difficulties were experienced in bringing the workers on whose behalf the claims had been fixed and also other State witnesses.

Madhya Pradesh.- The minimum rates of wages in respect of seven Scheduled employments which were notified by the New State of Madhya Pradesh and brought into force with effect from 1 January, 1959, were rendered un-enforceable with effect from 31 August 1960 in consequence of the decision by the Madhya Pradesh High Court. The State Government had appealed to the Supreme Court and as well amended the Minimum Wages Act, 1948 validating these rates of wages. The Minimum Wages (Madhya Pradesh Amendment and Validation) Act, 1961 came into force on the 23 June 1961. But some of the employers in the Scheduled employments have challenged the <sup>validity</sup> ~~vires~~ of this Act also before the High Court of Madhya Pradesh.

Madras.- As no separate inspecting staff had been appointed under this Act, it was not possible for the inspecting staff appointed under other Labour Laws to inspect all the establishments covered by the Minimum Wages Act particularly those which were outside the municipalities or the limits of class I Panchayats as their jurisdiction for purposes of other Acts did not extend to such areas. However, the Inspectors of Labour, whose jurisdiction extended over one or two districts, had been instructed to inspect the establishments which were outside the jurisdiction of the Assistant Inspectors of Labour and this had been working satisfactorily. Similarly, the Revenue Inspectors had since been appointed Inspectors for the Agricultural employment. Further, the extension of provisions of the Payment of Wages Act to the Scheduled employments by amending Section 22 of the Minimum Wages Act is under consideration of the State Government so that the workmen may have quick remedies of recovering the amounts due to them.

Maharashtra.- The Bidi industry which is highly concentrated in Bhandara district continued to be a thorny problem. The appeal preferred by the Bidi Leaves and Tobacco Merchants' Association, Gondia, Challenging the validity of the Government Notification No. MWA-1557-J dated 11 June 1958 (for regising the minimum rates of wages for Bidi industry in Vidarbha region) was decided by the Supreme Court of India during the year under review upholding the validity of the rates fixed under the Notification mentioned above but holding as ultra-vires paras 3 to 7 of the Notification which dealt with 'Chhat' system. In view of the decision of the Nagpur Bench of the Maharashtra High Court holding the Thekedars' as employers of Bidi workers, the 'Thekedars' apprehended trouble in respect of the past arrears and payment of higher prescribed

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wages and, therefore, many 'Thekedars' were reported to have closed down their establishments throwing out of employment many employees.

Both employers and employees are not literate. Further, the units covered under the Act are scattered. In order to create consciousness amongst the employers and employees, it was felt advisable to give publicity to the provisions of the Act and for this purpose, the Inspectors contacted a few of the important trade and business associations in Greater Bombay and addressed meetings of the members of the associations. Mass-raids were arranged in selected important business and trading centres. Such raids resulted in immediate impact on the employers and employees in such centres. As a result of this, the employers appeared to have become aware of the necessity of their complying with the provisions of the Act.

Mysore.— The Act has been extended to a very large number of employments with the result that it was rather difficult to get an exacting idea of number of units in different employments together with their location and workers employed. This difficulty stood in the way of systematic and effective enforcement of the Act. To overcome this difficulty it was suggested that a provision may be made in the Act for compulsory registration of all the units in the various Scheduled employments.

Many employers were understood to be paying less wages than the rates fixed and requiring their employees to put their signatures or thumb impressions for higher amounts. The concerned employees gave false statement due to fear of being thrown out of employment. To overcome this difficulty, publicity of the provisions of the Act in regional languages was suggested.

The Inspectors appointed under the Act had experienced considerable difficulties in making the employers in Agricultural employment to accept the inspection report pointing out the details and discrepancies and requiring compliance of certain directions. To overcome such difficulties it was suggested that the remarks of the Inspectors in respect of Agricultural employment should be passed on to them in regional languages. A Standard form of inspection might be drawn up, got translated and supplied to all the Inspectors.

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The notification fixing minimum rates of wages in Residential Hotels and Eating Houses (only for certain towns and cities) was quashed by the High Court of Mysore.

Orissa.- Most of the establishments covered by the Act being purely temporary or casual, it became difficult for the Inspectors to ~~know~~ know in time as to when such establishments were set up or closed down. In order to overcome this difficulty, the Act needs to be amended so as to require the employers to inform the concerned officers about the dates of opening and closure of the establishment.

Contractors or other employers, generally, do not keep records of attendance or payments, etc., on the work-spot and in a few cases where they were kept, their production was avoided on some plea or the other. Even if the Inspector was able to detect one or the other infringements, such as non-payment or less payment of wages, overtime dues to the workmen, etc., he was not able to take the case in the appropriate court of law for want of proper evidence as the workers felt reluctant to give evidence against their employer as they were afraid of losing their employment. The question of making provision in the State Rules framed under the Act requiring maintenance of registers and records at the work-spot and production thereof on demand before an Inspector is under examination.

The Scheduled employments like Agriculture, Road Construction and Building ~~Operation~~ Operations, etc., are widely dispersed and so enforcing of the provisions of the Act and the Rules framed thereunder was very difficult. For the effective implementation of the provisions of the Act and the Rules framed thereunder, a large number of Inspection Staff was felt by the State Government.

Further, in spite of efforts on the part of the Inspecting Staff, the response of submitting returns in Form III was not quite encouraging. This was due to the fact that no time-limit had been fixed in the State Rules framed under the Act for submission of the said ~~form~~ return. The question of providing such time-limit in the State Rules for submission of return in Form III is under examination.

Punjab.- All efforts were made by the Inspectorate Staff of this Department to enforce the Act effectively but stray cases of non-implementation of minimum rates of wages were reported, particularly from the rural areas where the workers accepted rates less than the prescribed ones, but passed acquittance for prescribed minimum rates. Further, it was observed that the settlement of claims through the authorities declared under Section 20 of the Act took unduly long time for finalisation. This was due to the fact that these authorities remained occupied with their other judicial, executive and miscellaneous duties and could not devote full attention to the cases referred under the Minimum Wages Act. The notification issued regarding fixation of minimum rates of wages in the Textile Industry was declared null and void by the Punjab High Court.

Rajasthan.- Illiteracy of the employers, sometimes, stood in the way of compliance regarding the maintenance of registers and records prescribed under the Act and the Rules framed thereunder. The workers did not admit or acknowledge that they were receiving wages less than the prescribed by the Government as they were not certain about the security and continuity of their employment. On interrogation by the Inspectors, they refused to answer. The size and scattered nature of the agricultural employment, illiteracy amongst the employers and employees, inadequate means of communication and transportation, vagaries of nature, payment of wages in kind and the insecurity of employment all together stood in the way of proper and actual implementation of the provisions of the Act and the Rules framed thereunder.

Uttar Pradesh.- Some of the employers of Tea Gardens at Dehradun had not implemented the revised rates of wages and have filed a writ petition in the High Court, Allahabad and the matter is pending. Similarly, a few employers of Bidi Industry at Jhansi have also gone in for a writ against the Government Order revising the minimum rates of wages in Bidi Making Establishments.

The employers of the Carpet Industry were of the view that it was not their responsibility to ensure payment of wages to the weavers at the prescribed rates. According to them, the weavers were the employees of the loom-owners. Efforts to bring about settlement between the parties had not been successful and the matter is receiving consideration of the Government.

Difficulties have been experienced by the field staff in the enforcement of the Act in Roadways; Local Authorities and Agriculture employments. Provisions like the maintenance of records, payment of overtime, non-submission of returns, etc., were not being fully complied with.

Some of the Agricultural farms are located in inaccessible places. The present meagre strength of Labour Inspectors was not sufficient to cover vast areas of Agricultural employment in the country-side. The proposal for appointment of additional Labour Inspectors is under consideration of the State Government.

The majority of the establishments covered under the Act are small in size. Their employers are mostly illiterate. They somehow got the entries in the wages and salary registers filled-in but found themselves unable to prepare the returns properly. The result was that the returns were not submitted by them inspite of the best efforts ~~by the f~~ made by the field staff.

West Bengal.- Sufficient number of inspections in Agricultural employment and in all the units of the employments covered under the Act could not be carried out for want of adequate number of Inspectors and also of fulltime inspectors. A proposal to appoint a few Inspectors for administration of the Act in Agricultural employment is still pending before the State Government.

The High Court, Calcutta has since declared the notification issued in 1960 fixing minimum rates of wages in Cinema industry invalid. An appeal preferred by the employees' union against this decision is pending before the Division Bench of the High Court. No action could, therefore, be taken for enforcement of the minimum wages in Cinema industry.

The Bidi employees agitated for higher rates of wages in different parts of the State. As a result of this agitation, the employers in some areas made bipartite agreements with the workers' union agreeing to pay more than the minimum rates of wages fixed. The increased rates were, however, reduced again in some cases when the agitation was withdrawn. The number of Bidi factories, being large and scattered throughout the State, effective steps to enforce

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the rates in all factories could not be taken on account of dearth of an adequate number of Inspectors.

Delhi.- In the case of Stone Breaking and Stone Crushing employment, the main difficulty related to finding out the real employer. It was observed that the owner of the stone crusher or quarry gave the work on contract to workers who shared the earnings among themselves. In order to find out a satisfactory solution, efforts were made by way of meetings to lay responsibility either on the owner or on the Jamadar. In the meanwhile, a question arose as to the jurisdiction of Delhi Administration to enforce minimum wages in Stone quarry as a 'Stone quarry' has been certified as 'Mine' under Section 82 of the Mines Act by the Government of India. This point is under examination.

In the case of employment in Public Sector Motor Transport, the small employers, ~~ise.~~ i.e., who own one truck or taxi, did not produce their records before the Inspectors for checking as they had no fixed office or workspot.

Himachal Pradesh.- The field of operation being vast for two Labour Inspectors, it was very difficult for them to do full justice to the implementation of the Act. The Administration has proposed to appoint at least one Inspector in each district.

Tripura.- The records and registers required to be maintained by the agricultural employers were not maintained by them. Further, there was no regular time-schedule for agricultural workers and as such the number of hours of work which constitute a normal working day was not being observed by agricultural employers. The employers were not displaying notices having the extracts from the Act, Rules made thereunder and the name and address of the Inspectors. The weekly holiday was also not being observed by the agricultural employers, particularly in respect of the attached agricultural workers.

General Evaluation and Conclusions.- With a view to studying the effects of the minimum wage fixation under the Act, information was called for from the various States, Union Territories and the Chief Labour Commissioner (Central) under the following heads -

- (i) Effect on occupations in the Scheduled employments;
- (ii) Effect on other occupations in the same industry;
- (iii) Effect on other occupations in other industries;
- (iv) Inter-regional effect; and
- (v) General evaluation.

The scope of this study being very wide covering not only the Scheduled employments but also other industries to which the Inspectors under the Act had no access, the following observations are made on effects of the Minimum Wages Act, 1948 on the basis of replies received.

Effects on Occupations in the Scheduled Employments.- The workers have been benefited to a large extent under the provisions of the Minimum Wages Act and the Rules framed thereunder in respect of guaranteed minimum wages, working hours, weekly day of rest with wages, over-time, etc. There has been general satisfaction among the workers that minimum rates of wages have been effectively implemented. Migration of workers from one establishment to another in the same scheduled employment has gone down. The Chief Labour Commissioner (Central) has reported that disparities in wages in the different Scheduled employments, within the same area, for the similar categories of workmen exist and cause discontent. Ill-effects of such disparity can be obviated if a certain amount of uniformity is introduced. This aspect is, however, considered carefully while revising the minimum rates of wages in all the employments coming under the Central Sphere. The Government of Andhra Pradesh has reported that in most of the Flour and Dal Mills, one or two are employed in each establishment. The management of these mills have developed a feeling that this enactment had given undue protection to the workers. Therefore, they are dispensing with the services of their employees rather than complying with the law. Further, in many cases the workers are asked to say that they are relations of the owner in order to evade compliance with the provisions of the Act.

The Government of Mysore has reported that as no distinction has been made between male and female workers in the fixation of minimum rates of wages in one and the same employment, it has led to the curtailment of employment of the female workers. The Government of Rajasthan has reported that the Act has provided consciousness in the workers who are now entering into trade unions and are demanding the rights due to them. The Government of Orissa has reported that the piece-rates of wages in the employment of Rice, Flour and Dall Mills have protected a large number of workers who were being exploited. The issue of wage-slips has ensured correct payment to them on the due dates.

Effect on Occupation in the same Industry.- The minimum rates of wages have been fixed generally in most of the occupations in the Scheduled employments. The employees engaged in those few occupations for which minimum rates of wages have not been fixed, are becoming aware of their rights such as the normal working hours, weekly holidays, payment of over-time wages, etc. This may lead to formation of trade unions. The Chief Labour Commissioner (Central) and the Government of Punjab have reported that the fixation of minimum rates of wages under the Act has partially resulted in creating a disparity in respect of workmen covered under the provisions of the Act vis-a-vis those not covered by the Act working in the same establishment. Some of the progressive employers have, however, extended voluntarily the statutory benefits to such employees in order to minimise disparities and the consequent discontentment. Further, the Government of Kerala has also reported that minimum wages have not been fixed for all the employees in the Scheduled employments because of the difficulty to categorise them correctly or due to to existing existing higher wage-rates obtained by such workers. But this has not resulted in any adverse effects on the Scheduled employments.

Effect on other Occupations in other Industries.- On the basis of information available, it is very difficult to assess the effect of minimum wage fixation on other occupations in other industries. However, it is observed that the enforcement of the Act has not adversely affected other industries because the prevailing rates of wages are generally higher than the wages fixed for the scheduled employments. The Government of Andhra Pradesh has reported that in view of the effective implementation of the provisions of the Act in the Scheduled employments for which minimum rates of wages have already been fixed, the labour employed in the Printing Presses, Salt Pans, Handloom Industry, Bricks and Tiles, Metal Foundaries and Automobile, etc., were tempted to agitate for the fixation of minimum rates of wages. Similarly, the Governments of Kerala and Punjab have reported that the fixation of minimum rates of wages under the Act in the Scheduled employments has paved the way to workers in similar occupations in other industries to advance their claims for wage rates on the principle of minimum wages. It has also provided a basis for the settlement of wage-disputes in other occupations and industries. ~~The rates of wages in~~ The Government of Rajasthan has reported that the introduction of minimum rates of wages in sweated industries has at least arrested ~~under~~ further decline or deterioration of wages both in the organised and unorganised industries.

Inter-regional Effect.- Generally, the minimum rates of wages were fixed taking into consideration the wages paid in the corresponding employments in the adjoining areas. The Government of Andhra Pradesh has, however, reported that where separate rates of wages have been fixed for urban and rural areas the small industries have tended to shift from urban areas wherever feasible. The Government of Kerala has reported that the minimum rates of wages fixed in the Scheduled employments, except those fixed in the employments in Toddy Tapping and Til & Industry, are on a State-wide basis. There has not been any adverse inter-regional effect in any of the employments in which minimum rates of wages have been fixed. The Government of Maharashtra has reported that there is a possibility of migration of the Bidi factories to adjacent States due to increase in the minimum rates

of wages by the Government. The Delhi Administration has reported that considerable disparity exists in the rates of wages fixed in Delhi and the adjoining States. There is a tendency of migration of unskilled labour from the neighbouring States to Delhi.

General Evaluation.- The overall effect of the fixation of minimum rates of wages in the sweated employments has been quite satisfactory. It has enabled the workers to get reasonable wage-rates and better service conditions. This has also helped the workers in other industries to demand and obtain higher rates of wages and other benefits. It has also contributed its share in removing irregular and delayed wage payments and unauthorised deductions.

Conclusions.- Progress of the enforcement of the Minimum Wages Act, 1948 was substantial in the Central Sphere Undertakings as well as in the States and Union Territories. However, the work of implementation of the minimum rates of wages remained suspended in Madhya Pradesh in case of all the Scheduled employments, in Mysore in respect of Residential Hotels and Eating Houses, in Punjab for the Textile Industry and in West Bengal in case of the Cinema Industry. In spite of these difficulties and inadequacy of the Inspectorate staff, special efforts were made during the year 1961 to secure a more effective enforcement of the Act and Rules. Extension of the Act to other employments and the work of reviewing minimum rates of wages fixed and revising them, if considered necessary, was taken up during the year by the Central and State Governments.



Table continued:-

N.B.:- The above figures exclude these for Railway Workshop and industry groups of seasonal nature consisting of Food, Beverages and Gins and Presses. The figures of average annual earnings have been calculated by dividing the actual wage-bill by corresponding figures of average daily employment (before rounding them up to thousands as shown in the Table).

- (a) Excludes figures relating to establishments in the Agricultural Implements in the Public Sector and Wrapping Packing Filling etc. of articles under section 2m(i) other Factories.
- (b) Excludes figures relating to the industry Machinery except Electrical Machinery.
- (\*) The figure of average daily employment was 89 only.
- (\*\*) The figure of average daily employment was 300.
- (@) Exclude figure relating to establishments in the industry group Textiles in the Public Sector and Products of Petroleum and Coal in the Private Sector.
- (e) Estimated.
- (R) Revised.

The average annual earnings for all States/Union Territories combined, for which acceptable returns are available, has advanced from Rs.1,375 in 1960 to Rs.1,417 in 1961 or by 3 per cent. Of all the States and Union Territories, Madhya Pradesh recorded the sharpest increase from Rs.1,212 (estimated) in 1960 to Rs.1,652 in 1961. All other States/Union Territories except Assam, Gujarat, Maharashtra and Rajasthan have recorded moderate to substantial increase in the per capita annual average earnings of such workers. The fall in the per capita annual earnings in Assam and Rajasthan was quite high whereas in Gujarat and Maharashtra it was almost normal. The considerable fall in the earnings of employees in Assam was perhaps mostly due to the sharp recession in the earnings of employees employed in the industry groups 'Products of Petroleum and Coal' 'Metal Products' (except Machinery and Transport Equipment) and Water and Sanitary Services whereas in Rajasthan it was due to low earnings of workers employed in the industry groups Machinery (except Electrical Machinery) 'Transport and Transport Equipment' and 'Electricity, Gas Steam'. While interpreting the changes in the per capita earnings, it should be borne in mind that these may be partly due to (i) the varying non-response (ii) non-submission by the same group of units from year to year and (iii) changes that take place in the structure of employment from year to year in the same units (i.e., in the same unit the proportion of employees in the lower income categories may vary from year to year which in turn may affect the average earnings).

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Similar statistics of per capita earnings of employees earning less than Rs.400 per month for the years 1960 and 1961 are given in the following table:-

State	1961		1960			
	In Factories Submitting Returns	Average daily employment (000)	Average per capita annual earnings. Rs.	In Factories submitting Returns	Average daily employment (000)	Average per capita annual earnings. Rs.
1	2	3	4	5		
Andhra Pradesh.	54	1,149	51	941		
Assam.	12	1,599	12	1,574		
Bihar.	130	1,856	125	1,773		
Gujarat.	270	1,702	264	1,689		
Kerala.	49	1,152	45	978		
Madhya Pradesh.	32(R)	1,816(R)	45	1,345		
Madras.	224	1,465	223	1,367		
Maharashtra.	601	1,775	561	1,757		
Mysore.	81	1,375	-	-		
Orissa.	18	1,181	16(a)	1,105(a)		
Punjab.	85	1,174	-	-		
Rajasthan.	15	761(R)	-	-		
Uttar Pradesh.	178	1,264	188	1,210		
West Bengal.	569	1,410	556	1,369		
Andaman and Nicobar Islands.	2	1,234	2	1,111		
Delhi.	61	1,655	57	1,628		
Tripura.	-	-	(e)	1,345(e)		
Himachal Pradesh.	**	1,288	-	-		
All Above States/ Union Territory.	2,389(R)	1,540(R)	-	-		

B.- The above figures exclude those for the Railway Workshops and groups of Industries of seasonal nature consisting of Food, Beverages, Tobacco and Gins and Presses. The figures of average annual earnings have been obtained by dividing the actual wage-bill by the corresponding figures of average daily employment (before rounding them up to thousands as shown in the Table). Figures of average daily employment are as obtained from returns received under the Payment of Wages Act, 1936, and hence are different from those collected under the Factories Act.

2. For number of Factories covered and factories submitting returns vide Table No.1.

3. For other limitations please see foot note under Table No.1.

(a) Excludes figures relating to employees earnings Rs.200 or more but less than Rs.400 per month for the industry group Basic Metal Industries in the Public Sector.

\* The figures of average daily employment was 89 only.

(R) Revised.

\*\* The figure of average employment was 323 only.

(e) ~~Estimated~~ Estimated.

During the year 1961, the per capita annual earning was the highest (Rs.1,856) in Bihar and the lowest (Rs.763) in Rajasthan. None of the States/Union Territories, for which such information is available for both the years, recorded any fall in the per capita annual earnings during the year 1961, as compared to the corresponding figures in 1960.

Average annual earnings by Industries.-  
Statistics of average per capita annual earnings by various groups of industries as well as important individual industries in respect of earnings less than Rs.200 per month have been given in the following table:-

Industry	1960			1961(R)		
	No. of Establishments.	In Establishments furnishing returns.	Average per capita Annual Earnings.	No. of Establishments.	In Establishments furnishing returns	Average per capita Annual Earnings.
1	2	3	4	5	6	7
			Rs.			Rs.
Textiles.	3,099	1,055,827	1,405	3,590	1,012,260*	1,491*
Spinning, Weaving and Finishing of Textiles-						
(a) Cotton Mills.	1,199	699,710	1,556	1,328	680,117	1,656
(b) Jute Mills.	89	224,928	1,130	86	215,074	1,093
(c) Silk Mills.	1,101	52,081	1,301	1,288	56,739	1,266
(d) Woollen Mills.	106	21,360	1,359	178	22,736	1,358
Footwear, Other Wearing Apparel and Made-up Textile Goods.	197	14,665	1,425	199	14,595	1,460
Manufacture of Boots and Shoes (except Rubber Footwear).	56	5,012	1,477	54	2,958	1,569
Manufacturing of Wearing Apparel (except Footwear).	98	7,049	1,615	85	8,676	1,610
Clothing.						
Manufacture of Made-up Textile Goods (except Wearing Apparel).	13	505	742	16	1,281	841
Wood and Cork (except Furniture).	1,044	38,436	1,033	1,033	34,357	868

Figures exclude those for Madras in Public Sector.

Table continued:-

1	2	3	4	5	6	7
			<u>Rs.</u>			<u>Rs.</u>
(a) Saw Mills.	721	14,989	859	616	15,224	893
(b) Manufacture of Ply Wood.	64	6,434	845	58	5,980	932
Furniture and Fixtures.	198	8,748	1,031	197	9,434	1,124
Manufacture of Furniture and Fixtures-						
(a) Woodens.	148	5,875	983	150	6,198	1,067
(b) Metal.	36	2,656	1,136	37	2,904	1,282
Paper and Paper Products.	171	31,906	1,294	180	32,201	1,254
Pulp, Paper and Paper Board Mills-						
(a) & (c) Pulp, Paper Board and Straw Boards.	48	6,325	1,156	54	5,322	1,153
(b) Paper.	33	22,072	1,376	31	21,659	1,325
Printing, Publishing and Allied Industries.	1,747	76,008	1,226	1,783	75,662	1,326
Printing, Book-binding etc.-						
(a) Letter Press and Lithographic and Printing and Book-binding.	1,744	62,379	1,208	1,715	71,534	1,338
(b) Leather and Leather Products (except Footwear).	358	18,416	944	324	17,190	1,180
(c) Tanneries and Leather Finishing.	324	14,722	711	286	12,799	962
(d) Manufacture of Leather Products (except Footwear and Other Wearing Apparel).	31	3,694	1,631	38	4,391	1,814
(e) Rubber and Rubber Products.	207	25,180	1,414	251	29,209	1,542
(f) Chemicals and Chemical Products.	1,033	112,178	1,334	1,063	122,984	1,449
(g) Basic Chemicals (including Fertilizers)-						
(a) Artificial Manure.	62	11,578	1,264	61	16,094	1,531
(b) Heavy Chemicals.	66	13,206	1,249	78	14,495	1,522
(c) & (f) Turpentine & Rosin & Others.	57	18,514	1,596	71	22,662	1,737
(d) Vegetable and Animal Oils and Fats (except Edible Oil).	13	699	999	17	1,098	789

Table continued:-

1	2	3	4	5	6	7
			<u>Rs.</u>			<u>Rs.</u>
(a) Fine and Pharmaceutical Chemicals.	243	21,479	1,384	254	22,829	1,410
(b) Lac (including Shellac).	93	4,558	877	80	3,799	811
(c) Matches.	137	17,276	896	109	13,764	1,218
(d) Paints, Colours and Varnishes.	117	7,298	1,284	121	9,772	1,580
(e) Soap.	83	6,836	1,748	76	6,380	1,625
Products of Petroleum and Coal.	146	11,409	2,042	140	9,438*	1,855*
Petroleum Refineries, etc.-						
(a) Petroleum.	47	3,802	2,246	24	2,130	2,110
(b) Petroleum, Pumping, Filling and Storage.	14	4,466	1,280	9	1,673	2,417
(c) Kerosene Pumping, Filling and Storage.	61	1,668	2,108	81	1,993	2,075
Coke Ovens.	7	1,896	1,645	7	1,868	1,767
Non-metallic Mineral Products (except Products of Petroleum and Coal).	1,263	134,954	1,008	1,360	141,992	1,020
Manufacture of Structural Clay Products-						
(a) Bricks and Tiles.	399	40,114	237	394	39,341	905
Manufacture of Glass and Glass Products (except Optical Lenses).	174	35,202	904	182	36,843	1,069
Manufacture of Pottery China and Earthenware.	77	13,845	985	92	13,840	1,030
Manufacture of Cement.	30	20,010	1,462	27	17,328	1,685
Manufacture of Non-Metallic Mineral Products not elsewhere classified-						
(c) Mica Factories.	191	14,765	433	214	12,779	543
Basic Metal Industries.	783	108,313	1,499	970	118,866	1,514
Ferrous-						
(a) Manufacture of Iron and Steel.	26	30,412	1,946	36	26,486	2,248
(b) Rolling into Basic Forms.	122	20,852	1,402	160	22,052	1,244
(c) Rough Castings.	309	23,957	1,029	346	30,051	1,063

Figures excludes those for Madras and Delhi in the Private Sector.

Table continued:-

	1	2	3	4	5	6	7
				Rs.			Rs.
Non-Ferrous-							
(a) Smelting and Refining of Metals.	29	6,207	1,539	34	7,126	1,643	
Metal Products (except Machinery and Transport Equipment).	1,681	94,674	1,304	1,906	107,327	1,323	
(a) Metal Containers and Steel Trunks.	542	25,202	1,121	577	26,343	1,214	
(c) Bolts, Nuts, Nails, Springs, Chains, etc.	190	11,929	1,851	256	14,330	1,524	
Machinery (except Electrical Machinery)	2,009	141,395	1,228*	2,635	170,152	1,330	
(a) Agricultural Implements.							
Manufacture of Machinery (except Electrical Machinery)-							
(a) Agricultural Implements.	287	11,071	978	323	15,728	1,209	
(d) Machine-tools, Wood-working Machinery and Other Tools.	217	10,041	1,170	395	19,137	1,369	
(e) Textile Machinery and Accessories.	214	14,610	1,314	270	15,740	1,224	
(f) General and Jobbing Engineering.	1,238	60,002	1,311	1,240	78,395	1,235	
Electrical Machinery, Apparatus, Appliances and Supplies.	445	51,917	1,435	527	53,813	1,495	
(a) Electrical Machinery.	37	5,884	1,605	39	5,397	1,669	
(b) Telegraph & Telephone Workshops.	12	10,846	1,762	10	4,705	1,682	
(c) & (d) Electric Lamps (other than Glass Bulb making), Fans, Radiators and Other Accessories.	68	9,464	1,175	92	9,919	1,651	
(e) Storage Batteries.	21	2,656	2,042	24	3,344	1,957	
(f) Radio & Phonographs.	48	5650	1,328	58	6,324	1,358	
(g) Insulated Wires and Cables.	56	6,403	1,502	67	9,214	1,387	
(h) General and Jobbing Engineering.	72	3,675	1,158	67	4,338	1,205	
Transport and Transport Equipment.	1,185	136,068	1,422	1,303	180,527	1,547	

\*Excludes figures relating to Mysore.

Table continued:-

1	2	3	4	5	6	7
			<u>Rs.</u>			<u>Rs.</u>
Ship Building-						
(a) Ship Building and Repairing.	37	22,259	1,688	36	28,988	1,839
Manufacture and Repair of Rail Road Equipmen t-						
(b) Tramway Workshops.	13	2,980	1,637	13	5,014	1,679
Manufacture of Motor Vehicles.	7	10,597	1,539	48	12,173	1,785
Repair of Motor Vehicles and Cycles-						
(a) Motor Vehicles.	983	63,415	1,317	979	69,602	1,499
Manufacture of Bicycles.	53	8,671	1,330	56	9,310	1,350
Aircraft-						
(a) Manufacture of Aero-planes, Aircraft Parts and Assemblage.	7	1,356	1,711	8	16,568	1,522
Manufacture of Transport Equipment not elsewhere classified-						
(a) Coach Building.	34	5,932	1,287	38	4,104	1,391
Miscellaneous Industries.	1,117	87,866	1,286	1,234	88,940	1,283
(k) Wrapping, Packing, Filling, etc. of Articles.	88	25,756	1,588	101	39,336	1,578
Electricity, Gas and Steam.	353	25,624	1,506	368	26,755	1,650
Electric Light and Power.	340	21,726	1,827	334	22,242	1,665
Water and Sanitary Services.	115	5,025	1,110	129	5,001	1,318
Water Supply Stations.	86	3,683	1,067	87	3,624	1,324
Sanitary Services (pumping and Sewage).	48	1,342	1,320	47	1,377	1,301
Recreation Services.	36	3,446	1,221	34	2,772	1,421
Cinema Studios.	36	3,446	1,221	34	2,772	1,421
Personal Services.	96	7,028	722	101	4,326	981
Restaurants, Cafes, etc.	14	490	330	19	563	481
(a) Laundries and Laundry Services.	31	2,093	988	33	2,337	1,093
(b) Job Dyeing, Dry Cleaning, etc.	48	1,408	821	47	1,302	1,073

N.B.- Figures for 1960 exclude those relating to Jammu & Kashmir and Himachal Pradesh and those for 1961 exclude for Jammu & Kashmir. In the figures for 1960, estimated figures for Madhya Pradesh and Madras have been included.

R- Revised.

Similar statistics for workers in industries earning less than Rs.400 have also been given in the article.

For employees earning less than Rs.200 per month the average daily earnings for all the seasonal industries taken together were lower than those for all the perennial industries taken together in all States/ Union Territories except Andhra Pradesh and Rajasthan. In Andhra Pradesh the average daily earnings for seasonal factories taken together were higher than those for perennial factories taken together. In Rajasthan the average daily earnings for both types of factories were the same. The overall average daily earnings for all the States/ Union Territories for which such factories are available were Rs.3.03 in respect of seasonal factories as against Rs.4.68 in respect of perennial factories.

Taking all States and Union Territories together we find that the average daily earnings varied from Rs.1.97 for the industry-group "Process Allied to Agriculture" to Rs.5.60 for the industry-group "Products of Petroleum and Coal". Among the States/ Union Territories, Gujarat recorded the highest over-all per capita daily earnings (Rs.5.11) followed by Delhi (Rs.5.06), Madhya Pradesh (Rs.4.94), Maharashtra (Rs.4.92), Bihar (Rs.4.48) and Uttar Pradesh (Rs.4.06). Tripura recorded the lowest per capita daily earnings (Rs.1.16).

For the employees earning less than Rs.400 per month also the average daily earnings for all the seasonal industries taken together were lower than those for all the perennial industries taken together in all States/Union Territories except in Andhra Pradesh. In Andhra Pradesh the average daily earnings for seasonal factories were higher than those for perennial factories. The average daily earnings for all the States/ Union Territories, for which such figures are available were Rs.3.28 and Rs.5.07 for seasonal and perennial factories respectively.

Taking all the States and Union Territories together we find that the average daily earnings varied from Rs.2.02 for the industry-group "Process Allied to Agriculture" to Rs.7.44 for the industry-group "Products of Petroleum and Coal". Among the States/Union Territories Bihar recorded the highest over-all per capita daily earnings (Rs.5.51) followed by Delhi (Rs.5.47), Madhya Pradesh (Rs.5.45) and Maharashtra (Rs.5.41). Tripura recorded the lowest per capita daily earnings (Rs.1.16).

01

Interim Wage relief to Journalists  
Granted.

The Union Minister for Labour and Employment, Shri D. Sanjivayya placed on the table of Rajya Sabha on 24 November 1964, copy of the notification containing the Government's decision on interim relief for Working Journalists. The notification said that the Central Government was of opinion that pending receipt of the final recommendations of the Wage Board, it was necessary to fix interim rates of wages in respect of working journalists. The Central Government, after consultation with the Wage Board, has fixed with effect from 1 May, 1964, the interim rates of wages in accordance with the resolution of the Wage Board.

The Wage Board's resolution said:

(1) The Board resolved that interim relief equal to 8 per cent. of the basic pay which a working journalist was drawing on 30 April 1964, subject to a minimum of Rs.15 per month and a maximum of Rs.25 per month be paid to the working journalists.

(2) This interim relief should be granted to working journalists drawing a basic pay upto Rs.750 per month. This is subject to marginal adjustments in case of those working journalists who draw basic pay of more than Rs.750 and less than Rs.775 in whose case an interim relief of the amount by which their basic pay falls short of Rs.775 shall be granted.

(3) This interim relief shall be payable to working journalists with effect from 1 May 1964.

(4) This interim relief shall be payable to those to whom the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act apply.

(5) This amount of interim relief shall be in addition to the Dearness Allowance payable to working journalists.

(6) If the emoluments of working journalists consisting of basic pay plus Dearness Allowance and interim relief, if any already granted voluntarily or by way of mutual agreement, on or after the constitution of the Wage Board i.e. 12 November 1963 exceeds the emoluments which a working journalist shall be entitled to after adding the interim relief granted by the above recommendations to the basic pay and dearness allowance, in that case his emoluments shall not be affected by these recommendations. If, however, it falls short, then in that case, the working journalist shall be entitled to a rise of an amount

equal to the difference.

(The Indian Worker,  
30 November 1964).

'L'

Wage Board for 'Engineering Industries'  
constituted.

A Resolution dated 12 December 1964 of the Ministry of Labour and Employment, Government of India, says that in pursuance of the recommendations made in para 25 of Chapter XXVII of the Second Five Year Plan and in para 20 of Chapter XV of the Third Five Year Plan, the Government of India has decided to set up a Wage Board for the engineering industries excluding the steel plants for which a Wage Board is already in operation. The term 'Engineering Industries' for this purpose will include also foundries except those to which the recommendations of any other Wage Board have already been applied.

The Wage Board consists of three representatives each of employers' and workers', two representatives of independent members with Shri F. Jeejeebhoy, as Chairman.

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

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

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

- (i) the needs of the industries in a developing economy;
- (ii) the special features of the engineering industries including the aspects relating to exports;
- (iii) the requirements of social justice;
- (iv) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;

- (c) to bear in mind the desirability of extending the system of payment by results:

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

The following classes of engineering establishments shall be excluded from the purview of the Wage Board:-

- (i) public sector undertakings which are run departmentally;
- (ii) establishments employing less than 50 workers;
- (iii) workshops attached to non-engineering establishments.

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

(The Gazette of India, Part I, sec.1,  
26 December 1964, page 437 ).

Assam: Minimum Rates of Wages fixed for  
Employment on Maintenance of Roads or in  
Building Operations.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Assam has fixed the following minimum rates of wages for skilled and unskilled labourers engaged in employment on maintenance of roads or in building operations.

- Skilled workers. Rs.4.50 Paise per day.
- Unskilled worker. Rs.3.25 Paise per day.

The rates are inclusive of dearness allowance but exclusive of other concessions, if any, enjoyed by the workers.

This will come into force with effect from the date of issue of this notification.

The existing task and hours of work shall continue until further orders.

Nothing in this Notification shall apply to workers employed in Test Relief Work for flood-stricken people and in the self-help projects.

(Notification No. GLR/169/63/Pt/6 dated 16 November 1964; The Assam Gazette, Part IIA, 18 November 1964, page 3167).

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38. Housing.

India - December 1964.

Housing Ministers' Conference held at  
Chandigarh, 29 December 1964.

The Housing Ministers' Conference was held at Chandigarh (Punjab) on 29 December 1964. The Conference, among others, was attended by Shri Mehr Chand Khanna, Union Minister of Works and Housing. The session was inaugurated by Shri Ram Kishen, Punjab Chief Minister.

The Conference passed a resolution that the Central and State Governments and the Planning Commission should immediately ban the diversion of funds earmarked for housing programmes to any other project. The Conference appointed a committee with Planning Commission member Shri M.S. Thacker as its chairman to examine the "present faulty and outdated land acquisition law" and suggest measures to improve it to simplify the procedure for acquiring land. The members of the committee are: Shri Barkatulla (Rajasthan), Shri Mohan Lal P. Vyas (Gujarat), Shri Homi J.H. Taleyarkhan (Maharashtra), and Shri Devraj Urs (Mysore) - all Housing Ministers.

It was felt that one of the main reasons for poor utilisation of funds for housing programmes in the current Plan was that the State Governments had utilized funds allocated for housing for other projects like power, irrigation and agriculture. The Housing Ministers were convinced that once effective steps were taken to stop diversion of housing funds to other projects, the State would exert to step up housing programmes.

The Conference was of the view that bulk acquisition, which was necessary for checking prices of land in urban areas could only be possible if the existing Land Acquisition Act was drastically amended. The conference agreed that it was necessary to accord a higher priority to and provide comparatively much larger lands for housing during the last year of the current Plan to make up for the deficiency of the

Speech of the Union Minister for Works and Housing.— Shri Mehr Chand Khanna, Union Works and Housing Minister, addressing the open session of the conference, said that the hurdles of finance, organisation, land and building material must be removed to ease the housing situation which had reached a critical stage. He said that 61 per cent. households in urban areas and 82 per cent. in rural areas were living in slum conditions in kutcha or remshackle structures and overcrowded dwellings. Neglect of housing schemes, phenomenal rise in population and rapid urbanisation had created imbalance in housing. He stressed the need to step up the tempo of the housing schemes in the fourth and successive five-year Plans. He said against a demand of 7,000 million rupees, the Planning Commission had suggested a tentative outlay of 5,300 million rupees for housing programmes in the fourth Plan. He regretted the poor performance of the State Governments in the third Plan.

He announced that the Centre proposed to set up a central housing board to co-ordinate and support the activities of the State housing boards. Suggesting more facilities to industrial employers to build houses for workers, Shri Khanna said housing conditions of industrial workers continued to deteriorate and this stood in the way of increasing industrial efficiency and productivity.

He said improvement of housing conditions in the villages required special attention, and it was proposed to step up the allotment for village housing projects from 130 million rupees in the third Plan to 400 million rupees in the fourth Plan. It was further proposed to raise the limit of loan from 66 per cent. to 80 per cent. of the construction cost.

(The Hindustan Times, 30 December 1964).

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

INDIA - DECEMBER 1964.

41. Agriculture.

Employment Position in Plantation Industry:  
One-man Fact-finding Committee appointed.

A resolution dated 11 December 1964 of the Ministry of Labour and Employment, says that the employment position in the plantation industry was discussed at the 11th session of the Industrial Committee on Plantations held in New Delhi on 30 and 31 October 1964. The Committee recommended that a senior officer of the Ministry of Labour and Employment should constitute a one-man fact-finding Committee to go into all aspects of the question of employment in plantations and make a report to Government within a period of six months. The Government of India has accordingly constituted a one-man Committee consisting of Shri N.N. Chatterjee, Joint Secretary, Ministry of Labour and Employment. The terms of reference of the Committee are as follows:-

- (i) To find out how and to what extent the vacancies that have arisen since 1959 due to natural wastage or otherwise have been filled.
- (ii) To find out whether there has been any increase in the ratio of employment of contract/temporary/'bigha' labour in plantations to permanent labour since 1959.
- (iii) To find out whether there has been a material change in the land-labour ratio since 1959 and if so, to what extent?
- (iv) To find out by means of a sample survey or otherwise whether there has been any significant increase in the work-load of plantation workers since 1959, and to assess broadly the extent of such increase.

- (v) To find out whether there has been a sizable reduction of employment in the plantation industry as a whole since 1959 and, if so, the reasons therefor.
- (vi) Any other related matters that the Committee may deem fit to consider.

The Committee will submit its report to Government within a period of six months.

(The Gazette of India, Part I, sec.1,  
26 December 1964, page 437 ).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - DECEMBER 1964.

50. General.

Mysore: Motor Transport Workers (Mysore) Rules, 1964.

The Government of Mysore published on 17 December 1964 the text of the Motor Transport Workers (Mysore) Rules, 1964, made in exercise of the powers conferred under the Motor Transport Workers Act, 1961. The Rules deal inter alia with procedure for registration of motor transport undertakings, powers and duties of inspecting staff, provisions relating to welfare and health, canteen facilities, rest room, uniform and medical facilities, rules relating to hours and limitation of employment, wages and leave and returns.

(Notification GSR 342 dated 27 November 1964, the Mysore Gazette, Part IV-section 2c-1, 17 December 1964, pp. 1107-1141).

Andhra Pradesh Shops and Establishments  
Bill, 1964.

The Government of Andhra Pradesh published on 26 November 1964 the text of the Andhra Pradesh Shops and Establishments Bill, 1964, introduced in the Legislative Assembly of the State on 25 November 1964. According to the Statement of Objects and Reasons of the Bill, at present, the Andhra Pradesh (Andhra Area) Shops and Establishments Act, 1947 and the Andhra Pradesh (Telangana Area) Shops and Establishments Act, 1951 are in force in the Andhra and Telangana areas of the State of Andhra Pradesh, respectively. In order to have a uniform law on the subject throughout the State, the Government have decided to undertake a unified legislation on the subject, applicable to the whole of the State of Andhra Pradesh.

The Bill seeks to give effect to the above decision.

Some of the salient and new features of the Bill are as follows:-

(1) The Bill seeks to make a provision requiring the owner of every establishment to get the establishment registered by the Inspector on payment of registration fee. This is mainly intended to have a proper control over establishments for the effective enforcement of the Act - vide clause 3.

(2) Shops opened on footpaths are a hinderance for the effective enforcement of the Act as the shop-owners are evading the provisions regarding opening and closing hours and weekly holidays by selling their goods on the foot-path instead of in the shop. The Bill seeks to prohibit such selling - vide clause 7.

(3) Some more provisions regarding safety and health are provided provided in the Bill so as to secure better working conditions - vide clauses 21 to 23.

(4) The Bill seeks to provide for the grant of holidays with wages as may be notified by the Government - vide clause 26.

(5) Provision is made for the payment of terminal benefit to persons employed - vide clause 41.

(6) Provision is made for appointment of an authority to hear and decide appeals arising out of the termination of employees - vide clause 42.

(7) Provision is made for appointment of authority to hear and decide claims relating to wages, etc. - vide clause 44.

(8) Provision is made for the appointment of a Chief Inspector to facilitate proper enforcement of the Act - vide clause 51.

A summary of the more important provisions of the Bill is given below.

Clauses 3 to 5 of the Bill provide for registration of establishments by employer, and changes in particulars of establishments and opening and closing of establishments to be intimated to inspector.

Hours of Work.- No employee in any shop shall be required ~~to~~ allowed to work therein for more than eight hours in any day and forty-eight hours in any week: provided that the total number of hours of work including overtime shall not exceed eleven hours in any day except on days of stock-taking and preparation of accounts and in the aggregate fifty-four hours in any week: provided further that the total number of hours of over-time work of an employee does not exceed fifty in a quarter of a year.

No employee in any shop shall be required or allowed to work therein for more than five hours in any day unless he has had an interval for rest of at least one hour. An employee who was serving a customer at the commencement of the interval may be ~~required~~ required to serve him during the half an hour immediately following such commencement.

The period of work of an employee in a shop shall be so arranged that, along with his intervals for rest, they shall not spread over more than twelve hours in any day. Where an employee works on any day of stock-taking and preparation of accounts the spread over shall not exceed thirteen hours in any such day.

Weekly Holiday.- Every shop shall remain closed for one day of the week. The employer shall fix such day at the beginning of the year, and specify it in a notice prominently displayed in a conspicuous place in the shop. The employer shall not alter such day more often than once in three months. Every employee in a shop shall be allowed in each week a holiday of one whole day.

No deduction shall be made from the wages of any employee in a shop on account of any day or part of a day on which it has remained closed or a holiday has been allowed in accordance with this section.

Employments other than Shops.- No employee in any establishment shall be required or allowed to work for more than eight hours in any day and forty-eight hours in any week. The total number of hours of work including overtime, shall not exceed eleven hours in any day, except on days of stock-taking and preparation of accounts, and in the aggregate fifty-four hours in any week.

The total number of hours of overtime worked by an employee does not exceed in a quarter of a year -

(a) sixty, in the case of an employee in any theatre;

(b) fifty, in the case of an employee in any other establishment.

Every employee in any establishment shall be allowed in each week a holiday of one whole day.

No deduction shall be made from the wages of any employee in an establishment on account of any day or part of a day on which a holiday has been allowed in accordance with this section.

Employment of Children.- No child under 14 years of age shall be required or allowed to work in any establishment.

No young person between 14 and 18 years of age shall be required or allowed to work in any establishment before 6 a.m. and after 7 p.m.

Notwithstanding anything in this Act, no young person shall be required or allowed to work in any establishment for more than seven hours in any day and forty-two hours in any week nor shall such person be allowed to work overtime.

Health and Safety.- The provision regarding health and safety deal with cleanliness of premises, ventilation and lighting, and precautions for safety of employees in establishments.

Holidays with wages.- Every employee who has served for a period of two hundred and forty days or more during a continuous period of twelve months in any establishment shall be entitled during the subsequent period of twelve months, to leave with wages for a period of twelve days, provided that such leave with wages may be accumulated upto a maximum period of twenty four days.

An employee who has been allowed leave for not less than five days shall, before his leave begins, be paid the wages due for the period of the leave allowed.

Every employee in any establishment shall also be entitled during his first twelve months of continuous service and during every subsequent twelve months of such service (a) to leave with wages for a period not exceeding twelve days, on the ground of any sickness incurred or accident sustained by him and (b) to casual leave with wages for a period not exceeding twelve days on any reasonable ground.

Every employee in any establishment shall also be entitled to holidays with wages on the days to be specified by notification, from time to time, by the Government.

Every employee shall, for the period of the leave allowed under sub-sections (1) and (4) of section 25 of the holidays allowed under section 26 be paid at a rate equivalent to the daily average of his wages for the days on which he actually worked during the preceding month exclusive of any earnings in respect of overtime.

Wages.- No wage-period shall exceed one month.

Where any employee in any establishment is required to work overtime, he shall be entitled, in respect of such overtime work, to wages at twice the ordinary rate of wages.

The wages of every employee shall be paid before the expiry of the seventh day after the last day of the wage-period in respect of which the wages are payable.

The wages of an employee shall be paid to him without deductions of any kind except those authorised by or under this Act.

The authorised deductions include fines and penalties, deductions for absence from duty, deductions for house accommodation provided by employer, deductions for recovery of advances, etc.

Other provisions of the Bill deal inter alia with appointment, powers and duties etc. of the authority to hear and decide claims relating to wages etc. of employees in establishments, powers and duties of inspectors and chief inspector, penalties and offences.

(Andhra Pradesh Gazette, Part IVA  
Extraordinary, 26 November 1964,  
pp. 1-35 ):

Workers' Education in India\*.

An article contributed by Shri D. Sanjivayya, Union Minister for Labour and Employment, on workers' education in India has been published in December 1964, issue of the Indian Labour Journal.

Reviewing the working and the progress made by the various schemes of workers' education in India, the article states that from the start of the scheme till the end of August, 1964 altogether 24 regional centres and 30 sub-regional centres have been opened and 4,800 worker-teachers and 150,000 workers trained. Of the 24 regional centres, and 7 are residential, where facilities for boarding and lodging are provided to trainees on payment of nominal charges. These residential centres are at Alwaye, Chandigarh, Dhanbad, Hyderabad, Indore, Rourkela and Tinsukia. It is estimated that by the end of the Third Five Year Plan, 7,500 worker-teachers will be trained and 250,000 to 300,000 workers given training under the scheme.

Fourth Plan.- During the Fourth Five Year Plan period, it is proposed to open 12 more regional centres and impart training to about 10,000 worker-teachers and about ~~5~~ to 500,000 to 600,000 workers. Thus at the end of the Fourth Plan about a million workers will have received training under the workers' education scheme.

Syllabus for Education Officers.- The syllabus through which the Education Officers are taken during the period of their training includes teaching methods, the use of audio-visual aids, debates and seminars, practical lessons in role plays, group discussions, organising lessons and use of films in teaching how to lead a discussion and so on. Before their training concludes, they are attached to trade unions and government offices so that they can see for themselves how these institutions run.

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\* Indian Labour Journal, Vol.V, No.12, December, 1964, pp. 1065-1073.

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On the lines of the syllabus for Education Officers separate syllabi for worker-teachers and worker trainees have also been drawn up.

Assessment of Working of Scheme.- In 1959 the Government of India obtained the services of Dr. Charles A. Orr, an expert on workers' education from the International Labour Organisation to assess the working of the scheme and make suggestions for its improvement. Dr. Orr was of the view that in spite of difficulties which were inevitable in a new venture launched on a large scale, the scheme was developing vigorously and receiving adequate cooperation and support from trade unions and employers. There was an air of optimism and the scheme was already showing encouraging results in improving the process of collective bargaining, inter-union relationship and in making workers more conscious of their rights and responsibilities.

Strengthening Technical Base.- In order to strengthen the technical base of the scheme, Dr. Orr suggested simplification of the syllabi at all levels, and emphasised that the study of trade unionism and industrial relations be given greater importance. He also recommended that at the level of Education Officer and worker-teacher training, more emphasis should be laid on the study of teaching methods.

The article, in conclusion, says:  
"With further development of workers' education it is hoped that the trade union movement in the country will be strengthened and an era of industrial peace and prosperity will be ushered in by active and purposeful participation of workers in the process of national development."

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

India - December 1964.

Annual Report of the Activities financed  
from the Mica Mines Labour Welfare Fund  
during the year ending 31 March 1964.

The Ministry of Labour and Employment gazetted on 26 December 1964 the report of the activities financed from the Mica Mines Labour Welfare Fund during the year ending with 31 March 1964 together with the statement of accounts for that year and an estimate of the receipts and expenditure of the Fund for the year 1964-65.

According to the report the Act provides for the levy of a duty of customs on all mica exported from India upto a maximum rate of  $6\frac{1}{4}$  per cent. ad valorem. The present rate is  $2\frac{1}{2}$  per cent.

The collections are allocated for expenditure on welfare measures among the various mica-producing areas in proportion to their average production.

Medical facilities.— The following measures have so far been undertaken in Bihar, Andhra Pradesh, and Rajasthan.

Hospitals.— ~~Other~~ A 100-bed Central Hospital at Karma (Bihar), a 15-bed Hospital at Tistri (Bihar) and a 14-bed Hospital at Kalichedu (Andhra Pradesh) continued to be maintained from the resources of the Fund. The construction of the 30-bed Hospital at Gangapur (Rajasthan) was completed and the outpatient department has started functioning. A 50-bed T.B. Hospital at Karma (Bihar) started functioning in October 1963. A 12-bed T.B. clinic at Tistri is under construction and work on a 16-bed T.B. Ward attached to the hospital at Kalichedu would begin shortly.

Other Medical Facilities.- Other medical institutions set up from the finances of the Fund comprise 5 static dispensaries, 3 mobile medical units, 3 ayurvedic dispensaries, 5 maternity and child welfare centres and 5 community centres in Bihar; 3 static dispensaries, one mobile dispensary, 1 ayurvedic dispensary and 4 maternity centres in Andhra Pradesh; and 9 dispensary-cum-maternity and child welfare centres, 5 mobile medical units, 12 ayurvedic dispensaries and 4 multipurpose centres in Rajasthan.

A health promotion Centre at Dhorakola in Mica fields of Bihar has been established. The Centre attends to the periodical medical check-up of mica miners and their families for detection of diseases (occupational or otherwise) in the early stages.

Ten beds in the T.B. Sanatorium at Ranchi and eleven beds in T.B. Hospital, Nellore have been reserved for the exclusive use of mica miners and their families. Arrangements has been made for the treatment at the Tetulmari Leprosy Hospital of mica miners of Bihar who suffer from leprosy. The Fund makes grants-in-aid to these institutions for the reservations of beds.

Assistance to T.B. Patients.- A subsistence allowance at Rs.50 p.m. is being granted to the dependents of mica miners who are under treatment in the T.B. Ward attached to the Central Hospital, Karma or at the T.B. Sanatorium, Ranchi. The Scheme of domiciliary treatment of T.B. and silicosis patients was also continued. The patients attending the out-door department of T.B. Hospital, Nellore were granted travelling allowance. A Rehabilitation-cum-convalescence Home set up in Bihar for workers cured of T.B. continued to function.

Training.- The mica miners in Andhra Pradesh are being trained in first aid.

Educational facilities.- Seven multipurpose institutes, each with an adult educational centre and a women's welfare centre, provide educational and recreational facilities to workers in Bihar. Training in handicrafts like sewing and knitting is given to women attending the centres. Each institute serves as a training-cum-production Centre. One community centre is functioning in Andhra Pradesh where male workers learn carpentry in their leisure time. In two women's centres in Andhra Pradesh and eight centres in Rajasthan, girls and women workers are taught tailoring, stitching, etc. Educational facilities for miners' children are being provided in 5 primary schools,

2 middle schools, 7 community centres and 6 feeder centres in Bihar; 2 primary school and 22 adult educational centres in Rajasthan; and 6 primary schools, one High School and one Middle School in Andhra Pradesh.

In all the schools in Andhra Pradesh, children are provided with facilities like free mid-day meals, milk, books, slates, clothing, bags and chappals. Milk and snacks are provided to the miners' children attending the multipurpose institutes in Bihar. Mid-day meals, books, slates and other stationery articles are supplied to the school-going children of mica miners in Rajasthan.

Three boarding houses in Bihar and two in Andhra Pradesh are being run for the children of mica miners studying in schools and colleges.

Scholarships are granted to the children of mica miners studying in schools and colleges in Bihar and Rajasthan. Such scholarships are granted for both general and technical education.

Recreational facilities.— Three mobile cinema units, two in Bihar and one in Rajasthan, give free shows in different mining centres; 18 Radio sets in Bihar; 19 in Andhra Pradesh and 25 in Rajasthan provide recreation to mica miners and their families. In Bihar the recreational facilities are provided at multi-purpose, community and feeder centres. Out-door and in-door recreational facilities are also provided at the centres and sub-centres in Rajasthan. Bhajan parties and recreational clubs have also been set up in different mining areas.

Drinking water facilities.— Twenty-nine wells (25 in Bihar and 4 in Andhra Pradesh) have been constructed by the Fund. Eleven additional wells (three in Bihar and eight in Andhra Pradesh) have been sunk under the Subsidy equal to which the mine owner who sink wells get a subsidy equal to Rs.7,500 per well or 75 per cent. of the cost of construction, whichever is less. The construction of four more wells under this scheme is in progress in Andhra Pradesh. Three wells are being sunk in Rajasthan through Zila Parishads and 90 per cent. of the cost of these wells will be met from the Fund. A dam has also been constructed in Bihar.

Housing facilities.- (i) Low Cost Housing Scheme.- As there was no response to the various earlier housing schemes introduced from 1953, a low-cost housing scheme for construction of 500 low cost houses costing about Rs.1,300 each, was sanctioned in July, 1962, for Bihar region. The houses constructed at the cost of the Fund will be handed over to mine owners who, besides being responsible for their maintenance, will pay a nominal rent of Re.1 to Rs.2 per month per house and allot the houses free of rent to the mica miners.

(ii) Departmental Colonies.- In addition to the above scheme, construction of two departmental colonies of 50 houses each, (each house costing Rs.2,500) was sanctioned in Bihar at the cost of the Fund. One of these is nearing completion. Nine more similar colonies containing 264 houses in all are proposed to be built in Bihar. These houses will be let out to mica miners free of rent through mine owners who will pay a nominal rent to the Fund.

(iii) 'Build Our Own House' Scheme.- The scheme envisages financial assistance in the form of cash or building material to the mica miners to the extent of Rs.325 for the purpose of improving their village houses. Technical assistance in the matter will be provided by the Fund. Five hundred houses have been sanctioned under the Scheme for Bihar.

(iv) Financial help in case of accidents.- The Scheme relating to the grant of financial assistance from the Fund to the widows and children of mica miners who die as a result of accidents was continued.

(v) Consumers' Cooperative Stores.- One whole sale and ten primary Consumers' Cooperative Stores for Bihar and four primary consumer's cooperative stores for Andhra Pradesh, were sanctioned with the assistance of the Fund. These stores will supply consumers' goods at reasonable prices to the mica mining population.

The Statement of Accounts for the year 1963-64 appended to the report shows receipts as 22.577 million rupees including an opening balance of 19.748 million rupees; expenditure amounted to 3.316 million rupees leaving a closing balance of 19.260 million rupees.

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CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - DECEMBER 1964.

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

India - December 1964.

U.P.: Working of the Payment of Wages Act,  
1936, during the year 1960\*.

According to the annual report on the working of the Payment of Wages Act in Uttar Pradesh for 1960, the Act, as amended by the Payment of Wages (Amendment) Act of 1957, applied to persons employed in all the factories covered by section 2m(i) and 2m(ii) of the Factories Act, 1948. It also applied to the printing presses, specified by Government notification. It was, however, not applicable to the factories notified under section 85 of the Factories Act, 1948. The total number of factories notified under section 85 of the Factories Act, 1948, were 52, i.e., 51 with power and 1 without power.

Application.- During the year under review 2,672 (2,482) factories in the State were amenable to the Factories Act, 1948 as per the details given below:-

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Classification of Factories.	Number of factories.	
(a) Classified under section 2m(i).	2322	(2126)
(b) Classified under section 2m(ii).	225	( 225)
(c) Notified under section 85 (with power).	51	( 57)
(d) Notified under section 85 (without power).	1	( 1)
(e) Defence Factories.	73	( 73)
Grand Total:	<u>2672</u>	<u>(2482)</u>

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\* Annual Report on the Working of the Payment of Wages Act 1936 in Uttar Pradesh for the Year 1961: Allahabad: Superintendent, Printing and Stationery, Uttar Pradesh, India, 1964: Price Rs. 5.50: pp. 172.

Out of 2672 (2482) factories of the State amenable to the Factories Act, 1948, the factories shown against item 3(c) and 3(d) above are not covered under the Payment of Wages Act, 1936, as amended by the Payment of Wages (Amendment) Act, 1957. As such this report is in respect of the remaining 2620 (2424) factories and 6 (9) printing presses which came within the scope of the Government Notification, totalling in all 2626 (2433) factories and establishments.

The statistical data furnished along with this report do not include the statistics in respect of 88(38) Railway Factories which were required to submit their returns to the supervisor Railway Labour instead of to this Office, nor in respect of 73(73) Defence installations situated in the State. Thus out of 2629 (2433) industrial establishments to which the provisions of Payment of Wages Act, 1936, as amended by the Payment of Wages Act (Amendment) Act, 1957, were applicable, 2515(2322) establishments were such, as were required to submit the Return to this Office.

Out of 2515(2322) Industrial establishments, which were required to submit returns, 2136(1914) complied, however, the instant report contains statistical information in respect of only 2065(1810) establishments. Position of those in respect of which statistical data is not included in this report is as follows:-

(i) 17(16) Industrial establishments submitted their returns as 'nil' and could not ~~their~~ be taken into account for the statistical statements. Yet they have been treated as submitting returns.

(ii) ~~69(68)~~ Industrial establishments owned by Government and local bodies either did not submit their returns at all or submitted the same too late to be included in this report.

(iii) ~~45(40)~~ Industrial establishments owned ~~by Government~~ did not work during the year and thus their information could not be included in the statistics appended to the report.

(iv) 109(165) Industrial establishments being quite new were not familiar with the provisions of law. Their attention has, therefore, been drawn to strict compliance of law in future.

(v) The attention of 75(23) Industrial establishments has been drawn to strict compliance of law in future; as they were small and were not habitual offenders of law.

(vi) 64(46) Of the non-submitting Industrial establishments being habitual offenders, have been prosecuted.

(vii) 71(104) Industrial establishments submitted incorrect returns. Certain clarifications were sought from them, but they did not clarify the same in time, inspite of reminders. As such, the data furnished by them could not be included in the statistical statements appended to this report, though they have been treated as submitting returns.

Employment and total wages paid.- During the year under review the average total number of persons employed daily in the industrial establishments, persons drawing less than Rs.200 as wages was 221,933(182,960), and that of the persons drawing wages of Rs.209 and above but less than Rs.400 per month was 4,210 (3,139).

(a) Wages (Persons drawing less than Rs.200 Per Month).

(i) The amount of wages including non-profit sharing bonus (as furnished by the factories) paid to persons (including all deductions under clauses (d) to (k) of section 7 of the Act) was Rs. 217,891,505.23 (Rs.174,761,280.18) amounting to an average of Rs.81.82 (Rs.79.60) approximately per worker per month.

(ii) The total amount of profit sharing bonus paid to the employed persons (as furnished by factories) was Rs.6,469,319.20 (Rs.4,143,108.49) amounting ~~an~~ during the year under review. The total amount, of money value concessions given to the employed persons during the year under review was Rs.1,418,205.21(Rs.1,580,439.17).

(iii) The gross amount paid as remunerations to the persons employed including deductions under clauses (d) to (k) of section 7 of the Payment of Wages Act, 1936, as amended by the Payment of Wages (Amendment) Act, 1957, during the year under review was Rs.225,779,029.64 (Rs.180,484,829.84).

(b) Wages (Persons Drawing Rs.200 and more but less than Rs.400 per month).

(i) The amount of wages including non-profit sharing bonus (as furnished by the factories) paid to persons (including all deductions under clauses (d) to (k) of section 7 of the Act) was Rs.12,951,053.45(Rs.9,980,638.33) amounting to an average of Rs.256.35 (Rs.264.96) approximately per worker per month.

(ii) The total amount of profit sharing bonus paid to employed persons (as furnished by factories) was Rs.334,131.37 (Rs.325,363.02) during the year under review. The total amount of money value concessions given to the employed persons during the year under review was Rs.39,817.11 (Rs.47,651.52).

(iii) The gross amount paid as remunerations to the persons employed including deductions under clauses (d) to (k) of section 7 of the Payment of Wages Act, 1936 as amended by the Payment of Wages (Amendment) Act, 1957, during the year under review was Rs.13,325,001.93 (Rs.10,353,652.87).

The table below gives a study of the total average number of persons employed. The total amount of wages paid and the average wages paid per person per month in respect of persons drawing wages (a) less than Rs.200, and (b) Rs.200 and above but less than Rs.400 per month separately, in accordance with the statistical information furnished by the industrial establishments of the State.

(Please see the table on the next page)

(a) Persons drawing less than Rs.200 per month

Year	Class of Factories.	Number of Factories submitting returns.	Average No. of persons employed daily.	Total amount of wages paid including deductions under clauses(d) to (k) of section 7 of the Act.	Average Wages paid per worker per month.
1	2	3	4	5 Rs.	6 Rs.
1960..	2m(i) ..	1,886	211,787	210,245,252.67	82.73
	2m(ii) ..	175	10,103	7,617,588.95	62.83
	Printing presses..	4	43	28,663.61	55.55
	Total. ..	2,065	221,933	217,891,505.23	81.82
1959..	2m(i) ..	1,740	175,254	168,746,364.36	80.24
	2m(ii) ..	168	7,646	5,982,660.69	65.20
	Printing presses...	6	60	32,255.13	48.97
	Total. ..	1,914	182,960	174,761,280.18	79.60

(b) Persons drawing Rs.200 and above but less than Rs.400 per month

Year	Class	Number	Average No. of persons employed daily.	Total amount of wages paid including deductions under clauses(d) to (k) of section 7 of the Act.	Average Wages paid per worker per month.
1	2	3	4	5 Rs.	6 Rs.
1960..	2m(i) ..	457	3,876	12115,697.78	260.49
	2m(ii) ..	46	333	882,955.67	208.45
	Printing presses...	1	1	2,400.00	200.00
	Total. ..	504	4,210	12,951,053.45	256.85
1959..	2m(i) ..	333	2,912	9,376,505.21	228.83
	2m(ii) ..	31	227	604,133.12	221.78
	Printing presses..	Nil	Nil	Nil	Nil
	Total.....	364	3,139	9,980,638.33	264.96

The average annual earning of a person employed in industrial establishments and drawing monthly wages amounting to less than Rs.200 per month were Rs.981.79 (Rs.955.19) while the average annual earnings of a person employed in industrial establishment and drawing monthly wages amounting to Rs.200 and above but less than Rs.400 were Rs.3,076.26 (Rs.3,179.56).

The table below shows the annual average earnings per person, the percentage in earning as compared to that for the year 1950 and the average cost of Living Index at Kanpur:-

Year	Average annual earnings per person.	Percentage increase in earnings as compared with those for the year 1939.	Average General cost of Living Index at Kanpur (August 1939=100).
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1	2 Rs. a. p.	3 Rs. a. p.	4 Rs.
1950 ..	980.5.7	402.3	434
1951 ..	902.6.10	414.9	451
1952 ..	935.0.5	433.5	441
1953 ..	944.13.5	439.1	453
1954 ..	932.0.10	431.8	408
1955 ..	866.6.0	394.3	371
1956 ..	866.15.0	394.7	424
1957 ..	928.52	426.9	448
1958 ..	*984.04	461.5	468*
1959 ..	**955.19	444.9	469
1960 ..	**981.79	460.2	474

\* This figure relates to persons drawing monthly wages less than Rs.400 as the figures relating to persons drawing monthly wages - less than Rs.200 is not available.

\*\* These figures relate to persons drawing monthly wages less than Rs.200 only and has been given here for comparing it with the figures in respect of the year 1939, when the Act covered only those persons getting monthly wages up to less than Rs.200.

Inspections.- Inspections under this Act were generally made along with the inspections under the Factories Act, 1948. Special visits were also paid by the Inspectors of Factories who are also Inspectors for the payment of wages Act to look into the complaints of non-payment of wages or for illegal deductions from the wages of the workers 995 (1058) Industrial establishments were found contravening the provisions of the payment of wages Act, 1936 and the Rules made thereunder. Attention of all concerned was drawn for strict compliance of law and in the majority of cases the irregularities were got rectified. However, one prosecution under the Act and Rules made thereunder had to be launched during the year for persistent breach.

Disbursement of Wages.- During the year under review, all possible steps were taken to enforce the provision of section 5 of the Act to secure disbursement of wages within the prescribed time limit. Where the management was persistent in not making payment within the prescribed time, recourse to legal action was taken. Direction applications in 52 (62) cases had to be filed before the authorities.

Wage period.- The provisions of section 4 of the Act were found complied with fully.

84 (102) cases for breach of sections 5 and 7 of the Act were detected by the Inspectors. Out of 84(102) cases, 31(75) were detected by the Inspectors in their usual visits and 53(27) cases on complaints. Suitable action was taken in each case.

Deductions under section 7 (2)(j).- During the year under review, Kanpur Hind Chemical Karamchari Co-operative Society of Messrs. Hind Chemicals Ltd., Kanpur was approved by the Government for purposes of deductions under section 7(2)(j) of the payment of wages Act, 1936.

The table below gives comparative details of deductions during the year 1959 and 1960 in the factories registered and licenced under section 2m(i) and 2m(ii) of the Factories Act, 1948.

Details of Deductions.	Number of factories		Number of cases		Total amount		Average per case	
	1959	1960	1959	1960	1959	1960	1959	1960
					Rs.	Rs.	Rs.	Rs.
(a) Fines.	15	21	5035	15396	1196.19	19099.94	0.24	1.24
(b) Deductions for damage or loss of goods..	19	19	8084	1939	1518.59	1781.99	1.88	0.92
(c) Deductions for breach of contract.	1	3	1	7	72.12	33.28	2.2	5.18

The fines and deductions as shown in the above table amounted to Rs.20,921.21 (Rs.16,456.90) which worked out to an average of Rs.1.21 (Rs.1.26) per case and to an average of Rs.0.09 (Rs.0.09) per person for the year under review. No fines or any other deductions were reported by the printing presses.

Registers and Notices.- Registers and notices prescribed under the Act and rules made thereunder were found generally maintained satisfactorily. Wherever, they were found maintained below the requirements of the provisions of the Act and rules the discrepancies were brought to the notice of the managements for removing the same and they were asked to strictly comply with the provisions of law.

Claims referred to authorities.- During the year under review, 52(62) direction applications relating to non-payment of delayed wages and illegal deductions were filed by the Factory Inspectorate before the authorities concerned.

Besides, a number of old cases, as detailed below, were still treated as undecided because judgments of such cases have not been received from the courts concerned.

- 4 Direction cases for the year 1956.
- 12 Direction cases for the year 1957.
- 11 Direction cases for the year 1958.
- 15 Direction cases for the year 1959.

(i) ~~Out~~ Four cases shown pending for the year 1955 in preceding report have been decided.

(ii) Out of 6 pending cases shown pending for the year 1956, in the preceding report, 2 cases have been decided and 4 are still pending.

(iii) Out of 18 cases shown pending for the year 1957 in the preceding report, 6 have since been decided and 12 are still pending.

(iv) Out of 15 cases shown pending for the year 1958 in the preceding report, 4 cases have been decided and 11 are still pending.

~~(v) Out of 15 cases shown pending for the year 1958, in the preceding report, 4 cases~~

(v) Out of 28 cases of the year 1959 in which the remark "Result not known" was given in the preceding report, 13 cases have been decided and 15 are still pending.

Prosecutions.- During the year under review, 47(6) prosecutions were launched, out of these 46 prosecutions were launched for non-submission of Annual Returns for the year 1959, within the period prescribed in Rule 18 of the U.P. Payment of Wages Rules, 1936, and one for other breaches. Out of 47 cases launched, 14 cases resulted in conviction and the remaining 33 are still pending decision.

In addition, out of 5 cases shown pending for the year 1958 in the preceding year report, 1 has been convicted and 4 are still pending.

Out of 4 cases shown pending for the year 1959, in the preceding report, 1 has been convicted and 3 are still pending.

Some of the prosecutions and direction cases mentioned above might also have been decided but in the absence of any information in this regard from the courts concerned, the cases had to be treated as pending.

Complaints.- 250(252) complaints, i.e., 117 (139) through Union + 127 (91) from individual persons + 6(22) from other sources, alleging non-payment of wages, delayed payment of wages, or illegal deductions, etc., were received in the regional offices. Out of these 225(236) cases were disposed of as detailed below:

Enquiries were made into 182(203) complaints by the inspectorate and the remaining 43(33) complaints were settled by correspondence. Out of the cases in which enquiry was made, 142(167) complaints were found genuine and the rest 40(36) complaints were not genuine and consequently consigned to records.

The remaining 25(16) complaints could not be disposed of finally during the year under report and were kept pending for the following year due to:

- (i) Necessity of the complaints being kept for spot enquiry,
- (ii) Report having been called for from the factories concerned; and
- (iii) Some complaints having been received just before the close of the year.

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67. Conciliation and Arbitration.

India - December 1964.

Stable Industrial Relations in the  
Hindusthan Lever Ltd.: Results of  
a Case Study undertaken by Deputy  
Labour Commissioner, West Bengal.

A case study in the labour-management relations in the Hindusthan Lever Ltd., Calcutta was undertaken by Shri N.C. Kundu, Deputy Labour Commissioner, Government of West Bengal. The object of the Study was to spot-light the factory and the circumstances that have been responsible for stable industrial relations in Hindusthan Lever Ltd. And for that purpose, attempts have been made to examine the conditions of service of the employees and the extent of mutual consultation and co-operation in Labour-Management relations.

The firm has been gradually expanding and is well-known for its progressive and enlightened management, both technically and in terms of its employee relationships. The basic factors that create industrial peace on the workmen's side are adequate income, a sense of security, an incentive in the shape of opportunity to learn a better trade and chance of promotion and advancement. The workmen in this firm enjoy these facilities and as a result there has developed a stable industrial force. The creation of a stable industrial labour force is said to be "more a consequence of managerial pulls than of pushes from the impoverished rural regions. In fact, the push from the land can create a discontented industrial labour force if nothing is done to adapt it to factory and urban requirements". In this respect inadequate management policies are said to be the cause of lack of a disciplined labour force. In Hindusthan Lever a large number of workmen being to middle-class Bengali group who have to a great extent broken their ties with the villages, even though periodic visits during festivals continue. "The Village nexus" which is the root cause for not developing a stable force is predominantly absent here.

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It is worth noting that in this factory where there is a recognised union there is a workable grievance procedure which, though not elaborate, has a joint committee, on which there are elected representatives of workmen who happen to be at the same time leaders of the union which with which the Company has collective bargaining relationships. About 40 per cent. of the grievances are being handled by the Personnel Officer, who is an experienced and a responsible high level company official and that majority of the grievances are being settled at the departmental level. Interviews with Union President, the Secretary and other officials indicated that relationship with the company was quite satisfactory and that they were happy.

Interviews with the workmen further indicated that the importance of the approach used by the Foremen in dealing with workers. The trained and efficient supervisors and Foremen get the work done by persuasion rather than by issuing of charge-sheets for poor work. It is important to mention here that only a few charge-sheets are issued to the workmen in the course of a year. Constant issue of charge-sheets and suspensions irritates the working class people who as a result gradually lose confidence in the administrators.

A noteworthy feature which helped the Company to maintain industrial peace for a number of years is the absence of the problem of union recognition and conspicuous absence of rival unions. A multiplicity of small and rival unions plagues labour-management relations in India and this has been a fertile source of bitter relations in the medium-size industries in West Bengal. In this firm the absence of rival unions has earned the recognition of the only union, which has to a great extent contributed to the growth of a stable industrial relation. The unique feature of the Hindustan Lever Mazdoor Sabha, which has obtained recognition of the Company on India-wide basis from its very inception, is its careful elimination of "outsiders", whose presence in the union executive is resented almost universally by the Indian employers. Though law does not provide for compulsory recognition of unions, the Company has since 1949 been practising the policy of giving recognition.

Wage trend in this Company indicates that the workmen have been granted substantial increase by degrees as a result of two agreements with the Company. A concerted attempt is being made in India these days to step up general level of real wages in all sectors where they are still very low and where they do not give the worker and his family even a mere subsistence. Hindusthan Lever Ltd., has kept pace with the changes in time and has raised wage levels. With its increased wages, the Company has achieved increased productivity. One of the factors contributing to higher productivity in the factory has been the attitude of the Union and the workmen. The workmen are convinced that their prosperity is wholly dependent upon higher productivity. The workmen, a large majority of whom are literate realise that increase in productivity does not necessarily result in greater work-loads and reduction in employment. Post-war experience in this factory has shown that advanced technique, more modern machinery and better lay-out can produce lower work-loads, greater leisure and more employment by expansion of the industry. As a result of increased productivity of the Company, real wages have gone up far above pre-war level, living standards have improved and there has been more scope for employment.

The Company has guaranteed to the workers job security and good working conditions, to ensure their investors a fair return and to give their customers goods of high quality at prices within their reach. The successful and peaceful working of the industry depends as much on the efficiency of workers as on the efficiency of the management. The progressive management has been equally responsible for preservation of peace and amity in the factory by the successful elimination of maladjustments, conflicts and inefficiencies which so often disturb harmonious employment relations.

The management takes special care to ensure better standards of health, safety and welfare of workers during working hours. A safety competition is organised occasionally to make the workmen more cautious about the environmental hazards and prizes are awarded to the workmen who prove themselves sufficiently safety minded.

In the final analysis, industrial harmony in Hindusthan Lever Ltd., has been mainly due to the prevalence of some of the basic links for giving a better relationship. These are -

- (i) Presence of a strong and a recognised union of the workmen.
- (ii) Existence of a grievance-settlement machinery at the lowest rung of the ladder, the plant.
- (iii) Existence of channels of communications between the workers and the management both through union-management meetings and also through line supervision.
- (iv) Job security of the workmen. - There has been no case of retrenchment since the Company has operated.
- (v) Increasing emphasis on training procedures on the technical, financial, administration and personnel handling aspects of their work, for managers, foremen and charge hands.
- (vi) The use of impartial high level selection panels for recruitment and all promotion vacancies.
- (vii) Progressively increasing and improved welfare measures particularly in regard to recreation, medical facilities and financial assistance in cases of prolonged sickness and satisfactory canteen services.
- (viii) Prevalence of a collective bargaining machinery and voluntary negotiations through union which has adopted a progressive and reasonable attitude towards wage agreements and maintenance of discipline, and has also managed to a large extent to identify itself with the interests of the workers in an enlightened way.

(West Bengal Labour Gazette,  
March 1963, pp. 289-291 ).

Joint Consultative Machinery and Compulsory Arbitration Scheme Being considered for Central Government Employees.

Shri D. Sanjivayya, Union Minister for Labour and Employment, opening the annual meeting of the Central Government Clerks' Union, at New Delhi on 21 December 1964, said that the Government was considering a scheme for joint consultative machinery and compulsory arbitration for Central Government employees. He made it clear that the machinery would only supplement and not replace the existing facilities for employees to make individual representations on matters concerning their services and grades. The proposal to have such a machinery was meant to promote co-operation between the Government and the employees.

The scheme envisaged a national council to deal with matters concerning minimum remuneration, dearness allowance and salaries to different categories of staff. The departmental councils would deal with matters concerning departments. Under the scheme ~~they~~ there would be compulsory arbitration in matters relating to pay and allowances, weekly hours of work and leave.

The scheme, he said, would soon be discussed with representatives of the organisations recognised by the Government, and finalised. The Minister emphasised the need for healthy trade unionism and said it could play an important role in the progress of the country. Those in Central Government employment had a special role to play as without their co-operation it would be difficult to implement effectively the task of planned economic development.

He also referred to various measures taken by the Government to remove the hardship of its employees as a result of rising prices. He said that dearness allowance had been raised, and a number of consumers' stores opened and that all ~~was~~ possible would be done by the Government to redress their grievances.

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Industrial Disputes (Amendment) Act, 1964  
(No. 36 of 1964).

The Industrial Disputes (Amendment) Act Bill (vide pages 71-75 of the Report of this Office for December 1963 and pages 56-57 of the Report of this Office for September 1964) as passed by Parliament received the assent of the President on 9 December 1964 and has been gazetted as Central Act No. 36 of 1964. A summary of the more important amendments made by the Act is given below.

(1) Section 2 sub-clause (a) of the Industrial Disputes Act, 1947, is amended to include the Employees' State Insurance Corporation and the Cantonment Board, so that the Central Government becomes the 'appropriate government' for dealing with industrial disputes concerning such establishments.

(2) A new clause is added to sub-section 3 section 7A of the principal Act to permit the appointment of a District judge or Additional District Judge of not less than three years' standing as presiding officers of industrial tribunals.

(3) New sub-sections 1A, 3A and 4A added to section 10A of the principal Act provide -

(i) "Where an arbitration agreement provides for a reference of the dispute to an even number of arbitrators, the agreement shall provide for the appointment of another person as umpire who shall enter upon the reference, if the arbitrators are equally divided in their opinion, and the award of the umpire shall prevail and shall be deemed to be the arbitration award for the purposes of this Act."

(ii) "Where an industrial dispute has been referred to arbitration and the appropriate Government is satisfied that the persons making the reference represent the majority of each party, the appropriate Government may, within the time referred to in sub-section (3), issue a notification in such manner as may be prescribed; and when any such notification is issued, the employers and workmen who are not parties to the arbitration agreement but are concerned in the dispute, shall be given an opportunity of presenting their case before the arbitrator or arbitrators."

(iii) "Where an industrial dispute has been referred to arbitration and a notification has been issued under sub-section (3A), the appropriate Government may, by order, prohibit the continuance of any strike or lock-out in connection with such dispute which may be in existence on the date of the reference."

It has also been provided that conditions of service, etc. shall remain unchanged during the pendency of arbitration proceedings.

(4) A new sub-section(7) is added to section 19 of the principal Act providing that only a majority of the workmen bound by settlement or award have the right to terminate the same.

(5) Definition of continuous service.- Sections 25B and 25F are amended and the major changes effected are:

(1) a workman shall be said to be in continuous service for a period if he is, for that period, in uninterrupted service, including service which may be interrupted on account of sickness or authorised leave or an accident or a strike which is not illegal, or a lock-out or a cessation of work which is not due to any fault on the part of the workman;

(2) where a workman is not in continuous service within the meaning of clause(1) for a period of one year or six months, he shall be deemed to be in continuous service under an employer -

(a) for a period of one year, if the workman, during a period of twelve calendar months preceding the date with reference to which calculation is to be made, has actually worked under the employer for not less than -

- (i) one hundred and ninety days in the case of a workman employed below ground in a mine; and
- (ii) two hundred and forty days, in any other case;

(b) for a period of six months, if the workman, during a period of six calendar months preceding the date with reference to which calculation is to be made, has actually worked under the employer for not less than -

- (i) ninety-five days, in the case of a workman employed below ground in a mine; and
- (ii) one hundred and twenty days, in any other case.

Explanation.- For the purposes of clause(2), the number of days on which a workman has actually worked under an employer shall include the days on which -

(i) he has been laid off under an agreement or as permitted by standing orders made under the Industrial Employment (Standing Orders) Act, 1946, or under this Act or under any other law applicable to the industrial establishment;

(ii) he has been on leave with full wages, earned in the previous year;

(iii) he has been absent due to temporary disablement caused by accident arising out of and in the course of his employment; and

(iv) in the case of a female, she has been on maternity leave; so, however, that the total period of such maternity leave does not exceed twelve weeks.

(6) Recovery of money due from an employer.- For section 33c of the principal Act a new section is substituted.

"33C.(1) Where any money is due to a workman from an employer under a settlement or an award or under the provisions of Chapter VA, the workman himself or any other person authorised by him in writing in this behalf, or, in the case of the death of the workman, his assignee or heirs may, without prejudice to any other mode of recovery, make an application to the appropriate Government for the recovery of the money due to him, and if the appropriate Government is satisfied that any money is so due, it shall issue a certificate for that amount to the Collector who shall proceed to recover the same in the same manner as an arrear of land revenue:

Provided that every such application shall be made within one year from the date on which the money became due to the workman from the employer:

Provided further that any such application may be entertained after the expiry of the said period of one year, if the appropriate Government is satisfied that the applicant had sufficient cause for not making the application within the said period.

(2) Where any workman is entitled to receive from the employer any money or any benefit which is capable of being computed in terms of money and if any question arises as to the amount of money due or as to the amount at which such benefit should be computed, then the question may, subject to any rules that may be made under this Act, be decided by such Labour Court as may be specified in this behalf by the appropriate Government.

(3) For the purposes of computing the money value of a benefit, the Labour Court may, if it so thinks fit, appoint a commissioner who shall, after taking such evidence as may be necessary, submit a report to the Labour Court and the Labour Court shall determine the amount after considering the report of the commissioner and other circumstances of the case.

(4) The decision of the Labour Court shall be forwarded by it to the appropriate Government and any amount found due by the Labour Court may be recovered in the manner provided for in sub-section (1).

(5) Where workmen employed under the same employer are entitled to receive, from him any money or any benefit capable of being computed in terms of money, then, subject to such rules as may be made in this behalf, a single application for the recovery of the amount due may be made on behalf of or in respect of any number of such workmen.

Explanation.- In this section "Labour Court" includes any court constituted under any law relating to investigation and settlement of industrial disputes in force in any State."

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 10 December 1964,  
pp. 359-368 ).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - DECEMBER 1964.

81. Employment Situation.

Employment Exchanges: Working during  
October 1964.

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

Item	September 1964	October 1964	Increase (+) or Decrease(-)
1	2	3	4
Registrations.	334,815	261,148	- 73,667
Placements.	50,573	46,314	- 4,259
Live Register.	2,671,633	2,599,626	- 72,007
Vacancies Notified.	77,372	73,361*	- 4,011
Employers using Exchanges.	14,234	13,746	- 488

\* Includes 1,031 vacancies notified by private employers' falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, doctors, stenographers, draughtsmen, nurses, midwives, compounders, overseers, trained teachers, electricians, accountants and fast typists, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- During the month, the Labour Depot, Gorakhpur, recruited and despatched 1,481 workers.

Employment Market Information.- At the end of the October 1964, employment market studies were in progress in 258 areas in different States.

A Report on Employment of Matriculates (a case study) was released during the month.

A seminar on Employment Information and Manpower utilisation was held in Vigyan Bhavan, New Delhi, on 3 and 4 October, 1964 under the auspices of All India Organisation of Industrial Employers and Employers' Federation of India with which Directorate-General of Employment and Training was actively associated.

Deployment of Surplus and Retrenched Personnel.- During the month under review 29 persons were retrenched from various River Valley Projects, 209 were registered and 401 were placed in employment. Detailed statement showing the number of persons retrained, number registered, number placed and the number of persons awaiting employment assistance is given below:-

( Please see the table on the next page.)

Name of Project.	No. await- ing re- assist- ances at the end of Septem- ber, 1964.	No. ret- ched dur- ing per- sonnel month. (includ- ing those left volun- tarily) registered during the month for employment assistance.	No. of ret- ched per- sonnel month. (includ- ing those left volun- tarily) registered during the month for employment assistance.	No. placed during the month. no desire for assist- ance.	No. left indi- cating the end of the month.	No. awaiting assistance at the end of the month.
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1	2	3	4	5	6	7
1. Damodar Valley Corporation.	192	12	12	1	-	203
2. Bhakra Nangal Project.	15	3	3	-	8	10
3. Bhilai Steel Project.	684	-	180	398	-	476
4. Durgapur Steel Project.	64	-	-	-	1	53
5. Special Cell of the Ministry of Home Affairs.	304	14	14	2	-	316*
Total.	1,259	29	209	401	9	1,058

\* Class II - 51, Class III & IV - 265.

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

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

83. Vocational Training.

India - December 1964.

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

According to the Review on the Principal Activities of the Directorate-General of Employment and Training for the month of October 1964, there were 298 institutes for training craftsmen and 30 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 93,884 and the number of persons undergoing training under the craftsmen training schemes and part-time classes for industrial workers was 81,283.

Central Training Institutes for Instructors.- Session which commenced on 1 May, 1964 at all the Central Training Institutes for Instructors is in progress. The present admission position in each C.T.I. is as under:-

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C.T.I. Calcutta.	408
C.T.I. Bombay.	383
C.T.I. Kanpur.	252
C.T.I. Madras.	198
C.T.I. Hyderabad.	104
C.T.I. Curzon Road, New Delhi.	105
C.T.I. Ludhiana.	143

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Sanction of Seats under the Training Scheme.- During the month under review 340 seats were sanctioned. The progressive total number of seats sanctioned so far during the current plan period is given below:-

	<u>Seating capacity as at the end of</u>		
	<u>September</u> 1964.	<u>October</u> 1964.	<u>Increase (+) or</u> <u>Decrease (-).</u>
(a) Craftsmen Training Scheme.	65,594	65,934	+ 340
(b) National Apprenticeship Scheme.	4,387	4,387	-
(c) Part-time Classes for Industrial Workers.	4,195	4,195	-
(d) Number of New I.T.I.s sanctioned.	155	156	+ 1 (Marga).

National Council For Training in Vocational Trades.- A joint meeting of the Working Committee of the National Council for Training in Vocational Trades and the Trade Committees Experts was held at Bombay on the 27 and 28 October 1964. The question of changes in the existing duration of courses under the Craftsmen Training Scheme during the Fourth Five Year Plan and some other important items were discussed at the meeting.

Meeting of State Representatives.- At the ninth meeting of State Representatives for Training Schemes held at New Delhi in October 1964, a general review was done on the implementation of Craftsmen Training Scheme Centres. The question of re-organising Cluster Type Training Centres and other similar centres, pre-vocational Training at I.T.I.s of the students of High Schools and Higher Secondary Classes, establishment of Central Staff Training and Research Institute and setting up of four Regional Directorates of Training at Bombay, Calcutta, Madras and New Delhi also came up for consideration and certain conclusions were reached. Necessary steps are being taken to process further action on those conclusions. There was also discussion at the meeting on expansion of Training facilities to meet the requirement of Fourth Five Year Plan and other connected matters. Copies of the conclusions and decisions taken have been sent to all the State authorities for initiating necessary action.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 12,339\* at the end of September 1964 of which 9,895 were full-term apprentices and 2,444 short-term apprentices.

(\*Figures are provisional).

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

CHAPTER 9. SOCIAL SECURITY.

INDIA - DECEMBER 1964.

93. Application.

Working of the Workmen's Compensation Act 1923 during the year 1962\*.

The following is a brief review of an article on the Working of the Workmen's Compensation Act, 1923 during the year 1962 which has been published in December 1964 issue of the Indian Labour Journal. It is based on the annual returns received from all States (except Jammu and Kashmir, Manipur where the Act is not applicable and Bihar and Tripura) and Union Territories of Andaman and Nicobar Islands, Delhi and Himachal Pradesh. In addition the annual returns were furnished by Railways and Posts and Telegraphs Department.

The following table shows the number of compensated accidents and the amount of compensation paid during the period 1957-1962:-

(Please see the table on the next page)

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\* Indian Labour Journal, Vol.V, No.12, December, 1964, pp. 1091-1104.

Year	Average daily No. of workers employed in establishments submitting returns.	Number of Compensated Accidents*				Amount of Compensation Paid (Rs.)**			
		Death	Perma- nent Dis- able- ment.	Tempo- rary Dis- able- ment.	Total	Death	Perma- nent Dis- able- ment.	Tempo- rary Dis- able- ment.	Total
1	2	3	4	5	6	7	8	9	10
1957..	4123610	1032 (0.25)	6661 (1.62)	64215 (15.57)	71908 (17.44)	2275026 (2,204)	1978525 (297)	1033195 (30)	6186746 (86)
1958..	4388343	1903 (0.43)	4887 (1.11)	76548 (17.45)	83338 (18.99)	3700225 (2,298)	2661492 (545)	2126078 (28)	8487795 (102)
1959..	3447521	1075 (0.28)	5066 (1.36)	70086 (18.33)	76227 (19.97)	2630565 (2,447)	2659701 (525)	1853418 (26)	7143684 (94)
1960..	4631338	1425 (0.31)	4875 (1.05)	82655 (17.85)	88955 (19.21)	4429908 (3,109)	2812984 (577)	2250412 (27)	9493304 (107)
1961..	4770185	1238 (0.26)	4897 (1.03)	87603 (18.36)	93738 (19.65)	2766389 (2,235)	2558495 (522)	2674112 (31)	7998996 (85)
1962..	4575502	1058 (0.23)	5665 (1.24)	82633 (18.06)	89356 (19.53)	2648079 (2,503)	2409658 (425)	2378410 (29)	7437147 (83)

N.B.- The data given in the above table relate to the industries and occupations covered under the Act in the following States in the respective years -

1957-The figures relate to the re-organised States of Andhra Pradesh, Assam, Bihar, Bombay, Kerala, Madras, Mysore, Punjab, U.P., West Bengal, Delhi and Andaman and Nicobar Islands.

1958-The data relate to all States/Territories except Jammu and Kashmir, Rajasthan and Manipur.

1959-The data relate to all States/Territories except Jammu and Kashmir, Assam, Bihar, Tripura and Manipur.

1960-The data relate to all States/Territories except Jammu and Kashmir, and Manipur.

1961-The data relate to all States/Territories except Jammu and Kashmir, Tripura and Manipur.

1962-The data relate to all States/Territories except Jammu and Kashmir, Bihar, Tripura and Manipur.

\*Figures in brackets show rate per 1,000 workers.

\*\*Figures in brackets show average compensation paid per case.

£Amount of compensation paid in respect of 293 cases of death not known.

&Excluding Mysore and Delhi.

@Excluding Delhi.

above

It may be seen from the table that during the year 1962, 89,356 accidents for which a sum of Rs.7,437,147 was paid as compensation were reported. The accident rate per the thousand workers (on the basis of the reported figures) was 19.53 during 1962. During 1961 this rate was 19.65. Analysis of the compensated accidents during 1962 shows that 92.48 per cent. cases related to temporary disablement, 6.34 per cent. to permanent disablement and only 1.18 per cent. to death.

The average number amount of compensation paid during 1962 was Rs.2,503; Rs.425; Rs.29 and Rs.83 in respect of death, permanent disablement, temporary disablement and all cases respectively. The average amount of compensation paid per case was the highest in Municipalities (Rs.367) followed by that in Building and Construction (Rs.332) and in Posts and Telegraphs (Rs.288). The average amount of compensation paid per case of death was the highest in Docks and Ports (Rs.3,400) followed by Miscellaneous Industries (Rs.2,825) and Mines (Rs.2,795). The average amount of compensation paid per case of permanent disablement was the highest in Tramways (Rs.1,046) followed by Posts and Telegraphs (Rs.934). The incidence of cost of compensated accidents per worker by important industry-groups has been obtained by dividing the amount of compensation paid by the corresponding figures of average daily employment and the data are given below:-

Incidence of cost of Compensated Accidents per Worker 1961 and 1962:

Industry group.	1961 (Rs.)	1962 (Rs.)
Factories.	1.3	1.0
Plantations.	0.2	0.2
Mines.	3.4	*
Railways.	1.9	2.0
Docks and Ports.	5.7	7.2
Tramways.	1.9	*
Posts and Telegraphs.	0.3	0.3
Building and Construction.	5.4	*
Municipalities.	0.4	0.7
Miscellaneous.	2.4	2.7
All-Industries.	1.7	*

\* The figures relating to average daily employment is incomplete due to the non-availability of data from Uttar Pradesh and Bihar and so the incidence of cost could not be calculated.

It will be seen from the table above figures that the cost was quite high in Docks and Ports (Rs.7.3) but was much less in Plantations(0.2) and Posts and Telegraphs (0.3).

The average amount of compensation paid per case was the highest in Himachal Pradesh (Rs.1,331) followed by that in Delhi(Rs.517). The average amount of compensation paid per fatal case was the highest in Rajasthan(Rs.8,600), while the lowest was in Madras (Rs.1,366). The average amount of compensation paid per case of permanent disablement was the highest in Orissa (Rs.1,090) while the lowest was in Andhra Pradesh (Rs.18). In case of accidents resulting in temporary disablement, average compensation was the highest in Assam (Rs.77) while the lowest was in Himachal Pradesh (Rs.4).

29.8 per cent of the accidents involved workers getting less than Rs.50 per month. The percentages of accidents involving workers in the wage-groups Rs.50-100 and Rs.100-300 were 44.8 and 25.4. Out of the 14,924 cases dealt by the Commissioners 9,549 (64.04 per cent) related to temporary disablement, 3,642 (24.4 per cent) to permanent disablement and 1,733 (11.6 per cent) to fatal cases. The percentage of wage earners getting below Rs.30 and "Rs.30 to Rs.60" showed a decline in 1962 after showing a steady increase since 1959 and 1956 respectively. The percentage of wage earners getting "Rs 60 and above" showed an increase in 1962 after registering a steep decline since 1959. Under Section 10 for award of compensation 4,380 cases were pending for disposal at the beginning of the year and 5,540 cases were received during the year under review. Out of the total of 9,920 cases 5,948 cases were disposed of and 3,972 cases remained pending with the Commissioners at the end of the year. The Commissioners also disposed of or transferred to other Commissioners for disposal 3,762 cases under Section 8 pertaining to deposits and 1,314 cases were reported pending at the end of the year.

At the beginning of the year under review 81 appeals were pending in 6 States viz., Andhra Pradesh, Gujarat, Maharashtra, Madras, Uttar Pradesh and West Bengal. During the year under review 58 appeals were filed, bringing the total number of appeals for disposal to 139. Of these, 44 appeals were disposed of and 95 appeals were reported pending at the end of the year.

Under Section 8(7) of the Act read with rule 10, the Commissioners for Workmen's Compensation are empowered to invest sums deposited with them for the benefit of persons under a legal disability. One of the various modes of investment has been that of depositing the money in the Post Office Savings Bank as the payments are required to be made to the applicant for their maintenance from time to time. In Madras there were 602 Post Office Savings Bank Accounts at the beginning of the year. The total value of the securities held by the Commissioner in respect of the 645 accounts remaining open at the close of the year was Rs.760,196.86. The total value of other securities held by the Commissioner in the form of National Savings Certificates, Ten Year Treasury Savings Deposit Certificates and 3 per cent. Conversion Loans of 1944 Treasury Deposit was Rs.14,760. Of the 138 accounts closed during the year, 50 were for investment of the amounts in immovable properties. The total amount so invested was Rs.110,607.65. In Maharashtra, the total amount invested in Government Securities or National Savings Certificates was Rs.158,220. In West Bengal, a sum of Rs.197,083.58 was deposited in Post Office Savings Bank Accounts during the year and a sum of Rs.1,102,520.73 was brought forward from the previous year. During the year under review, a sum of Rs.270,608.63 was withdrawn for disbursements. Besides this, a sum of Rs.2,300 remained invested in National Savings Certificates at the close of the year.

As usual, legal and other aid was rendered to workers by various agencies - both official and private. In Maharashtra, the office of the Commissioner rendered assistance to the workmen who were not represented, in drafting applications for compensation. In Andhra Pradesh legal assistance was given to 6 deserving applicants in conducting their cases before the Commissioner for Workmen's Compensation at State cost. The Government of Madras sanctioned an expenditure of not exceeding Rs.1,000 towards legal assistance to poor and deserving workmen claiming compensation under the Act. In nine cases legal assistance at State cost was available availed of by the dependants of deceased workmen.

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - DECEMBER 1964.

111. General.

Report of the Coal Mines Rescue Stations  
Committee for the Year 1963-64.

The Coal Mines Rescue Stations Committee set up by the Government of India in the Ministry of Labour and Employment has published its report for the year 1963-64. The following is a brief review of this report which has appeared in November 1964 issue of the Indian Labour Journal.

Progress of Development Work.- Arrangements for opening of a 'C' type Rescue Station in Assam reached its final stage. It was expected that the Rescue Station would be opened at Ledo in upper Assam during April 1964. It was decided to open a new Rescue Station for Rewa and Chirmiri Coalfield in Madhya Pradesh as soon as apparatus and spare parts were received from U.K. Construction of some bungalows and quarters at Dhansar and Sitarampur Stations, which had started during the Year 1962-63, were completed during the year under review. The electrification and water supply work in these buildings was in progress. The sanitary work in Dhansar had been completed while it was on hand in Sitarampur. The Rescue Station at Giridih which has been functioning as a Feeder Type Rescue Station was housed in a rented building belonging to the N.C.D.C. Ltd. The design of the buildings for the Ramavaram Rescue Station has been prepared and it was expected that the registration of lease deed in respect of land selected for the station would be completed soon. The site for the location of Argada Rescue Station was selected and application for acquisition of the land was made to the State authorities. Sinking of a well at the Parasiasa Rescue Station was started and it had reached the final stage by the end of 1963-64. It was decided to equip the Mines Rescue Committees at Dhansar and Sitarampur and some of the Rescue Vans of these two stations with wireless equipments so that in case of emergency the Rescue station could make immediate and independent communication with the rescue vans.

These equipments which had already been installed were on trial.

Training in Rescue and Recovery Work.-

Since the inception of Rescue organisation, a total of 2,797 persons (1,413 at the Dhansar Mines Rescue Station and 1,384 at the Sitarampur Rescue Station) were given full course of initial training in rescue and recovery work in mines. In terms of Rescue Rules an active rescue and training trained worker is required to take refresher practices once in every six weeks, i.e., 8 practices per year. Of these, four practices are arranged in the Rescue Station Training gallery and remaining four in pits. Facility for refresher practices are available in almost all the Rescue Stations. Annual medical examination of the members of the permanent corps as well as rescue trained persons from mines were also held regularly as required under rule 27 of the Coal Mines Rescue Rules, 1959 to ensure their physical and mental fitness. Ordinary mine workers were also given training on the surface of different mines in the use of Gas Mask so that they could be of help to the rescue trained personnel of the mine in case of emergency. Details of refresher practices and rescue training given during the year under review at Dhansar and Sitarampur Rescue Stations with comparative figures for the previous year are given below:-

Particulars of Rescue Training given at Rescue Stations.

	1963-64			1962-63
	Dhansar	Sitarampur	Total	Total
No. of workers trained.	126	203	329	421
No. of workers medically examined.	450	654	1,104*	964**
No. of workers medically unfit.	11	11	22\$	72\$\$

\* In addition to this figure 264 more persons were medically examined i.e., 29 at Parasia, 109 at Singareni and 126 at Argada.

\*\* In addition to this figure 193 more persons were medically examined, i.e., 58 at Parasia, 37 at Singareni and 98 at Argada.

\$ Excluding 2 examined at Parasia Station.

\$\$ Excluding 1 and 4 examined at Parasia and Argada Rescue Stations respectively.

Refresher Practices given during 1963-64

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No. of gallery refresher practices held -	1,026.
No. of pit refresher practices held -	816.
No. of man practices for gallery refresher practices -	6,351.
No. of man practices for pit refresher practices-	4,995.

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Rescue Recovery and Emergency Work.-

During the year under review, the Rescue Stations were called out for rendering assistance in 22 cases involving 92 days of work in addition to calls for the trailer pump at the Dhansar Rescue Station.

The Coal Mines Rescue Organisation assisted in 17 recovery operations involving 93 days of work and 516 proto manshifts and to recover 3.01 million tonnes of coal locked in areas sealed off due to occurrence of fire.

Rescue Competitions.- As usual, rescue competitions were held on Zonal, Inter-coalfield as well as on All-India basis. The Tenth All-India Open Mines Rescue Competition was held at the Mines Rescue Station, Dhansar.

Staff.- The total strength of staff (excluding garden mazdoors and other casual labour and part-time clerks and others) employed by the Committee as on the 31 March 1964 was 109.

(The Indian Labour Journal,  
Vol.V, No.11, November 1964,  
pp. 996-997 ).

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

INDIA - DECEMBER 1964.

CHAPTER 2. INTERNATIONAL AND NATIONAL  
ORGANISATIONS.

Indian Trade Unions (Amendment) Act,  
1964 (No.38 of 1964) (The Gazette of  
India, Extraordinary, Part II, Sec.1,  
14 December 1964, pp. 389-390).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Industrial Disputes (Amendment) Act,  
1964 (No.36 of 1964) (The Gazette of  
India, Extraordinary, Part II, Sec.1,  
10 December 1964, pp. 359-368 ).

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- \*(b) "Annual Report of the Working of Indian Trade Unions Act, 1926 (XVI of 1926) for the year 1961-62": Government of Maharashtra: Printed in India by the Manager, Government Central Press, Bombay and published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4: Price Rs.3.15 or 5s.6d.: 1964: pp. 794.

CHAPTER 3. ECONOMIC QUESTIONS.

- \*(a) "Report on the Working of the Minimum Wages Act, 1948 during the year 1961": Labour Bureau, Ministry of Labour and Employment, Government of India: Publication No.63: 1964: Printed in India by the Manager Government of India Press, Simla for the Manager of Publications, Civil Lines, Delhi: pp.88.
- \*(b) "Annual Report 1963-64": National Productivity Council, India, New Delhi 1964: pp.vi+70.
- \*(c) "Agenda Papers for Meeting of N.P.C.": Document NPC 13: National Productivity Council, 38, Golf Links, New Delhi. 1964: pp.30.

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

- \*(a) "Annual Administration Report of the Bombay State Ports 1959-60": Government of Maharashtra: Buildings and Communications Department: Printed in India by the Manager, Government Central Press, Bombay and published by the Director, Government Printing and Stationery, Bombay: 1964: Price Re.0.51 or 10d.: pp. 77.
- \*(b) "Annual Administration Report 1956-57": Agricultural Department: Allahabad: Superintendent, Printing and Stationery, Uttar Pradesh (India) 1964: Price Rs.9.00. pp.94.

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- \*(a) "Annual Report on the Working of the Factories Act, 1948 in Assam for the year 1958": 1963: Printed at the Assam Government Press, Shillong: Price Rs.2.75 or 4s.2d. pp.40.
- \*(b) "Annual Report on the Working of the Factories Act, 1948 in Assam for the Year 1961": 1964: Printed at the Assam Government Press, Shillong: Price Rs.3.50 or 5s.3d. pp.46.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

- \* "Annual Report on the Working of the Payment of Wages Act 1936 in Uttar Pradesh for the Year 1960": Allahabad: Superintendent, Printing and Stationery, Uttar Pradesh, India: 1964: Price Rs.5.50: pp.172.



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\*Publications received in this Office.