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

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## CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - NOVEMBER 1949.

### 11. Political Situation and Administrative Action.

#### Cut in Expenditure of Labour Ministry: Housing Scheme affected.

As part of the Central Government's general plan for economy, the capital expenditure of the Ministry of Labour for the current financial year has been reduced by about 87 per cent. The amount which will now be available for the year under this head is 2.8 million rupees against the original total allocation of 21.9 million rupees.

According to the Budget proposals, 20 million rupees was set apart to give a start to the 3000 million industrial housing scheme envisaging 1 million houses in 10 years. The sums sanctioned for the two other schemes, namely the employees' State insurance scheme and the coalminers' Housing scheme were 1.6 million rupees and 300,000 rupees respectively. The amount budgeted for the industrial housing scheme has now been completely withdrawn, and that sanctioned towards constructions of houses for coalminers reduced by 100,000 rupees. The loan to the Employees' State Insurance Corporation has however, been increased from 1.6 million rupees to 2.6 million rupees.

A reduction of 4.6 million rupees has been made in the estimated expenditure of the Resettlement Organisations for the year 1950-51. After budgetary provisions of 18.8 million rupees for the current financial year, expenditure has been cut down to 14.2 million rupees. Last year, 11.0 million rupees were spent on various training and vocational institutions, including stipend paid to ex-Servicemen trainees. A sum of 4.5 million rupees was allocated to the employment exchanges, while provincial directorates and supervisory staff accounted for 2.5 million rupees. Land settlement and the Gorakhpur Group Labour Scheme together cost 800,000 rupees.

The estimates of the Ministry's capital expenditure for 1950-51, based on the emergency economy plan, place the amount available for the industrial housing scheme at 10 million rupees and as loans and subsidies to the Corporation and the coalminers housing scheme at 5.8 million rupees, the Corporation's share being 5 million rupees.

(The Statesman, 17-11-1949 and  
20-11-1949 ).

Central Provinces and Berar: Meeting of  
Labour Advisory Board: Badli Scheme for  
Textile Workers accepted.

n Advisory Board

A meeting of the Central Provinces and Berar, was held at Nagpur on 12 November 1949. Mr. Shukla, the provincial Premier, presided.

The Board accepted the badli (temporary) labour scheme for the textile mills, subject to a settlement of the question of compensation to permanent workers who would be "played off" under the scheme, (vide page 43 of the report of this Office for October 1949).

On behalf of the millowners, it was pointed out that while the scheme, as drawn up by the Textile Standing Committee, provided for compensation to badli workers, it did not make provision for compensating permanent workers, who were being "played off". The Board decided that this question should be ~~referred~~ gone into by a sub-committee and reported back to the Standing Committee. It is expected that the scheme so modified would be put into operation with effect from 1 December 1949.

Regarding the question of bonus to the mill-workers for 1948-49, it was agreed that the millowners would discuss the matter among themselves and communicate their decision to the Government at an early date. The labour representatives on the Board suggested that the question be settled by negotiation with millowners.

The Board also approved the constitution of the provincial Housing Board. The Housing Board will consist of representatives of employers, employees, municipalities and the Government. It would be entrusted with funds for housing schemes such as grants, subventions, donations and loans from the Central or provincial Governments, local authorities or any individual body.

The Board asked the provincial ~~General~~ Inspector-General of Civil Hospitals, to put up two schemes for medical benefit under the Employees' State Insurance Act, one for Nagpur and the other for the province, which would be taken up for consideration in January 1950.

(The Hindustan Times, 14-11-1949).

United Provinces Tripartite Labour Conference:  
Pooling of Casual Labour.

A meeting of the United Provinces Tripartite Labour Conference was held at Lucknow on 25 and 29 October 1949. Mr. Sampurnanand, Minister for Labour presided.

Premier's address.- Addressing the Conference, Pandit Govind Ballabh Pant, Premier, called upon the representatives of industry and labour to mobilise all available resources to step up production and to try to solve the basic problems facing them, in a spirit of mutual understanding and co-operation. Pandit Pant referred to the situation created by the devaluation of the Indian rupee and the unilateral action of Pakistan in over-valuing her rupee and assured the Conference that the Government were fully alive to the situation and were taking necessary measures to arrest undesirable economic tendencies. Increased production <sup>was</sup> the need of the hour and in that supreme task, labour, industry and the Government must combine. Goods produced in a quantity large enough for export would have a far-reaching effect on India's economic life. It was, therefore, in the interest of labour as well as industry alike that the production capacity should be multiplied for it meant an increase in the national wealth. Pandit Pant emphasised that he had always maintained that labour must get its full and fair wages but the wages could be raised only by increasing production. To facilitate increased production of jute the provincial Government had decided to exempt jute from sales tax and the question of similar exemption in the case of export of cotton cloth was under consideration.

Emphasising the need for maintaining industrial truce and for solving the problem of industrial unemployment, Pandit Pant said that the Government had under consideration a proposal to pool labour at industrial centres, so that mills which required hands could draw upon the pool. He concluded with an appeal for the maintenance of good relations between the employees and the employers and hoped that they would make sincere efforts to understand each other's problems and to bring about an effective, practical and satisfactory solution of their problems.

Labour Minister's address.- Mr. Sampurnanand, Minister for Labour, in his address expressed satisfaction that industrial peace had been maintained in the province. Referring to industrial unemployment, he said the figure of 40,000 unemployed had been found to be "a good deal exaggerated". A solution had to be found for the problem of unemployment and it was with that aim in view that a scheme for the absorption of unemployed industrial workers would receive top priority.

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Mr. Sampurnanand said that a deputation was being organised to visit Australia to study the machinery of works committees, conciliation boards and arbitration courts there. He suggested that the deputation should consist of one representative each of Government, labour and ~~employers~~ industrialists.

Decisions.- The Conference held a general discussion in which the representatives of industry and labour participated and placed their respective points of view on the various problems. It was disclosed that 7,000 workers were out of employment due to closure of factories and 9,000 workers were unemployed due to play-off in the factories. The number of workers affected in the unregistered factories was not known.

A "gentlemen's agreement" was arrived at on decasualisation and pooling of casual labour between the representatives of the Employers' Association and labour. The parties agreed to the pooling of all retrenched personnel (labour) by groups of mills. The mills will draw their casual labour requirements out of the pool through the agency of employment exchanges. The pooling system will be regulated and controlled by the employment exchanges.

General conditions of labour in the province and ways of improving them by joint endeavour were also discussed.

(National Herald, 26 and 30-10-1949).

PEPSU Tripartite Labour Conference:  
Wage Board to be set up.

A tripartite labour conference, convened by the Patiala and East Punjab States Union (PEPSU) Government, was held at Patiala on 7 and 8 November 1949. The Conference was the <sup>first</sup> meeting of its kind organised by the Labour Department and was attended by representatives of different factories, managements and labour unions. Among other matters, the Conference considered the problem of the prevention of lockouts and strikes, fixation of minimum wages and conditions of ~~agricultural~~ agricultural labour.

Premier's inaugural address: appeal to employers and workers to co-operate.- Mr. Inaugurating the Conference, Mr. Gian Singh Rarewala, Premier of PEPSU, stated that industrial problems and problems ~~and~~ of labour welfare ~~could not be solved unless~~ could not be solved unless the three parties connected with these problems - the Government, employers and workers - came together and exchanged views and developed a sense of responsibility towards one another. Both the employer and the worker had to readjust their mental outlook. Whereas it was imperative that the capitalist should cease to think in

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terms of exploitation, it was also necessary for labour to stop thinking of sabotage. Harmonious co-operation of capital and labour was indispensable to increase production.

Labour Minister's presidential address: Enquiry into conditions of agricultural workers.- ~~Mr. Lachman~~ Mr. Lachman Das, Minister for Labour, PEPSU, in his presidential address said that in consultation with the Government of India the Government of PEPSU had appointed a team of experts who would inquire into the conditions of work and life of agricultural workers in villages. For that purpose the Government had selected 20 villages at random in PEPSU, the economy of which would be inquired into and the data collected would be used as a basis for future planning. The Government also proposed to turn these 20 villages into model units for the rest of the Union.

As regards industrial workers, Mr. Lachman Das said that the ~~working~~ working conditions of labourers, except in a few big factories, were far from satisfactory - long hours under unhygienic conditions with little housing facilities and almost total absence of recreational facilities and no security of service.

Review of labour legislation.- Reviewing efforts made by the Government to prevent industrial disputes and to handle them successfully, Mr. Lachman Das said that the Government could legitimately take credit for having enacted labour legislation in no way less similar to legislation in any other advanced province or States Union.

The Government had promulgated an industrial dispute ordinance in 1948 to provide for suitable machinery for solving industrial disputes. The Patiala Workmen's Compensation Act was in force and the Indian Factories Act, 1948, had been extended to PEPSU. The Patiala Trade Employees Act of 1946 has been enforced in many towns of the Union with a population of 10,000 or more. The Trade Union Act was expected to be put on the Statute Book soon. In order to educate labour and to watch its ~~interests~~ interests the Government proposed to divide the Union into two zones. Each zone would be placed in charge of a Labour Welfare Officer assisted by regular field staff.

In conclusion, Mr. Lachman Das said that it was essential that employers and workers should come together, discuss their problems and find ways and means of solving them. He hoped that the Conference would afford a proper forum for a periodical review of the major problems that arose from time to time in the relationship between the labour and management.

Resolutions.- The Conference adopted a number of resolutions inter-alia agreeing to appoint a Wage Board soon after the Minimum Wage Act was enforced, to determine the rates of wages for the various industries. It was also decided to ~~the~~ appoint a committee of experts to make available technical assistance to those who sought it and "to work together for the development and maintenance of harmonious relations with each other and set up for the purpose Works Committees".

Another resolution envisaging industrial truce between the labour and the employer making it binding on both the parties not to resort to strike or lockouts for a period of three years was also adopted.

As regards the issue of minimum and fair wages the Conference agreed to abide by any decision taken by the Central Government.

(The Statesman, 9 and 10-11-1949).

Hyderabad: Advisory Committee discusses Labour Welfare.

A meeting of the Hyderabad Labour Welfare Advisory Committee was held at Hyderabad on 26 October 1949 under the chairmanship of Mr. P.H. Krishna Rao, Labour Member, Government of Hyderabad. The meeting was attended by both official and non-official members (representatives of the employers and employees) of the Committee. Mr.D.V. Rege, I.C.S., Chairman of the Factory Labour Enquiry Committee, was also present.

Mr. Krishna Rao, in his address assured the members that the cause of labour was safe in the hands of the Government, which was doing everything possible for its betterment. He appealed to the workers and employers to work in a spirit of understanding and co-operation and to increase production, which was the "vital problem today". To ~~the workers'~~ the workers' representatives he made it clear that privilege flowed from duties, and dereliction of duty could not be countenanced. He advised the employer to be sympathetic to the demands of the workers, as it would pay them in the long run.

Speaking about the fear of unemployment, Mr.Krishna Rao said that the Government, had asked the managements to inform it beforehand, if they contemplated retrenchment. He added that action was being taken to supply raw material to concerns wherever it was found that work was hampered by an inadequate supply of raw materials.

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Mr. Rao said that the Government would consider a suggestion that the Centre should be asked to allow the State Government to send certain members of the Committee as visitors to the forthcoming session of the I.L.O. Governing Body meeting at Mysore.

Mr. Krishna Rao also promised to consider the problem of industrial rehabilitation and the possibilities of providing employment to retrenched personnel.

The workers' representatives wanted an ordinance to be passed stopping retrenchment forthwith.

The employers' representative remarked that if the workers were animated by a spirit of real co-operation, the managements would not have any objection to recognise and co-operate with them.

The workers' representatives wanted that more than one union in a single concern should not be registered as it would cause a split among workers.

The Chairman explained that the Government was impartial as between workers and if it refused to register any union, they might be charged with partiality.

Other problems discussed by the Committee related to the establishment of welfare trust funds in industries to finance welfare welfare measures, standardisation of occupations in factories and machinery to deal with individual grievances and interim relief.

(The ~~Statesman~~ Hindu, dated  
29-10-1949).

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CHAPTER 2. INTERNATIONAL ORGANISATIONS AND NATIONAL  
NON-PROFESSIONAL ORGANISATIONS.

INDIA - NOVEMBER 1949.

22. Regional Institutions.

FAO Conference on Co-operatives in Asia and  
the Far East, Lucknow, 24 October to ~~xx~~ 3  
November, 1949.

A technical conference on co-operatives in Asia and the Far East, sponsored by the FAO was held at Lucknow from 24 October to ~~xxxxxxx~~ 3 November 1949. The conference was attended by delegates from Australia, Ceylon, French Indo-China, India, Pakistan, Thailand and the United Kingdom, besides observers from Japan and International organisations like the ILO, ECAFE, and the IFAP. The Indian delegation, was led by Mr. V.L. Mehta. The United Kingdom delegation was headed by Mr. B.J. Surridge, Adviser on Co-operation to the Secretary of Staffs for Colonies. Pakistan was represented by Dr. S.A. Hussain, and Australia and Ceylon by Mr. I.F.S. Hall and Mr. E.J. Cooray respectively. Dr. Raymond W. Miller, Dr. Horace Belshaw and Dr. G.L. Kesteven were present on behalf of the FAO, while Mr. S.K. Jain of the New Delhi Office represented the ILO.

After the inaugural address by the Governor of the United Provinces, Mr. V.L. Mehta was elected chairman of the Conference. The Conference unanimously accepted the recommendations of the agenda committee and approved the appointment of three special committees to examine the various items for discussion and report to plenary sessions. Of the three committees the first, under the chairmanship of Mr. E.J. Cooray, was ~~asked~~ asked to deal with the promotion, ~~the first will~~ regulation and supervision of rural co-operatives, the principles which should govern liability for and exemption from taxation, financing of co-operatives, education and training, research and evaluation of progress of co-operatives societies, government organisation and co-operative unions' federation. The second, under the chairmanship of Dr. S.A. Hussain, with the question of primary thrift and credit societies, co-operative credit unions or central banks, marketing and processing societies, rural consumers and supply societies and multi-purposes co-operatives; and the third committee, under Mr. H.L. Kaji with the question of welfare societies, fisheries co-operatives and village industry co-operatives.

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Resolutions.- The conference passed a number of resolutions on various aspects of co-operations; the more important among them are briefly noticed below:-

Governments urged to <sup>aid</sup> co-operative movement.- The conference recommended to member countries that "the role of Governments in relation to co-operative societies should be one of active helpfulness, intended to stimulate co-operative enterprise, to guide it and to keep it on sound lines, without either attempting to compel or to replace local initiative or self-help". It further recommended that Governments should, in addition, promote conditions under which co-operatives would thrive and develop. The attention of officials of all Government departments should be drawn to this aspect of Government policy. The Conference also made important recommendations regarding fiscal privileges and liabilities, audit and supervision and public funds for co-operative ~~and~~ societies, and suggested legislation, education, training and research for promoting the co-operative movement. On the question of promotion of co-operatives it was recommended that "promotion of co-operative societies in countries where the movement is not adequately developed should be the responsibility of the Government. Even elsewhere, societies of special types will require the initiative of Government. In all other cases the promotion of co-operative societies should be left to registered co-operative promotional agencies, with the assistance, wherever needed, of the co-operative departments".

Types of co-operative societies.- The FAO was requested to conduct, in consultation with the ILO, a study of the various systems in force for the supervision of co-operative societies in different countries and make the information available to member countries.

By another resolution the FAO was asked to prepare, in collaboration with the ILO and such other international ~~unofficial~~ organizations, a handbook on co-operative education, furnishing information regarding various institutions in member countries for imparting instruction on co-operation and allied subjects, indicating the extent to which such facilities are available to nationals of other countries.

Welfare co-operatives for rural areas.- The resolution on welfare co-operatives recommended that such co-operatives be formed and encouraged in a village or group of villages where a multi-purpose co-operative society had been successfully working for a few years and had successfully organized the three essential needs of the area - credit, supply and sale. Successful multi-purpose societies might enlarge their scope and undertake welfare activities, such as, health and sanitation, adult education and eradication of illiteracy. Rural housing on a co-operative basis, particularly of the individual ownership type might also be encouraged.

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Co-operative farming.- The resolution on co-operative farming societies inter alia stated that where sizable blocks of private Government lands were available for grant to cultivators, the Government should make them available to co-operative societies or co-operative collective farms or co-operative tenants' farming types, according to local conditions.

Chairman's concluding remarks.- In his concluding remarks, Mr. V.L. Mehta, the chairman, said that the Conference had urged that the attitude of the Governments should be one of active helpfulness. In India today that was the accepted view of the Governments at the Centre and in the provinces. The conception of planning necessarily involved both initiative by the state and the enforcement of sanctions by the State. If co-operators wished their movement to be the basis of economic planning on the part of the state, it stood to reason that they had to accept the logical sequence. To the extent that they wished this claim to be accepted by the state, compulsion had to be resorted to. The alternative was always open, namely, to stand outside the pale of planned development to the extent that state policy would permit this being done. If voluntary association was a fundamental principle of co-operation, so was self-help. Yet, there were a large number of recommendations which did not quite fit in with the theory of unadulterated self-help, the protagonists of which would scoff at state aid as spoonfeedings. It was no compromise with principles, however, to urge the grant of or acceptance of state aid, particularly when the group of persons receiving such aid was extended to those who were in need, initially, of a little extraneous assistance to build up their own strength.

Mr. Mehta said that he could gather from the sense of the Conference that, in promoting the growing of more foodgrains or other crops essential in the interest of national economy, co-operative organisations should offer to have their services utilised fully and freely. He would say that the state should have a claim on this agency as being most suited for stimulating production among a vast and scattered agricultural population through their own local organisations. He could conceive of scarcely any service they could not undertake, if they were properly advised and guided.

Dr. H. Belshaw, Secretary-General, expressed the belief that the Conference had achieved its purpose. It had given them the opportunity for valuable contacts which would strengthen the capacity of the FAO to serve the member countries.

(Two copies of the report of Mr. Jain, together with a text of resolutions adopted were sent to Geneva under this Office Minute No. F4c/2474/49 dated 9 November 1949. Copies of other documents were forwarded by surface mail on 10 November 1949).

(The Statesman, 25-10-1949;  
1 and 4 -11-1949 ).

## CHAPTER 3. PROFESSIONAL ORGANISATIONS.

INDIA - NOVEMBER 1949.

### 31. Workers' Trade Union Movements.

#### Trade Union Finances in India.

The following information about trade union finances in India is taken from a note on the subject published in the September 1949 issue of the Indian Labour Gazette.

Growth of trade unionism.— The trade union movement in India is of comparatively recent growth and came into being largely as a result of the intense industrial unrest during the period following the first World War. The Indian Trade Unions Act which was passed in 1926 gave a legal status to trade unions. The movement has since gathered considerable strength. The period following the second World War of 1939-45 witnessed a spiral of soaring prices and rising wages which gave a further impetus to the trade union movement resulting in a phenomenal growth in the number of unions and their membership. Thus, in 1947-48 there were 2,776 registered Trade Unions as compared to 562 in 1938-39. About 60 per cent of the unions which submitted returns for 1947-48 showed a total membership of 1.67 million, while the 394 unions submitting returns for 1948-49 showed a membership of 399,159.

The Indian Trade Unions Act, 1926 does not attempt to regulate the sources of income of trade unions. In regard to the expenditure, however, the Act prohibits the funds being spent on objects other than those specified, including administrative expenses, ~~publicity~~ ~~conduct of trade disputes, unemployment and other~~ legal expenses, conduct of trade disputes, unemployment and other benefits, publication of periodicals, etc. The Act also permits the constitution of a political fund provided that contributions to such a fund are voluntary and do not put any non-subscriber in a place of disadvantage. Registered unions are further required to keep their account books open for inspection by an officer or a member of the union.

Membership and income of trade unions.— Statistics of membership of registered trade unions and their income are compiled annually from the annual returns furnished by the unions to the Registrars of Trade Unions. Although submission of the returns is compulsory under the regulations, a number of the unions do not submit the returns in time or submit incorrect returns. The statistics are thus incomplete to some extent. Secondly, the Act permits registration of

employers' associations also and the statistics were till recently being compiled for the employers' unions and the workers' unions together. The employers' unions, being generally financially stronger, inflate the average income of unions registered under the Act and a true picture of the finances of the workers' unions cannot be obtained from these statistics. Subject to these limitations, the following table show the trends in the trade union finances during recent years.

Year	No. of registered trade unions	Unions submitting returns					Income	
		Number	Member-ship	Income	Income per union per annum	Income per member per annum	Rs.	A. P.
1	2	3	4	5	6	7		
				Rs.	Rs.	Rs.	A. P.	
1927-28	29	28	100619	163581	5842	1	10 1	
1937-38	420	343	390112	693644	2022	1	12 5	
1938-39	562	394	399159	889822	2258	2	3 8	
1939-40	667	450	511138	1121797	2493	2	3 1	
1940-41	727	483	513832	1212927	2511	2	5 9	
1941-42	747	455	573520	1767446	3884	3	1 2	
1942-43	693	489	685299	1596984	3266	2	5 3	
1943-44	761	563	780967	2318780	4119	2	15 6	
1944-45	865	573	898388	1939969	3386	2	2 11	
1945-46	1087	585	864031	2467607	4218	2	13 8	
1946-47	1725	998	1331962	4250331	4259	3	3 1	
1947-48	2766	1657	1672701	5628323	3397	3	5 10	

Sources of income.- The Unions derive their income from various sources such as contributions from members, donations, sale of periodicals and books and interest on investments. Contributions from members generally account for about 60 per cent of their income, donations constituting the next important source with 14 per cent. There are also miscellaneous sources which include ~~admission fees~~ admission fees, strike funds, special contributions to meet expenses on education and various funds like building fund, organisation fund etc. In the case of federations of trade unions which are mainly workers' organisations, <sup>donations</sup> from almost as important a source of income as contributions from members. In the case of employers' unions, the main source of income is contributions and miscellaneous items.

The rates of subscriptions vary from 2 annas to 32 rupees per annum. While some unions prescribe a flat rate for all members, others have introduced a slab system according to the income of the worker. In some cases subscription is linked with wages, for instance, one day's wages per annum. There are two classes of members, ordinary and honorary, the latter having to pay more than the former. In the case of workers' unions, contributions from members average about 1 rupee 8 annas per annum while the corresponding contributions

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from a member of the employers' association amount to 80 rupees per annum. Railways and textile unions account for the largest number of unions in the labour movement and consequently have a large income. In 1947-48, there were 150 railway unions submitting returns with a membership of 384,562 and a total income of 697,954 rupees. Contributions from members constituted two-thirds of this amount. During the same year there were 232 textile unions with a membership of 433,330 and an income of 1,025,563 rupees contributions from members again accounting for two-thirds of this amount. The next well organised industrial trade unions are the group of engineering trades with a membership of 99,131 and an income of 257,735 rupees.

Items of expenditure.- The expenditure from a trade unions fund is limited to the objects provided under the Act including Auditors' fees and legal expenses, conduct of trade disputes, unemployment benefits and publication of periodicals. The Act also permits the constitution of a political fund provided that contributions to such a fund are voluntary and do not jeopardise the rights of any non-subscriber. Registered unions are required to keep their account books open for inspection by any officer or a member of the union. Salaries and allowances of union officers and expenses of establishments were the major items of expenditure constituting about 45 per cent of the unions' expenditure. Miscellaneous expenses which account for 42 per cent included donations to consumers' societies, expenses of meetings, cost of propaganda, conveyance charges etc. In the case of federations, about 50 per cent of the expenditure was for social benefits like oldage sickness, unemployment, educational and religious benefits.

In 1947-48 the unions submitting returns had an income of 5,628,323 rupees, and an expenditure of 4,449,414 rupees. While the income per union works up to 3,397 rupees, its expenditure comes to 2,685 rupees. Expenditure in connection with the conduct of trade disputes accounted for 0.5 per cent of the total in the case of employers unions, 7.3 per cent in the case of workers' unions and 6.4 per cent in the case of federations of trade unions. The total amount spent in this respect during 1947-48 was of order of 228,000 rupees. Auditors' fees and legal expenses formed 2.8 per cent of their expenditure in the case of trade unions and 5.7 per cent in the case of federations.

The income of the average trade union member in India is considerably below than that in other countries. In 1947-48 it was 2 rupees four annas whereas the corresponding figure for the United Kingdom was about 80 rupees. In India a tendency on the part of a number of trade unions to multiply is noticeable. The average income per ~~union~~ union has therefore declined from 4,259 in 1946-47 to 3,397 rupees in 1947-48. The average income per union member showed no appreciable increase.

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The main sources of income of workers' unions are subscriptions and donations accounting for about 86 per cent of the total. Of the total expenditure, the workers' unions spend about 40 per cent on salaries and establishments and a similar percentage on miscellaneous items such as donations to consumers' co-operative societies, expenses of meetings, etc.

More than 50 per cent of the expenditure of the federations was on social benefits like funeral, old age, sickness, unemployment, educational and religious benefits. The article makes special mention of the Textile Labour Association, Ahmedabad, whose progressive activities were mainly responsible for this trend in the distribution of expenditure of the federations. ~~Individual~~ Individual trade unions, however, were not very progressive in this respect. The workers' unions showed only 4.3 per cent of their total expenditure against these items. As a contrast the note points out that expenditure on such benefits formed as high as 35.7 per cent of the total expenditure of trade unions in the United Kingdom in 1946.

(Indian Labour Gazette, September, 1949).

Technical Workers in Textile Mills:  
All-India Federation formed.

At a conference of representatives of textile technical and supervisory staff unions held at Ahmedabad during October 1949, it was decided to form an all-India Textile Technical and Supervisory Staff Federation to co-ordinate the activities of the various unions and to serve as the mouthpiece of the entire body of the technical and supervisory staff in all matters pertaining to their employment and relations with employers.

Mr. D.P. Joshi was elected the President of the Federation and Mr. R. Krishnamachari its ~~General~~ General Secretary.

The Federation has pledged to keep aloof from party politics and to conduct its business on pure trade union lines.

(Janata, dated 6-11-1949).

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Annual Conference of South Indian Railway  
Employees' Association, Madras, 6 November,  
1949.

The annual conference of the South Indian Railway Employees' Association was held at Tambaram, near Madras, on 6 November 1949. The conference, which was inaugurated by the provincial Minister for Industries, was presided over by the Mayor of Madras.

General Secretary's report.— Mr. V.S. Ramanathan, General Secretary of the Association, presenting the annual report, said that workers had to learn to substitute the effective method of honourable negotiation for the "warring method" of strikes for the settlement of all disputes between the employers ~~and~~ and ~~the~~ the employees. When the Government itself happened to be the employer, as in the case of the Railways, a standing machinery must be set up for settling all disputes then and there, instead of waiting for a crisis, and prolonging the process of settlement through the appointment of committees and commissions. If such machinery were established, the public would have the satisfaction that they would never be subjected to the ordeal of interruption of the arteries of communication, while the employees also would have the assurance that their interests would always be safeguarded without having to go through an ordeal.

After referring to several concessions which had been secured for workers through the efforts of the Association, Mr. Ramanathan said that there, nevertheless, remained anomalies in the Pay Commission scales as applied to Railwaymen in general and the employees of the South Indian Railway in particular. At this time, when everyone was anxiously looking forward to a permanent eradication of long-standing injustices, there were rumours of economies, salary cuts, compulsory savings, retrenchment and the like. Workers who never got a square deal in the face of rocketing prices and widespread blackmarketing, would be the hardest hit by the imposition of these measures.

Inaugural address:— Mr. Sitaram Redi, Minister for Industries, Government of Madras, inaugurating the Conference, said that the annual report of the Association showed that it had fought many a battle for the amelioration of the grievances of the workers, and also to combat the activities of disruptors. By following the path of peaceful and honourable negotiation, they had been able to win for the Railway workers more concessions than certain other organisations which sought to utilise the workers for their own interests. He was glad, that the Association regarded the strike as a weapon to be resorted to only when all peaceful methods of settling a dispute had failed. The strike was a destructive weapon. It was intended to destroy those against whom it was directed; but it might prove a boomerang and inflict serious

injuries on the workers themselves. Workers should, therefore, weigh all possible consequences before ~~xxxx~~ embarking on a strike.

Mr. Reddi stated that workers should take pride in their work, and should be ashamed if they turned out anything of inferior quality. They could no doubt ask for increased remuneration and it was the duty of the State to see that their earning capacity was progressively improved. As railway workers, they occupied an important place in the economic life of the country. The railway were the property of all the citizens of India. It was the duty of every citizen to guard against any losses to the national property. It was a matter of surprise to him, how the workers in certain foreign countries were able to maintain a high standard of life. He found the answer during his recent visit to Great Britain. He visited a factory employing 450 people, and he found that they turned out an ~~xxx~~ output which would have required the employment of more than double the number of workers in India. Each worker there did his work to the best of his ability and there was no need for the constant supervision of his work. In India, however, every small group of workers needed to be kept under a Supervisor. Supervisors had to be checked by Inspectors and the work of Inspectors required watching by Superintendents. There was thus a tremendous wastage of money in providing for several stages of supervision. Much of this wastage could be eliminated and the money thus saved could go to improve the wages of the workers. But this could be done only if workers were determined to do their allotted work honestly and sincerely, without requiring to be goaded by a Supervisor.

In conclusion, the Minister warned the workers against disruptive and anti-National elements which sought to exploit them for their own private ends. He said that he was a firm believer in the benefits of Trade Unionism but his only anxiety was that the workers should not fall into the trap of any political party, to be used as a pawn in their nefarious activities.

Resolutions.- The Conference adopted a number of resolutions. The first expressed concern at the "inordinate delay" caused in the proceedings of the Railway Joint Advisory Committee and urged that the recommendations in respect of each category should be given effect to immediately without waiting for the conclusion of the Committee's work.

By another resolution, the Conference pointed out that at present the proportion of higher scales to lower scales on the South Indian Railway was very much less than the corresponding ratio in respect of every category of staff in the M. and S.M. Railway. By another resolution the Conference recorded its emphatic protest against any proposal to impose salary cuts, compulsory savings or retrenchment of staff in view of the rise in the cost of living. It was demanded that the scale of dearness allowance to railwaymen should be raised in proportion to the rise in the cost of living in accordance with the Central Pay Commission's recommendations.

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Office bearers.— The following were elected office-bearers of the Association for the coming year: Mr. M. Veeraswami Naidu, President; Mr. V.S. Ramanathan, General Secretary; and Mr. D. Williams, Treasurer.

(The Hindu, dated 7-11-1949).

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Meeting of Bombay Mill Mazdoor Sabha:  
Unemployment Benefit demanded.

A meeting of textile workers organised by the Mill Mazdoor Sabha, Bombay, was held at Bombay on 12 November 1949 in observance of "unemployment benefit day". Mr. G.G. Mehta, Secretary of the Hind Mazdoor Sabha presided.

The meeting passed a resolution demanding compensation to workers who have lost their jobs due to closure of mills or due to retrenchment as a result of rationalization. The resolution urged that it was the duty of the State to provide work to all its citizens and thus protect them from unemployment, and added: "The principle of such benefit has been accepted by the conventions of the I.L.O. and has been followed into practice by almost all the industrially advanced countries of the world. To characterize such demand as an encouragement for idleness is in the opinion of this conference a travesty of facts and an ~~unjust~~ onslaught on the interests of the working class".

(The Hindustan Times, 15-11-1949).

Meeting of Indian National Jute Workers'  
Federation, Calcutta, 23 October, 1949.

The first session of the Indian National Jute Workers' Federation was held at Calcutta on 23 October, 1949. Mr. Harihar Nath Shastri, General Secretary of the Indian National Trade Union Congress, presided.

Addressing the conference, Mr. Shastri said that the formation of the Federation was a definite and positive move on the part of labour in jute industry to evolve a powerful national union of jute workers which could raise the standard of living of jute workers by securing fair wages and humane working conditions. The Federation also intended to equip labour to play its proper role towards increased efficiency and successful working of the industry.

Mr. Shastri also suggested the setting up of a high-level commission to inquire into the working of jute industry, with a view to effecting such basic changes as might result in overall efficiency.

The Conference passed a resolution urging the Government to appoint a high-power commission to go ~~thru~~ thoroughly into the working of the jute industry and the export trade in jute and to suggest the export trade in jute and to suggest measures for ~~improved~~ improved running of the jute industry. The Conference took a serious view of the policy of employers in respect of retrenchment, dismissal, discharge, etc., and requested the Government to pass such legislation or ordinance as would offer security of service to workers.

(The Statesman, 24-10-1949;  
The Hindu, dated 24-10-1949).

Bombay Textile Workers to prepare for  
General Strike: Protest against closure of  
Mills and Retrenchment.

The Bombay Provincial Textile Conference held at Bombay under the auspices of the Bombay Girni Kamgar Union (Red Flag) on 30 October 1949 called upon the "textile workers of Bombay Province to get ready for general strike against retrenchment, unemployment and increase of workload". By a resolution the Conference stated that the proposed general strike would be for the realisation of the following demands. No worker should be ~~be~~ retrenched; all closed mills should be taken over by the Government without compensation; a minimum basic wage of 80 rupees per month and 40-hours week should be fixed; 100 per cent compensation for rise in prices should be given; textile industry should be nationalised; all arrested trade union leaders should be released and all public safety measures acts should be immediately repealed and the workers given the right to organise.

Mrs. Pathma, Secretary of the Reception Committee, in presenting a report to the Conference said that though the crisis in the textile industry was deepening, more mills were closing and unemployment in the industry was growing, profits were going high. To solve the crisis at the expense of the workers, the millowners were increasing the workload and thus increasing their profits. According to the report about 100,000 persons at present were unemployed in the textile industry in India and in centres like Baroda, Poona and Indore, the unemployment was growing.

The Conference organised a mass meeting of textile workers who ratified the resolution on the proposed general strike in the textile industry.

(The Bombay Chronicle, 1-11-1949).

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Asian Federation of Labour: Governing Body  
Meeting to be held in London on 28 November,  
1949.

Mr. Deven Sen, Secretary-General of the Asian Federation of Labour, has convened an emergent meeting of the Governing Body of the Federation in London on 28 November 1949.

In the course of a statement Mr. Sen said that the meeting would consider many important issues concerning conditions of labour in Asia and its organisation particularly the one, relating to the relation of the Asian Federation of Labour with the proposed new Trade Unions Organisation. The question of location of the regional office for Asia on behalf of the new International would also be considered.

(Amrita Bazar Patrika, 19-11-1949).

American Federation of Labour opens Office  
in Bombay: British Trades Union Congress  
requested to establish similar  
Office.

An Office of the American Federation of Labour was recently opened in Bombay with Mr. Richard Deverall as the representative.

Mr. Asoka Mehta, General Secretary of the Hind Mazdoor Sabha has now suggested to Mr. Vincent Tewson, General Secretary of the British Trades Union Congress, that the Trade Union Congress should establish a similar Office in India.

(Hind Mazdoor, October 1949).

CHAPTER 4. ECONOMIC QUESTIONS.INDIA - NOVEMBER 1949.41. Industrial and Mining Production.

Mines and Minerals (Regulations and Development) Act, 1948, to come into force on 25 October 1949:  
Rules framed.

By a notification dated 18 October 1949 the Government of India announced that the Mines and Minerals (Regulations and Development) Act 1948 (vide page 9 of the report of this Office for October 1948) would come into force with effect from 25 October 1949. By another notification the Government also published rules framed under the Act.

The Act applies to all minerals and covers all provinces and acceding States. The Mineral Concession Rules lay down conditions for the grant of prospecting licenses and mining leases for minerals other than petroleum, natural gas and certain minor minerals. The latter came under the jurisdiction of the provincial Governments. The Central Government has been given powers for the revision of grants so that it may have control over mineral concessions for coal, gypsum, vanadium ores; ~~Geryl~~; titanite and other titanium ores; columbite, samarskite and other minerals of the "rare-earth" group; and zircon. No ban has been put on the grant of mineral concessions to non-Indian citizens. For the time being only firms registered or incorporated in India will be eligible for a certificate of transfer.

*monazite and other thorium minerals; pitchblende and other uranium ores;*

(Notification No. MII-155(24)-1 and M II-155(24)-2 dated 18-10-1949; The Gazette of India, Extraordinary, dated 19-10-1949, pages 2075-2089 ).

Machine Tool Factory to be set up in Bangalore: Agreement signed with Swiss Firm.

The Government of India has signed an agreement with the Oerlikon Machine Tool Company of Switzerland for setting up a machine tool factory at Bangalore.

Switzerland

The authorised capital of the proposed factory will be 120 million rupees of which the foreign firm will take up ten per cent, on which the Government has guaranteed five per cent interest during the first five years, provided that until the incorporation of the proposed company the Oerlikon Machine Tool Company pays the cost of such plant and machinery as may be ordered for the factory from the United States of America up to a sum of 12 million rupees. At the expiry of twenty years the Government of India shall have the option to buy all the Oerlikon's shares at a mutually agreed price.

The Government of India propose to spend about 500,000 rupees for the current year and 30 million rupees next year on the project. The Government has preferred the machine tool factory to the establishment of a shipbuilding yard, and the constitution of a shipping corporation has been postponed for the present.

(The Bombay Chronicle, 1-11-1949).

Central Provinces and Berar: Committee set up to enquire into working of Textiles Mills.

In pursuance of the decisions of the Textile Standing Committee held in July 1949, the Central Provinces and Berar Government has set up a committee to enquire into the working of the textile mills in the province. The committee, which consists of seven members with Mr. R.S. Shukla, Premier, Central Provinces and Berar, as chairman and the Labour Commissioner, Central Provinces and Berar as secretary, will have the following terms of reference:- (1) to examine the difficulties and bottle-necks of production, and to suggest improvements in the production methods; (2) to examine the system of management of textile mills and to make recommendations for its improvement; and (3) to examine and recommend ways and means to improve the efficiency of workers.

(The Central Provinces and Berar Gazette, Part I, dated 4 November, 1949, page 704 ).

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42. Production and Export of Agricultural  
Products.

India - November 1949.

Development of Oilseeds: Increase in Output  
and Export urged.

A meeting of the Indian Oilseeds Committee was held at Delhi on 31 October 1949. Sir Datar Singh, Vice-Chairman of the Indian Council of Agricultural Research and President ~~Agri~~ of the Committee, presided. Measures to increase the production of oilseeds and improve the marketing and distribution methods and promotion of export trade in the commodity were the principal items discussed by the Committee.

Addressing the Committee, Sir Datar Singh remarked that the export trade in oilseeds, which used to earn considerable foreign exchange in the pre-war years had dwindled of late and in 1948-49 the total export amounted to only 200,000 tons as against about 800,000 to 1 million tons during the pre-war period. The fundamental factor responsible for reduction in export trade was the high price of Indian oilseeds which was due to unregulated speculative activities, hoarding and cornering of stocks. Besides, the internal demand had also increased considerably causing a rise in prices. The most important measure which could be taken to bring down the prices to a reasonable level was to increase production.

Sir Datar Singh pointed out that careful crop planning was necessary as, in view of the drive for self-sufficiency in foodgrains as well as in jute and cotton, additional land was not likely to be available for increasing cultivation of oilseeds. Emphasis, therefore, should be laid on increasing the yield from the existing acreage by intensive cultivation methods, application of manures, use of improved seeds, varietal trials, etc.

He said he hoped that as a result of devaluation of the rupee in relation to the dollar, India's export of oilseeds to dollar areas would be stimulated.

The Committee considered schemes for developing village oil industry and recommended the establishment of co-operative societies of telis (village oil crushers) in provinces and States. It also stressed the need for ~~establishment~~ establishing a Village Oil Industry Institute at Nagpur.

The Committee approved the principal recommendations made by Export Promotion Committee on the export of oilseeds and agreed to a change proposed by the latter in the present method of export. Till early this year export had to be arranged through established shippers

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as there were internationally fixed destination quotas. With the abolition of international allocation, the Export Promotion Committee felt that the need for distribution, through established shippers, was no longer necessary and that export should be thrown open completely, after fixing a quota for the year.

The Committee also accepted the recommendation of the Export Promotion Committee ~~for~~ for allowing free inter-provincial movement of oilseeds.

(The Statesman, 31-10-1949).

East Punjab: The East Punjab Reclamation of Land Act, 1949 (No. XXII of 1949 ).

The East Punjab Reclamation of Land Bill, 1949 (vide page 14 of the report of this Office for October 1949) as passed by the legislature, has been gazetted as the East Punjab Reclamation of Land Act, 1949 (No. XXII of 1949).

(Government Gazette, East Punjab, Extraordinary, dated 29 October, 1949, pages 1141-U-1141W).

East Punjab: The East Punjab Conservation of Manure Act, 1949 (No. XV of 1949 ).

The East Punjab Conservation of Manure Bill, 1949, (vide page 14 of the report of this Office for October, 1949) as passed by the ~~legislature~~ legislature, received the assent of the Governor on 24 October 1949, and has been gazetted as the East Punjab Conservation of Manure Act, 1949 (No. XV of 1949).

(Government Gazette, East Punjab, Extraordinary, dated 29 October, 1949, pages 1141-a-1141-j ).

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East Punjab: The East Punjab Utilisation  
of Land Bill, 1949.

The East Punjab Government has published the East Punjab Utilisation of Lands Bill, which seeks to bring all available land in the province under fodder and foodgrains crops in order to attain self-sufficiency in the matter of food. Under the provisions of this Bill, the district collector is empowered to take possession of any land that has not been cultivated for the last two or more harvests, on payment of compensation not below the prevailing rate of rent for similar type of land, and lease it to any person for the purpose of growing fodder and food crops. The land will be given back to the owner, if the collector is satisfied that he has made ~~the~~ arrangements for cultivation.

(Government Gazette, East Punjab,  
Extraordinary, dated 18 October 1949,  
pages 1125-1130 ).

Madras: Jute Production to be regulated:  
Ordinance promulgated.

The Government of Madras has issued an ordinance for the regulation of the production, supply and distribution of the jute goods in the province.

The ~~provision~~ ordinance states that, subject to the control of the provincial Government, the Jute Controller, so far as it appears to him to be necessary or expedient for regulating, maintaining or increasing the production, supply and distribution of jute goods, may by order in writing-

(a) require any person holding stock of jute goods to sell the whole or a specified part thereof at such prices and to such person (including the Central and provincial Governments) or in such circumstances as may be specified in the order;

(b) require any person engaged in the production of jute goods to comply with such directions as may be given in the order as to type, quality and quantity of jute goods to be produced or delivered by him from time to time.

(2) Any person to whom an order is issued under sub-section (1) shall comply with it notwithstanding any contract to which he is a party.

If any person contravenes any order issued to him by the Controller under Section 4, he shall be punishable with imprisonment for a term which may extend to three years or with fine or with both. If the person contravening an order issued by the Controller under Section 4

is a company or other body corporate, every director, manager, secretary or other officer or agent thereof shall, unless he proves that the contravention took place without his knowledge or that he ~~exerted~~ exercised all due diligence to prevent such contravention, be deemed to be guilty of such contravention.

No Court shall take cognisance of any offence punishable under this Ordinance except on a report in writing of the fact constituting such offence made by the Controller. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or intended to be done in pursuance of any order issued under Section 4. No suit or other legal proceedings shall lie against the Provincial Government or the Controller for any damage caused or likely to be caused by anything which is in good faith done or intended to be done in pursuance of any order issued under Section 4.

The Governor of Madras has appointed Mr. John Rose Walker, Chairman of the Indian Jute Mills' Association, Calcutta, to be the Jute Controller for the Province of Madras.

(Fort St. George Gazette, Part IV-B,  
Extraordinary, dated 5-11-1949;  
The Hindu, dated 8-11-1949 ).

43. Foreign Trade and Exchanges.

India - November 1949.

*Adverse*

Decline in India's Trade Balances:  
September Figure Less than that of  
May.

According to official figures, India's adverse balance of trade in September 1949, was less than a tenth of what it was last May.

Imports in May, at the end of which month shipments under the Open General Licence were stopped, exceeded exports by 3,388,000 rupees whereas in September exports were less than imports by only 327,000 rupees.

Even before the suspension of shipments under the Open General Licence at the end of May, shipments under Open General Licence were partially stopped on 12 August. They were fully discontinued on 15 September.

The following are the figures of India's foreign trade between April 1949 - the beginning of the last financial year - up to the end of September:

Months.	Total imports	Total exports (including re-exports)	Balance of trade
<u>(in million of rupees).</u>			
April....	5.005	3.415	= 1.590
May.....	6.266	2.878	= 3.388
June.....	5.848	2.962	= 2.886
July.....	5.549	3.090	= 2.459
August...	4.948	3.475	= 1.473
September.	3.746	3.419	= 0.327

(The Statesman, 29-10-1949).

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Steps to develop India's Export Trade:  
Export Promotion Committee's Recommendations  
accepted: Control to be liberalised further.

The Government of India has accepted the main recommendations of the Export Promotion Committee (vide pages 16-19 of the report of this Office for October 1949) to develop India's export trade and has entrusted the Chief Controller of Exports with this responsibility. The following are the decisions taken by the Government of India on the recommendations of the Committee:-

Increase in internal production desirable.- The Government of India has accepted the recommendation of the committee that special steps should be taken to develop and promote India's export trade and has decided that the office of the Chief Controller of Exports should be charged with this responsibility. An export drive however, can only be successful if the volume of internal production also expands. Otherwise, an internal shortage would be created which would necessitate additional imports or cause a rise in prices. Only by increasing internal production can the problem be most satisfactorily tackled.

Food policy.- The Government has accepted the recommendation for increased production of such crops as will fetch a good price directly, or after processing in the export market, or will reduce the necessity for imports of the more expensive commodities. Proposals for securing adequate production of food as well as exportable cash crops are under the consideration of Government.

Export control to be liberalised.- steps will be taken to liberalise export control still further and particularly to reduce restrictions on the export of manufactured goods to the minimum. The licensing procedure as well as the other formalities connected with exports will be simplified so as to eliminate delays and inconvenience to the trade. When goods are to be exported up to a total quota, exports will as far as possible be allowed to go freely until the quota has been exhausted. Regarding growth of speculation, which has often tended to degenerate into gambling, the Government will take steps to bring it under proper control. Speculation in jute goods has already been stopped.

Facilities to export trade.- Those engaged in the export trade ~~in~~ or in producing for export will receive full consideration in the allocation of controlled raw materials, grant of import licences, supply of packing materials and provision of transport. The Chief Controller of Exports will assist in cases of difficulty. Processing and re-export of goods of soft currency origin will be encouraged. For this import quotas will be increased where necessary. Steps will be taken on the

lines of the recommendations of the committee to ensure that the quality of Indian exports is such as to give no cause for complaint to overseas buyers and that if any complaints are received they are promptly dealt with and settled. The Government of India will bring to the notice of provincial ~~Governments~~ Governments the observations of the committee regarding the effect of wasteful indiscriminate stoppage of cattle-slaughter on the export trade in hides and skins.

Tax relief for export trade.- The Government is willing to revise export duties whenever the conditions of trade seem to warrant such action. And steps to ensure that provincial sales taxes will not apply to exports in the future have been already taken. The question of giving a rebate in respect of import duty paid on raw materials used in any processing industry will be considered sympathetically subject to the necessary administrative arrangements to establish the identity of the raw material used being practicable. Measures to give relief to persons trading in countries with which there is no double incometax relief arrangement are also under consideration.

(The Gazette of India, Extraordinary,  
dated 8 November 1949, pages 2217-2218).

44. Prices and Cost of Living.

India - November 1949.

Compulsory Savings by Government Servants:  
Scheme to be enforced from December.

A Government of India Press Note issued on 11 November 1949 states that the question of introducing a scheme of compulsory savings has been under the Government's consideration for some time. It has now been decided, to enforce, in the first instance, a scheme for compulsory savings in ~~regard~~ regard to all Government servants drawing a pay above 250 rupees per month and serving in Civil, Defence, Railway, and Posts and Telegraph Departments under the rule-making control of the ~~Government~~ Governor-General.

All Government servants (except those of non-Asian domicile) with salaries exceeding 250 rupees per month will be required compulsorily to subscribe to one or other of the existing Provident Funds at the following minimum rates:-

Pay	Rate
Rs. 251 to 500 .....	1 1/2 annas in the rupee.
Rs. 501 to 1,000.....	2 annas in the rupee.
Rs.1,001 to 2,000.....	2 1/2 annas in the rupee.
Rs.2,001 to 3,000.....	3 annas in the rupee.
Rs.3,001 and above....	3 1/2 annas in the rupee.

Government contributions to Contributory Provident Funds will be restricted to the existing rates. The scheme will also apply to officers on contract, if it is not repugnant to the terms of the contract.

The scheme will be enforced from 1 December 1949 to 1 March 1952. Similar schemes for other sectors of the population are being considered.

Voluntary cut by officers.- Central Ministers have voluntarily accepted a cut of 15 per cent in their salaries, while Secretaries to Government and other senior officials have offered to subject themselves to a cut in pay on a sliding scale for the period of the emergency.

Accordingly, with effect from the pay drawn for November, 1949, and until 29 February 1952, the salaries of the Ministers will be reduced by 15 per cent and ~~the~~ salaries of officers drawing 3,000 rupees and above will be reduced as follows:-

Pay	Amount of reduction
Rs. 3,000 .....	Rs. 250
Rs. 3,001 and above ....	Rs. 250 plus 25 per cent of the excess of pay over Rs. 3,000.

Officers of non-Asian domicile and contract officers who are protected by their contracts will be exempted from the cut. All other officers under the Governor-General's rule-making control serving in Civil, Defence, Railway, and Posts and Telegraph Departments will be subjected to it. Officers whose pay is cut will be exempted from the compulsory savings scheme.

(The Statesman, 12-11-1949 ).

45. Economic Development and Control.

India - November 1949.

Meeting of Standing Committee of Central Advisory Council of Industries, New Delhi, 11 and 12 November 1949: Immediate and Long-Term Plan for increasing Production.

A meeting of the Standing Committee of the Central Advisory Council of Industries was held at New Delhi on 11 and 12 November 1949. Dr. Shyama Prasad Mookherjee, Minister for Industry and Supply presided. Besides members of the Council, prominent representatives of industry also attended the meeting. The Acting Prime Minister, Sardar Patel, in his address appealed ~~with~~ to both industrialists and labour to co-operate with the Government and mentioned four main remedies for the existing industrial situation. In the first place, prices had to come down, secondly, imports had to be reduced to increase foreign currency resources, thirdly, efforts had to be made to make the investor feel more confidence in the Government's policy and, fourthly, production must be stepped up. Dr. John Matthai, Finance Minister, in the course of his address, assured the meeting that the Government's objective was not to recast Indian society but to repair ~~rebuild~~ the damage caused by partition and other serious problems, to help move the wheels of production and to achieve economic stability.

The meeting expressed in two resolutions its decisions to improve production, both in the immediate future and on a long-term basis, by a close examination of present conditions. As an immediate measure, it was proposed that targets should be fixed for those industries whose products ~~in~~ affects the general cost of living; the industry concerned and the committees and take all necessary steps for the achievement of the targets so fixed. As a long term plan it was suggested that working parties should be set up in each of the important industries to recommend, within ~~within~~ six months, measures for improvement in regard to such factors as production, quality, marketing, efficiency of ~~production~~ labour and organisation and reduction of costs and rationalization.

labour employed therein should form small

The following is a brief account of the meeting.

Sardar Patel's inaugural address:- Besides increased industrial production, the present economic situation in India demanded self-sufficiency in regard to food, immediate reduction in the present level of prices and a drastic curtailment of unessential imports. This was the keynote of the appeal which the Deputy Prime Minister, Sardar Patel made to labour and industrialists in the course of his inaugural address. To labour, Sardar Patel said it should first participate in creating wealth before claiming its just share and characterised all go-slow tactics as inimical to the interests of the nation. To industrialists and capitalists, he said that they should unhesitatingly come forward and invest to the maximum extent they could. Referring to fears and apprehensions that heavy investment would bring investors within the ~~xxxxxx~~ clutches of the income-tax authorities for possible evasions of income-tax in the past, Sardar Patel said that the Government would shortly finalise measures and evolve ways and means whereby "preserving anonymity of contributions, this important source of investment can be effectively tapped".

After a general review of the economic conditions in India Sardar Patel asserted that ~~xxx~~ he attached great value to utilising India's present industrial capacity to its maximum degree of efficiency. He assured the industrialists that it was the aim and purpose of the Government to remove obstacles and not to place new ones in her way and if the Government's ambition to make a great coordinated effort in order that by maximum co-operation between themselves they might jointly serve a great national cause.

Industrial resources.- Sardar Patel stated that there has never been and never can be anything like an industrial revolution in India, which would quickly transform its agricultural economy into a predominantly industrial one. The industrialisation of India starting at a time of more progressive ideas than characterized the industrial revolution of Europe, has naturally to take note of modern ideas of relationship between the employer and labour and between both and the general community. It has also to take note of what would, in the context of 18th century conditions, be ~~xxxx~~ severe handicaps and drawbacks, these naturally place limitations on the freedom of individual initiative and enterprise. They naturally circumscribe the limit within which personal ability, talent ~~within~~ and competence can function. To these complexities one had also to add those international finance and trade movements and the big handicap of foreign domination.

At present India was faced with an economic situation without parallel in her history. After the end of the war it succeeded to an inheritance of substantial foreign balances and a comparatively large cash balance at home. Today, these foreign balances were substantially reduced; what was worse, they were locked up, in a country which was finding itself considerably in difficulties, and the economic situation of which was

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in many respects worse than in India. India's cash balances had also been largely drained away. In foreign trade, imports have been outbalancing exports, with the result that the currencies which matter to India for its industrial effort were in short supply. Inside the country the ~~spiral~~ spiral of prices has been rising and there was a high level of taxation. This ~~diminution~~ diminution in the resources ~~of~~ of what were the investing classes has adversely affected the investments in trade and industry; except for small savings the sources of investment have practically dried up.

Role of welfare state.- Sardar Patel said that the middle classed, which were the main stay of India's economic power, today were adversely affected. Labour had undoubtedly secured higher wages. Its demands in the way of consumer goods had increased both in quality and quantity. The agriculturists, as a result of higher prices, had also improved their material resources, but neither labour nor the agriculturists were in a position to invest on anything like the same scale in which the middle classes used to do in the past. Other countries had adopted the role of a Welfare State when they were substantially more advanced in their industrialization. India had to adopt that role today when it was hardly on its feet as an industrial country. All this had produced a tremendous strain not only on its national exchequer but also on the capacity of industrialists to help themselves. If one looked at the causes to which had brought about the present situation the remedies became obvious. It was clear that such high prices could not be maintained much longer. Prices, therefore, had to come down; the Government, too, had to cut down expenditure to balance its budget. Secondly, India had to build up its resources in these foreign currencies which were essential for its industrial effort. For the unessential imports had to be cut down. ~~From~~ Sardar Patel said he wanted to include food imports as unessential because he was convinced that with honest, co-ordinated and concentrated effort the present deficiency in food production could be made good. Thirdly, the Government had to create confidence both in the investor and in those on whom would fall the great national duty of utilizing investments. It was only then that the Government could successfully implement its efforts to stimulate investments and to ensure that every pie that was saved was utilized in a great national endeavour to stage a recovery from a severe economic malaise.

Lowering of taxation.- Regarding taxation, Sardar Patel said that the Government's taxation policy was formulated on an annual basis. But he was sure the Finance Minister would re-examine the whole taxation structure in the light of the present situation when proposals for the next budget were framed. The Finance Minister had already given an assurance that as soon as opportunity offered itself direct taxation would be brought down to a more reasonable level. He had already admitted that the present levels of taxation were levels which were uneconomical from the country's point of view.

However, he did not regard temporary palliatives as adequate. The answer to the economic situation was more production.

The problem of increasing production had to be looked at in two ways. It meant a greater utilisation of the present industrial capacity. It also meant that India should not be content with merely utilising what it had but fresh fields had to be explored. Sardar Patel said that a comparison of the present installed capacity with production showed that there was considerable scope for greater efforts in order to reach peak production up to the maximum of the installed capacity. In this connection, he mentioned the following main industries in which increased production was not only possible but had to be achieved: steel, cotton, textiles, sugar, electrical goods, chemicals, machine tools, paper and cement. Appealing for a co-ordinated effort to increase production, Sardar Patel said that so far as the question of opening up new industrial enterprises were concerned, the Government had no desire to be dogmatic about its industrial programme but would welcome suggestions from industrialists in regard to the lines they wanted the Government to explore. In laying out the industrial programme, however, the Government's aim must be to plan what could be achieved in the near future on available resources and to ensure that what was produced went a long way in reducing ~~and~~ the country's dependence on foreign currencies and which, thus saved, could be used in intensifying the industrialisation of India. The ultimate object of all these efforts must be to attain that industrial efficiency and self-sufficiency by geometrical progression which would increase general prosperity and thereby secure a higher standard of ~~living~~ living for the common man.

Role of labour.- As regards labour, Sardar Patel stated that he could claim longer association with organised labour than many labour leaders of today. He had served his apprenticeship under Mahatma Gandhi whose philosophy of labour relationship with the employer and whose practice of the methods which could bring labour its legitimate reward by peaceful and constitutional means were never more needed in India than today. Let labour put its trust in that philosophy and in those methods which had already paid dividends and which had enabled the labour organization which grew up under Gandhiji's inspiration to achieve a very substantial measure of success. With faith in these, labour should earnestly take to a full measure of participation in increased production, so that it could have more on which to lay its claim than what could be distributed between itself and the employer today. It should first participate in creating wealth before claiming its just share. It should regard 'go slow' tactics as inimical to its interests and those of the nation.

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In conclusion Sardar Patel appealed to employers and labour, capitalists and shareholders to grasp fully the nature and extent of the difficulties with which India was faced today. The situation could not stand further deterioration. Any resultant uncertainty or confusion was not going to help anybody; on the contrary it would only be exploited by those for whom there was "neither the sanctify of life nor of prosperity".

Finance Minister's address: Economic stability, aim of Government.- Dr. John Matthai, in his address, said that the Government's objective was not to recast Indian society but to repair the damage caused by partition and other serious problems which beset the country, to help move the ~~walk~~ wheels of production and to achieve economic stability. Surveying the present economic and financial conditions, Dr. Matthai said that even those who might take a most pessimistic view of the position would agree that the law and order situation was quite good. On the investment question, he said that to some extent the difficulties could be attributed to partition, communal strife and communist trouble and speculation in the stock exchanges. The middle class was afraid to invest because of the vagaries of the stock market. A connected question was to help "evaded" money to be invested and he hoped the Government's decision in this regard would be announced soon. The compulsory savings drive which the Government would soon announce would also ease the situation.

Dr. Matthai referred to the price structure and the taxation policy. He assured that ~~the~~ he would try his best to reduce the burden of taxation which he considered was at present at an uneconomic level. Every effort was being made to reduce civil expenditure but there were certain items in the budget where, substantial economy was difficult and these related to defence and refugee rehabilitation. Regarding food subsidy, he was hopeful of a good reduction in expenditure because the Government was considering a decrease in the number of rationed areas. On the question of foreign investments, Dr. Matthai said that it was necessary to attract foreign capital in order to strengthen ~~our~~ national economy and also to inspire confidence among Indian investors. Dr. Matthai also referred to the ~~difficult~~ difficulty of working capital and said that since the monetary position was easy today it should not be difficult to improve things. The present cheap money policy would continue. There had been insistent demands for a departure from the cheap money policy but the Government was not convinced that there should be a change in the policy. Any change in the cheap money policy now would be detrimental to the interests of the country.

Resolutions.- The Conference adopted two resolutions. By the first resolution, the Conference was of the view that the immediate problems to be faced were: (a) increase of production, reduction of cost and improvement of quality; (b) increase in the efficiency of labour, management and organization of industry as a whole; and (c) improvement of the marketing of products both at the home and abroad.

It recommended the immediate constitution of working parties which should, after careful objective study of these problems, make recommendations capable of being implemented within the existing structure of industries. Such working parties should in the first instance be constituted to inquire into and report on the cotton textile, coal, heavy engineering and sugar industries. The working parties should ordinarily consist of two representatives of the industry concerned, two representatives of labour employed in the industry and three persons nominated by the Government, one of whom should be the chairman. Suitable representatives of industry and labour should be appointed by the Government in consultation with their respective organisations, where such exist. Experts, Indian or foreign, would be appointed by the Government where necessary, and subject to the approval of the Government, committees might be constituted by the working parties to deal with special problems.

The terms of reference of the working parties would be to examine and to make recommendations within six months on - (a) measures necessary to achieve increase of production in the industry; (b) measures for reducing costs of production; (c) measures for improving the quality of products; (d) measures to improve the efficiency of labour, management, and organization of the industry as a whole; (e) measures to achieve rationalization of the industry; and (f) measures for better marketing of the products of industry at home and abroad.

In order to secure increase of production quickly in some important industries, particularly those whose products affect the general cost of living, the Conference, by another resolution, recommended that targets for the year 1950 should be determined and announced. The industry concerned and the labour employed therein should each be asked to form small committees which would be charged with the responsibility of doing all that was possible to achieve the targets fixed by the Government. These committees, which should be small and compact, should maintain continuous liaison with the Government with a view to obtaining Government assistance or intervention without delay whenever necessary.

These committees will be in addition to any development or other committees which might already exist for individual industries.

(The Statesman, 13 and 14-11-1949;  
The Hindustan Times, 14-11-1949 ).

The Insurance (Amendment) Bill, 1949:  
State Control over Companies Strengthened.

The Government of India published on 8 November 1949, the Insurance (Amendment) Bill, 1949, to amend the Insurance Act, 1938. The Bill, which strengthens Government's control over insurance companies, among other things, seeks to make it difficult for designing financiers to get control of insurance companies and use insurance funds for speculative purposes and prevent interlocking of interests between insurance companies and banks.

Regulation of ownership of capital.- The Bill provides that only a public company or a co-operative society shall carry on insurance business. Exemptions may be granted to cover cases such as superannuation funds. The registration of an insurer who carries on any business other than insurance shall be cancelled. It is also provided that a life insurance company should have only ordinary shares with voting rights proportionate to the paid up capital. Indian life insurance companies are prohibited from having common directors except under certain limited circumstances.

Control of investment.- The Bill reduces by 5 per cent the quantum of compulsory investments to be held in Government and approved securities, prescribes the proportions to be held in these, and provides that investments shall be held free of encumbrances. Non-Indian companies should hold their compulsory investments in India. The Bill prescribes a class of approved investments and places certain restrictions on the investment of life insurance fund and certain other funds of an insurer including the amount that can be kept by an insurer by way of shares of banking, investment or joint stock companies or as deposits in banks. It also provides for the ~~next~~ withdrawal of undesirable investments. Further restrictions are imposed on granting of loans. The management of an insurance company, a distinct from the company itself is made liable for losses resulting from unapproved investments. The Bill further prohibits insurers and banks from having common officers.

State control.- The Bill empowers the Central Government to inquire into the affairs of any insurer and take suitable action. The permission of the Controller-General of Insurance (who will, under the Bill, ~~replace~~ replace the present Superintendent of Insurance) is required for the transfer and amalgamation of the business of insurers. With a view to control the over-all expenses of insurers, the Bill provides for the setting up of a statutory association of insurers and two councils operating through two executive committees with Government representation, one for life and the other for general insurance.

Protection of policy-holders' interests.- The interests of policy holders are sought to be protected by providing that a life insurance company should have at least two policy-holders' directors. Ex-employees are disqualified for such directorships for a period of five years.

Statement of objects and reasons.- The Statement of Objects and Reasons appended to the Bill, refers to an earlier Bill to amend the Insurance Act which was withdrawn in January 1948, in order to enable reconsideration of the provisions thereof in the light of the changed conditions arising out of the partition and the changed constitutional position. That bill contained provisions designed to implement the main recommendations made in 1945 by a Committee constituted under the Chairmanship of Sir Cowasjee Jehangir. That Committee went into the question of frequent changes in the management of insurance companies and other undesirable features in the administration of insurance companies. There were also, in the Bill, other provisions limiting the commission method of payment of remuneration and placing a limitation on the expenses of insurers, and was in the form in which the Select Committee of the old Legislative Assembly had altered it in March 1947. The Government of India appointed an informal committee of persons knowledgeable in insurance matters to examine the provisions of the Bill and also to review all the provisions of the Insurance Act with a view to suggesting suitable amendments having regard to the changed circumstances. The report of this committee was further considered by the Insurance Advisory Committee and the present bill aims to incorporate in the law provisions which Government, in the light of all this further examination, considers desirable. The Bill incorporates the main provisions of the earlier Bill.

(The Gazette of India, Extraordinary,  
dated 8 November 1949, pages 2167-2215).

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been noticed that the tendency of the existing licensees had been to stick mostly to rich urban areas and this would make the development of the less paying rural loads by the Government a far more difficult task. Therefore, the present legislation was being undertaken so that the Government could make better arrangements for a proper supply of electricity to rural and urban areas.

Statement of Objects and Reasons.- The Statement of Objects and Reasons of the Bill, points out that in Madras ~~was~~ a very small <sup>part</sup> portion of the electricity generation, and a fair portion of the electricity distribution, are now being done by licensed undertakings. There are nearly eighty of them with jurisdiction over about a fifth of the Province, including some of its best areas. On the whole, the generating licensees have been faring very badly. Some have voluntarily requested the Government to relieve them of their undertakings and some others have had to be warned that their licences would be cancelled, if the deterioration in their affairs continued. The work of some of the distributing licensees has also been unsatisfactory, and ~~the~~ the public have suffered in such cases also. In the present stage of electrical development, neither generation nor distribution on a small scale is efficient or economical.

It has been noticed that the tendency of the licensees is to stick mostly to the rich urban areas, and this makes the development of the less paying rural loads by the Government, a far more difficult task than it will otherwise be. The development of rural loads will in many cases be unprofitable for years and requires a long range programme such as licensees hardly envisage. The Government is already distributing electricity very satisfactorily to a far greater extent than licensees, and the stage has definitely been reached when the Government should take over the undertakings of the licensees also. The Bill accordingly ~~is~~ provides for terminating the licenses as and when better arrangements can be made by the Government.

(The Hindu, dated 3-11-1949).

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46. Wages.

India - November 1949.

Minimum Wages (Central Advisory Board)  
Rules, 1949.

The Central Government published on 5 November 1949, the Minimum Wages (Central Advisory Board) Rules 1949, relating, ~~to~~ among others, to the constitution of the Central Advisory Board to be set up under the Minimum Wages Act, 1948, terms of office of members and procedure for meetings such as quorum, disposal of business, and method of voting. Under the rules, the Board will consist of the chairman, five independent members including two officials of the Central Government and one official at least representing the Chief Commissioners' Provinces in rotation, one independent member for each of the provinces and 15 members each of the employers and employees representing the scheduled employments. The term of office for members, other than official members, will be two years and the Board will meet at least once a year.

(The Gazette of India, Part I-Section 1,  
dated 5 November 1949, pages 1532-1533).

Bombay: Factory Workers' Per Capita  
Earnings Higher than 1947.

According to statistics compiled by the Chief Inspector of Factories, Government of Bombay, the average earnings of factory workers in Bombay Province increased by 140 rupees from 1947 to a new record of 1068.2 rupees in 1948. The Textiles group recorded a rise of 95.3 rupees but the highest increase in the yearly average earnings occurred in the Engineering group, viz., 305.9 rupees. In the Food, Drink, and Tobacco group, the rise was 75.3 rupees while the Chemicals and Dyes group recorded an increase of 82.7 rupees. The average yearly earnings were the highest in the Engineering group in 1948, viz., 1301.2 rupees as compared with the highest earnings in 1947 in the Textiles group of 1023.9 rupees. The lowest earnings were recorded by the Chemicals and Dyes group viz., 856.0 rupees as compared with the lowest earnings in 1947 in the same group of 773.3 rupees.

The following table shows the yearly average earnings of factory workers from 1939 to 1948.

Industry	1939	1940	1941	1942	1943
Textiles.....	372.9	382.8	432.0	463.1	823.3
Engineering.....	453.3	476.5	496.2	555.3	766.2
Food, Drink and Tobacco.....	302.6	305.7	309.6	404.0	499.5
Chemicals and Dyes.	356.8	269.6	274.6	372.7	564.6
All Industries.....	335.9	338.9	377.4	420.8	713.7

  

Industry	1944	1945	1946	1947	1948
Textiles.....	917.1	866.3	835.0	1023.9	1219.2
Engineering.....	822.1	834.9	847.3	995.3	1301.2
Food, Drink and Tobacco.....	501.9	602.3	766.3	829.8	905.1
Chemicals and Dyes.	631.1	534.4	663.9	773.3	856.0
All Industries.....	791.0	776.7	811.5	928.2	1068.2

The average daily number of workers employed in factories in the Province also reached a new record of 658,145 in 1948 as against 637,639 in 1947. The Textiles group recorded an increase of 8,558 in the average daily employment, the Engineering group showed a rise of 2,548. The average daily employment in Chemicals and Dyes group advanced by 2,395, while the Food, Drink and Tobacco group recorded a ~~an~~ decline of 1,110.

Between 1947 and 1948, the wage bill of all the factories in the Province went up by 121,185,264 rupees. In the Textiles group the rise was 94,928,578 rupees, in the Engineering group it was 4,570,631 rupees., whereas in the Chemicals and Dyes group it was 4,996,785. The Food, Drink and Tobacco group recorded a decrease in the wage bill by 428,871 rupees.

The average daily number of workers employed and the total wage bill for the years 1939 to 1948 are shown in the tables below:

Average daily number of workers employed

Industry	1939	1940	1941	1942	1943
Textiles.....	310,728	317,886	388482	386609	420365
Engineering.....	19,649	22,437	32654	43001	55299
Food, Drink and Tobacco.....	3,800	4,021	5586	6076	7615
Chemicals and Dyes.	18,481	19,906	25,515	26579	30780
All Industries.....	432,686	455,620	561,527	595849	655737

Average Daily number of Workers employed(Continued).-

Industry	1944	1945	1946	1947	1948
Textiles.....	421516	422037	422813	432776	441334
Engineering.....	59460	56028	44522	49217	51765
Food, Drink and Tobacco.....	9418	9654	7607	7650	6540
Chemicals and Dyes.	31769	31059	30637	30797	33192
All Industries.....	682362	675676	593789	637639	658145

Total Wage Bills for all Factories.

Industry	1939	1940	1941	1942	1943
Textiles.....	115895932	121682897	160063887	179023254	346110313
Engineering....	8906353	10692317	16203957	23876701	42149472
Food, Drink and Tobacco.....	1149897	1229211	1729425	2454746	3803835
Chemicals and Dyes.	4746376	5367163	7006213	9907262	17480467
All Industries...	144986579	158355073	211971268	256124133	465812201

Industry	1944	1945	1946	1947	1948
Textiles.....	386585766	365628651	353064294	443152850	538081422
Engineering.....	48881410	46775460	38724250	48984141	53554775
Food, Drink and Tobacco.....	4727558	6014168	5829394	6347948	591907
Chemicals and Dyes.	20160434	16597840	20342811	23815999	2881254
All Industries...	539754698	524788264	481882937	591838667	7130235

(XII Labour Intelligence, August 1949, Published by the Directorate of Labour Information, Government of Bombay).

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Madras: Salary Scales and Allowances fixed  
for Commercial and Mercantile Establishments  
in Fort Cochin and Malabar District: Industrial  
Tribunal's Interim Award.

~~Madras: Salary Scales and Allowances~~

The Government of Madras published on 1 November 1949, two separate interim awards by the Industrial Tribunal, Coimbatore, on disputes between employers and employees and of certain mercantile establishments in Fort Cochin and Malabar district respectively, fixing among other things, pay scales and allowances. Though the awards have been published separately, the terms are the same. The awards covered 14 establishments in Fort Cochin and 23 establishments in Malabar district. The following is a brief summary of the important terms of the award:-

Pay and allowances.- There will be three divisions among employees, viz., clerks, peons and ~~watchmen~~ cleaners, and technical personnel. For purposes of fixing the pay scales of clerks in the establishments have been classified into two. In the first category, employees have been classed into two divisions - upper and lower, and in the second category, there will be only one lower division. The salary scales fixed for these categories are the following:- lower division 40-3-55-5-115-7-150-7 1/2-165 rupees with efficiency bar at 80 rupees and 115 rupees: upper division clerks 80-5-100-10-200-15-290-20-330 rupees with an efficiency bar at 200 rupees. Peons and watchmen will be on a starting pay of 20 rupees with the maximum at 45 rupees and ~~watchmen~~ cleaners on a start of 16 rupees reaching up to 35 rupees. The pay of technical personnel such as motor boat crew, and car drivers will range between 35 and 75 rupees.

The tribunal has fixed dearness allowance at the following rates: for salaries upto 55 rupees - 60 per cent with a minimum of 25 rupees per mensem, for salaries above 55 rupees and within 100 rupees - 50 per cent with a minimum of 35 rupees per mensem, for salaries above 100 rupees - 40 per cent with a minimum of 50 rupees and a maximum of 75 rupees per mensem.

Provident fund and pension schemes.- The tribunal has awarded that all companies who have no pension scheme should set up a provident fund, with the employers and workers each contributing 10 per cent of the basic salary.

By a notifications dated 22 October 1949, the Government of Madras had directed that the awards shall be in force for a period one year from 22 October 1949, or till the final awards in respect of the disputes are approved, whichever is earlier.

(The Fort St. George Gazette, Part-I,  
dated 1 November 1949, pages 1924-1931).

Increase in Dearness Allowance for U.P. Bank  
Employees: All India Industrial Tribunal's  
Award extended to 12 more Banks.

The All-India Industrial Tribunal for Bank disputes has published Part II of its interim award relating to the dispute between banking companies in the United Provinces and their employees (reported at pages 24-25 of the report of this Office for October 1949), extending the same to 12 more banks. Since the dispute arose from an earlier award published in March 1947 and since the 12 banks were established after that date, these banks had to be treated separately.

The banks have been classified into three as under March 1947 award and the tribunal has directed that interim relief as directed in Part I of the award, if found due, shall be given to their employees on the supposition that the March 1947 award applied to them with effect from the 1 January 1949 or any later date on which an establishment or office may have been opened. And the amounts which may be found due on account of dearness allowance up to the date on which this award came into operation shall be paid within two months from such date.

By an order dated 8 October 1949, the Central Government has directed that the award shall be binding on the parties for a period of one year from 23 September 1949, or till the final award in respect of the dispute is accepted, whichever is earlier.

(The Gazette of India, Part I-Section 1,  
dated 15 October 1949, pages ~~1444~~  
1444-1445 and 1446 ).

48. Public Finance.

India - November 1949.

Reduction in Capital Budget Estimates  
for 1950-1951: Central Government's  
decision.

The Government of India has decided to impose a cut of 800 million rupees in the capital budget estimates for the next financial year 1950-1951. All the ministers of the Government have been instructed to readjust their expenditures so as to secure a saving of 800 million rupees on estimates for the next financial year as compared with the capital budget of 2,100 million rupees for the current year.

(The Hindustan Times, 26-10-1949).

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49. Rehabilitation.

India - November 1949.

Social Workers for Refugee Camps: Training Centre  
opened by Government of India.

To speed up rehabilitation of displaced persons from West Pakistan, the Ministry of Relief and Rehabilitation has opened a Social Workers' Training Centre at Delhi. The Training Centre, which is the first of its kind to be organised in India, is being run by Mrs. Matthai, Director of the Women's Section of the Rehabilitation Ministry. The duration of the course is for three months and covers ~~both~~ both theory and practical aspects of social work, with special reference to resettlement of refugees.

Already about 100 trainees, including 52 women, have completed one month's course in theory, which covered subjects like political structure, general psychology and case work, health and sanitation, family budgeting and dietetics, first aid and home nursing, and family and child welfare. The lectures on the subjects were delivered by experts. One hundred and forty lectures were delivered in 25 working days, according to a prominent organiser of the Centre.

After training in theory the students were taken round institutions doing social work, where they had an opportunity of seeing some of the practical aspects of the problems. In addition to visits, the Centre arranged for exhibition of educational films covering a variety of subjects.

This will be followed by a six-week training in field work. For this purpose the students have been divided into 10 groups, each group consisting of five women and four men under a group leader. The group leaders - four of whom are women - are distinguished by higher academic qualifications. The subjects ~~covered~~ ~~to~~ to be covered during field work, includes sanitary inspection, adult education, nursery schools, management of refugee settlements and children's and ~~women's~~ women's homes and crafts. The students have been posted in groups of 10 to various institutions concerned.

After passing a test, which will follow this practical training, the social workers will be sent in groups of 10 to different refugees' camps in Delhi and East Punjab to help expedite resettlement of displaced persons.

(The Statesman, 28-11-1949).

CHAPTER 5. WORKING CONDITIONS.

INDIA - NOVEMBER 1949.

52. Welfare and Workers' Leisure.

Welfare of Coal Mine Workers: Review of  
Activities financed under the Coal Mines  
Labour Welfare Fund during the Period  
1946-1948.

The Government of India published on 15 October 1949, the report of activities financed from the General Welfare Account of the Coal Mines Labour Welfare Fund, under the Coal Mines Labour Welfare Fund Act, 1947 during the period 1946-1948 and a statement of accounts for the years 1946-1947 and 1947-1948.

Medical facilities.- During the year 1946-1947, 10 beds in the Jamadoba hospital and 25 beds in the Sanctoria hospital were reserved for free treatment of colliery labour in the Jharia and Raniganj coalfields as an interim arrangement till the Fund's hospitals were ready. Contributions to the extent of 14,400 rupees and 21,600 rupees respectively were made to these hospitals. For the transport of patients for hospital treatment, two ambulance vans were placed at the disposal of the Jharia Mines Board of Health and two at the disposal of the Asansol Mines Board of Health. For the Central Provinces coalfields three ambulance vans were placed under the charge of ~~the Billarpur Collieries~~ Messrs Shaw Wallace and Co., Messrs C.P. Syndicate Ltd., and the Billarpur Collieries Ltd., respectively. The Welfare Fund paid for the maintenance and upkeep of these ambulances. A mileage was charged from collieries using them. The construction of regional hospitals and maternity and child welfare centres at Katras and Tisra in the Jharia coalfields and at Chora and Searsole in the Raniganj coalfields were completed during the year 1947-1948, and on 7 April 1948 the foundation for a 125 bed central hospital at Seraidhella for the Jharia coalfield was laid by Mr. Jagjivan Ram, Minister for Labour. The number of beds reserved for free treatment of miners in the Sanctoria hospital also was raised from 15 to 25 at a cost of 5,250 rupees per month. Reservation of 10 beds at a monthly cost of 1,200 rupees in the Jamadoba Hospital was discontinued from 1 September 1947.

Anti-tuberculosis measures.- A scheme for carrying out anti-tuberculosis measures in the coalfields was drawn up during 1946-1947; and in the next year sites were selected for the setting up of three static Tuberculosis <sup>clinics</sup> costing about 600,000 rupees non-recurring and 129,000 rupees recurring.

Anti-malaria operations.- During the periods 1946-1947 and 1947-1948, the anti-malaria organisation which was started in 1944 continued to function in the Jharia, Raniganj, Fench Valley and Margherita Coalfields at a cost ~~of~~ to the Fund of about 1.250 million rupees a year.

Sanitation.- To enable the Jharia Mines Board of Health and the Asansol Mines Board of Health to pay adequate attention to the question of sanitation in collieries situated within their jurisdiction, the Fund continued to pay them recurring grants of 43,176 rupees and 33,000 rupees per annum respectively during the period under review.

Water supply.- For augmenting the supply of filtered water in the Jharia coalfield, the Advisory Committee recommended a grant of 1.450 million rupees to the Jharia Water Board during the year. The scheme, however, was kept in abeyance pending finalisation of alternate arrangements, as it was subsequently found that water available as a result of this grant would not be sufficient to meet the requirements of the housing estates, hospitals etc., to be set up by the Welfare Fund. Schemes for the improvement of water supply in the Asansol Mining Settlement area and in the Girdih and Bokaro coalfields were also under consideration.

Welfare of women and children.- An organisation intended exclusively for the welfare of women and children started functioning since April 1947. By the end of the year 1947-48 eleven demonstration centres had been opened in the coalfields of Bihar and West Bengal, where the womenfolk of miners were being taught crafts such as knitting, hand and ~~max~~ machine sewing, doll making etc., and elementary ideas of hygiene and sanitation. Many of the centres were equipped with radios for the entertainment of women and children. The centres also served as marts for the sale of consumer goods. At the centres miners' children also were taught alphabets.

Grants and subsidies from the Fund.- During the period 1947-1948, the Coal Mines Labour Welfare Fund granted a sum of 20,000 rupees to the Dhanbad and District Leprosy Relief Fund Association for the construction of two blocks in the Tetulmari leper colony in the Jharia Coal fields. A sum of 10,000 rupees per year was contributed towards the cost of refresher training to the medical officers in collieries. The Fund granted 2,380 rupees during 1946-1947 and 10,000 rupees during 1947-1948 for expenses in connection with training and refresher courses organised by the Bengal Coalfield Sub-Committee.

Other Welfare facilities.- Other welfare facilities financed from the Fund included a mobile shop, mobile cinema and mobile canteen and maintaining vegetable gardens.

The statement of accounts appended to the report ~~shows~~ shows that for the year 1946-1947, receipts amounted to 9.37 million rupees, including an opening balance of 5.50 million rupees, and the expenditure amounted to 2.11 million rupees, leaving a closing balance of 7.26 million rupees; for the year 1947-1948, receipts amounted to ~~13~~ 14.26 million rupees including an opening balance of 7.26 million rupees and expenditure amounted to 3.19 million rupees, leaving a closing balance of 11.07 million rupees.

(The Gazette of India, Part I-Section 1, dated 15 October, 1949, pages 1443-1444 ).

Welfare of Mica Mine Workers: Advisory Committee's Report for 1948-1949.

The Government of India published on 12 November 1949, the report of the activities financed from the Mica Mines Labour Welfare Fund, under the Mica Mines Labour Welfare Fund Act, 1946, together with an estimate of receipts and expenditure of the Fund and a statement of accounts for the year ended 31 March 1949.

Welfare activities in Bihar: Medical relief.- The Advisory Committee for Bihar constituted under the Act met four times during the year and considered various matters in Bihar. Regarding medical relief an agreement was executed with the existing hospital at Kodarma for the reservation of ten beds for the use of mica miners on payment of a sum of 13,000 rupees per annum. Under this arrangement, 108 patients were received in the hospital during the year. Dispensaries were opened at Dhab and Dhorakola in buildings obtained as a temporary measure. About 300 patients were treated every month in the dispensary at Dhab and about 200 in the dispensary at Dhorakola. A sum of about 40,000 rupees has been included in the budget for 1949-1950 for the running of these two dispensaries. Suitable sites for the construction of permanent dispensaries were selected at Dhab, Dhorakola and Tisri. The question of opening a dispensary at Ganpatbagi in the Gawan Zone was also under consideration for which an expenditure of about 9,000 rupees is proposed to be sanctioned during 1949-1950. A site was selected at Karma for setting up a Central Hospital, a Child Welfare clinic and also the office buildings of the Fund and arrangements for acquisition of land, etc., were completed. A sum of 100,000 rupees has been included in the budget for 1949-1950 for acquiring the land. Negotiations were made for the purchase of two mobile medical units for giving medical relief to the miners at their place of work. A sum of over 25,000 rupees has been sanctioned

for the purchase of two vans for the purpose. A preliminary survey was conducted regarding the introduction of anti-malaria measures in the mica fields.

Provision of drinking water and other facilities.-

With a view to augmenting existing water supply, it was decided to sink four wells, one each at Dhorakola, Saphi, Dabour and Khalaktambi. The cost ~~is~~ was estimated to ~~be~~ be about 48,000 rupees. Work was started during the year at Dhorakola and Saphi. For supplying consumer goods at comparatively cheaper prices to mica miners at their place of work and thereby encouraging them to improve their standard of living, a mobile shop was introduced in the mica fields. The cost of the van was about 16,000 rupees and the capital cost for purchase of consumer goods 25,000 rupees. The shop visited 221 mines and sold consumer goods such as aluminium and brass utensils, shirts, blankets, umbrellas, torches, cells, etc., worth over 9,000 rupees. Vegetable seeds were distributed free of cost among a large number of miners in order to encourage them to grow vegetables at their dwellings and to improve the nutritive value of their diet. It was decided to run a mobile cinema in the mica fields and a van was purchased for the purpose at a cost of about 30,000 rupees.

Welfare activities in Madras: Medical relief.-

The Mica Mines Labour Welfare Fund Advisory Committee for Madras met 11 times during the year. Hospitals were opened in January 1949 at Syadapuram and Kalichedu. The total expenditure during the year was over 3,000 rupees. Expenditure during 1949-1950 ~~is~~ is expected to be 24,000 rupees non-recurring and 19,000 recurring. About 120 patients per day attended the former and about 50 attended the latter. A dispensary was opened at Gudur where the average daily attendance of patients was about 150. Provision has been made for a recurring expenditure of 10,000 ~~rupees~~ rupees and a non-recurring expenditure of 11,000 rupees during 1949-1950 on account of this dispensary. In order that it may be of greater benefit to the mica miners, it has been decided to shift the dispensary from Gudur to the actual mining areas. Three maternity centres were also started in January 1949 at Syadapuram, Utukur and Talupur. The expenditure incurred during the year was about 1,000 rupees. An expenditure of about 25,000 rupees recurring and 13,000 rupees non-recurring is expected to be incurred on these maternity centres during 1949-1950. About ten confinement cases were conducted in each centre every month. The midwives appointed by the Fund went round the mines and visited expectant mothers every day. An ambulance van was placed in the mica fields for transporting victims of mine accidents to the hospitals. Quinine was distributed free to malarial patients in the mining area.

Drinking water and other facilities.- Three sites were selected for sinking wells and steps were taken to get the sites alienated. An expenditure of 15,000 rupees has been provided for in the budget for 1949-1950 for the sinking ~~wrk~~ of these wells. A scheme for augmenting the existing water supplies at Gudur was also under consideration. A scheme for the opening of a provision ~~store~~ store for the supply of foodgrains and other provisions to the mica miners at controlled prices was under consideration. A non-recurring expenditure of about 5,000 rupees and a recurring expenditure of about 1000 rupees has been provided for this purpose in the budget for 1949-1950. Two radio sets were installed at Gudur and Talupur at a cost of 2,000 rupees. Three more sets are proposed to be installed and a sum of 3,000 rupees have been provided for the purpose in the budget for 1949-1950. A sum of 400 rupees was spent during the year on games. A sum of 1,500 rupees is proposed to be spent during 1949-1950.

Education for children and adults.- Two elementary schools were started in January 1949 at Kalichedu and Talupur. The average number of students on the rolls of these schools were 92 and 133 respectively. Expenditure on these schools during the year under report was about 2,000 rupees. Expenditure during 1949-1950 is expected to be 23,000 rupees recurring and 21,000 rupees non-recurring. A night school for adults was opened in Gudur and the number of students on the rolls there was 101.

All the activities conducted in Madras province by the Fund, such as hospitals and schools, were being run either in rented buildings or in premises placed at the disposal of the Fund by donors, free of rent. The question of constructing the Funds own buildings was under consideration.

The statement of accounts appended to the report shows that receipts amounted to 2.98 million rupees including an opening balance of 1.79 million rupees and expenditure amounted to 0.12 million rupees, leaving a closing balance of 2.86 million rupees as on 31 March 1949.

Welfare of Colliery Labour: Delegation to  
tour India.

A delegation consisting of representatives of employers, employers and Government will tour the whole of India with a view to studying labour welfare work at various collieries in India.

The delegation is being sent on behalf of the Advisory Committee of the <sup>City of</sup> Labour Welfare Fund.

(The Statesman, 17-11-1949).

Welfare Activities in Kolar Gold Fields,  
Mysore, during 1948.

According to the annual report of the Welfare Officer, welfare activities in the Kolar Gold Fields, Mysore, during the year 1948 progressed satisfactorily in an atmosphere of comparative industrial peace. Service at maternity clinics was further improved; music programmes through public address system was introduced for the entertainment of workers and their families; mine and inter-mine football tournaments were organized under welfare auspices; food grains subsidization was continued and liberalized, and construction of pre-fabricated houses for workers ~~were~~ made good progress. Other welfare activities too were improved and extended.

A brief account of the progress of the welfare activities is given below:-

Distribution and subsidization of food grains:- The scheme for distribution and subsidization of food grains, which was started in the year 1943, was continued during the year, and afforded much relief to the employees. The cost of this account amounted to 364,645 rupees as against 330,198 rupees during the previous year. This concession was in addition to the dearness allowance amounting to 4,500,000 rupees paid in cash.

Mines maternity clinics.- The Mines Maternity Clinics continued to render useful service to workers' families. The total number of births in these homes during the year was 2,289, as against 1,887 during 1947 and an average of 1,540 per year during the last 13 years. Out of a total of 31,221 babies born in the mining area since the establishment of the clinics, as many as 23,858 were born in the Clinics. Supply of bread, milk, coffee, and shark liver oil to patients continued to be satisfactory ~~and~~ and supply of food to patients was also organized during the year.

In view of the growing popularity and usefulness of these clinics improvements and extensions were sanctioned during the year. Under-nourished children of employees were supplied with milk, free of charges.

During the year 1,531 visits were made by Health Visitors to confined women in their homes, while 3,291 mothers with their babies visited the clinic and 3,870 expectant mothers attended the clinic for advice. The following table shows the extended service to the employees by the Kolar Gold Fields Hospital maintained by the Mines:-

	1948	1947	Increase	Decrease	Average for 5 years 1943-1947.
No. of Cases.					
Surgical...	3,900	3,759	141	...	3,280
Medical ...	21,180	22,018	...	838	20,885
<b>Total...</b>	<b>25,080</b>	<b>25,777</b>	<b>...</b>	<b>697</b>	<b>24,165</b>
Average per day..	68,52	70,62	...	2,10	66,17

Recreational facilities.- Ten recreation centres provided by the Mines for the relaxation and amusement of the workers continued to be popular.

Prohibition in the mining area was introduced by Government from 1 April 1948. In order to make the workers "prohibition minded" and keep them engaged during evenings, music programmes were introduced. Two Public Address Systems with wireless sets, record players and records were acquired at a cost of some 6,000 rupees and popular music programmes were provided on the mines every evening.

In addition to badminton, ping pong, <sup>and</sup> carrom, tournament was conducted in football also on each Mine which was popular and very largely attended. In the middle of the year, a league inter-mine football tournament was started, which attracted 5,000 to 6,000 workers every evening.

Seven dramas were staged by the workers and they were assisted by an enhanced financial contribution, stage equipments and electric lights, etc.

Temples in workers' colonies were well maintained. Some of the temples on the Nundydroog Mine, Mysore Mine and Ooregum Mine were renovated during the year. Construction of an additional temple in North Town, Ooregum, was in progress at the end of the year.

Educational facilities.- Forty-five schools (1 High School, 3 Middle Schools and 41 Primary Schools) were working in the mining area during the year under report. Of these, 5 were Government schools, 18 company schools, and the remaining private schools assisted by the Companies with financial grants and other facilities. The Company and the private schools received grant-in-aid from the Government. The strength of these schools during the year was some 7,000 consisting mostly of employees' children, as against about 6,000 during 1947.

Thirteen night schools provided by the mines for adult literacy were fairly well attended.

Boy Scouts and Girl Guides.- Scout activities were making good progress, A Teachers' training course was organized and successful teachers were invested with badges, etc., by the Chairman of the Training Course. A donation of 200 rupees was made during the year to the District Scout Council.

Canteens.- As an experimental measure, the Mysore Gold Mining Company started a canteen in December 1947. A building was remodelled and fully equipped at a cost of about 22,000 rupees. A branch of the Canteen was opened during the year at the McTiggart's shaft. The Canteen was growing in popularity but the allotment of food grains was so small that popular rice dishes had to be served in very small quantity. The turn-over during the year was of the value of 28,282 rupees and the expenditure 36,430 rupees, resulting in a loss of 8,148 rupees to the Company. The value of food sold amounted to 18,726 rupees and of tea 481 rupees.

Housing.- Repairs to workers' houses were pushed through in spite of the difficulty of obtaining building materials. During the year all the new houses erected under the five-year capital programme were of the pre-fabricated type. Some of the tattie houses were dismantled and concrete houses were erected. As at the end of ~~the~~ 1948, the number of cement concrete and masonry houses was about 2,500 out of about 12,000 houses provided for workers.

Sanitation.- Sanitation was maintained in a high state of efficiency on all the mines. A programme of periodically disinfecting the workers' houses with D.D.T. was undertaken, and 9,418 houses were sprayed at a cost of about 7,500 rupees.

Mine Panchayats.- The five mine panchayats continued to do useful work and during the year dealt with 132 cases of domestic disputes and frictions in workers' colonies.

Central Welfare Committee.- The Central Welfare Committee held three meetings during the year and matters relating to the extension of labour welfare activities were considered.

During the year, an illustrated report on the welfare activities in the Kolar Gold Fields was published and widely circulated. Short notes on various subjects, such as wages and prices, production and wage trends, morale in industry, etc were also published with a view to promoting good industrial relations.

(Mysore Labour Gazette, July-August, 1949).

53. Women's Work.

India - November 1949.

Bombay: Welfare of Women Employees:  
Lady Welfare Officer to be appointed.

The Government of Bombay has decided to appoint a Lady Welfare Officer to look after the welfare of women employees of Government Departments and all other offices in Greater Bombay. The Officer will work under the supervision of the Chief Secretary to the provincial Government.

(People's Raj, dated 3-11-1949,  
issued by the Directorate of  
Publicity, Government of Bombay).

59. General.India - November 1949.Conditions of Labour in Principal Municipalities  
in India.

The Labour Investigation Committee published a report on labour conditions in principal municipalities in India in 1946. In order to bring up-to-date the information contained in the Report of the Labour Investigation Committee the Labour Bureau issued in November 1948 a comprehensive questionnaire to 16 important municipalities in India. These included four out of the six municipalities surveyed by the Labour Investigation Committee. Out of the 16 municipalities addressed by the Bureau, 15 replied to the questionnaire. An article is based on the information contained in these replies supplemented by such data as were available in the awards of Adjudicators, etc., relating to some of these municipalities, is published in the September 1949 issue of the Indian Labour Gazette. The following is a brief summary.

Number of workers.- The table below gives the number of workers employed in 12 out of the 15 municipalities which replied to the questionnaire. One of the municipalities supplied no information on this point and two others supplied incomplete figures.

Serial No.	Municipality	No. of workers employed in January 1947				No. of workers employed in September 1948			
		Men	Women	Child ren	Total	Men	Wo- men	Child- ren	Total
1.	Bombay.....	-	-	-	-	16107	2842	364	19313
2.	Ahmedabad..	4845	1512	122	6479	6415	1622	122	8159
3.	Madras.....	8302	1102	640	10044	8786	1348	638	10772
4.	Coimbatore.	618	321	-	939	578	298	-	876
5.	Calcutta...	16366	1117	150	17633	16641	1121	150	17912
6.	Kanpur.....	1138	795	-	1933	1114	915	-	2029
7.	Nagpur.....	625	531	4	1160	725	627	14	1366
8.	Delhi.....	2865	684	13	3562	2725	657	13	3395
9.	Ajmer.....	1135	131	-	1266	1264	142	-	1406
10.	Simla.....	920	2	-	922	934	20	-	954
11.	Cuttack....	520	226	5	751	530	238	-	768
12.	Gauhati....	202	49	-	251	244	61	-	305

According to the replies received a large majority of the workers employed are permanent, although the percentage of permanent ~~workers~~ workers to the total varies from municipality to municipality. Generally speaking, permanent workers enjoy greater security of service and are entitled to privilege, casual and sick leave (and maternity leave in case of women workers), and to become members of the Provident Funds maintained by the municipalities. Workers are made permanent, whenever vacancies are available, according to seniority, merit, etc.

In all the municipalities workers are recruited direct by the municipal authorities. Many of the municipalities maintain waiting lists of candidates for various posts and whenever vacancies occur appointments are made from among the applicants in these lists subject to suitability and physical fitness. It was reported that no contract labour is employed by any of the municipalities except the Ahmedabad municipality which employs some labour through contractors for building construction work. It is understood that the number of such workers would be in the neighbourhood of 1,200.

Labour Officers and works committees:- Only the Municipality of Bombay has appointed labour officers to look into the grievances of the workers. ~~Municipalities in Bombay have appointed labour officers~~ Works Committees or Joint Committees have not been constituted so far by any of the municipalities.

Wages and earnings:- Although basic minimum wages of municipal workers have been increased from time to time as a result of the recommendations of adjudicators, committees, etc, There is still a very large range of variation in the basic minimum wages of municipal employees in different parts of the country. Municipal workers in Cuttack and Ajmer received a minimum basic wage of 10 rupees per month only, while the Bombay Municipality paid 35 rupees a month to its workers.

In Bombay, Ahmedabad, Delhi, Calcutta and Madras women employees get the same minimum wage as men although in many of the other smaller municipalities they get wages slightly lower than men workers.

The following table gives figures of minimum monthly basic wages obtaining in 1947 (January) and in 1948 (September).

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Please see Table on next page.

Municipality	Minimum basic wage in 1947.			Minimum basic wage in 1948.		
	Rs.	A.	P.	Rs.	A.	P.
Bombay.....	30	0	0	35	0	0
Ahmedabad.....	20	0	0	25	0	0
Madras.....	15	0	0	15	0	0
Mathurai.....	12	0	0	12	0	0
Calcutta.....	12	8	0	16	0	0
Kanpur.....	15	0	0	25	0	0
Nagpur.....	17	0	0	20	0	0
Delhi.....	15	0	0	30	0	0
Ajmer.....	-			10	0	0
Simla.....	-			15	0	0
Ambala.....	-			16	0	0
Cuttack.....	-			10	0	0
Gauhati.....	16	0	0	20	0	0

Dearness allowance has also been enhanced in many of the municipalities in recent years although in none of them is it linked to the cost of living index number. It is generally given at a flat rate applicable to all workers in a particular income group and at different rates for different income groups. As in the case of basic wages, rates of dearness allowance also vary very widely between different municipalities, even in the same province. For instance, the minimum dearness allowance paid to workers in the lowest income group varies from 10 rupees 8 Annas in Cuttack to 36 rupees in Bombay. Barring a few exceptions, dearness allowance is generally paid according to the rates fixed by the local Government concerned.

Besides dearness allowance some of the municipalities pay house rent allowance and/or grain compensation allowance and some pay an unclean allowance to certain categories of workers employed on unclean and unhygienic work. Five municipalities pay house rent allowance varying from 1 rupee and 8 annas in Calcutta to 6 rupees per month in Bombay and 7 rupees in Delhi. In Gauhati all municipal employees are provided with free housing. The municipalities of Calcutta and Ahmedabad grant a food grain concession of 3 rupees and 8 annas and 5 rupees per month respectively. The municipalities of Delhi, Simla and Kanpur pay what is known as the city or local allowance. Unclean allowance of 5 rupees per month and 2 rupees per month is paid by the municipalities of Bombay and Madras to certain categories of their workers. In Delhi municipal sweepers working at the refuse dumping grounds are paid a special allowance of 16 rupees per month while those working on refuse lorries are paid 6 rupees per month and bullock cart drivers 2 rupees per month.

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Overtime.- In workshops maintained by the larger municipalities overtime is worked wherever necessary. Separate registers are maintained and payment is made according to the provisions of the Factories Act.

Leave and holidays.- In 8 of the municipalities covered, the workers are governed by the leave rules applicable to local Government servants. In the Bombay municipality permanent workers earn leave benefits at the rate of 1/11th of the period spent on duty and are allowed to accumulate such leave up to 80 days. In addition to the earned leave, permanent employees in the inferior service can enjoy leave on medical certificate on half pay up to a maximum of 12 months in the whole period of service. Some categories of workers have now been allowed sick leave at the rate of 15 days a year, the total accumulation on this account being permitted to the extent of 30 days only. Temporary employees who complete one year's service get the same leave facilities as are enjoyed by the permanent employees belonging to the same class. In the Calcutta municipality, ~~while~~ skilled workers are entitled to 21 days' leave with full pay after completion of one year's service and unskilled workers get 15 days' leave with pay. Workers with less than 1 year's service are entitled to get only 7 days leave with pay. In Madras, all workers are entitled to ~~get~~ 15 days casual leave and 2 months' sick leave on half pay on production of medical certificate in a year, besides injury leave and quarantine leave with pay. The Kanpur municipality allows 15 days' ~~xxx~~ casual leave and 20 days' privilege leave (or 20 days' pay in lieu thereof) in a year. Medical leave is also granted on full pay for the first 15 days and on half pay for the next 15 days. Casual and daily workers in the Ahmedabad and Nagpur municipalities are not entitled to any leave benefits.

Maternity leave to women workers to the extent ~~km~~ of three to 8 weeks is admissible in the municipalities of Nagpur, Gauhati, Madras, Coimbatore, Kanpur and Calcutta.

In the municipalities of Calcutta, Delhi and Gauhati the conservancy staff do not get any regular weekly holiday, while in Ahmedabad they are given a holiday by rotation. The remaining municipalities (excepting Madras which gives two holidays a week) allow a half holiday in a week to their conservancy workers.

Housing.- About 30 percent of the municipal workers are provided with housing accommodation by the Bombay municipality. Since April 1946 the municipality has discontinued collection of rent for the quarters provided. Workers entitled to housing accommodation but not provided with, are allowed a house rent allowance of 6 rupees per month. The municipal authorities in Ahmedabad have provided 405 quarters for their Harijan employees; 124 at a rent of 2 rupees each and 281 at a rent of 3 rupees each. A set of 526 quarters has also been built for the municipal workers and the rent has been fixed at 10 rupees per month. Some of the labour

employed in water works, drainage pumping station, etc., have also been provided with free quarters. No rent allowance is paid. In Madras 19 per cent of the workers have been provided with quarters at a nominal rent of annas 8 to 3 rupees and 8 annas per month each. Most of the workers have built huts of their own on municipal or Government land for which they are required to pay a nominal rent of anna one to annas four per month each. All workers get house rent allowance at 2 rupees per month. In Calcutta 64 per cent of the workers receive house rent allowance of 1 rupee 8 annas per month. Of the remaining 36 per cent, 24 per cent have been provided with requisitioned quarters at a concessional rent of 1 rupee per month, the rest having been accommodated in labour camps free of charge. Other municipalities have provided housing to some of their workers either at concessional rates or free. In Gauhati all the employees have been provided with free quarters consisting of a room 10 ft. by 12 ft. with a verandah of 3 ft. by 10 ft.

Welfare work.- Many of the municipalities have not taken any special measures to provide for the welfare of the workers. Five municipalities, namely, Kanpur, Ajmer, Madras, Mathurai and Calcutta maintain Co-operative Credit Societies. The Bombay Municipality has a wide network of welfare activities carried out under the supervision of a special welfare department. There are 11 welfare centres, generally located in chawls, providing for indoor and outdoor games, educational facilities, film shows, etc., for the workers. A nursery school and also a maternity centre are maintained. A menial welfare fund for workers in the K.E.M. Hospital has been started for the benefit of the workers. Expenses of funerals, etc., are paid out of this fund. The Madras Corporation runs a number of night schools for adult education in the labour areas. A creche for workers' children and a canteen in the municipal workshop are also maintained. Poor children studying in Corporation Schools are given free mid-day meals. The Calcutta Corporation also ~~maintains~~ maintains night schools. Facilities for adult education have recently been started at Delhi.

Provident fund.- Excepting Gauhati, which has neither a provident fund nor a gratuity scheme, all other municipalities have made some provision for the future of their employees, although the rates of contribution, the conditions of eligibility, right to get the employers' contribution, etc., differ in different municipalities. Only Ajmer reported that some old employees are given pensions after retirement.

Supply of protective equipment to conservancy staff.-  
 Eight of the municipalities do not supply any protective equipment to their conservancy staff. In the Bombay municipality the motor loaders and un-loaders in the conservancy branch, are provided with footwear, and bandages, every year for protecting them from glass, etc., generally found in the city refuse. In Calcutta, oil, soap and napkins are supplied as protective equipment to the gully-pit coolies and gully-pit boys of the conservancy section, and sewer cleaning ~~sections of the municipality~~ coolies, brick-layers and bricklayer coolies of the engineering section of the municipality. Harijan workers working the refuse department in the Ahmedabad municipality are provided with boots as a protective measure. In Madras, soap, oil, coarse cloth and leather sandals are supplied, wherever necessary to the conservancy staff. In the Kanpur municipality woollen jerseys are provided to the workers in the public health department in winter only. ~~Uniforms~~ Uniforms are supplied to the conservancy staff in Simla every alternate year.

(Indian Labour Gazette, September, 1949).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - NOVEMBER 1949.

P

62. Right of Association.

Bombay: Amendment to the Bombay Trade Unions  
(Recognition) Regulations, 1948.

The Bombay Government has gazetted an amendment to the Bombay Trade Unions (Recognition) Regulations, 1948 (vide page 51 of the report of this Office for July 1948) relating to the proportion of total number of workmen, which a trade union should have as members, for purposes of recognition. The proportion which was 15 per cent, has been revised as specified below:-

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Total number of workmen.	Membership of union compared to the total number of workmen expressed as a percentage
Up to 1,000 .....	33 1/3
1,000 and above but less than 2,500.	25
2,500 and above but less than 5,000.	20
5,000 and above but less than 10,000.	15
10,000 and above but less than 25,000.	12 1/2
25,000 and above .....	10

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(The Bombay Government Gazette, Part IV-B,  
dated 13 October, 1949, page 1932 ).

64. Wage Protection.

India - November 1949.

United Provinces: Working of Payment of Wages Act during 1948.

Extent and application.- During 1947 the Payment of Wages Act applied to factories registered under the Factories Act, 1934, and to presses not using power which became amenable to the Act by virtue of a special notification issued in 1939. The total number of factories thus subject to the Act during the year was 1,189. Of these, 1,073 factories worked during the year, and 1,021 factories submitted returns.

Number of workers and total amount of wages paid.- The average daily number of workers covered by the Act during the year in the 1,021 factories which submitted returns was 218,371 as against 233,621 in 928 factories which during the previous year. The total amount of wages paid to these workers was about 174.4 million rupees compared to a total of about 133.4 million rupees in 1947. The increase in the wage bills was due to higher wages and dear food allowance paid to workers as a result of increase in the cost of living index and Government orders implementing awards of adjudicators. According to the report, the average annual earnings of the factory workers in the province showed an increase of about 40 per cent during the year under review as compared to the previous year.

The following statement gives the average daily number of workers employed, the total wages paid and the details regarding deduction on account of fines, etc., made during the year.

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Please see table on the next page.

Industry	Average daily number of workers employed	# Total wages paid	Deductions on account of			Total
			Fines	Breach of contract	Damage or loss	
1	2	3	4	5	6	7
		Rs.	Rs.	Rs.	Rs.	Rs.
<b>Government and Local Fund Factories....</b>						
Perennial...	35,997	32330218	1,437	-	1,195	2,632
Seasonal....	373	110199	-	-	-	-
<b>All Other Factories-</b>						
<b>Perennial-</b>						
Textiles..	70,989	62281171	5,280	36,231	1,062	42,573
Engineering.	7,093	5133482	59	-	107	166
Mineral and Metals.	4,648	3478145	3	-	-	3
Food, Drink and Tobacco.	15546	9336438	28	-	953	981
Chemicals, Dyes, etc.	11160	8185587	5	-	154	159
Paper and Printing.	6296	4803897	4	157	189	350
Wood, Stone and Glass.	9744	6187114	401	-	7	408
Skins and Hides.	7154	6425993	12	-	270	282
Gins and Presses.	1176	685922	-	-	-	-
Miscellaneous.....	332	278685	-	-	-	-
<b>Seasonal-</b>						
Food, Drink and Tobacco...	46593	27404933	103	95	355	553
Gins and Presses...	323	139046	-	-	-	-
<b>Total..</b>	<b>217424</b>	<b>173780830</b>	<b>7332</b>	<b>36483</b>	<b>4292</b>	<b>48,107</b>
<b>Printing Presses not using power amenable to the Act.</b>						
	947	570847	-	-	-	-
<b>Grand Total..</b>	<b>218371</b>	<b>174351677</b>	<b>7332</b>	<b>36483</b>	<b>4292</b>	<b>48,107</b>

Note:- Figures are given to the nearest rupee.

Inspections and prosecutions.- Inspections under this Act were invariably made along with the inspections under Factories Act. Apart from such regular inspections, 480 special visits were made during the year to enquire into complaints. Five applications for directions relating to delay in payment were filed before the Authority during 1948. The number of complaints in respect of non-payment, delayed payment or illegal deductions received was 336. Most of the cases were settled without recourse to a Court of Law.

Fifty prosecutions were, however, launched during the year for non-display of notices, etc. Convictions were obtained in 13 cases and fines amounting to 520 rupees were realised.

(Indian Labour Gazette,  
September, 1949).

66. Strike and Lockout Rights.

India - November 1949.

Coal Industry declared Public Utility Service under Industrial Disputes Act, 1947.

By a notification dated 29 October 1949, the Central Government has declared the coal industry, so far as it is concerned with the production and supply of coal and coke, to be a public utility service for the purposes of the Industrial Disputes Act, 1947 for a period of ~~kk~~ six months from 10 November 1949.

(The Gazette of India, Part I-Section 1, dated 5 November 1949, page 1533 ).

United Provinces: Cotton Textile Industry declared Public Utility Service under Industrial Disputes Act, 1947.

By a notification dated 11 October 1949, the United Provinces Government has declared the cotton textile industry and every undertaking connected with the manufacture or distribution of cotton textiles to be a public utility service for the purposes of the U.P. Industrial Disputes Act, 1947, for a period of six months with effect from 22 October 1949.

(The Government Gazette of the United Provinces, Part I, dated 22 October 1949, page 805 ).

67. Conciliation and Arbitration.

India - November 1949.

Central Appellate Tribunal to be set up:  
Consolidated Labour Relations Bill contemplated.

It is understood that the Government of India proposes to issue an Ordinance shortly providing for the setting up of a Central industrial appellate tribunal, composed of men drawn from the judiciary, which will examine appeals involving questions of law, and also questions of wages, bonus and gratuities. It will be charged with the task of reviewing the awards and decisions of the various provincial industrial courts and ensure the much desired uniformity in the methods of adjudication and settlement of industrial disputes by co-ordinating the activities of the numerous industrial tribunals set up by the provincial and Central Governments.

It is further understood that the Government also proposes to replace the present Central Industrial Disputes Act of 1947 and the Industrial Employment (standing Orders) Act of 1946 by a consolidated Labour Relations Bill. Pending its enactment an ordinance is to be issued covering certain provisions of the Bill, particularly those relating to the establishment of a Central industrial appellate tribunal.

Welcoming the proposal for the establishment of an appellate tribunal, the October 1949 issue of the 'Textile Journal' points out that provinces have been following their respective labour laws which differed from the Central Industrial Disputes Act on several material points. In the absence of a Central co-ordinating machinery, varying decisions were taken in the past by provincial labour tribunals, which adversely affected industrial undertakings, particularly those having branches in more than one province. Moreover, certain tribunals had taken diametrically opposite views on several important issues. On the other hand, the findings of adjudicators were considered by many industrialists to bear very heavily on them, though the workers were at the same time convinced that the awards fell short of their deserts. Awards in the meanwhile continued to flow from the industrial courts, many of them uncorrelated to similar awards in the same province and evincing utter disregard of an industry's ability to pay. It is essential that decisions involving large sums of money and the future progress of an industrial undertaking should not be made binding unless they are tested and confirmed by the highest judicial court of appeal available in the province.

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In conclusion the Journal expresses the hope that the appellate tribunal would establish a body of principles for the guidance of those concerned and would provide for the appointment of assessors whenever technical matters are under discussion. Also, the country-wide aspect of an industry should not be lost sight of, all parts of the country receiving equal treatment at the hands of the reviewing authority.

(The Indian Textile Journal,  
October, 1949 ).

The Industrial Disputes (Banking and Insurance Companies) Second Ordinance, 1949 (No. XXVIII of 1949).

The Government of India promulgated on 29 October 1949, the Industrial Disputes (Banking and Insurance Companies) Second Ordinance, 1949 (No. XXVIII of 1949), providing for the adjudication of industrial disputes concerning banking and insurance companies having branches in more than one province. The provisions of the Ordinance, which come into force immediately in all the provinces of India, are on the same lines as the Industrial Disputes (Banking and Insurance Companies) Ordinance, 1949, promulgated in April 1949 (vide page 85 of the report of this Office for May 1949) and validates action taken under the previous Ordinance.

(The Gazette of India, Extraordinary,  
dated 29 October 1949, pages 2107-2109).

Burma: The Industrial Court Procedure Rules,  
1949.

*Under the Trade  
Disputes Act, 1925*

The Government of the Union of Burma has gazetted the Industrial Court Procedure Rules, 1949, which prescribe the procedure for hearing and conduct of disputes before the industrial court. The provisions, among others, relate to notice of sitting, applications by employers and workmen and quorum.

(The Burma Gazette, Part I, dated  
15 October 1949, pages 934-935).

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68. Labour Courts.

India - November 1949.

Playing off of Workers Breach of Industrial  
Disputes Act: Bihar Industrial Tribunal's  
Award.

"Playing off of the employees for an indefinite period practically amounts to discharging them and such a step should not have been taken by the management without taking express permission from the Industrial Tribunal", stated an Industrial Tribunal in Bihar discussing an issue that arose during the pendency of adjudication proceedings in the dispute between the Buxar Oil and Rice Mills Ltd., Bihar and their workers.

On 3 November 1948, the employees of the above mill, were informed by the management that the mill was going to be closed for an indefinite period and later the Oil Section of the mill which employs a majority of the workers was closed on the ground that shortage of railway wagons, created difficulty in disposing of the products of the Oil Section.

According to the Industrial Disputes Act, 1947, employers acting in contravention of section 33 of the Act are liable to prosecution, but, the Tribunal after satisfying itself that "there was no deliberate intention on the part of the management to flout the authority of the Tribunal", considered prosecution unnecessary. But payment of compensatory allowance for periods of unemployment, the Tribunal considered as justifiable for various reasons. If a worker is temporarily laid off, he may not be able to obtain similar employment in the vicinity; secondly, he will have to avoid making commitments which may prevent him from returning to duty at short notice and lastly, the earnings of an ordinary worker are not such that he can support himself out of his savings during periods of unemployment.

The Tribunal accordingly directed that if an employer closes a mill without notice under circumstances which could be foreseen, workers should be paid full wages for the first two weeks and 50 per cent of the wages for the subsequent period.

(Labour Intelligence, August 1949.  
Published by the Directorate of Labour  
Information, Government of Bombay ).

69. Workers' Participation in the Management  
or Profits of Undertakings.

India - November 1949.

East Punjab: Works Committees to be set up in  
Industrial Establishments employing 100 or more  
WORKERS: Government Order published.

In exercise of the powers conferred by the Industrial Disputes Act, the East Punjab Government has by a notification dated 20 October 1949, directed that works committees be constituted in all industrial establishments, wherein 100 or more workers are employed or have been employed on any day in the preceding twelve months, in the manner prescribed in the Industrial Disputes (~~Order~~ Central) Rules, 1947.

(Notification No. 8194-LP-49/64727 dated 20 October, 1949; The Government Gazette, East Punjab, Part I, dated 28 October 1949, page 1012 ).

CHAPTER 7. EMPLOYMENT AND UNEMPLOYMENT.

INDIA - NOVEMBER 1949.

71. Organisation of the Labour Market.

India: Employment Exchanges: Working during  
September, 1949.

Employment situation.- The employment situation in India further deteriorated during September 1949. Wide-spread retrenchment in Government departments as a measure of economy and the devaluation of currency had their repercussions on trade and industry, necessitating in many cases suspension of all plans for expansion. In the Assam region, however, some improvement was noticed owing to a demand for skilled and unskilled workers by the Public Works Department, the Railways and the Indian Tea Association. The proposed establishment by Messrs. Liptons Ltd., of a factory in Nagpur and recommendation of work in seasonal factories created some additional employment opportunities in the Central Provinces and Madras regions. On the other hand, the employment position in Bihar and West Bengal regions remained dull owing to the postponement of work connected with the Damodar Valley Corporation as a measure of economy, stoppage of further recruitment in the Tata Iron and Steel Company, Jamshedpur, and retrenchment in Government and private offices. There was a definite deterioration in the employment position in Bombay, East Punjab and the United Provinces as well, owing to heavy retrenchment, curtailment of private plans of expansion, the postponement of construction work connected with the building of a capital for East Punjab, shortage of coal and steel, the closing down of the office of the Controller of Railway Priorities in Bombay, the discharge of numerous employees by the Bombay Mint, the closing down of textile mills owing to accumulation of stocks and slump in trade and business in most of the industrial towns. Drastic curtailment of imports from abroad and the non-devaluation of Pakistan currency had an adverse effect on foreign trade in West Bengal.

There was no improvement in the general shortage of skilled technicians, stenographers, and trained teachers. In addition, shortage of qualified doctors, compounders, nurses and calculating and punching machine operators was noticed. In the Madras region physical training instructors were in short supply. On the other hand, there was a surplus of persons fresh from schools and colleges, untrained clerks and teachers, insufficiently skilled technicians, motor drivers, peons, chowkidars etc.

Registrations and placings.- The total number of registrations for employment assistance and the total number placed in employment during September 1949 are shown below:

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	September 1949	August 1949	September 1948
Total number of registration.	83,033	98,782	80,253
Total number of persons placed in employment.....	18,246	20,223	26,816

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Of those placed in employment 1,296 were ex-Servicemen and 2,465 displaced persons. 4,884 applicants including 1,119 ex-service personnel declined to take advantage of the opportunity of being considered for employment. 2,356 declined because the pay offered was felt to be inadequate, while 2,528 declined for various other reasons. The number of applicants who failed to report for interview with employers was 5,117, of whom 1,148 were ex-Service personnel. 1076 women applicants were placed during the month as against 946 in August. The response from women applicants to the demand for training of probationary nurses in military hospitals at Delhi and Poona was very poor, mainly because they were not prepared to leave their home towns to take up the training. Many Exchanges reported a shortage of midwives, trained nurses and trained women teachers. Women applicants registered at the Jubbulpore Exchange were not qualified for available vacancies of typists. The Government Press, Madras, recruited about 50 women through the Madras Exchange where they had undergone the necessary training as book-binding binders, compositors, copy-holders, monotype and lithotype operators.

Mobile section activity continued to be restricted owing to rains in many areas. However, the Mobile Sections of the Shillong, Dhanbad, Jamshedpur, Muzaffarpur, Jubbulpur, Ajmer, Delhi, Meerut, Cuttack, Kanpur, Lansdowns, Ambala, Asansol, Barrackpore, Darjeeling and Howrah registered a total of 2,204 persons while on tour and successfully placed 2,082 persons. Of these, the Muzaffarpur Mobile Section alone registered during the course of an intensive tour 437 candidates for recruitment to the Railways and Home Guards.

932 persons were employed during the month through the Gorakhpur Labour Organisation.

Placings by wage groups.- Figures relating to placings during September 1949, analysed according to wage groups were as follows:-

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<u>Wage Groups: basic monthly pay.</u>	<u>Number of placings.</u>
Above 101 rupees .....	357
61 to 100 rupees .....	1,743
30 to 60 rupees .....	12,914
Below 30 rupees .....	3,232

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Employment Exchanges in States Union.- Returns received from Employment Exchanges in Indian States showed that upto 30 September 1949, 113,698 applicants had been registered, of whom 21,864 had been found employment. These figures are in addition to the all-India figures quoted above.

Employment of displaced persons.- The number of displaced persons ~~registered~~ registered during the month was 9,983 as against 13,917 during the previous month. The number placed in employment was 2,465. Hubli and Jalgaon Exchanges experienced difficulty in filling Class IV vacancies in the Railways owing to the disinclination of displaced persons for manual work. Displaced persons in the areas of Dharamsala and Rohtak Exchanges in the East Punjab Region were hesitant to accept offers of employment owing to the prospects of early allotment of land. The Divisional Forest Officer, Amritsar Range, offered a large plot of land in the Gurdaspur district for the settlement of displaced families.

Special Employment Bureau.- The total number of persons registered by the Special Employment Bureau upto 30 September 1949 was 3,397 of whom 1,044 had been placed in employment. The number registered during the month was 17 and that placed in employment 14, of which 8 were placed on salaries ranging from 250 rupees to 750 rupees per month. The Bureau experienced great difficulty in finding suitable employment for non-technical applicants. The total number of registration during the month and those placed in employment are shown below:

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See Table on the next page.

Category.	Number of persons registered.	Number of persons placed in employment.	Number of persons on Live Register at the end of the month.
1	2	3	4
1. Advocates.....	7	7	782
2. Professors and Teachers.....	2	-	311
3. Electrical and Mechanical Engineers.....	1	2	59
4. Civil Engineers.	1	-	65
5. Doctors and Medical Practitioners....	1	-	98
6. Businessmen.....	-	-	233
7. Landlords and Agriculturists...	-	-	37
8. Others.....	5	5	768
<b>TOTAL .....</b>	<b>17</b>	<b>14</b>	<b>2,353</b>

~~Table~~

Technical and Vocational training.- During September 1949 there were 74 Technical Training Centres and 78 Vocational Training Centres functioning, with 4,655 ex-Servicemen trainees respectively under training. 6,395 adults male displaced persons were undergoing training at the Training Centres in Bihar, Bombay, the Central Provinces and Berar, Delhi and Ajmer-Merwara, East Punjab, United Provinces and West Bengal. 210 displaced girls and women were undergoing training at the New Delhi Centre run by the Ministry of Labour. The number of trainees who had passed out upto 30 September 1949 was 244. 764 trainees (both ex-Servicemen and displaced persons) passed the trade tests in technical trades, bringing the total of passed out trainees to 15,095. In the Vocational Trades 278 trainees passed out, bringing the total of passed out trainees to 3,493.

Three more firms in Bombay agreed to participate in the Apprenticeship Training Scheme while 29 firms withdrew from the Scheme. The total number of Apprenticeship Training Centres was thus 318, and 584 Ex-Servicemen and 1,250 displaced persons were undergoing training in these Centres.

The third batch consisting of 145 instructor trainees continued their training at the Central Institute for Training Instructors at Koni, Bilaspur. 188 adult ~~adult~~ civilians were also undergoing training on 30 September 1949 at the Combined Training Centre, Koni, Billaspur. 220 Primary School Teachers continued their training in woodwork at the Training Centre in Aundh (Poona) under arrangements made with the Government of Bombay.

Recognition of D.G.R. and E. Certificates.- The Chief Engineer, Government Electricity Department, the Central Provinces and Berar, has agreed to issue provisional licences to the electrician trainees who are in possession of Grade II Certificates from the Directorate-General of Resettlement and Employment.

(Review of the Work Done by the Directorate General of Resettlement and Employment for the month of September 1949, issued by the Government of India).

72. Vocational Guidance and Training.

India - November 1949.

Training Centre for Cottage Industries to be set up in Delhi: Japanese Technicians to be recruited.

Japanese machinery ~~of~~ for cottage ~~industries~~ and small-scale industries ordered by the Government of India for displaced persons, will shortly be installed near Nizamuddin, in New Delhi, where a vocational training centre is located at present. It will now be reorganized into a training and work centre. The Ministry of Rehabilitation has decided to start a number of small-scale industries with the help of this machinery. These industries will provide employment to about 300 displaced persons who will be trained by Japanese technicians recruited specially for the purpose. Japanese technicians are expected to arrive in India shortly.

The provincial and States Governments have been invited by the Ministry of Rehabilitation to depute representatives for technical training in Japanese crafts at Delhi. The Government of India is prepared to import machinery up to the value of 1,000,000 rupees. These machines will be distributed to deserving displaced persons through provincial and States Governments and their prices recovered in instalments. A special study of the commercial side of industries to be started in New Delhi will also be made. These industries will include the manufacture of bamboo articles, screens and automatic needle looms, knitting needles and buttons, plywood, cloth from rags, (spinning and weaving on a variety of machines), toys, soaps, paints and varnishes, nails, oil extractors and oil products, etc.

(The Statesman, dated 29-10-1949).

Technical Training for Political  
Sufferers: United Provinces  
Government's Move.

With a view to rendering assistance to political sufferers and to Harijans, the Government of the United Provinces has decided to allow 250 political sufferers and 100 Harijans to be trained at the technical and vocational training centres in the United Provinces run by the Central Government.

The training is imparted in a number of useful trades and vocations such as, motor mechanics, radio mechanics, general mechanics, electroplating, blacksmithy, carpentry, tailoring, fruit preservation and Hindi and English stenography. The period of training varies from trade to trade but is generally about a year. The training will be arranged in the training centres at Lucknow, Meerut, Banaras, Bareilly, Almora, Agra and Etawah.

All political sufferers, who have either undergone imprisonment, or detention for a period of not less than 6 months, or have lost a career in the national struggle or the chief member or 'bread-earner' of whose family lost his life in the country's cause, will be eligible for training. A trainee will receive an allowance of 25 rupees per month besides free medical attendance and recreational facilities. No tuition fee will be charged. Wherever available, hostel accommodation will also be provided.

(The Hindustan Times, 10-11-1949).

85. Benefits Organised or Paid by Employers.

India - November 1949.

Maternity Benefit Acts: Provincial Reports  
for the year 1947.

The following information on the working of the Maternity Benefit Acts during 1947 is taken from a note published in the September 1949 issue of the Indian Labour Gazette. The note is based on details furnished by the Chief Inspector of Mines in respect of mines and the provincial Governments in respect of factories and plantations.

In all the provinces, the administration and enforcement of Maternity Benefit Legislation in the case of women employed in factories was the responsibility of the factory inspectors, while in the case of mines, it was administered by the Chief Inspector of Mines. The following table shows the average daily number of women covered by the Acts, the number of claims preferred, the number of claims accepted and paid during the year and the total amount paid as benefit in the various provinces and in mines.

Province	Average number of women employed.	Number of women who claimed maternity benefit	Number of women who were paid maternity benefit.	Number of cases in which a bonus was paid for miscarriage or death.	Total amount paid
1	2	3	4	5	6 Rs.
Ajmer-Merwara.	1321	41	43*	-	917
Bengal.....	57433	4337	4106	-	271711
Bihar.....	9194	759	701	75	35170
Bombayç.....	42820	5258	4740	130	201232
C.P.and Berar.	5756	665	628	-	21691
Delhi.....	273	12	14**	-	444
Madras.....	50867	3534	3207	19	138860
Punjab.....	610	4	4	-	212
United Provinces	1660	149	130	43	9109
Assam(Plantations)...	154566	33122	32130	-	706334
Mines.....	91250	5718	5742§	795	205408

\* 3 claims were pending and 5 claims for the last year were paid.

ç 89 factories did not submit returns. \*\* includes 2 cases of the year 1946. § In 1,007 cases, the first instalment was paid and the second was paid during the year under review. In 192 cases, the first instalment was paid in 1946 and the second was paid during the year under review.

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Number of claims paid per 100 women employed.- The number of claims paid per 100 women employed and the average amount of benefit paid per case during 1946 and 1947 are shown in the table below:-

Province	No. of claims paid per 100 employed women		Average amount of benefits paid per case	
	1946	1947*	1946	1947*
1	2	3	4	5
Ajmer-Merwara.....	6.36	3.26	Rs. 22	Rs. 21
Bengal.....	6.01	7.15	49	66
Bihar.....	§	8.44	§	45
Bombay.....	9.09	11.37	41	41
C.P. and Berar.....	10.41	10.91	35	35
Delhi.....	4.31	5.13	38	32
Madras.....	4.90	6.34	34	43
United Provinces...	8.37	10.42	45	53
Assam(Plantations).	19.79	21.43	17	22
Mines.....	§	6.30	§	31

\* No figures are given for East Punjab as the Act was not strictly enforced.

§ Figures not available.

The table shows a comparatively high proportion of claims per 100 women employed in the Assam Tea Plantations. This is due to the fact that unlike industrial workers in other provinces, plantation labourers in Assam live in families. The industry, too, encourages recruitment of families rather than of individuals. Among the other provinces Bombay, the Central Provinces and Berar and the United Provinces show a higher proportion of claims. According to the Government of the United Provinces, this was due to the wide publicity given by the Labour Department and the workers' organisations in that province to the rights of the women workers under the Maternity Benefit Act. In Ajmer-Merwara, which recorded a comparatively low figure, the majority of the women workers were employed through contractors intermittently in the wool pressing factories which were declared as perennial during 1947. As women working for less than 9 months were not entitled to the benefit, most of them could not claim the same.

The average amount of benefit paid per case varied from 21 rupees in Ajmer-Merwara to 66 rupees in Bengal. The rate of benefit varies from province to province and is generally linked with the wages of the worker. While in Bengal, Bihar and the United Provinces, the rate was 8 annas per day or the average daily earnings whichever is greater, in the Central Provinces and Berar and in the towns of Bombay Province other than Bombay and Ahmedabad, the rate was fixed as the lesser of the two.

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In Bombay, Ahmedabad and in Madras Province it was a flat rate of 8 annas per day and in the mines 12 annas per day. In Madras the period of benefit is only 7 weeks as compared to 8 weeks in other provinces.

The number of complaints about non-payment of benefits received was not large. In Bengal there was only one complaint and no legitimate claim was involved in it. In mines, however, there were 119 complaints out of which in 50 cases the workers were not entitled to the benefit. Prosecutions were launched in 3 cases only in the mines.

(The Working of the Maternity Benefit Act during 1946 was reviewed at pages 65-66 of the report of this Office for October 1948).

(Indian Labour Gazette, September, 1949).

87. Public Health.

India - November 1949.

Move for Reclamation of Malarious Land:  
Experts' Proposal.

A conference of over fifty foreign and Indian Malaria Experts, attended among others, by Dr. Pampana, Chief of the Malaria Advisory Committee of the W.H.O., Dr. Morin, Chief Consultant for South-East Asia for the W.H.O., and UNICEF, leaders of the W.H.O. teams working in India, East Pakistan and Afghanistan and representatives of the Central and provincial Governments, was held at Delhi on 19 and 20 November 1949. The meeting was convened by the Malaria Institute of India and presided over by the Director of the Institute, Lt.Col. Jaswant Singh.

The meeting suggested, as a possible solution of the food problem, the reclamation of nearly 10 million acres of highly endemic malarious but otherwise fertile land. The cost of the scheme, it was suggested, would be about 2 million rupees annually to keep the land free of malaria and about 2,000 million rupees to develop it agriculturally. The area, so freed, could yield about 3 million tons of rice and accommodate about a million families.

Antimalaria activities.- Representatives of provincial anti-malaria organisations reviewed the work done in their regions and discussed their problems. Best results had been seen in Delhi where the incidence of the disease had been reduced to 6 in 1,000 at a cost of only 4 1/2 annas per capita. Dr. Dhir, Anti-Malaria Officer for Delhi, said that 15 million square feet of wall area had been sprayed this year in the capital and an epidemic had been averted twice during the last seven years.

Dr. D.K. Viswanathan said that in Bombay 6 million people in nearly 5,000 villages had benefited from the operations which had cost the Government 3 million rupees. It was proposed to extend the operations to six more districts by next April and the provincial Government had been advised to conduct an economic survey of the areas where anti-malaria units had been functioning and to ascertain increased agricultural output due to improved health of the labour.

Dr. K.S. Vishwanathan, Madras, said that operations were being carried out in 15 districts at a cost of 1.7 million rupees. He complained that the supply of DDT by the Government medical store depot was irregular.

Dr. Ananthaswami Rao said that in Mysore steps were taken to ensure that new irrigation projects did not give rise to malaria.

Dr. Ayyangar, from West Bengal, admitted that work in that province had not been satisfactory. Local bodies were expected to meet half the cost of the operation and most of them could not afford their share. Besides, municipal committees and boards were supposed to control the work and few of them conducted it on proper scientific lines.

In the United Provinces, it was pointed out by Dr. Srivastava, operations had started in 1922 and they were concentrating upon new colonization schemes. The incidence in the Ganga Kadir and Kichha areas had been reduced almost to nil.

Col. Arthur, representing tea estates, said operations had shown beneficial results since 1946. Nearly 2 million people lived on the estates and the mortality rate among them had decreased considerably.

~~xxxxxxx~~ Other subjects discussed the range from the usefulness of a particular type of nozzle for spray pumps to the part played by anti-malaria units in the Hirakud Dam and Assam rail link projects. Lt.Col. Jaswant Singh stated that anti-malaria work among labour employed on the Assam rail link project was partly responsible for its expected completion according to schedule.

The conference also discussed recent developments in various insecticides. Dr. Rajendra Paul of the Malaria Institute described the problems which faced entomologists. It had been discovered that after two or three years' spraying of DDT, house flies developed resistance to it. It was possible for DDT to have similar effect on other insects also. Health hazards involved in the continuous use of DDT must also be considered carefully, he said.

It was decided to form a National Malaria Society to create greater co-operation among those working on the subject.

(The Statesman, 20-11-1949).

Measures Against Cholera: Active Field Work in Madras Province recommended.

Active field work in cholera control aiming at developing techniques for the ultimate stamping out of this disease will be undertaken in 1950, by a W.H.O. cholera control team in the Cauvery delta region of Madras province, according to plans worked out by international experts attending a meeting of the Joint Study Group on Cholera of the Office International d'Hygiene Publique and the World Health Organisation, held in Delhi on 18 and 19 November 1949. Dr. C.G. Pandit, Secretary of the Indian Research Fund Association, presided. The Group also recommended the establishment of a second W.H.O. cholera control team in a similar delta region in East Bengal.

Among the problems of cholera endemicity into which the Group recommended that further investigations should be made, were the possibility of cholera infection being carried by fish from one place to another, and the part played in the dissemination of the disease by sub-clinical ~~cases~~ (mild) cases, contacts and convalescents. The experts reiterated their opinion that cholera immunization was of value as a quarantine measure provided that the vaccine and the mode of vaccination conformed to standards laid down by W.H.O. They also recommended that research be carried out on the immunity of the population in endemic areas. A standard method for the laboratory diagnosis of ~~cholera~~ cholera, based on recent research work carried out by four Indian scientists, was formally approved by the Group.

The recommendations of the Joint Cholera Study Group will be submitted to the W.H.O. Expert Committee on Epidemiology and Quarantine.

(The Statesman, dated 20-11-1949).

CHAPTER 9. LIVING STANDARDS.

INDIA - NOVEMBER 1949.

91. Nutrition.

Bombay: Fisheries Advisory Committee appointed.

A Fisheries Advisory Committee has been appointed by the Government of Bombay under the chairmanship of the Minister for Fisheries. The Director of Fisheries will act as Secretary of the Committee.

The Committee will advise the Government in the matter of development of fisheries in the Province.

(People's Raj, dated 27-10-1949; issued by the Directorate of Publicity, Government of Bombay).

United Provinces: Nutrition Advisory Committee appointed.

The Government of the United Provinces has set up a nutrition advisory committee with the Minister of Health as chairman and twelve members.

(National Herald, 31-10-1949).

93. Co-operation.

India - November 1949.

Progress of Co-operative Societies in Saurashtra:  
Advisory Council Formed.

The Government of the Saurashtra Union has constituted a Co-operative Advisory Council consisting of the Minister-in-charge of Co-operation as the Chairman and ~~25~~ 26 members, including departmental heads, five representatives of the Legislature and ten of different types of co-operative societies and one economist. The Council's function will be to assist Government in formulating co-operative policies.

Though the co-operative movement has made rapid progress in other parts of India during the last forty years or so, it is still a new idea to the people of Saurashtra; it was only during the last 14 months that a foundation was laid for the growth of the movement.

Six months after the assumption of office the Saurashtra Ministry decided to organise the movement on a sound and union-wide basis and in July 1948, the Government appointed a Registrar of Co-operative Societies. In the following month, the Bombay Co-operative Societies Act was adopted and a regular department organised. There are now two assistant registrars, five district co-operative officers and 16 assistant district officers. The department has been able to organise during the past 14 months 142 new societies, ~~raising~~ raising the total to 360. These 360 societies have a working capital of 3 million rupees, but they serve only 15 per cent of the villages, and one per cent of the Union's population.

The emphasis has been on multi-purpose societies, and of the new 142 societies, only 15 are credit bodies and 45 are multi-purposes. The largest single number 63, is of consumers' stores, and there are three better farming societies, two motor transport, nine artisans' and two housing societies. One multi-purpose society, serving a group of about half a dozen villages, has installed a 75 kilowatt electric generation plant to supply power for lift irrigation. Another society is currently engaged in erecting a plant of like capacity. If surplus power remains, it is proposed to utilise it for supply to village industries.

A new co-operative village of 15 refugee families has been founded on a 600-acre piece of land on the joint farming principle and the Government is at present considering an application from a village for permission to form a co-operative farming society.

The Government has also established an Industrial Co-operative Association with a view to encourage the organisation of artisans' co-operative societies, finance them, improve the standard of their products, and market their goods. It is further proposed to create an apex bank, district banks and banking unions and a marketing society.

(The Times of India, 19-11-1949).

94. Education.

India - November 1949.

West Bengal: Advisory Committee on  
Social Education set up.

The West Bengal Government has appointed an Advisory Committee on social (adult) education, consisting of 11 members, with the Minister for Education as chairman and the Social (Adult) Education Officer as secretary. The Committee, whose term would be for a period of two years, would advise Government on matters relating to the promotion of social (adult) education in the province.

(The ~~xxx~~ Calcutta Gazette, Part I, dated 20 October 1949, page 1865 ).

CHAPTER 11. PROBLEMS PECULIAR TO CERTAIN  
OCCUPATIONS OR CATEGORIES OF OCCUPATIONS.

INDIA - NOVEMBER 1949.

111. Agriculture.

Madras: The Madras Tenants and Ryots Protection  
Ordinance: Temporary Protection against Eviction  
for certain Classes of Tenants.

The Government of Madras promulgated on 18 October 1949 the Madras Tenants and Ryots Protection Ordinance, 1949 providing for temporary protection of certain classes of tenants and ryots in the province. According to the Ordinance, which applies to tenants in the district of Malabar governed by the Malabar Tenancy Act, 1929, ryots governed by the Madras Estates Land Act and tenants of private lands in such estates, no tenant shall be evicted by his landlord and no holding of a tenant shall be sold or bought to sale for recovery of rent in pursuance of a decree. And all proceedings for eviction or sale, which were stayed by the Madras Tenants and Ryots Protection Act, 1946, shall continue stayed, subject to the exception that the court may grant relief under the Code of Civil Procedure, 1908, with a view to prevent wilful waste by the tenant.

(The Fort St. George Gazette, Part IV-B, dated 18 October 1949, pages 201-205).

Bihar: The Bihar State Management of Estates  
and Tenures Act, 1949 (Act XXI of 1949).

The Bihar State Management of Estates and Tenures Bill, 1949 (vide page 58 of the report of this Office for March 1949) as passed by the legislature received the assent of the Governor-General on 29 September 1949 and has been gazetted as the Bihar State Management of Estates and Tenures Act, 1949 (Act XXI of 1949).

(The Bihar Gazette, Extraordinary, dated 17 October 1949, pages 1-39).

112. Indigenous Workers.

India - November 1949.

West Bengal: Ministry for Welfare of  
Aboriginals set up.

The Government of West Bengal has set up a special ministry for looking after the welfare of the aboriginals and backward classes in the province. Mr. Niharendu Dutt Majumdar, Judicial Minister, will hold charge of this special ministry and a member of the Board of Revenue, West Bengal, will act as its adviser. The deputy secretary to the Land Revenue Department, Mr. K.C. Burman, has been appointed administrator ~~for~~ for aboriginals and backward classes in addition to his present duties.

The function of the new ministry will be to initiate the policy for the amelioration of the condition of the aboriginals and other backward classes in the province and for co-ordinating the activities of the various Government departments concerning the welfare of these people.

(The National Herald, 11-11-1949).

Madras: Welfare of Backward Classes:  
Standing Advisory Committee set up.

The Government of Madras has constituted a Standing Advisory Committee, consisting of 18 members with the Minister for Rural Development as chairman and the Director of Harijan Welfare as Secretary, to advise it in matters relating to the amelioration of the conditions of backward classes, other than Harijans.

(The Hindu, dated 25-10-1949).

Hyderabad: Regulation Promulgated for better  
Administration of Tribal Areas.

The Military Governor of Hyderabad promulgated on 31 October 1949 a Regulation to provide for the better administration of the tribal areas in Hyderabad State. The Regulation which is made applicable to Bhils, Chenchus Gonds, Hill Reddies, Kolams, Koyas, Naikpods, Pradhans, Totis and all sub-sections of these tribes, empowers Government to exclude the tribal areas from the application of any existing law or to apply it in a modified form. The Regulation also empowers the Government to make rules for the better administration of any notified tribal area in respect of tribals and of their ~~area~~ relations with the non-tribals. The Tribal Areas

Regulation of 1356 fasli <sup>(1946-1947)</sup> has been repealed in view of  
the new Regulation. <sub>^</sub>

(The Hindu, dated 3-11-1949).

113. Navigation.

India - November 1949.

Bihar: Dock Workers (Regulation of Employment) Act, extended to Santal Parghanas District.

- By a notification dated 18 October 1949, the Bihar Government has extended the Dock Workers (Regulation of Employment) Act, 1948 and the Dock Workers (Regulation of Employment) Amendment Act, 1949 to the Santal Parghanas district.

(The Bihar Gazette, Part II, dated 26 October 1949, pages 1582-1583).

117. Shopworkers.

India - November 1949.

East Punjab: The Punjab Trade Employees Act,  
1940 extended to 10 Areas.

In exercise of the powers conferred under Section 1 of the Punjab Trade <sup>Employees</sup> ~~Unions~~ Act, 1940, the East Punjab Government has extended the Punjab Trade Employees Act, 1940 to the following 10 towns and places, from 1 November 1949: Dagshai, Sonapat, Kartarpur, Nurmahal, Rajkot, Phillaur, Nagrota, Chheherta, Dasuya and Mukerian.

(Government Gazette, East Punjab, Part I, dated 28 October 1949, page 1012 ).

LIST OF THE MORE IMPORTANT PUBLICATIONS RECEIVED  
IN THE NEW DELHI OFFICE DURING NOVEMBER, 1949.

International Labour Organisation

- (a) Social and Political Ideas of Mahatma Gandhi: by Hoarace Alexander, Nirmal Kumar Bose, J.C. Kumarappa, P.A. Wadia and P.S. Ramanathan, Indian Council of World Affairs, New Delhi, price Rs.1/12/-, pp. 84.
- (b) Government of Pakistan: Preparatory Asian Regional Conference of the International Labour Organisation (October-November 1947). Report of the Delegates of the Government of Pakistan: Printed at the Reliance Printing Press, 154/2, McLeod Road, Karachi, pp.63.
- (c) Government of Pakistan: Ministry of Law and Labour, Labour Division: Report of Government Delegates to the 31st Session of the International Labour Conference held at San Francisco, June-July 1948. Published by Manager, Governor-General's Press and Publications, Government of Pakistan, Karachi, pp.85.
- (d) Government of Pakistan: Ministry of Law and Labour, Labour Division: First Pakistan Labour Conference (held at Karachi on 8th and 9th February 1949). Summary of Proceedings. pp. 66.

Professional Organisations

Report of the Millowners' Association, Bombay. Report for the year 1948 presented to the Annual General Meeting held on Wednesday, 13th April 1949. Printed by G. Claridge and Co.Ltd., 1949.

Economic Questions

- (a) The Commissioners for the Port of Calcutta: Administration Report and Annual accounts for the Year 1948-1949: Printed by the Photographic Store and Agency Co.Ltd., Calcutta-13. pp.66.
- (b) Who Wins the Capital: by A.C. Sampath Iyengar, Adviser, Indian Chamber of Commerce, Calcutta, pp.9.
- (c) Annual Administration Report of the Department of Agricultura, United Provinces for the year 1947-1948, Allahabad: Superintendent, Printing and Stationery, United Provinces: Price 10 annas, pp.89.
- (d) Government of the Central Provinces and Berar: Public Works Department; Administration Report of the Irrigation Branch for the year ending the 31st March 1948. Nagpur, Government Printing, C.P. and Berar, 1949: Price Re.1/-, pp.34.

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Economic Questions (Continued).-

- (e) Taxes Pay for People's Welfare: A Note on the Taxation Policy of the Madras Government. Issued by the Director of Information and Publicity, Government of Madras. pp.24.
- (f) Progressive Legislation in Madras: Issued by the Director of Information and Publicity, Government of Madras, 1949, pp.13.

Working Conditions

- (a) Report on the Activities of Government for the Amelioration of the Working and Living Conditions of Labour. Allahabad: Superintendent, Printing and Stationery, United Provinces, 1949, pp.96.
  - (b) Report on the Working of the Factories Act, 1934, in Assam for the year 1948. Printed at the Assam Government Press, Shillong, price 10 annas or 1ld.; pp.16.
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