

14984

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

RECEIVED
FEB 1968
File No: 33-2-310
With

FRANCIS

Copy No.

Industrial and Labour Developments in September-
December 1968

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

<u>Contents</u>	<u>Pages</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION</u>	
13. <u>Press and Opinion</u>	1
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS</u>	
28. <u>Employers' Organisations</u>	
Annual Meeting of the Associated Chambers of Commerce and Industry held at Calcutta 14 December 1968	2-5
<u>CHAPTER 3. ECONOMIC QUESTIONS</u>	
36. <u>Wages</u>	
Running allowance of Rail Staff Revised	6
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY</u>	
41. <u>Agriculture</u>	
Plantation Labour (Kerala Amendment) Bill 1968	7-8
42. <u>Workings of the Plantation Labour Act 1951, during the year 1966</u>	9
42. <u>Co-operation</u>	
Rise in Credit Societies Membership	10

CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS

50.	<u>General</u> Kerala Industrial Establishments (National and Festival Holidays) Amendment Bill 1968	11-12
52.	<u>Workers' Welfare, Recreation and Workers' Education</u> Report on activities financed from the coal mines Labour Welfare Fund during the year 1967-68	13-21
	Running Staff Duty Hours not to exceed prescribed limit	22
	Kerala Toddy Tappers Welfare Fund Bill 1968	23-24
56.	<u>Labour Administration</u> Twenty first year of Independence- work in the field of Labour	25
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS</u>		
64.	<u>Wage protection and labour clauses in Employment Contracts with Public Authorities</u> Andhra Pradesh Payment of Wages Act (Andhra Pradesh Amendment) Act 1968 (Act No.21 of 1968)	26
66.	<u>Strikes and Lockout Rights</u> Essential Services Maintenance Ordinance 1968	27-28
	17 Million Mandays lost in 1967	29
67.	<u>Conciliation and Arbitration</u> Annual Report on the Working of the Central Industrial Relations Machinery for the year 1966	30-33

(iii)

	<u>Pages</u>
68. <u>Labour Courts</u> Order for reinstatement of Workers revised	34-35
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS</u>	
71. <u>Employers and Salaried Intellectual Workers</u> Dearness allowance of Central Government staff merged with basic pay	36
Madras: Central Dearness Allowance for all Government Employees	37
73. <u>Official and Public Employees of Regional, Local Administration of Nationalised undertakings or under- takings managed with the participa- tion of the Public Authorities.</u> Essential Services Maintenance Bill - Passed by Parliament	38
<u>CHAPTER 8. MANPOWER PROBLEMS</u>	
81. <u>Employment Situation</u> Employment Exchanges Working during October 1968.	35-40
Development of Young Human Resources in India	41
<u>CHAPTER 9. SOCIAL SECURITY</u>	
92. <u>Legislation</u> Assam Tea Plantations Provident Fund and Pension Fund Scheme 1968	42-43
Mysore: Employees State Insurance Scheme extended to Certain Areas	44
Working of Maternity Benefit Acts during 1966	45-46

13. Press and Opinion

INDIA - September-December 1968

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

1. The October issue of the 'Asian Labour' contains an article on the concluding address of the Director-General at the Asian Regional Conference and also the full texts of the speeches of Mr. Abid Ali and Mr. Skinner, Workers' representatives from India and New Zealand, respectively.

2. The October issue of the 'AIOIE' Labour News' publishes the full text of the World Employment Programme of the ILO.

3. The November issue of the 'Workers Education' contains the text of a discourse, Mr. S.L. Kashikar, Chairman of the local committee of Nagpur Centre of INTUC had with Mr. J.J. Favre, Assistant Chief, Workers Education Branch, on Workers Education.

4. The December issue of AIOIE Labour News publishes a note on the activities of ILO in the field of vocational Training Programmes.

5. 5. The September issue of the "Workers Education" contains a note about the decision of the Workers Education Board to celebrate the 50th anniversary of ILO.

6. The September issue of "Asian Labour" has written an editorial on the ILO Asian Regional Conference.

7. 7. The November issue of the "Asian Labour" published the full text of the Resolutions passed at the Asian Regional Conference held in Tokyo.

2

CHAPTER 2. INTERNATIONAL AND NATIONAL
ORGANISATIONS

INDIA - September-December 1968

28. Employers' Organisations

Annual Meeting of the Associated Chambers of
Commerce and Industry held at Calcutta,
14 December 1968

The annual general meeting of the Associated Chambers of Commerce and Industry was held at Calcutta on 14 December 1968, under the presidentship of Mr. N.M. Wagle. Among others, the meeting was addressed by Shri Morarji Desai, the Deputy Prime Minister.

Deputy Prime Minister's speech.-
Addressing the meeting, the Deputy Prime Minister, Mr. Morarji Desai said the Government could not ignore the legitimate demand for "greater equality" or fail to take cognisance of the fact that the higher rural incomes must necessarily provide a large part of the finance for further investment needed in the coming years. In part, the farmers themselves would re-invest, not only in agricultural development but also in processing activities and even in large-scale industry. In some parts of the country, farmers were willing to purchase the shares of fertiliser companies, and the Planning commission had advocated the wide-spread issue of rural debentures to mobilise part of the increase in farm incomes for uses which would appeal to farmers.

Export effort.- Stressing the need for vigorous export promotion and import substitution, the Deputy Prime Minister announced that those industrial units which played an important part in the export drive would be given special consideration by the Government in matters of capacity expansion, import of equipment and raw materials and so on.

Referring to foreign investment and collaboration, the Deputy Prime Minister said the Government had, for its part, streamlined procedures for dealing with cases of foreign investment and collaboration. The industries in which the Government specifically desired foreign investment had been listed. The publication of the maximum rates of royalty that were acceptable should also help cut out delays.

Mr. Desai said the Government ^{could} not overlook the problems of monopoly and the concentration of economic power. It was necessary to devise and implement policies, which dealt with these evils with the least damage to production. "In my judgment, legislation regarding monopolies will play a useful role. It will at least dispel vague fears of monopolies and concentration by providing a proper machinery for assessing actual trends and for distinguishing the undesirable from the necessary or the advantageous".

On direct taxation, he said the Government would continue to press forward vigorously with the improvement of tax administration and with measures to tackle evasion. As regards the level of direct taxes, the contribution made by the relatively well-to-do had to bear a fair relation to the indirect taxes paid even by the least affluent in society.

President's speech.- In his presidential address, Mr. N.M. Wagle said when the country might indeed be on the verge of an economic upsurge, a policy of moderation in taxation - on agriculture and industry alike - was likely to provide just the fillip that was needed. Mr. Wagle felt that Mr. Bhoothalingam's recommendations would contribute very materially towards removing the complexities and uncertainties of the tax system. But he doubted the efficacy of the proposed capital tax and the general excise, Pleading for a new look at the level of direct taxes he said some reduction in their present very high level would be a sound investment. This investment would be repaid to the nation many times over by a rapid expansion in the tax base.

4

Mr. Wagle thought that too much emphasis had been placed on the dangers of concentration of economic power. The Planning Commission's desire to call in new entrepreneurs to redress the balance of the old was admirable but the scales were being weighted far too heavily in favour of small scale industries. Concluding his address Mr. Wagle said that for six long years the country had faced one crisis after another. External aggression, balance of payments difficulties and two successive years of drought imposed massive strains on the economy and planned growth. It should be a matter of considerable satisfaction that these crises had been weathered without abandoning adherence to a democratic constitution and without a breakdown in law and order. Surely there were signs of a slow but general improvement in the economy.

Resolutions.- The meeting adopted resolutions on Industry, Taxation, Transport Planning, Rural Marketing, Power Supplies and Tariffs, Labour and Productivity, Self-reliance on technology and Resources for the Fourth Plan. According to the resolution on labour and productivity there was need for a massive effort by employers as well as by Government to improve labour's awareness of the essential part that it must play in promoting industrial efficiency and growth. After all, the workers were among the principal beneficiaries from improvements in productivity and it was the larger national interest that suffered disproportionate damage from ill-judged industrial action at the unit level. In seeking the co-operation of labour in the task of economic betterment the Chambers especially urged that

- (1) Industrial efficiency and expansion are a pre-requisite for social advancement, and working conditions cannot be improved or remuneration increased unless the capacity to pay is first created.
- (2) The linkage between dearness allowance and the cost of living index is a self defeating form of remuneration which pushes up industrial costs, is inflationary and thus fails to protect the workers' real earnings. It should be replaced by a wage structure in which financial reward is directly related to productivity.

- 5
- (3) Higher productivity being the overriding objective of Government, employers and workers, it is in the workers' interests to co-operate in introducing productivity schemes and to refrain from opposing measures of rationalisation or automation which are designed to improve efficiency and increase prosperity, thus ultimately expanding employment potential.
 - (4) Industry cannot function efficiently unless there is whole-hearted co-operation between management and labour. This places an obligation on management to improve communications with labour and on the workers to eschew violence and coercion and to base negotiations on constitutional forms of consultation on the principle of collective bargaining.

(The Times of India - 15 December 1968)
Documents received in this office

6

36. Wages

INDIA - September-December 1968

Running Allowances of Rail Staff Raised

A departmental committee set up by the Railway Board, after detailed discussions with the National Federations of Indian Railwaymen had finalised the revision of the allowance rules. The revised rules incorporate a system of incentives related to specified norms of performance for various categories of staff and different sections on which they are employed.

About one hundred thousand railwaymen will be benefitted from 1 December 1968. The beneficiaries include drivers, motormen, guards, firemen, assistant drivers, brakesmen and shunters.

The new rates are inclusive of a factor of compensation in respect of certain payments which used to be made for detention prior to departure such as waiting duty allowance, and for shunting en route for which payments will be eliminated from 1 December 1968.

The rates for shunters and firemen hitherto on a day-basis will be effective from December 1968 on the basis of kilometre for which purpose, an hours work has been equated to 15 kilometers.

The staff, other than running staff got a revision of allowances from 1 March 1968. So it was decided to give arrears to the running staff also from 1 March to 30 November 1968 on the following basis. All drivers, motormen, and guards 20 per cent., firemen, diesel assistants, assistant drivers and brakesmen 35 per cent., shunters, 15 per cent. and firemen on shunting duty 60 per cent. respectively of the actual individual earnings in respect of running allowance during the period March 1 to November 30, 1968.

(The National Herald, 6 January 1969)

7

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

41. Agriculture

Plantation Labour (Kerala Amendment) Bill, 1968

The Government of Kerala published on 23 August 1968 the text of the Plantation Labour (Kerala Amendment) Bill proposed to be introduced in the Legislative Assembly of the State. According to the Statement of objects and reasons of the Bill, Chapter III and IV of the Plantations Labour Act, 1951 (Central Act 69 of 1951), provide for various facilities to be provided or maintained by the employer for the welfare of the employees. Regarding medical facilities there is provision in the Act empowering the Chief Inspector to provide and maintain such facilities and recover the costs thereof from the employer, if the employer defaults in providing such facilities. There is no similar provision in respect of the other facilities. There have been complaints from the plantation workers and their unions that the employers are not providing such facilities allowed to them under the Act. The penalties provided under the Act for not providing such facilities are not considered sufficient. It is therefore considered necessary that the Chief Inspector should have similar power in the case of the other facilities also for better implementation of the Act.

The Bill is intended to achieve the above object.

The Amendment Bill seeks to add a new section 18A to the Act of 1951 providing that if any plantation, facilities are not provided or maintained by the employer as required by section 8 or section 9 or section 12 or section 15 or the rules made under section 11 or section 14 or section 17, the chief inspector may cause to be provided or maintained ~~wherein~~ such facilities and recover the cost thereof from the defaulting employer.

E

Before providing or maintaining such facilities the employer shall be given an opportunity of being heard.

(Kerala Gazette, Extraordinary, 23 August 1968, pp
1-2)

7

41. Agriculture

INDIA - September-December 1968

Working of the Plantations Labour Act, 1951
During the year 1966

A review of the working of the Plantations Labour Act, 1951, during the year 1966 has appeared in September 1968 issue of the Indian Labour Journal. Among other things, the article gives the total number of estates/ plantations covered by the Plantations Labour Act, 1951, number of estates submitting returns, and average daily employment in various States/ Union territories during 1966. The article also deals with hours of employment, leave with wages, health and sickness and maternity benefits.

(Indian Labour Journal, No.9, September 1968)

42. CO-operation

INDIA - September-December 1968

Rise in Credit Societies Membership

According to a statement of the Reserve Bank of India, relating to the Co-operative movement in India 1966-67, the number of co-operative banks and credit societies of all types as on June 30, 1967 declined to 200,324 from 2,14,012 in the previous year due to reorganisation of primary agricultural credit societies in various States. The aggregate membership of all the credit societies at 38,431,000 however showed an increase of 7.9 per cent over the previous year's figure.

The owned resources comprising share capital and reserves increased by Rs.58.6 crores to Rs.472.1 crores which the borrowed funds comprising deposits, borrowing from higher financing agencies, debentures etc. increased by Rs.211.8 crores to 1,952.3 crores. The aggregate of working capital of all the credit institutions in the Co-operative Sector rose by 12.5 per cent. from 2,154 crores to Rs.2,424 crores as on June 30, 1967.

(Amrita Bazar Patrika - dated 2 January 1969)

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS

50. General

Kerala Industrial Establishments (National and Festival Holidays) Amendment Bill, 1968.

The Government of Kerala published on 26 August 1968 the text of the Kerala Industrial Establishments (National and Festival Holidays) Amendment Bill, 1968, proposed to be introduced in the Legislative Assembly of the State.

According to the Statement of Objects and Reasons of the Bill Section 3 of the Kerala Industrial Establishments (National and Festival Holidays) Act, 1958 (47 of 1958), provides for the grant of four festival holidays in every calendar year to employees of industrial establishments. But, the Act makes no mention as to the number of such holidays to be granted to the employees in the case of an industrial establishment which commences work after the commencement of a calendar year. It is considered that employees of such establishments should be granted proportionate number of festival holidays for the remaining part of the calendar year.

There is no provision in the Act enabling an employer to require an employee to work on any holiday allowed under the Act. It may be necessary to carry on work on such holidays also and therefore it is proposed to make a provision enabling the employer to require the employee to work on such holidays.

According to sub-section (3) of section 5 of the Act no employee shall be entitled to be paid wages for any of the holidays allowed under the Act if his name was not on the rolls of the industrial establishment continuously for a month immediately prior to the holiday or if he was enjoying leave with pay. It is considered that it is not fair to insist on a particular minimum period of service under the employee to entitle an employee to wages for the three

12

national holidays which are allowed without the option of the employees. In the case of festival holidays also, the existing condition is causing hardship to the employees. It is also considered that an employee on leave with pay should also be entitled to wages for such holidays. It is therefore proposed to amend the Act suitably to provide that in the case of national holidays, the employee shall be entitled to wages irrespective of the period of service under the employer and that in the case of festival holidays the employee shall be entitled to wages if he has been in service for a total period of thirty days within a continuous period of ninety days.

The Bill is intended to achieve the above objects. Opportunity is also proposed to be taken to recast sub-section (3) of section 12 to bring it in the usual form.

(Kerala Gazette, Extraordinary, 26 August 1968, pp. 1-3).

12

INDIA - September-December 1968

52. Workers' Welfare, Recreation and Workers'
Education

Report on activities financed from the Coal Mines
Labour Welfare Fund during the year 1967-1968

The Ministry of Labour, Employment and Rehabilitation published on 7 December 1968 the report on the activities financed from the Coal Mines Labour Welfare Fund during the year 1967-68. A brief summary of the report is given below.

Medical Facilities

The two Central Hospitals at Dhanbad and Asansol and 9 Regional Hospitals situated at different parts in the Coalfields continued to function. The Central Hospital at Dhanbad was functioning with 300 beds. Expenditure for raising the bedstrength of the Central Hospital, Dhanbad from 300 to 400 was sanctioned during the year. Further action towards implementing the scheme was in hand. The bed-strength of the Central Hospital Asansol was increased from 300 to 350. For increasing bed-strength of the Central Hospital, Asansol from 350 to 400, steps for construction of O.P.D. as an annexure to the Hospital and shifting the children ward from the Hospital were under way. In the Korea Coalfield, the construction of the 100 bedded Central Hospital and 50 bedded T.B. hospital at Manendragarh made further progress. The proposal for expansion of the Regional Hospital Jamai into 150 bedded Central Hospital was agreed to in principle. Plans and estimates therefor were prepared which were under examination. A proposal for the establishment of 100 bedded Central Hospital at Jairangdih was under consideration and action to select a suitable site was in hand. The proposal for ungrading the Regional Hospital, Naisarai from 50 to 150 beds was also under consideration. Steps for transfer of land from Bihar State Forest Department to the Organisation, required for construction of the Central Hospital with staff quarters, were in hand.

14

The construction work of the Regional Hospital at Baghmara in Jharia Coalfield, and at Salanpur, in the West Bengal Coalfield was completed and the O.P.D. of these hospitals started functioning during the year. The construction of the Regional Hospital at Ramagundam was nearing completion. Proposals for ~~the~~ establishment of a Regional Hospital at Parasia in Madhya Pradesh Coalfield, were under consideration. The proposal for construction of a Regional Hospital at Korea in Korba Coalfield in Madhya Pradesh was ~~kept~~ in abeyance till such time as the financial position of the Fund in the General Welfare Account would improve or the rate of cess was increased. The work on the expansion of the Regional Hospital at Chora in West Bengal Coal from 30 to 50 was completed, and that of the Regional Hospital at Tisra in the Jharia Coalfield, was nearing completion. The proposal for expansion of Regional Hospital Dhanpuri from 30 to 50 beds was under consideration. Land acquisition proceedings for acquisition of 19.85 acres of land in village Kapuria for the Regional Hospital at Kapuria, and 25.60 acres of land in village Munudih and Gharkacha for the township and the Regional Hospital Pathardih in Jharia Coalfield were in progress. As regards the Regional Hospital at Girmint in the West Bengal Coalfield, the land selected for the purpose was found to be coal bearing and steps were taken to select another site. A site was selected for the Regional Hospital at Chinakuri in the West Bengal Coalfield and was referred to the Director General of Mines Safety for clearance from the mining point of view. Delivery of possession of 18.25 acres of land for the Regional Hospital at Pandaveshwar in the West Bengal Coalfield was expected to be received shortly. The delivery of the possession of land for the Regional Hospital at Parbelia in the West Bengal Coalfield could not be obtained during the year, because of an error in the notification published under Section 4 of the Land Acquisition Act, 1894. Action for rectification of the error was initiated.

Allopathic Dispensaries.— The two static Allopathic Dispensaries, one each at Mugma in the Jharia Coalfield and at Bhara in the Raniganj Coalfield, continued functioning. An estimate amounting to Rs.4,68,820 for conversion of the Mugma Dispensary into an 18 bedded Regional Hospital was under consideration.

Ayurvedic

Ayurvedic Dispensaries.- Twenty-eight Ayurvedic Dispensaries were functioning in the different coalfields. Proposals for establishment of more such dispensaries, one each in Jharia Talchar, Andhra Pradesh and 3 in Madhya Pradesh and Chanda Coalfields, were in different stages of consideration. For the manufacture of genuine medicines required for the use at the Ayurvedic Dispensaries, the Ayurvedic Pharmacy set up by the Organisation at Patherdih in the Jharia Coalfield continued to function.

Family Welfare, Maternity and Child Welfare Centres.- A family Welfare Centre attached to each of the Regional Hospitals, continued to function. Besides 8 such Centres already established by the Fund in the various coalfields were also functioning as independent units, each under the charge of a Lady Health Visitor. Besides 53 Maternity and Child Welfare Centres were being run by the Asansol, Jharia and Hazaribagh Mines Boards of Health for which the Fund continued to pay grant in aid.

A grant-in-aid amounting to Rs.87,605 was sanctioned to M/s. Andrew Yule & Company Ltd. for constructing and equipping a Gymnasium to function as a unit for physiotherapy re-medical exercise and diversional therapy at Sanctoria. Out of this amount, a sum of Rs.50,329/- was paid to the management during the year.

Financial Assistance for improving Dispensary Services.- With a view to encouraging the colliery managements for improving the standard of dispensary services at the collieries for the benefits of the workers and their dependents, the Scheme for payment of grant-in-aid introduced by the Organisation was continued and a sum of Rs.13,19,142.49 was paid during the year. Further, in order to give incentive to colliery managements to provide new dispensaries or to improve the existing dispensary services for the benefit of the workers employed by them, the Organisation had introduced a scheme of financial assistance in the form of payment of interest free loans equivalent to the actual cost of construction of new building or improvement of the existing building for the dispensaries including purchase of equipment subject to a maximum of 16 times of the annual grant-in-aid. A sum of Rs.5,48,000/- in this regard was paid to the colliery management during the period.

Other Medical Facilities;

Anti T.B. Measures.- The indoor department of the 100 bedded T.B. Clinic at Kalla started functioning from 1-1-1968. Besides the 262 beds provided by the Fund (12 at Katras, 100 each at Bhandad and Kalla and 50 at Searsol), 77 beds remained reserved in the various T.B. Sanatoria. The additional 25 beds provided for in the T.B. Clinic Katras did not start functioning during the year as the work of internal electric connections was being carried on.

The Domiciliary T.B. Treatment Scheme which was introduced in all the coalfields continued to be implemented. The Scheme of payment of diet and subsistence allowances to dependents of T.B. patients, who were undergoing treatment in the beds provided for and reserved by the Fund, also continued to function.

The work of construction of 30 bedded T.B. Clinic in Ramagundam in Andhra Pradesh Coalfield, the T.B. Clinic building at Jamia in Pench Valley Coalfield, and the staff quarters for the T.B. Clinic at Kurasia in Madhya Pradesh Coalfield was in progress. Plans and estimates amounting to Rs.3,72,000/- for construction of a 30 bedded T.B. Clinic to be attached to the Regional Hospital, Dhanpuri in the Vindhya Pradesh Coalfield was under consideration. An estimate amounting to Rs.39,100/- for construction of a 30 bedded Clinic to be attached to the Regional Hospital, Tisa in the Jharia Coalfield was kept in abeyance pending examination of the proposal to raise the bed strength of the T.B. Clinic at Katras. Revised estimates amounting to Rs.2,39,160/- each for construction of 30 bedded T.B. Clinic at Phusra and Naisarai were prepared by the Executive Engineer of the Organisation for obtaining expenditure sanction.

X-Ray Facilities.- X-Ray plants have already been installed at both the Central Hospitals and also at some of the Regional Hospitals of the Fund. Besides the Organisation also supplies X-Ray plants to be installed at Hospitals run by the Colliery Managements for the benefit of the Colliery workers and their dependents. Under this Scheme, 14 X-Ray plants have so far been supplied and are in commission at various colliery hospitals.

17

Treatment of Leprosy.- 54 beds are maintained for treatment of leprosy cases at 3 leprosy Hospitals, run by voluntary Organisation in Bihar and West Bengal. A proposal for payment of financial assistance to another Leprosy Institution for treatment of colliery workers affected with Leprosy was under consideration during the year. The Scheme of payment of diet and subsistence allowance on the same lines as in the case of T.B. continued.

Treatment of Mental Cases.- Arrangement existed for the treatment of colliery workers and their dependents suffering from mental diseases at the Mental Hospitals, Ranchi and Nagpur. In addition to this 12 beds at the Mental Diseases Hospital, Ranchi were reserved during the year for treatment colliery workers and their dependents.

Treatment of Cancer Cases.- Arrangement existed for the treatment of colliery workers and their dependents suffering from mental diseases at the Mental Hospitals, Ranchi and Nagpur. In addition to this 12 beds at the Mental Diseases Hospital, Ranchi were reserved during the year for treatment of colliery workers and their dependents.

Treatment of Cancer Cases.- For the treatment of cancer patients, Deep X-Ray Therapy plant installed at the Central Hospital, Kalla, Asansol continued to function. 2 beds already reserved at the Chittaranjan Cancer Hospital, Calcutta were continued. A proposal for reservation of 12 beds at the Patna Medical College Hospital for treatment of cancer patients was under consideration. Further, arrangements to have patients suffering from cancer treated at the P.M.C. Hospital also continued to be made.

Rehabilitation.- A Rehabilitation-cum-Physiotherapy Centre attached to each of the Central Hospitals continued to function.

Family Planning.- All the Family Planning Institutions as well as the family welfare centres of the Fund have a Family Planning Clinic attached to them which continued to function as usual. The $\frac{5}{3}$ Scheme for cash payment for those who underwent sterilisation operation also continued as usual.

The Scheme for setting up of 5 static Family Planning Units one each at the Central Hospitals, Dhanbad and Asansol and at the Regional Hospital, Naisarai in the Hazaribagh Coalfield and Jamai and Dhanpuri in the M.P. Coalfield was sanctioned during the year. Setting up of 3 Mobile Medical Units one each at the Central Hospitals, Dhanbad and Asansol and at the Regional Hospital, Bhuli was also sanctioned. Necessary staff were recruited and posted at different centres which started functioning during the year.

Vaccination squad at Chhindwara.- For organising vaccination squads against small pox in the Chhindwara District of Madhya Pradesh nine vaccinators and one Sanitary Inspector were appointed.

Others important activities of the Fund on the medical and public Health side were establishment of Blood Banks at both the Central Hospitals at Dhanbad and Asansol, establishment of Health Promotion Centres, maintenance of ambulance vans free supply of spectacles, dentures, Malaria Control Operations and Anti-filaria Measures. etc.

Water Supply Schemes

Jharia Coalfield: Damodar Water Supply Scheme.- Some of the materials which were indented for on behalf of the Jharia Water Board for this scheme by the Organisation were received by the Jharia Water Board. The work was in progress.

The independent water supply schemes submitted by M/s. Bird and Co. (P) Ltd., for their Munidih, Katras and Loyabad Collieries was in progress. The remaining 25 per cent. of the subsidy was to be paid as soon as the schemes were completed.

Water supply Scheme at Monidih Colliery submitted by M/s. National Coal Development Corporation Limited estimated to cost Rs.10,69,200.00 - 1st phase of the scheme was already completed. 20 per cent of the estimated cost of the 1st phase of the scheme was initial subsidy was recommended by the Public Health Engineer of the Organisation. Necessary action for payment was in hand.

Water Supply Scheme at North Tetulmari Colliery: M/s. North Tetulmari Colliery Company submitted a water supply Scheme estimated to cost Rs.20,775.00 25 per cent. of estimated cost was recommended by the Public Health Engineer as initial subsidy to the colliery company. The proposal was sent to the Jharia Coalfield Sub-Committee for consideration.

Bokaro and Kargali Coalfield.- An Integrated Water Supply Scheme at an estimated cost of Rs.40 lakhs was completed 20 per cent. of which was paid. The balance amount was to be paid as soon as the verification of accounts was done. The Water Supply Scheme for new selected Dhorri Colliery amounting to Rs.1,91,916/- was sanctioned and payment of initial subsidy was recommended.

Ramgarh-Karanpura Coalfield.- M/s. National Coal Development Corporation Ltd. submitted an Integrated Water Supply Scheme for Ramgarh-Karanpura Coalfield estimated to cost Rs.one crore A sum of Rs. 15,43,084/- representing 20 per cent. of the estimated cost was paid. The work was in progress.

M/s. Bird and Co. P. Ltd., submitted a scheme for water Supply Scheme for Sounda Colliery estimated to cost Rs.66,765.77. The Work was in progress.

Mugma Colafield.- Water Supply Scheme at Laikdih Deep Colliery and Chanch Colliery of M/s. Andrew Yule and Co. Ltd., were completed, 25 per cent of the Schemes as initial subsidy was paid to the colliery. As the Schemes were completed the balance amount was to be paid as soon as verification of the accounts was completed.

Bengal Coalfield.- Implementation of the Integrated Water Supply Scheme as drawn up by the Government of West Bengal for supply of water to the Raniganj Mining Population was in progress. Out of the grant payable by the coal Mines Welfare Organisation to the Government of West Bengal for implementation of the scheme, a sum of Rs.14 lakh was paid during the year under report.

Water Supply Scheme for Parbelia and Chinakuri Collieries submitted by M/s. Andrew Yule Co. Ltd., estimated to cost Rs.1,99,746.00 and Rs.1,84,000 respectively were completed. The remaining 25 per cent of the estimated cost was to be paid when the verification of accounts was completed.

M/s. New Satgram Colliery submitted the modified scheme was scrutinised and technically approved for Rs.1,73,634 by the Public Health Engineer of the Organisation. Action for payment of further sum of Rs.13,633.50 as initial subsidy was in hand.

Water Supply Scheme at Belbaid Colliery submitted by M/s. Belbaid Collieries Ltd., estimated to cost Rs.64,370 was scrutinised and technically approved by the Public Health Engineer of the Organisation who recommended a sum of Rs.16,092.50 as initial subsidy to the Colliery company, the payment whereof was effected during the period under report.

Madhya Pradesh Coalfield

The water supply scheme submitted by M/s.S.C. Rungta Colliery for an estimated cost of Rs.1,25,293.90 was under examination. The scheme when implemented would serve about 2,000 persons residing in the colliery.

Integrated Water Supply Schemes for Bankisura Khchar, Kobra and Bisrampur Collieries were completed.

Andhra Pradesh Coalfield

M/s. Singareni Collieries Co. Ltd. submitted a water supply scheme for Kothagudium Colliery estimated to cost Rs.17.44 lakhs. Payment of 3.85 lakhs representing 20 per cent of the estimated cost was made during the year under report.

M/s. Singareni Collieries Co. Ltd., submitted a water supply scheme at Bellampalli estimated to cost Rs.4,86,430 for consideration of subsidy. The scheme was under examination.

Sinking of Wells on 50 per cent subsidy basis.-
Fifteen wells under the scheme of 50 per cent subsidy basis were sanctioned during the period under report for construction at different coalfields. A sum of Rs.13,468.00 so far was paid as subsidy to the different collieries. 17 wells were completed and paid for during the period under report.

Co-operatives.- Upto the year under report, 197 Co-operative Credit Societies, 373 primary Co-operative Stores and 12 Wholesale Central Co-operative Stores were functioning bringing the total of all societies and stores to 582 at the end of March. 1968. The average monthly sales through the Central Co-operative Stores alone was 58 lakhs. During the year, financial assistance as loan for stock piling of food grain amounting to Rs.58 lakhs was granted to these cooperatives from the Coal Mines Labour Welfare Fund.

(The Statement of Account appended to the Report showed a sum of Rs.22.474 millions as receipts which included a sum of Rs.20.528 million rupees as opening balance; expenditure during the year amounted to 34.129 million rupees leaving a closing balance of Rs.8.846 million.

(The Gazette of India, Part II Sec. 3, Sub-sec.(ii) 7 December 1968, pp.5595-5599).

22

INDIA - September-December 1968

52. Workers' Welfare, Recreation and Workers
Education

Running Staff Duty Hours not to Exceed Prescribed
limit

The Railway Accident Inquiry Committee which has submitted its report to the Parliament has urged the Railway Board to take steps to ensure that the limit laid down in respect of duty hours of running staff is observed. On some of the Railways the trips of running duty hours of more than 12 hours ranged between 15 per cent. and 20 per cent. of the total number of trips performed by the goods train drivers during 1967-68. Every railway had instances of trips exceeding even 20 hours of running duty.

The Committee points out that the extent of shortage in the various categories of staff on 31.3.1968 ranged between 1.4 per cent. and 3.0 per cent. except in the category of assistant drivers where the shortage was to the extent of 5.9 per cent. The Committee which has given a statistical appreciation of important categories of train accidents says that the number of collisions came down considerably on all railways individually during the years 1963-64 to 1967-68 as compared to the number of accidents in each of the four categories namely collisions, derailments, accidents at level crossings and Fires in trains during the five years ending 1967-68 compared to the six year period ending 1962-63.

(Amritabazar Patrika - dated 3 December 1968)

INDIA - September-December 1968

52. Workers' Welfare, Recreation and Workers' Education

Kerala Toddy Tappers Welfare Fund Bill, 1968

The Government of Kerala published on 24 August 1968 the text of the Kerala Toddy Tappers Welfare Fund Bill, 1968, proposed to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill the question of making some provision for the welfare of the toddy tappers has been engaging the attention of the Government. At present the toddy tappers are not entitled to any social security benefits. The provisions of the Employee's Provident Funds Act, 1952 (Central Act 19 of 1952) which provides for the institution of provident funds for the employees in factories and other establishments are not applicable to the toddy tappers. It is therefore considered necessary to make legislation whereby the tappers are compelled to save some money for their future benefits.

It is proposed to establish a fund called the Toddy Tappers Welfare Fund to which the employer and the employee will contribute equally. The details relating to the fund will be settled in accordance with the scheme framed by the Government for that purpose. There will also be a Board called the 'Toddy Tappers' Welfare Fund Board which will administer the fund in accordance with the scheme so framed. The fund will be utilised for the general welfare of the workers. The Bill seeks to achieve the above purposes.

The Bill provides for the framing of a Toddy Tappers Welfare Fund Scheme for the establishment of a fund for toddy tappers. The contribution which shall be paid by the employer to the Fund shall be six and a half per cent. of the wages for the time being payable to each of the employees, and the employee's contribution shall be equal to the contribution payable by the employer in respect of him. Provision is made for the constitution of a toddy Tappers Welfare Fund Board consisting of an equal number of members representing the Government, employers and workers. One of the members representing Government in the Board shall be appointed by the Government as Chairman. Other provisions of the Bill deal inter alia with appointment of officers of the Board, mode of recovery of moneys due from employers, ~~protection~~

24
protection of amounts standing to the credit of
members against attachment, priority of payment
of contributions over other debts, and penalties.

(Kerala Gazette, Extraordinary, 24 August 1968
pp. 1-9)

56. Labour Administration

INDIA - September-December 1968

Twenty-first Year of Independence - Work in
the Field of Labour

An attempt has been made to recapitulate some of the important events and developments in the field of labour in this article which has appeared in September 1968 issue of the Indian Labour Journal. There are broadly in respect of recommendations of Wage Boards, extension of social security benefits under the Employees' State Insurance and Provident Fund Schemes, progress made under the Workers' Education Scheme, progress of the work of National Commission on Labour, consideration of numerous specific labour problems, etc.

From all reckonings, the preceeding year may well prove to have been a turning point in the development of the Indian Economy. True, it was a period of considerable strain: acute food shortages, rising prices, unabated industrial recession and the inevitable concomitant of unstable industrial relations. There were certainly tribulations but there were also signs of economic breakthrough. Indeed, the best news of the year came from the farms when agricultural production touched a new high during 1967-68. According to present indications, the production of food-grains is placed around 95 million tonnes as against last year's final estimates of 75 million tonnes. The phase of so-called 'Pause in Planning' ended and the overall approach to the Fourth Plan was enunciated by the Planning Commission and approved by the National Development Council. The latest annual Plan for 1968-69 has been announced and a major effort to solve the ills of the economy was in evidence as the nation steps into the next year with the main aim of the fourth Five-year Plan as 'Growth with Stability' in the forefront.

(Indian Labour Journal, No.9, September 1968)

INDIA - September-December 1968

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

Andhra Pradesh: Payment of Wages (Andhra Pradesh Amendment) Act, 1968 (Act No.21 of 1968)

The Government of Andhra Pradesh Gazetted on 26 October 1968 the text of the Payment of Wages (Andhra Pradesh Amendment) Act, 1968, which received the assent of the President on 11 October 1968. The Act which amends the Payment of Wages Act, 1936, in its application to the State of Andhra Pradesh, inserts a new section 15A after section 15 of the Act providing for exemption of court-fees in respect of proceedings under Sec.15. (Sec. 15 deals with claims out of deductions from wages or delay in payment of wages).

(Andhra Pradesh Gazette, Part IV B, Extraordinary, 26 October 1968, pp.1-2).

INDIA - September-December 1968

66. Strike and Lockout Rights

Essential Services Maintenance Ordinance, 1968
(No.9 of 1968)

The President of India promulgated on 13 September 1968 an Ordinance to provide for the maintenance of certain essential services and the normal life of the Community. The Ordinance provides that if the Central Government is satisfied that in the public interest it is necessary or expedient so to do, it may, by general or special order, prohibit strikes in any essential service specified in the Order. Such an order shall be in force for six months only, but the Central Government may, by a like order, extend it for any period not exceeding six months if it is satisfied that in the public interest it is necessary or expedient so to do.

Upon the issue of an Order under sub-section (1),-

(a) no person employed in any essential service to which the Order relates shall go or remain on strike;

(b) any strike declared or commenced, whether before or after the issue of the Order, by persons employed in any such service shall be illegal.

The term 'essential service' has been defined to mean -

(i) any postal, telegraph or telephone service;

(ii) any railway service or any other transport service for the carriage of passengers or goods by land, water or air;

(iii) any service connected with the operation or maintenance of aerodromes, or with the operation, repair or maintenance of aircraft;

(iv) any service connected with the loading, unloading, movement or storage of goods in any port;

(v) any service connected with the clearance of goods or passenger through the customs or with the prevention of smuggling;

(vi) any service in any mint or security press;

(vii) any service in any defence establishment of the Government of India;

(viii) any service in connection with the affairs of the Union, not being a service specified in any of the foregoing sub-clauses;

(ix) any other service connected with matters with respect to which Parliament has power to make laws and which the Central Government being of opinion that strikes therein would prejudicially affect the maintenance of any public utility service, the public safety or the maintenance of supplies and services necessary for the life of the community or would result in the infliction of grave hardship on the community, may, by notification in the Official Gazette, declare to be an essential service for the purposes of this Ordinance;

Any person who commences a strike which is illegal under this Ordinance or goes or remains on or otherwise takes part in, any such strike shall be punishable with imprisonment for a term which may extend to six months, or with fine which may extend to two hundred rupees, or with both.

Penalties are provided for instigation and giving financial aid to illegal strikes.

The provisions of this Ordinance and of any Order issued thereunder shall have effect notwithstanding anything inconsistent therewith contained in the Industrial Disputes Act, 1947, or in any other law for the time being in force.

(The Gazette of India, Extraordinary, Part II Sec.I, 13 September 1968, pp.659-662)

INDIA - September-December 1968

66. Strikes and Lockouts

17 Million Mandays lost in 1967

Answering a question in the Parliament Mr. Jaisukhlal Hathi, Minister for Labour, Employment and Rehabilitation said that a total of 17,197,000 mandays were lost in 1967 as a result of strikes and lockouts. Of these 14,653,000 were lost in the Private Sector undertakings out of these 10,565,000 mandays were lost due to strikes and 6583,000 due to lockouts.

According to provisional figures 9,646,000 mandays were lost due to strikes and lockouts this year between January and September, of these 8,471,000 mandays were lost in the private sector.

(The Times of India dated 21 December 1968)

INDIA - September-December 1968

67. Conciliation and Arbitration

Annual Report on the Working of the Central
Industrial Relations Machinery for the year
1966

The Central Industrial Relations Machinery which was set up early in 1945 has been engaged in the promotion of industrial harmony in the Central sphere undertakings namely Major Ports, Railways, Mines, Oil Fields, Banking and Insurance Companies, Defence Undertakings, Posts and Telegraphs etc. The main function of the machinery are:-

1. Enforcement of Awards and Settlements.
2. Enforcement of Labour Laws and rules.
3. General verification of membership of unions affiliated to the four Central organisations of workers namely INTUC, AITUC, HMS and UTUC.
4. Promotion of Statutory and non-statutory welfare measures of the Central sphere undertakings excluding Coal and Mica for which separate organisations exist.
5. Advise the Ministry of Labour and Employment and Rehabilitation and other employing ministries in Labour problems as and when required.
6. Promotion of Emergency Production Committees, joint Management Councils and Production Committees.

Industrial Relations.- During the year 1966 as many as 6102 industrial disputes were referred to the Organisation as against 5708 during the previous year. Of this 114 disputes were considered unfit for intervention by the Industrial Relations Machinery and 3585 disputes were settled without recourse to formal conciliation proceedings. Formal conciliation proceedings were held in 1844 disputes of which settlements were arrived at in

1075 cases and in the remaining 769 cases the proceedings ended in failure. At the end of the year 559 cases were pending disposal with the Central Industrial Relations Machinery as against 339 cases pending at the close of the previous year. Of the 769 cases where the proceedings failed 231 disputes were referred for adjudication.

The number of strikes rose to 374 during the year under report as compared to 249 in the previous year while the number of lockouts was only 5 as against 7 during the previous year. Of the 382 cases of threatened strikes reported during the year, strike was averted in 364 of 369 cases in which the Machinery intervened.

Implementation of Labour Laws.

a) Minimum Wages Act. The field officers of the Organisation carried out 2088 inspections and detected 13790 irregularities during the year. Of the 17346 irregularities awaiting rectification the employers rectified 13,809 irregularities during the year under review.

b) Industrial Employment Act:

b) At the beginning of the year 68 draft standing Orders were pending certification and 39 fresh applications were received for certification during the year. Standing Orders in the case of 30 of the 107 cases were disposed of during the year. Consequently, the number of establishments having certified standing orders rose from 1796 in 1965 to 1825 at the close of the year 1966.

c) Payment of Wages Act.

i) Railways.- The field officers of the organisation inspected 9327 establishments under the Payment of Wages Act and detected 18620 irregularities during the year. At the close of the previous year 6309 irregularities were pending rectification. Thus out of a total of 21501 irregularities awaiting rectification as many as 12767 irregularities were rectified by the Railways.

ii) Mines.- As regards Mines, 5062 inspections were carried out and 18782 irregularities were detected during the year. The managements rectified irregularities in 19291 cases (including those pending from the previous year) during the year under report.

32

d) Coal Mines Bonus Schemes.- Out of 856 working collieries, inspections were carried out in 795 collieries during the year as against 750 during the previous year. In all 2030 inspections were carried out and 3793 irregularities were detected. At the beginning of the year 1135 irregularities were pending rectification. Thus out of a total of 4928 irregularities 4025 irregularities were rectified by managements.

e) Hours of Employment Rules (Railways)
Officers of the Machinery inspected 8982 establishments and detected 79031 irregularities while 28108 irregularities were pending rectification from the previous year. Out of a total of 107,409 irregularities awaiting rectification, the Railway Administration rectified 57952 irregularities during the year ^{leaving} a balance of 49,457 irregularities at the close of the year.

Implementation of Awards and Settlements.-
In all 226 awards were received during the year out of which 117 were duly implemented, 36 were in the process of implementation at the close of the year and 51 awards did not require implementation. In 16 cases appeals were filed against the awards and stay orders were obtained of the remaining 6 cases, prosecutions were launched in 5 and in one case it was under consideration.

The total number of settlements arrived at in the course of conciliation proceedings during the year, including those pending implementation from the previous year was 1350. Of these 1162 settlements were implemented, 182 were in the process of implementation and in the case of 6 the settlements were not implemented. In 3 cases prosecution was launched while in another 3 cases prosecutions were under consideration. During the year under review 200 mutual settlements were reported to the Machinery. Of which 159 were implemented and 6 were in the process of implementation.

Other Activities.

a) Works Committees.- During the year under review 40 new Works Committees were constituted, 6 were revived and 39 ceased to function in the Central Sphere undertakings.

b) Production Committees. - At the beginning of the year 205 Production Committees were functioning in the Central Sphere undertakings, 4 were constituted and 2 became defunct.

c) Training of Officers. - The Central Institute for Training in Industrial Relations conducted three courses of three months duration each during the year. In these courses 53 officers participated of which 3 were nominated by the Governments of Philippines and Malaysia, 25 by the State Governments, and 25 by the Machinery.

(Indian Labour Journal - pp. 1656 to 1660 -
December 1968)

INDIA - September-December 1968

68. Labour Courts

Order for Reinstatement of Workers Revised

The Supreme Court allowed an appeal by M/s. Parry and Co., Calcutta against its workmen and affirmed the right of the Company to reorganise its business and retrench workmen who were rendered surplus as a result of this.

The court set aside the award of the Second Industrial Tribunal, West Bengal, holding that the Company had failed to establish a case for the reorganisation of its business and directing reinstatement of 52 employees retrenched by appellant. The Court also reversed the judgment of the Calcutta High Court that the errors in the award by the Tribunal could not be connected in proceedings for a writ of certiorari.

The appellant company decided to reorganise its business by giving up some of its agency work and concentrating on manufacturing only. As a result it found that 52 employees were surplus and gave them notice of retrenchment in June 1961. The Government referred the demand of the retrenched workmen to the Industrial Tribunal for adjudication.

The Tribunal did not accept the Workmen's plea of victimisation and also rejected the Company's case about the policy of reorganisation. As a result it dismissed the claim of the Company to retrench the workmen. In appeal the single Judge of the Calcutta High Court held that the Tribunal could not examine the propriety of the management's decision to reorganise its business. He remanded the case to the Tribunal for enforcing retrenchment. In the second appeal the Division Bench of the High Court set aside the judgment on the view that the High Court could not interfere in such a case in Writ proceedings.

35

The Supreme Court held that it was within managerial discretion to organise and arrange business in such a manner as the management considered best. So long as that was done bona fide, a Tribunal was not competent to question its propriety. The case was referred back to the Tribunal for the limited purpose of determining the retrenchment of 52 workmen on the principle of last come first go'.

(The Statesman - 28 November 1968)

INDIA - September-December 1968

71 . Employees and Salaried Intellectual Workers

Dearness Allowance of Central Government Staff merged with Basic Pay

The Central Government has merged the dearness allowance of its employees with the basic pay at the index level of 175 with effect from 1 December 1968. The present index is 215.

The following are the revised rates:

<u>Range of Basic Pay</u>	<u>Percentage of Mergere</u>	<u>Actual amount of DA being merged</u>	<u>Total DA received at present</u>
<u>Rupees</u>	<u>Percentage</u>	<u>Rupees</u>	<u>Rupees</u>
70-109	66	47	71
110-149	71	70	98
150-209	74	90	122
210-399	75	110	146
400-449	75	120	160
450-499	73	120	164
500-999	100	120	120

According to the Government spokesman the benefits due to this are four-fold - higher pensionary benefits, increased house rent allowance and travelling allowance and more city compensatory allowance. These will entail an additional financial burden of Rs.173.5 million during the initial stages and will increase by Rs.14 million every year until the index level stabilises in 10 to 20 years.

(The Times of India - dated 28 December 1968)

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS

71. Employees and Salaried Intellectual Workers

Madras: Central Dearness Allowance for all Government Employees

The Madras Government has raised the rates of dearness allowance for its employees with effect from 1 January 1969, so as to bring them at par with Central rates.

The increase ranges from Rs.6 to Rs.11 for the different pay groups and will be applicable to the employees of local bodies and teachers in aided institutions also.

There will be no change in the existing rates of dearness allowance payable to employees in the higher pay ranges.

The additional commitment to the Government on account of the revision in the dearness allowance rates is estimated at Rs.36 million in a full year and Rs.6 million in the current financial year.

(The Hindu - 12 January 1969)

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

INDIA - September-December 1968

Essential Services Maintenance Bill: Passed by Parliament

On 19 December 1968, Parliament passed the Essential Services Maintenance Bill. Earlier on the eve of the token strike by the Central Government Employees, on 19 September 1968, Government had promulgated the Essential Services Maintenance Ordinance 1968 (vide page to of this Report)

The Bill, replaces the Ordinance empowers the Government to ban strikes in any essential Services, including strikes by the Central Government Employees.

The Minister of State for Home Affairs who introduced the Bill reiterated that the Governments approach to the problem of its employees was ~~one~~ ^{one} of sympathetic consideration. The Government was anxious that its employees should not be made tools in the hands of politicians. In the course of the discussion, opposition members severely criticised the Bill. They pointed out that any limitation in any form of the right to strike went fundamentally against the interests of the working class, the national and industrial peace withholding Labour is the fundamental right of the working class. If a ban was imposed on this under any conditions, it would not only be anti-working class, but anti-fundamental right and anti-social legislation.

The Government agreed to reduce the life of the Bill from five years to three years.

The minister regretted his inability to bring in legislation regarding compulsory Arbitration and giving statutory status to the Joint Consultative Machinery along with the Bill.

(Hindustan Times dated 20-12-1968 and Trade Union Record dated 20-12-1968)

CHAPTER 8. MANPOWER PROBLEMS

INDIA - September-December 1968

81. Employment Situation

Employment Exchanges Working during October 1968

According to the Review of the Principal activities of the Director-General of Employment and Training for the month of October 1968, the position of negotiations, placements, live register, vacancies notified and employers using employment exchanges is shown in the following table:

Employment assistance

S.No.	Item	September 1968	October 1968	Increase (+) Decrease (-)
1.	Registration	3,36,127	2,90,378	(-) 45,749
2.	Placements	34,648	35,301	(+) 653
3.	Live Register	30,86,821	30,33,713	(-) 53,090
4.	Vacancies notified	54,460	60,250*	(+) 5,790
5.	Employers who used exchanges.	11,906	11,360	(-) 546

The total number of Employment Exchanges in the country at the end of October 1968 was 446.

Displaced Persons from East Pakistan.- 224 East Pakistan Migrants were registered with various Employment Exchanges during the month of October 1968 bringing the total number of EPMS so far registered to 44344. 46 migrants were placed in employment during the month bringing the total number of EPMS placed upto the end of October 1968 to 3245. The Live Register of East Pakistan Migrants stood at 10616.

Repatriates from Burma.- 400 Repatriates from Burma were registered at various Employment Exchanges during October 1968. 74 Repatriates were placed by various Employment Exchanges during October 1968. The Live Register of Burma Repatriates stood at 2556.

40

Repatriates from Ceylon.- 46 Repatriates from Ceylon were registered at various Employment Exchanges during October 1968. The Live Register of Ceylon Repatriates stood at 150. 5 Repatriates from Ceylon were placed in employment by Employment Exchanges.

(Review on the Principal Activities of the Directorate-General of Employment and Training for the month of October 1968: Ministry of Labour and Employment, New Delhi).

4)

81. Employment Situation

INDIA - September-December 1968.

Development of Young Human Resources in India

The proper development and utilisation of young human resources is of vital importance to all countries, developing and developed as it is the young persons who blossom forth into the citizens of the future and nourish, sustain and promote the well-being of the respective nations. This article which has been published in September issue of the Indian Labour Journal points out that while in the developed countries of Europe and America with their vast resources, there has been a steady and spectacular improvement in the condition of children and youth in all aspects such as facilities for education, health and nutrition, the same cannot be said of the developing countries which no doubt have been bestowing considerable attention for improving the lot of their youth and providing them with more and more facilities the efforts being put in and the results so far achieved by the developing countries could at best be considered as a good beginning. The author of this article details some aspects of the problems facing children and youth in India and the steps taken for promotion of their welfare by Government and other organisations, the various training and other facilities available for them, as well as their future prospects. The author is of the view that the youth in India are on the threshold of a new age. A bright future awaits them, affording opportunities for development according to their genius, capacity and capabilities. It is hoped that with the rapid economic development of the nation, the youth in India would contribute their due share to the prosperity of the nation.

(Indian Labour Journal, No.9, September 1968).

92. Legislation

Assam Tea Plantations Provident Fund and Pension Fund
Scheme, 1968

The Government of Assam published on 2 October 1968 the text of the Assam Tea Plantations Provident Fund and Pension Fund Scheme, 1968, made in exercise of the powers conferred under the Assam Tea Plantations Provident Fund and Pension Fund Scheme Act, 1955.

The Scheme provides for the composition of the Board of Trustees and Executive Committee and prescribes the procedure for filling up vacancies in the Board and for the disposal of business. Chapter II of the Scheme contains provisions regarding provident fund dealing with rate of contribution, procedure for collection, maintenance of members' accounts, procedure for withdrawal from the Fund, and advances from the Fund.

Chapter III of the Scheme contains provisions regarding pension fund. A Pension Fund shall be constituted with the approval of Government by transferring to it such amounts from the accumulated undisbursed interest account of the Provident Fund, as may be considered necessary by the Board. A member of the Fund on attainment of the age of retirement having completed the minimum period of ten years of continuous membership of the Fund shall be entitled to pensionary benefits calculated on the credit balance in the provident fund account on the date of his retirement in such scales and manner and with effect from such date as the Board may, with the approval of Government prescribe.

Member of Provident Fund retiring before completion of the minimum period of ten years of memberships of the Provident Fund, may be paid additional interest on their provident fund balance at such rate as may be decided by the Board.

Other provisions of the Scheme deal with preparation of annual report on the working of scheme, functions of inspectors and Government's power to issue directions for the proper implementation of the Scheme.

The Scheme repeals the Assam Tea Plantations Provident Fund Scheme, 1959

(Assam Gazette, Part II A, 2 October 1968, pp.2965-2988).

49

92. Legislation

INDIA - September-December 1968

Mysore: Employees' State Insurance Scheme
Extended to Certain Areas

In exercise of the powers conferred under the Employees State Insurance Act, 1948 the Central Government has appointed the 24th day of November, 1968 as the date on which the provisions of Chapter IV (except section 44 and 45 which have already been brought into force) and Chapter V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the villages specified below in the State of Mysore, namely:

Peenya, Hebbal, Nagasandra Village, Agrahara Dasarahalli, Herohalli, Nagasandra, Medaraling nahalli, Jakkasandra, Bilekanahalli, Koramangala, Bhattarahalli, Jayamahar Extension, Madanayanakanahalli.

(Notification No.S0 4202 dated 21 November 1968 the Gazette of India, Extraordinary, Part II Sec. 3, sub-sec. (ii), 21 November 1968, pp.1331-32).

92. Legislation

INDIA - September-December 1968

Working of Maternity Benefit Acts During 1966

The November 1968 issue of the Indian Labour Journal, contains a review of the Working of the Maternity Benefit Acts during 1966.

During the year under report, the percentage of establishments submitting returns to the total number of establishments governed by the State Acts/Central Act varied from 9.7 in Madhya Pradesh to 100.0 in Bihar, Uttar Pradesh and Pondicherry in respect of factories and 40.8 in Tripura to 100.0 in Bihar and West Bengal in respect of plantations.

Among the various States Kerala reported the largest number of cases in which maternity benefit was paid either fully or partially. Next in order came Mysore, Madras and Gujarat. In plantations, Assam reported the largest number of cases in which maternity benefit was paid during the year under review. The number of claims as well as the amount of maternity benefit paid was the highest in Kerala in factories. The proportion of women workers who were paid maternity benefits in full or in part in factories and plantations, to the total number of women workers who claimed such benefits during the year under review was fairly high in all states.

The percentage of claims to the total number of women employed in 'Factories' and in plantations was the highest in Kerala and West Bengal respectively. As compared to 1965, the overall percentage of claims to the total number of women employed were higher in factories and mines and lower in plantations, in 1966.

The average amount of benefit paid per case in factories varied from State to State, the highest (Rs.533.00) being in Uttar Pradesh and lowest (Rs.43.00) in Pondicherry. The average amount of maternity benefit paid per case during 1966 was Rs.107.00 Rs.115.00 and Rs.208.00 for factories, plantation and mines respectively .

The number of complaints received was the highest in Kerala in respect of factories as well as plantations. Prosecutions were launched only in a few cases as generally the violation of the Acts on the Rules thereof, which led to the complaints was reported to be of a minor nature.

(The Indian Labour Journal - Vol.IX No.11
November 1968 pp. 1530-1533).

List of Principal Laws Promulgated during
the period covered by the Report for September-
December 1968

INDIA - September-December 1968

CHAPTER 6. GENERAL RIGHTS OF WORKERS

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

Andhra Pradesh Payment of Wages Act
(Andhra Pradesh Amendment) 1968
(Act No.21 of 1968)

66. Strikes and Lockout Rights

Essential Services Maintenance
Ordinance 1968