

INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH
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Industrial and Labour Development in September, 1948.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - SEPTEMBER 1948.

11. Political Situation and Administrative Action.

Assam: Provincial Labour Advisory Board for Assam
constituted.

In pursuance of the resolution on Industrial truce adopted at the Industries Conference held in New Delhi in December 1947 (vide pages 22-31 of the report of this Office for December 1947), the Government of Assam has set up a tripartite advisory council known as the Assam Provincial Labour Advisory Board, consisting of 5 representatives each of Government, employers and employees, with the Labour Minister, Government of Assam, as chairman of the Board. The Government trusts that the Board will contribute to a great extent towards securing, promoting and guaranteeing such agreements between labour and management as will make contented and orderly advancement in industry possible.

(No. GLR. 38/48/15, dated 26 August 1948;
The Assam Gazette, Part II, dated
1 September, 1948, page 784).

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India: Central Advisory Council of Industries
constituted.

In accordance with the announcement by the Government of India ~~from~~ Resolution on Industrial Policy dated 6 April 1948 (vide paragraph 45, pages 52-56 of the report of this Office for April 1948), the Central Government constituted on 2 September 1948 a Central Advisory Council of Industries to assist Government in securing the maximum increase of industrial production and to advise it on specific questions relating to industry. The Council will consist of 68 members, with the Minister for Industry and Supply, Government of India, as Chairman and will be constituted as follows:- (a) 7 representatives of the Government of India, (b) 4 members of the Constituent Assembly (Legislative), (c) 9 representatives of the provinces, (d) 5 representatives of the major States or Unions of States, (e) 1 representative of the Federation of Indian Chambers of Commerce and Industry, (f) 1 representative of the Associated Chambers of Commerce and Industry, (g) 1 representative of the All-India Manufacturers' Organisation, (h) 6 representatives of labour, (i) 28 representatives of certain major industries, and (j) 5 members selected by the Government of India to represent industries or interests not otherwise represented.

The following industries are represented on the Council:
✓ (1) Coal; (2) Iron and Steel; (3) Cotton Textiles; (4) Ship-building; (5) Automobiles; (6) Machine Tools; (7) Electrical Engineering; (8) Structural Engineering; (9) Mechanical Engineering; (10) Basic Chemicals; (11) Fine Chemicals and Pharmaceuticals; (12) Non-ferrous Metals; (13) Cement; (14) Sugar and Power Alcohol; (15) Paper; (16) Glass and ceramics; (17) Jute; (18) Soap; (19) Leather and leather manufacture; (20) Rubber manufacture and plastics; (21) Woollen textiles; (22) Silk textiles; (23) Tobacco; (24) Vanaspati and processed foodstuffs.

The Council will have the following functions: (1) to advise Government generally on industrial policy; (2) to review periodically production in the major industries of the country and to advise Government on steps to be taken to secure the best use of existing capacity; (3) to advise Government on the allocation of raw materials in scarce supply; (4) to advise Government on the import of capital equipment and raw materials needed by industry; and (5) to ~~may~~ deal with specific problems which might be placed before the Council by the Government from time to time.

(The Gazette of India, Extraordinary, dated
2 September, 1948, pages 1421-1423).

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

INDIA - SEPTEMBER 1948.

21. International Governmental Organisations.

World Medical Conference: Dr. S.C. Sen appointed
Secretary for Asia.

Dr. S.C. Sen of New Delhi has been appointed assistant Secretary for Asia of the World Medical Conference, which recently held its second session in Geneva.

Dr. Sen represented the Indian Medical Association both at the first and the second session of the conference and was among the three members of the conference to be elected for a period of three years to the World Medical Council.

(National Herald, 19-9-1948).

India elected Member of International
Emergency Food Council.

India has been elected as one of the eleven members of the new International Emergency Food Council, at the recent meeting of the Council of the Food and Agricultural Organisation of the United Nations. The other members are Belgium, Brazil, Canada, China, France, Italy, Mexico, the United Kingdom and the United States.

(The Statesman, 9-9-1948).

International Civil Aviation and Meteorological
Conferences to be held in New Delhi in November,
1948.

Two international conferences - the International Civil Aviation Conference and the International Meteorological Conference - will be held in New Delhi, for the first time in Asia, during November 1948.

The Civil Aviation Conference, will be opened by Rai Bahadur N.C. Ghosh, Director, Civil Aviation, Government of India, on 10 November, 1948, and the Meteorological Conference will be opened by Dr. Bannerjee, Director-General of Meteorology, Government of India, during the third week of November.

(Amrita Bazar Patrika, 6-9-1948).

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22. Regional Institutions.

India - September 1948.

South-East Asia Regional Bureau of World
Health Organisation to meet in New Delhi
during October, 1948.

Member-States of the South-East Asia Regional Bureau of the World Health Organisation, it is understood, will meet in New Delhi during the first week of October, 1948.

The decision to hold this regional conference was taken some time back, and India has now extended invitations to the member-States to meet in New Delhi.

Among countries which have already been invited are Afghanistan, Ceylon, Burma, Siam and Malaya. Pakistan is not attending this conference since she has elected to be a member of the Middle East Regional Bureau.

(The Hindustan Times, 2-9-1948).

CHAPTER 3. PROFESSIONAL ORGANISATIONS.

INDIA - SEPTEMBER 1948.

31. Workers' Trade Union Movements.

Bombay: Working of Trade Unions Act during
1946-1947.

Number of unions and members.- During the year under review 80 unions were registered and the registrations of 11 unions were cancelled. The total number of registered unions at the end of the year stood at 184. Of these, 168 were provincial unions, 15 central unions and one federation. Returns were received from 126 provincial unions, 14 central unions and one federation. The central unions had, at the end of the year, 65,202 members as compared to 45,098 members at the beginning of the year. Over 90 per cent of these members belonged to six railway workers' unions. The provincial unions which submitted returns showed an increase of 44 per cent in membership. The following table gives the number and membership of unions by industries:-

Industry	Number of unions registered.	Number of unions submitting returns.	Number At the beginning of the year.	Number of members At the end of the year		
				Men	Women	Total
Railways and Transport other than						
Tramways..	15	9	2,791	9,456	4	9,460
Tramways...	1	1	..	3,030	..	3,030
Textiles...	36	31	106,157	129,420	$\frac{129,420}{21,059}$	150,429
Printing						
Presses....	9	5	2,149	3,472	34	3,506
Municipal..	9	6	8,575	6,117	1,254	7,371
Seaman.....	3	3	26,654	37,475	..	37,475
Docks & Port						
Trusts....	10	9	10,382	11,506	165	11,671
Engineering.	12	9	6,049	4,754	51	4,785
Miscellaneous.....	73	53	22,955	36,528	2,774	39,302
All Industries..	168	126	185,692	241,758	25,251	267,009

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Textile workers accounted for as much as 56.5 per cent of the total membership. Women, who formed about 9.5 per cent of the total membership, were spread over 60 unions. The highest concentration of women was in the textiles group where 28 unions accounted for 83.2 per cent of the total women membership.

Textile Labour Association.— The Textile Labour Association, Ahmedabad was the only Federation on the register, had 6 unions affiliated to it at the end of the year. Its income was 67,914 rupees and expenditure 68,850 rupees. It also had a political fund of 1,220 rupees. The Association paid 44,241 rupees by way of educational, social and religious benefits and granted other benefits, such as, funeral, old-age, sickness and unemployment benefits to the extent of 15,834 rupees.

Assets.— The total income of the provincial unions was 574,833 rupees and expenditure 489,750 rupees. The average income per union ranged from 957 rupees in the engineering group to 19,523 rupees in the seamen group. The average income for the textiles group was 9,620 rupees compared to 4,562 rupees for all unions. The average expenditure ranged from 952 rupees in the miscellaneous group to 10,664 rupees in the textiles group. The overall average was 5,887 rupees. Only one union maintained a political fund. The Central unions had an income of 210,565 rupees and an expenditure of 185,308 rupees. One union had a political fund of 225 rupees, the whole of which was spent during the year.

Unpaid subscriptions formed 29.4 per cent of the assets of the provincial unions and 21.9 per cent in the case of central unions. 71 unions had their accounts audited by qualified auditors, 54 by ordinary members of the unions and 6 by Municipal Councillors.

(Indian Labour Gazette, June, 1948).

Bihar: Working of Trade Unions Act
during 1946-1947.

Number of unions and members.— At the end of the year under review there were 111 trade unions on the register. Of these, only 47 unions submitted returns and showed a total membership of 35,585 as compared to 20,924 at the beginning of the year, an increase of about 70 per cent. The report points out that although model rules have been published for the use of trade union organisers, most of the unions applying for registrations failed to fill up the forms correctly. This resulted in much unnecessary correspondence and delay in the registration of unions. Prosecution was launched against 18 unions for non-submission of annual returns in time. 5 unions were fined. Cases against the rest of the unions remained pending at the close of the year. The table below gives details of membership of unions as classified by industries.—

	Number of unions on register.	Number of unions submitting returns.	At the beginning of the year.	Number of members		
				Men	Women	Total
Railway and Transport other than Tramways..	5	5	1,549	2,535	..	2,535
Engineering..	10	5	635	1,344	..	1,344
Printing Presses...	3	1	90	69	..	69
Textiles...	4	1	..	1,750	500	2,250
Municipal..	4	1	16	115	114	227
Collieries..	17	4	717	5,375	624	5,999
Miscellaneous.....	68	50	17,920	25,099	2,062	25,161
All Industries....	111	47	20,924	52,285	3,500	35,585

Women formed 9.5 per cent of the total membership. Their highest concentration was in the Miscellaneous group where 11 unions accounted for 2,062 members.

A frequency distribution of the unions according to membership shows that the largest number of unions namely 12, was in the group 500 to 999. No union had a membership of 5,000 or more.

Assets.— The total income of the 47 unions was 113,622 rupees and expenditure 89,129 rupees. The miscellaneous group accounted for an income of 96,020 rupees and expenditure of 72,395 rupees. The Jatanagar foundry workers' union had an income of 39,160 rupees and an expenditure of 39,502 rupees, which was the highest figure of income and expenditure recorded during the year.

Only one union was reported to have a political fund with a closing balance of 200 rupees.

(Indian Labour Gazette, June 1948).

9

United Provinces: Working of the Trade Unions Act during 1946-1947.

Number of unions.— At the close of 1946-47 there were 211 unions on the register in the United Provinces, of which 11 were central unions and one, a federation. There was a phenomenal increase in the number of unions, registrations of new unions during the period being 147 which is four times the number in the previous year. Of the provincial unions, 113 submitted returns and showed an increase in membership from 33,497 at the beginning of the year to 90,919 at the close of the year. The following table shows the number and membership of unions, submitting returns, classified according to industries:

Industry	Number of unions submitting returns	At the beginning of the year.	Number of members		
			Men	Women	Total
Transport...	2	138	434	..	434
Textiles....	17	12,650	27,657	639	28,296
Engineering.	9	1,231	1,997	..	1,997
Printing					
Presses....	9	2,141	3,184	..	3,184
Municipal...	4	205	751	190	942
Sugar.....	23	4,453	22,164	8	22,172
Miscellaneous	44	12,660	33,105	790	33,895
All Industries...	113	33,497	89,292	1,627	90,919

Assets.— The unions submitting returns had a total income of 241,464 rupees and an expenditure of 189,906 rupees. Death benefits, strike benefits, unemployment benefits and accident benefits were paid by a number of unions in varying degrees.

The central unions had a total income of 36,543 rupees and an expenditure of 25,449 rupees.

Activities.— The activities of the unions consisted mainly of ventilating the grievances of their members. In over 50 per cent of the representations, relief was said to have been obtained. Collective agreements were reported to have been arrived at in 233 cases. 5 of the unions are reported to have taken up statistical investigations on the working and living conditions of the workers. Breaches of labour laws were also taken up by some of the unions on behalf of the workers.

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West Bengal: Working of the Trade Unions
Act during 1946-1947.

Number of unions.— At the close of 1946-47, there were 601 unions on the register in West Bengal. Returns were received from 594 unions of which 259 were acceptable. The membership of these 259 unions showed an increase from 527,886 at the beginning of the year to 488,697 at the close of the year. The following table shows the number and membership of unions, submitting returns, classified according to industries:

Industry	Number of unions submitting returns.	Number at the beginning of the year.	Number of members		
			Men	Women	Total
Railway and Transport other than tramways...	25	117,998	236,100	455	236,555
Tramways...	1	7,572	8,554	..	8,554
Textiles...	52	55,488	56,323	4,469	60,792
Printing Presses...	5	6,440	8,281	..	8,281
Municipal...	9	11,444	11,846	307	12,153
Seaman.....	5	20,167	24,688	..	24,688
Docks and Port Trusts.	7	10,297	21,671	146	21,817
Engineering.	55	27,787	24,952	99	24,951
Miscellaneous.	120	70,698	88,201	2,920	91,121
All Industries.....	259	527,886	480,301	8,395	488,697

N.B.:— The figures shown in the table include 6 employers' unions which had, at the end of the year, a membership of 2,655.

Assets.— The total income of the unions was 2,381,646 rupees and expenditure 1,381,895 rupees. As much as 72.5 per cent of the income and 64.2 per cent of the expenditure were accounted for, by the 6 employers' unions alone.

11

Meeting of General Council of All-India
Trade Union Congress, Bombay, 19 and 20
August, 1948.

The General Council of the All-India Trade Union Congress met in Bombay on the 19 and 20 August, 1948, under the chairmanship of Mr. K.H. Joglekar, Vice-President of the Congress. The Council adopted a number of resolutions, the most important of which was one directing attention to "the virtual abolition of civil and trade union liberties all over India."

Resolutions: Repression against working class condemned.- The resolution on repression strongly condemned the Government of India and various provincial and States Governments for introducing various kinds of Public Security Measures giving extremely wide, arbitrary and unreasonable powers to the police to arrest and detain without trial any person who, in the opinion of the Government was undesirable. Criticising the present system of Government as "a negation of democracy", the resolution demanded that the Government of India should immediately: (a) repeal all Public Safety Acts, and other repressive laws; (b) release all persons engaged in working class movements who have been detained without trial; withdraw all warrants and orders pending against them; (c) restore the offices, papers, files, documents, etc., seized from various workers' unions; (d) restore all civil liberties including freedom of speech, association, meetings and the Press; (e) institute open and judicial enquiries in all cases of firings and provide compensation to the victims of firing and their relatives; and (f) give up all discrimination between the unions affiliated to the All-India Trade Union Congress and the Indian National Trade Union Congress.

✓ Government employees' organisations: Right to form unions stressed.- By another resolution, the Council welcomed the growing urge for organisation among all sections of Government employees, Central, provincial and State. It deplored the restrictions placed on these employees by various Governments and stressed it was as much the inherent democratic right of Government employees, as of any other class of wage earners, to freely organise themselves and no Government could be justified in restricting this right. The resolution urged the withdrawal of all restrictions upon the organisation of Government employees.

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Government's industrial policy: Nationalisation of all basic industries urged.- The Council, by a resolution, regretted that the Government had granted ~~an~~ "whole sale concessions" to the employers by agreeing that there would be no nationalisation for the next ten years. It further asserted that the policy of de-control had resulted in a steep rise in prices of all essential commodities and in lowering ~~of~~ the workers' standard of life. Emboldened by this policy, employers had everywhere launched a new offensive in the form of refusal to grant full compensation to the workers for the abnormal rise in the cost of ~~living~~ living and were making serious efforts to introduce reckless and unfair schemes of rationalisation, which were found to result in widespread unemployment. The A.I.T.U.C. fully accepted that the urgent need of the day was increased production, but this would be achieved only if the Government gave up its pro-capitalist policy and took early steps to bring about nationalisation of all basic industries, introduce workers' control over production, consumers' control over distribution and assure a minimum living wage, full social security and proper conditions of work to the workers.

✓ Profit-sharing detrimental to working class.- By another resolution the Council declared that profit-sharing schemes in different parts of the world ~~had~~ had proved that these schemes were detrimental to the working class interests and unity. They were meant to side-track the workers' struggle for nationalisation of the industries and abolition of the competitive system of production. The Indian working class as a whole ~~was~~ was interested in establishing a socialist system of production and distribution, and did not consider profit-sharing as a proper substitute for it, nor even a step leading towards it. For any profit-sharing scheme to be even temporarily useful to the workers, it was necessary to guarantee a living wage and adequate democratic control over production and distribution to the workers.

✓ Formation of Works Committees.- By another resolution the Council protested against attempts made by certain provincial Governments to establish Works Committees in various industrial concerns in a way which was unfair and undemocratic. Disregarding representation made on behalf of the AITUC that representatives of workers on Works Committees should be elected by ballot, in most places Works Committees had been formed with representatives of the IITUC which had no willing following among workers. Works Committees formed in this manner were likely to be used to secure agreements on vital matters which were not in the interests of workers. These Committees were also likely to become instruments of disruption, against genuine Trade Union organisations. The resolution urged Governments to change their policy and to form Works Committees on a democratic basis as representing all the workers in an industrial concern.

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As regards housing, the Committee passed a resolution expressing "its keen regret at the fact that the Government of India has made no appreciable headway with regard to its frequently reiterated plans for building a million houses in 10 years." The resolution reminded the Government that provision of suitable living accommodation for workers of all categories was one of the cardinal terms of the industrial truce, adopted by the Industries Conference in December 1947 (vide pages 22-31 of the report of this Office for December 1947) and that neglect or delay in implementing the housing programme would seriously jeopardize the operation of the truce. The Committee ~~insisted~~ wanted the Government to make an immediate declaration, in concrete terms, of the extent of activity in connection with the ~~existing~~ house-building programme for 1948.

On the subject of industrial disputes the Committee reaffirmed its faith in the policy underlying the industrial truce, and noted with satisfaction that there had been some improvement in production in certain sections of industry. The Committee, however, regretted that speedy action had not so far been taken on some of the recommendations of the Ninth Indian Labour Conference (vide ~~page~~ paragraph 11, pages 5-10 of the report of this Office for May 1948), relating to the implementation of the industrial ~~truce~~ truce resolution.

(The Statesman, 5-9-1948;
The Hindustan Times, 6-9-1948).

1948 Annual Convention of All-India Railwaymen's
Federation: Decision to take Strike Ballot if
Pay Commission's Recommendations are not implemented.

The 1948 Annual Convention of the All-India Railwaymen's Federation was held at Lilloah, near Calcutta, from 30 August to 2 September 1948, under the chairmanship of Mr. Jai Prakash Narain, President of the Federation. The Convention expressed dissatisfaction over the attitude of the Railway Board to the implementation of the Central Pay Commission's Report and also in respect of "the inordinate delay" to effect classification of scales. It drew the attention of the Government to what it ~~considered~~ considered to be "important anomalies" and lack of satisfactory classification of certain categories of staff, and asked the Government to satisfy the Federation on these demands by 31 October 1948. It further decided that, if no satisfactory reply was received from the Railway Board, a strike ballot should be taken by the General Council of the

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Federation in November 1948.

The convention asked for the revision of the system of cash and coin dearness allowance. It warned the Government that any attempt to close ^{the} ~~the~~ shops would be resisted by workers.

Presidential address: Creation of separate department to deal with railway award urged. - addressing the convention, Mr. Jai Prakash Narain warned railwaymen against the leadership of the Communists, who he said, were trying ~~to~~ to "drag railwaymen into action that has little to do with their organised struggle, and much with the furtherance of a political line, the line being disorganisation of the country's economic and political life and weakening of the Free Indian State". Under present conditions a general strike, except perhaps a token one would not only be disastrous to the country but would adversely affect the workers' organised might and solidarity. Workers, no doubt, had their grievances, but the same methods of organisation, peaceful agitation and negotiation, which railwaymen had used so far, would stand them in good stead in the future too. A worker should not lose sight of existing conditions and he could not be justified in asking for what was not within the means of the industry or the nation. Even under Socialism there were limits beyond which wages could not rise under given conditions.

The manner in which the ~~the~~ Railway Board conducted negotiations with the ~~the~~ Railwaymen's Federation was most unsatisfactory. He, therefore suggested the setting up, firstly, of a new department in the Railway Board to deal with labour ~~in~~ ~~the~~ problems and particularly with problems raised by the Federation, and secondly, of a permanent joint machinery representing both the Federation and the Board to deal with day-to-day issues.

The conditions of railway workers in States, were far from happy. The Federation had always visualised a unitary transport system for the ~~the~~ ~~entire~~ entire country under one authority. He had no doubt that such an authority should soon be created. This would give an integrated country-wide railway system with uniform standards and rates and be a source of larger revenues. During 1947 there had been many struggles of the employees of the State Railways in Jodhpur, Jaipur, Baroda and Mysore, etc. Pending the creation of a central authority, he emphasised that the Government of India should ensure that the same standards of pay and allowances were applied to the States' railway employees, as the ~~the~~ ~~Government~~ Central Government had accepted for its own.

He criticised the formation of a Federation of railway workers by the Indian National Trade Union Congress (vide paragraph 51, page 21, of the report of this Office for May 1948). "There was no justification for setting up a rival organisation" by some Congressmen in order that, "through it, Government might be able to control the railway workers". In the case of railwaymen, the Government itself

was the employer, and when the employer became the trade union boss too, there was no freedom of action left for the employees. In conclusion, he appealed to the Government to take the workers into its confidence and make them feel, not by word but deed, that the railways were a national and a joint undertaking. If corruption had to be fought and efficiency and production raised it could be done only through the willing co-operation of the men and their unions. The railways were a nationalised industry, but they were still being run bureaucratically and entirely from the top. This must be ~~changed~~ changed and the workers' initiative must be developed and a machinery for their participation in running the railways should be devised.

(Amrita Bazar Patrika, 31-8-1948;
The Statesman, dated 3-9-1948).

Two Major Railwaymen's Organisations in
East India amalgamated.

At a meeting held in Allahabad on 25 August 1948, the East Indian Railwaymen's Union and the East Indian Railway Employees' Association decided to amalgamate into one organisation to be known as the East Indian Railway Employees' Union. The new union claims a membership of over 100,000 members.

(National Herald, 27-8-1948).

✓ Asian Central Body for all Trade Unions:
Preparatory Committee set up for All-Asian
T.U. Conference in China in 1949.

Added The formation of a central body of all national organisations of trade unions in Asian countries with a view to co-ordinate and strengthen their activities is being sponsored by various delegates who represented Asian Workers' Organisations ~~held~~ at ~~San~~ the 31st Session of the I.L. Conference held at San Francisco during June-July 1948. In this connection a Preparatory Committee has been formed to draft the constitution of the proposed central body and to take such other steps as may be considered necessary from time to time. It is proposed to hold an inaugural conference of delegates representing national organisations of trade unions in Asian countries, in China in 1949 for the purpose of establishing such a central body; and a reception committee has been formed for the purpose.

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The Preparatory Committee consists of Mr. Liu Sun-shang (China), Mr. Thakin Lwin (Burma), Mr. Ohi (Indonesia), Mr. Cristobal (Philippines), Mr. Aftab Ali (Pakistan), Mr. Sedahi (Iran), Mr. Harihar Nath Shastri (India) and Mr. Devan Sen (India).

In an appeal to the workers of Asia, the Committee declares that the necessity for forming such an organisation has arisen from the fact that, with the attainment of political and freedom in almost all the countries of Asia, the struggle of the workers has passed into its next and final phase. It is the duty of the union leaders to secure for the millions of Asia freedom from hunger, unemployment and ignorance, and to ensure the right of freedom of association, democracy and peace. It is also necessary to establish a society from which exploitation, political and economic, and the anti-social concentration of power in any form or shape are completely eliminated. The appeal urges the national organisations of trade-unions in Asia, to help to make the forthcoming conference in China a success by sending delegates from each of the national organisations. It also solicits other International Federations of Labour, all over the world, to give their moral support by sending fraternal delegates to the forthcoming 1949 conference.

The convener of the Preparatory Committee of the 1949 China Conference is Mr. Devan Sen, M.L.A., 115 E, Dharamtalla Street, Calcutta, and the Chairman of the Conference's Reception Committee is Mr. Liu Sun-shang (China).

(Anrita Bazar Patrika, 17-9-1948).

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CHAPTER 4. ECONOMIC QUESTIONS.

INDIA - SEPTEMBER 1948.

41. Industrial and Mining Production.

Fall in Tata's Iron and Steel Production in
1947-1948: Directors' Report blames
Labour.

The annual report presented by the Directors of the Tata Iron and Steel Co. Ltd., for the year ended 31 March, 1948, revealed that the disposable profits for the year amounted to 15.8 million rupees. The Works profits for the year under review were disappointingly low in comparison with the previous year. This was due to lower production and despatches and higher costs, arising mainly from labour unrest, shortage of essential materials and stores and transport difficulties.

Fall in production.— The output of the main products under all heads was less than in the previous year. The comparative figures are set out below:

	1947-48 Tons	1946-47 Tons	Decrease Per cent
Coke.....	955,000	960,000	2.8
Pig Iron.....	956,000	1,075,000	11.0
Steel Ingots.....	901,000	1,029,000	12.4
Saleable Steel.....	664,000	753,000	11.8

The total number of tools produced at the Agricco Works was 2,607,000 as against 2,892,000 in the previous year.

Labour unrest.— The report regretted that, in spite of two wage increases during the year—introduction of a revised wage structure and a profit-sharing scheme from 1 April 1947, involving an additional expenditure of 10 million rupees for the Company and a further revision of grades with effect from 1 August 1947 — accompanied by simultaneous increase in dearness allowance, food rebate, etc., no improvement in output took place. The deterioration in labour conditions which began in May 1947 caused a heavy fall in the finished steel output which averaged 55,500 tons per month as compared with 62,750 tons per month in the last year.

In accordance with the revised profit-sharing scheme, 22½ per cent of the profits, representing the profit-sharing bonus for 1946-47, were distributed to labour on the basis of salary earned on 31 March, 1947.

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Decrease in Steel Production:
Charges against Labour refuted.

Reviewing the report of the Directors of the Tata Iron and Steel Co.Ltd., for 1947-48, an article appearing in Janata, organ of the Socialist Party of India, dated 19 September, 1948, maintains that the causes for the fall in production of iron and steel during the year seem to be mainly managerial and technological, connected with the working of the blast furnaces, the supply of materials, and policy regarding production. Labour was hardly responsible for the drop in the output of blast furnaces.

In fact, the article says, the efficiency of the workers of the steel company was amply demonstrated when they worked the entire plant by themselves in the middle of 1947 when due to strained conditions, the supervisory staff absented themselves from duty for some days. The decrease in production was ~~mainly~~ due to the fall in output at the very first stage of iron-smelting. This was because during 1947-48 only three furnaces were working, while during the previous year, three blast furnaces worked throughout the year and a fourth one for ~~ninth~~ eight months in the year.

(Janata, dated 19-9-1948).

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India: Iron and Steel Advisory Committee
Constituted.

A Resolution, dated 18 September 1948, of the Ministry of Industry and Supply in the Government of India, announced the decision of Government to reconstitute the existing Iron and Steel Control Board and to entrust to it certain functions. The Board will be renamed as the Iron and Steel Advisory Committee and will be composed of 19 members including one representative of the Tata Workers' Union, Jamshedpur.

Functions.— The Committee will advise the Government of India on all matters relating to the control over production and distribution of iron and steel generally, and, in particular, on the following:—

(1) Supply of coal to the Steel Industry and its equitable distribution among the various steel works. (2) Provision of ~~minimum essential requirements for steel works~~ transport facilities (a) for supply of raw materials required by steel works; and (b) for regular despatch of finished steel from steel works in order to avoid congestion at the producers' yards. (3) Labour problems relating to the steel industry. (4) Steel Imports. (5) Policies laid down by the Government of India regarding the production and distribution of steel. (6) Any matter referred to it specifically for advice by the Government of India or the Iron and Steel Controller. The Committee will be convened by the Secretary at least once a month, or oftener, if necessary.

(The Gazette of India, Part I Section 1, dated,
18 September 1948, pages # 1153-1154).

Pakistan: Varsak and Mianwali Hydrel Schemes:
Rs. 90 million sanctioned by Central Government.

According to a statement made at Lahore on 2 September 1948, by the Minister for Revenue, Government of West Punjab, the Central Government has agreed to give a subsidy of 90 million million rupees to the Governments of the North-West Frontier Province and the West Punjab for putting into operation five hydrel schemes for the rapid industrialisation of Pakistan.

It is understood that top priority is to be given to the Frontier Government's Varsak project which would irrigate vast arid lands of the North-West Frontier Province and generate electrical energy for both the provinces.

After the Varsak project has been launched the West Punjab Government would put into operation the Mianwali project, which the Minister stated would generate thousands of kilowatts for industrialising the hitherto untapped resources of Pakistan.

(The Civil and Military Gazette, 3-9-1948).

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Pakistan: Central Engineering Authority set up.

The Government of Pakistan has set up a Central Engineering Authority under the chairmanship of Mr. Mohsin Ali. The organisation incorporates the former offices of the Electrical ~~Commissioner~~ Commissioner, the Central Technical Power Board and the Central Waterways, Irrigation and Navigation Commission. The Central ~~an~~ Engineering Authority, comprises four branches, each under a director. Its chief function will be to co-ordinate the engineering activities of the provinces and States, and to assist them in the preparation of water control, electrical power, drainage, irrigation and navigation schemes. The Authority will advise the Central Government on the settlement of disputes between provinces and/or States and assist it in promoting legislation regarding matters within its purview.

Control of water and waterways.- As regards control of water and waterways, the authority will deal with the following problems in particular: (i) prevention and control of floods; (ii) prevention of erosion and soil conservation; (iii) prevention of waterlogging, and reclamation of waterlogged lands by drainage, pumping and other methods; (iv) improvement of drainage; (v) development of irrigation facilities from rivers, storage reservoirs, and wells; and (vi) development of navigational facilities.

Co-ordination of power development.- The Authority will also co-ordinate the development of electric power, and assist the provinces and States in the investigation, survey, preparation and execution of thermal power schemes and hydro-electric projects. It will aim at the adoption, as far as possible, of a uniform policy in respect of procurement of plant, generation, transmission and distribution of electricity, and for building up model tariff structures. It will collect and publish statistics on national power resources, and act as a clearing house for information on all matters relating to power availability, both present and prospective. It will also be responsible for making recommendations regarding the grant of import and export licences for electrical plant, and advising the Iron and Steel Controller, the Petroleum Officer and the Coal Commissioner regarding allocations of steel, oil, coal and other fuel to the various thermal power stations.

(The Civil and Military Gazette, 8-9-1948).

Pakistan: Woollen Industry to be set up in Tribal
Areas: Scheme sanctioned.

The Government of Pakistan has sanctioned a scheme for the establishment of a small woollen factory in the North West Frontier tribal belt. The question whether the factory should be run on a co-operative basis or administered by an experienced officer is still under consideration. An official of the West Punjab Government is being deputed to select a suitable location and ascertain the quantity of wool available.

The ~~factory~~ factory is likely to be set up within two months. About 200 nomadic Pathans will be benefitted by the project.
(Dawn, dated 28-9-1948).

42. Production and Export of Agricultural Products.

India - September 1948.

India: Agricultural Ministers' Conference,
New Delhi, 8 and 9 September 1948.

A conference of provincial and States Ministers of Agriculture ~~is~~ convened by the Government of India was inaugurated at New Delhi on 8 September 1948, by Mr. Jairamdas Daulatram, Minister for Food and Agriculture, Government of India. The conference which sat for two days decided to accept the general principles of the recommendations of the Agricultural Prices Committee on stabilisation of agricultural prices (vide pages 36-39 of the report of this Office for July 1946), to create a central pool of surplus seed, to centralise the purchase of imported agricultural machinery and to take other steps to increase food production in India.

Food Minister's address: plea for self-sufficiency.- Opening the conference Mr. Jairamdas Daulatram, ~~the~~ Minister for Food and Agriculture, said that while expecting an improvement in supplies from abroad, India should plan her food production largely on the basis of such means and methods as were available within the country. With determined effort backed by adequate financial support and organisational efficiency India, he felt, could before long free herself from anxiety in regard to food. Accordingly, he suggested that the provinces should so plan their food production programme as to be independent of any aid from the Centre by 1952, "except under circumstances of an unexpected natural calamity".

Referring in particular to the effects on the food situation of the partition of India, the Food Minister stated that the partition of the country had left the Indian Dominion with a greater proportion of population and lesser facilities for agriculture. India had retained 77.7 per cent of undivided India's population but only 75.1 per cent of the area, 72.5 per cent of the rice acreage, 70 per cent of the wheat acreage and 70 per cent of the irrigated area. This had created additional ~~difficulties~~ difficulties for the Indian Union since 1947, and yet the example of a country like China could help India to realise that even this reduced area could maintain a much larger population. In the Indian Union only half an acre

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was under food grains per pers^m but in China only one-fourth of an acre was under food grains and yet China supported a population which was probably 30 to 50 per cent more numerous than India. The example of other countries showed that each acre in India could produce at least three times what it was producing today. Further, vast areas of waste lands in India needed reclamation by mechanical means and large schemes of irrigation were under execution. All these needed to be pushed through. Referring in particular to the part which co-operative organisations can play in furthering India's food production plans, the Food Minister stated that a programme of doubling the rural co-operative societies within the next year or two would be a valuable aid to the production plans.

Resolutions.— Meeting on 9 September 1948, the conference adopted a number of resolutions. The more important among them are noticed below:—

Agricultural prices.— On this subject the conference suggested the acceptance of the general principles underlying the recommendations of the Agricultural Prices Committee, that agricultural prices should be stabilised at a level fair to the producer and the consumer and that undue price fluctuations should be avoided. But, the conference felt, the present time was inopportune for putting into operation the entire machinery recommended for the purpose by the Agricultural Prices Committee. It therefore, recommended that steps should be taken to establish a nucleus which may in due course develop into a full-fledged organisation for implementing the principles. A Central organisation should be set up for initiating immediately investigation into the cost of production of crops to get data for fixing of fair prices. A Government controlled organisation for dealing with certain selected commodities in respect of which price-support operations are feasible in the near future should be set up. The implications of appointing an all-India Agricultural Prices Council and the Price Determination Commission and the suitable time for such appointment should be examined by Government.

Food production.— The conference recommended that the States and Unions of States should be brought into the food production plans and suggested that the work of revising and fixing targets of food production for the various provinces, States and Unions of States, should be completed by the Central Government by 15 November, 1948.

Consolidation of holdings favoured.— As one of the major impediments to the satisfactory use of improved methods of agriculture in India is the smallness of the holdings, the conference urged that every step for consolidating them and for forming joint units of cultivation should be pushed through with vigour.

Maximum use of indigenous resources.- The conference urged that the number of seed farms or agencies for seed production in each province or State should be increased so as to supply the entire cropped area with improved seed as early as possible. In view of the need for equitable distribution of materials and machinery, the conference recommended that a central pool be created of declared surpluses of seeds and that the formation of provincial resources committees, recommended by the Provincial Food Ministers' Conference held in April 1948, should be accelerated. The purchase of imported machinery should be centralised to the extent possible.

Forest policy.- The conference recommended the creation of a Central Board of Forestry with representatives of the Centre, the provinces and States of the Union with such powers and duties as may be agreed upon, in order to secure the implementation of a co-ordinated forest policy dealing with inter-provincial and national matters.

Agricultural census.- On the question of ~~the~~ a world census of agriculture, the conference recommended that India should co-operate with the FAO in organising ^{such a} census.

(The Statesman, 9 and 10-9-1948).

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C.P. and Berar: "Grow More Food" programme
to be intensified.

The Central Provinces and Berar Government has formulated proposals to intensify the "Grow More Food" programme during the next five years, with a view to step up food production by at least 200,000 tons.

In this connection the Agriculture Department has formulated many schemes in the post-war reconstruction plan. A few of these have been sanctioned and have come into operation, but the more important development schemes are still awaiting Government's sanction.

For the execution of the various development schemes, a large increase in the personnel of the Agriculture Department is necessary and the Central Provinces and Berar Government has already started classes for training agricultural overseers, demonstrators, etc.

Scheme for development of marketing.— The Government has sanctioned a scheme for the development of marketing in this province. Although this province has an Agricultural Produce Markets Act, many of the important markets of agricultural produce are still functioning under the Municipalities' Act and irregularities and malpractices are not altogether absent. It is expected that the scheme recently sanctioned will help to bring all these ~~markets~~ ~~under~~ ~~the~~ ~~control~~ ~~of~~ ~~the~~ ~~Agricultural~~ ~~Produce~~ ~~Markets~~ ~~Act~~ and improve marketing conditions in the province.

Some of the other schemes awaiting the Government's sanction are: (i) production of high yielding and disease resistant seed varieties, (ii) establishment of a number of machine and tractor stations at important centres for hiring out tractors and other agricultural machinery to cultivators at reasonable rates, (iii) reclamation of land rendered uncultivable by bars by the use of deep-ploughing tractors, (iv) establishment of seed stages in each tashil and (v) introduction of co-operative farming.

Assam: Advisory Council for increased food production set up.

The Government of Assam has recently set up an Advisory Council for increased food production. This Council which consists of fifteen members includes the Ministers for Food and Agriculture, the Directors of Agriculture and Supply Departments and the Economic Adviser to the Government of Assam.

Functions of the Advisory Council.- According to the orders of the Government, the functions of the Advisory Council are the following: (i) Improvement in the organisation of the Agricultural Department. (ii) Suggestions as to the coordination of the activities of the non-official committees ~~at~~ that will be set up. (iii) Suggestions for improvement of the present statistical machinery regarding agricultural ~~production~~ production. (iv) Suggestions with regard to organisation for mechanized agriculture. (v) ~~Fixa-~~ Fixation of target for production. ~~(vi)~~ (vi) Review of the work that is being done.

The first meeting of the Advisory Council was held at Gauhati on 7 and 8 January 1948. The Council is expected to meet monthly at different centres in the province.

(Indian Farming, March 1948).

44. Prices and Cost of Living.

India - September 1948.

Textile Control in Bombay: Government's New Plan.

Mr. Dinkarrao Desai, Minister for Law and Civil Supplies, in the Government of Bombay announced at a Press Conference at Bombay on 2 September 1948 that the Government of Bombay has decided to take over the entire provincial quota of cloth and to distribute it through Government-controlled shops. It may be recalled in this connection that under the new textile policy announced by the Government of India on 31 July 1948 (vide paragraph 44 pages 17-18 of the report of this Office for August 1948) the Central Government will control the production of the mills, allocate it between the various Provinces and States, and fix fair ex-mill prices of cloth based on the ~~recommendations~~ recommendations of the Tariff Board.

Bombay Government's scheme.- The main features of the scheme that the Bombay Government now proposes to introduce are (i) simplicity and reduction of the number of intermediaries handling cloth, and (ii) encouragement to co-operative societies. Multiplicity of agencies is to be avoided by appointing one single distributor at each important producing centre and one single wholesale agency in each district as well as by restricting the number of retail shops. Co-operative organisations are to be given a large ~~number~~ share of the trade/both at the wholesale and retail stages.

Wholesale and Retail distribution: Preference to Co-operative agencies.- Under the scheme, wholesale distributors will be appointed at the main producing centres of Bombay, Ahmedabad and Sholapur. Their function will be to purchase the provincial quota from the mills at these centres, store it, and ultimately despatch to the various districts their respective quotas under instructions from the provincial Textile Controller. The ~~distributor's~~ distributor's margin will be not more than 1½ per cent over the ex-mill price.

In the districts it is proposed to appoint a single wholesale agency. In selecting the agency preference will be given to a co-operative institution. In case ~~no~~ ~~reliable~~ a reliable co-operative institution is not forthcoming to work as district wholesaler, the work will be entrusted to an association of wholesalers working as a body. The district

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wholesale agency will select the quota of the district, pay for it and will make arrangements to receive it at such convenient centres in the districts as are prescribed by the District Magistrates. The district wholesaler will be given a margin not exceeding $1\frac{1}{2}$ per cent plus the actual freight charges.

As regards retail distribution the number of retail shops will be restricted to as few as possible. In selecting retail agencies preference will be given to ~~reliable~~ reliable co-operative societies. Where co-operative societies do not exist or are not forthcoming to do the work, an association of retail traders will be asked to nominate the required number of shops. The margin of the retailer will not exceed $7\frac{1}{2}$ per cent.

The distribution of cloth to individuals will be made on the basis of cloth cards or coupons, which will be issued to every family or individuals. The actual quantum to each individual will be determined after the provincial quota is fixed. The Government proposes to fix the retail price for the medium and coarse counts at $12\frac{1}{2}$ per cent over the ex-mill price.

(People's Raj, Government of Bombay,
11-9-1948).

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Family Budgets of Plantation Workers in Assam,
 Bengal and Mysore: Reports published.

The Tea Plantation Labour Conference in January 1947 (vide pages 5-7 of the report of this Office for January 1947) discussed, among other matters, the question of a fair wage for plantation workers. To have a basis for the revision of the wages, it was decided to conduct rapid family budget enquiries in tea, coffee, and rubber estates in Assam and Bengal, South India and the States of Mysore, Travancore and Cochin. The enquiries in Bengal and Assam were conducted early in 1947 by the Government of India and in Mysore by the State Government. The following facts are taken from the summaries of the reports published in the May and June 1948 issues of the Indian Labour Gazette.

Number of budgets collected.— The following table shows the number of budgets collected and the number of budgets accepted:—

Name of Region.	Total number of budgets collected.	Total number of budgets accepted.
Surma Valley	212	209
Assam Valley	570	560
Bengal	298	279
Mysore	105	

Nine out of the 209 budgets accepted in the Surma Valley were those for single persons. In Mysore 15 estates in all, representing 5 per cent of the total acreage under coffee plantations, were selected.

Composition of average family.— The table below shows the composition of the average family and the number of wage earners therein:

Name of Region	Composition of the family				Total	Number of wage earners in the family.				
	Men	Wo- men	Boys	Girls		Men	wo- men	boys	gir- ls	Total
Surma Valley..	1.26	1.25	1.07	1.01	4.57	1.11	0.81	0.22	0.15	2.29
Assam Valley..	1.25	1.19	0.89	0.86	4.15	1.17	0.96	0.16	0.15	2.44
Bengal	1.15	1.21	0.82	0.98	4.16	1.06	0.93	0.21	0.32	2.52

In Mysore an average family of a worker consisted of 3.58 persons— 1.15 men, 1.20 women and 1.25 children. The size of the family varied from 2.15 (in the lowest income group viz., 3 rupees per week) to 4.70 (in the highest income group, viz., 11 rupees and above). One of the most important features was

the large ~~number~~ number of women employed, ^{and,} of the 2.55 earners out of 3.58 persons in the family, 1.13 were men, 1.03 women and 0.37 children.

Average weekly income.— The average weekly income of the family was 11 rupees 3 annas 7 pies in ^{the} Surma Valley, 10 rupees 13 annas 1 pie in ^{the} Assam Valley, 13 rupees 5 annas 2 pies in Bengal and 4 rupees and 1 anna in Mysore. In Mysore the per capita income was 1 rupee 2 annas and ~~and~~ 1 pie. The income per earner per week came to 1 rupee 9 annas and 8 pies. Income by way of employment in the estates formed 82.4 per cent of the total in the Surma Valley, 95.4 per cent in the Assam Valley and 95.7 per cent in Bengal. The rest of the income was made up from other sources such as cultivation of land, selling vegetables and firewood, etc. The income from the estates is composed of wages, dearness allowance, bonus, and concessions in kind. The latter formed 23.5 per cent in Surma Valley, 27.5 per cent in Assam Valley and 24.5 per cent in Bengal. In the Assam Valley the head of the family contributed 2 rupees 13 annas and 8 pies or 25.8 per cent to the family pool, the rest being earned by the other members. The contribution of the family head in Bengal was 5 rupees 9 annas and 9 pies per week.

Expenditure.— In the Surma Valley, the average weekly expenditure of the family on food was 8 rupees 8 annas and 8 pies or 77 per cent of the total weekly expenditure. The ~~average weekly expenditure on food per adult consumption unit was 2 rupees 6 annas and 1 pie.~~ ^{average} average weekly expenditure on food per adult consumption unit was 2 rupees 6 annas and 1 pie. Except in the lowest income group (below 5 rupees) in which there ~~was~~ ^{were} only 9 budgets, the amount spent on food per consumption unit was more or less constant in the various income groups. In the Assam Valley the expenditure per week per adult consumption unit was 2 rupees 5 annas and 10 pies. In Bengal the average weekly expenditure of the family on food came to 9 rupees 8 annas and 4 pies or 77.42 per cent of the total. The average weekly expenditure per consumption unit was 2 rupees 13 annas 8 pies. An analysis of the income and expenditure for Mysore shows that while the average weekly income per family was 4 rupees 1 anna, the average weekly expenditure ~~was~~ ^{were} 5 rupees 14 annas and 6 pies.

The report for Assam and Bengal ~~also~~ also gives the results of a wage census conducted in these regions to supplement the family budget enquiry. The average monthly income per worker on rolls in 1946 was, according to this census, as follows:—

	Surma Valley			Assam Valley			Bengal.		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
Men.....	12	6	3	13	15	3	16	14	8
Women.....	10	0	8	12	1	5	15	8	1
Children.....	8	12	3	9	8	3	8	15	8

31

Undivided India's per capita Annual Income:
Rs. 198 during 1945-46.

Mr. K.C. Neogy, Finance Minister, Government of India, replying a question in the Constituent Assembly (Legislative) of India during its recent session stated that, according to an estimate made by the Ministry of Commerce at the request of the United Nations Secretariat, the annual income per head during 1945-46 for undivided India was 198 rupees, and that if provinces of the Indian Dominion alone were considered, this figure would increase to 204 rupees. Corresponding figures for other countries were: Australia, 1,799 rupees; Canada 2,868 rupees; United Kingdom 2,355 rupees; and United States of America 4,668 rupees.

Mr. Neogy added that there was no intention of fixing a target for the per capita income in the country, but that Government's policy was directed ~~xxx~~ generally towards raising the standard of living to the highest possible level.

(The Employers' Federation of India,
Industrial Bulletin, No. 522, 13-9-1948).

84

Experts' Report on Economic Situation published:
Government's Policy Statement to be announced
soon.

Reference was made at paragraph 44, pages 19-20, of the report of this Office for August ~~1948~~ 1948, to the all-round increase in prices all over India following the introduction of gradual decontrol, and to the Government's proposal to hold a series of conferences with experts with a view to evolving measures to curb these inflationary trends.

In accordance with this proposal, meetings were held with various experts during the latter half of August 1948, and on 2 September the Government released summaries of reports submitted by industrialists, economists, Government advisers, labour leaders, bankers and the views of Mr. Ranga (Peasants' leader) and Mr. Jai Prakash Narain (Leader of the Socialist Party).

In all the reports (annexure 441) the greatest common measure of agreement is expressed in regard to steps to secure increased production--controls over essential articles, slow-down in prohibition plans, economy in Government expenditure, liberalization of import policy and the ways to mop up surplus purchasing power.

When the debate on the non-Official resolution urging the setting up of a commission to investigate the causes of inflation was resumed in the Constituent Assembly of India (Legislative) on 3 September 1948, the Prime Minister pointed out that the various reports submitted to the Government were being studied and that the Government's decisions thereon would be published soon. The resolution was subsequently withdrawn by its sponsor Pt. Gobind Malaviya.

(The Hindustan Times, 3-9-1948;
The Hindu, dated 4-9-1948).

33

45. Economic Development and Control.

India - September 1948.

Burma: The Union Bank of Burma (Amendment)
Bill, 1948.

With the independence of Burma, India and Burma became two independent sovereign countries. The Government of the Union of Burma has therefore decided that, with effect from 1 July 1948, Indian currency notes should cease to have legal tender status in the Union of Burma. To give effect to this decision, the Government of the Union of Burma has published on 4 September 1948 the Union Bank of Burma (Amendment) Bill, 1948, effecting the necessary amendments to the Union Bank of Burma Act, 1947.

(The Burma Gazette, Part I, dated
4 September 1948, page 766).

54

India: The Essential Supplies (Temporary Powers)
(Amendment) Bill, 1948.

The Government of India gazetted on 11 September 1948, the Essential Supplies (Temporary Powers) (Amendment) Bill, 1948.

The Statement of Objects and Reasons appended to the Bill states that in order to tighten up the machinery for the enforcement of the control on cotton textiles, it is proposed that in cases involving a contravention of any Order issued under the Essential Supplies (Temporary Powers) Act, 1946 (XXIV of 1946) in respect of cotton textiles, the trying Court shall (1) award a sentence of imprisonment to the offender, and (2) order ~~and~~ the forfeiture of the property in respect of which contravention of the Order has taken place. The Bill is designed to give effect to these proposals by amending the proviso to section 7(1) of the Essential Supplies (Temporary Powers) Act, 1946 (vide pages 46-47 of the report of this Office for November 1946).

The Bill was passed by the Constituent Assembly of India (Legislative) on 4 September 1948.

(The Gazette of India, Part V, dated
11 September 1948, page 692;
The Statesman, dated 5-9-1948).

Assam: The Assam Land (Requisition and Acquisition)
Bill, 1948.

The Government of Assam published on 25 August 1948, the Assam Land (Requisition and Acquisition) Bill, 1948, which it proposes to introduce in the Assam Legislative Assembly.

The Statement of Objects and Reasons appended to the Bill states that great difficulties were experienced by Government servants not only in the matter of finding accommodation for themselves in big towns in the province but also in securing godowns for storage of rice, paddy and other essential commodities. The Bill seeks to make such accommodation available for public purpose most expeditiously by means of requisition and, if lands and houses so requisitioned are found pre-eminently suitable for Government purpose, the Bill also provides for their acquisition.

(The Assam Gazette, Part V, dated
25 August 1948, pages 124-128).

25

India: The Reserve Bank (Transfer to Public
Ownership) Act, 1948.

The Reserve Bank (Transfer to Public Ownership) Act Bill, 1948 (vide paragraph 45, page 22 of the report of this Office for August, 1948), after having ~~been~~ been passed by the Constituent Assembly of India (Legislative), received the assent of the Governor-General of India on 23 September 1948 and has been gazetted as the Reserve Bank (Transfer to Public Ownership) Act, 1948 (Act No. LXII of 1948).

(The Gazette of India, Extraordinary, Part IV,
dated 23 September, 1948, pages 287-292).

India: The Electricity (Supply) Act, 1948
(Act No. LIV of 1948).

The Electricity (Supply) Bill, 1948 (the provisions of which were summarised at pages 31-32 of the report of this Office for August 1948), after having been passed by the Constituent Assembly of India (Legislative), received the assent of the Governor-General of India on 10 September 1948 and has been gazetted as the Electricity (Supply) Act, 1948 (Act No. LIV of 1948).

(The Gazette of India, Extraordinary, Part IV,
dated 10 September 1948, pages 227-272).

India: Banking (Control) Ordinance, 1948
promulgated: Measure to assist sound
Banks.

The Government of India gazetted on 18 September 1948, the Banking Companies (Control) Ordinance, 1948, which brings into immediate effect some of the important provisions of the Banking Companies Bill which could not be proceeded with during the last session of the Dominion Parliament.

Explaining the reasons for the promulgation of the Ordinance, a communiqué issued by the Government of India states that it has become essential, in view of the present economic situation in the country, to enact some of the provisions of the Bill immediately so that the Reserve Bank of India may be able to assist sound banks and also protect the interests of depositors in other cases.

Main features of the Ordinance.- (i) It authorises the Reserve Bank of India to grant advances to scheduled and non-scheduled banks in emergencies against such form of security as the Reserve Bank might consider sufficient. This ~~will~~ power will enable the Reserve Bank to assist sound banks more freely.

(ii) It prohibits the grant of unsecured loans and advances by banking companies to directors and to firms and private companies in which the directors are interested, and requires banking companies to submit to the Reserve Bank returns of unsecured loans to public companies in which the directors are interested. This is intended to guard against injudicious investment by directors.

(iii) It provides for the maintenance by banking companies, at the end of each quarter, of assets in India which shall not be less than 75 per cent of their demand and time liabilities in India. This will prevent foreign banks from transferring too large a portion of their assets outside India to the detriment of the depositors' interests.

(iv) It empowers the Reserve Bank to give directions to banking companies in regard to their lending policies so that where necessary rising prices may be checked by control of credit facilities.

(v) It enables the Reserve Bank to apply to a court for being appointed as official liquidator so that where necessary and possible the Reserve Bank may arrange for the orderly liquidation of the bank that is being wound up.

(vi) It empowers the Reserve Bank to prohibit a banking company from indulging in practices detrimental to the interests of depositors.

(vii) It prohibits amalgamations or schemes of arrangement or compromise without the ~~an~~ concurrence of the Reserve Bank, so that schemes which are detrimental to depositors' interests may not be adopted. It also empowers the Reserve Bank ~~to~~ to assist as intermediary in proposals for amalgamation.

The Government of India hopes that this measure will result in strengthening the country's banking structure and in the stoppage of undesirable practices.

(The Hindustan Times, 20-2-1948).

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46. Wages.

India - September 1948.

Freezing of Incomes to fight Inflation:
Eastern Economist's Plan.

The Eastern Economist in an article entitled "The Freezing of Incomes" characterises the freezing of personal incomes including wages as "perhaps the most difficult to execute...but also the most important" among the measures at present under consideration by the Government of India to fight inflation and rising prices (vide paragraph 44, page 32 of this report), and suggests that with a view to carrying out successfully this part of the anti-inflation programme, Section 15 of the Industrial Disputes Act, 1947, may be amended by the ^{insertion} ~~insertion~~ of a proviso calling upon tribunals and adjudicators to observe in practice the principles of the British White Paper dated 12 February 1948, on Personal Incomes, Costs and Prices. The main proposals put forward by the Eastern Economist are summarised below.

Importance of freezing wages.- In 1946, the ~~total~~ total wages bill in factories of employees drawing less than 200 rupees per month and governed by the Payment of Wages Act, was a little less than 1150 million rupees; the total wages bill of Indian Railways today is approximately in the neighbourhood of 1000 million rupees; and in civil departments other than the Railways, it is not unreasonable to assume, that about 60 per cent of the expenditure is disbursed directly as pay and allowances. Any ~~other~~ advance which may be made in the pegging of wages is therefore ~~likely~~ bound to tell considerably on the success of an anti-inflationary programme in India.

Amendment of Industrial Disputes Act.- A mere appeal to employers and workers, on the lines of the British Government White Paper on Personal Incomes, Costs and Prices dated 12 February 1948, is not likely to have much effect. The British White Paper contains, however, certain sound criteria for granting any rises in wages, and the article suggests that a statutory obligation should be imposed on industrial tribunals all over India to examine the applicability of these criteria in any awards they make. The first step for the Government of India is thus to amend the Industrial Disputes Act temporarily

for, say, one year, by inserting a proviso in the relevant ~~sections~~ sections, and adding the substance of the British White Paper as a Schedule to the Act.

Other measures for pegging wages and salaries.- The article also recommends that governmental policy with regard to wage increases should provide for certain other "obvious ~~measures~~ measures". The more important among these are: (i) Emancipation of wage increases in terms of benefits in kind in cases where the adjudicator, or the appropriate Government which considers the award under Section 15(2) of the Industrial Disputes Act, does not consider the principles of the British White Paper as forbidding such an increase. (ii) The grant of all bonuses, as far as practicable, in the form of compulsory saving; the Government of India can easily prescribe that any bonus amounting to more than one month's pay, which is not disbursed in any recognised form of small saving at the option of the employee, will not be allowable expense for ~~income~~ income-tax. (iii) Empowering the Government of India specifically to alter adjudicators' awards, so as to determine the proportion in which any increase admitted by an adjudicator as consistent with the principles of the British White Paper should be disbursed—in cash or in deferred pay or compulsory savings. Adjudicators, and if necessary the Central Government, should be able to compel savings in the ~~provident~~ shape of provident funds. (iv) Statutory provision for the review by a central appellate authority, of all cases where, on the certificate of the court of the adjudicator concerned, the cost of implementing an award exceeds a certain figure, or where an award applies to a whole industry. This will eliminate the confusion likely to arise from the enforcement of a number of uncoordinated arbitration awards. "So long as conditions of service are not anything like uniform, the almost ~~of~~ certain effect ~~of~~ of unco-ordinated awards, on references made by all the ten Governments, will be a competitive increase in wages".

Need to increase production.- These measures will to some extent help Government to hold wages and salaries; but they are only palliatives and partial remedies. The ultimate sanction to high wages is in increased productivity and the capacity of industry to pay; and the real meaning of the demand that incomes should be frozen is not that wages should be kept low but that incomes should not be created out of proportion to the production of goods and services. The suggested freezing of incomes is thus temporary or at least intended to be temporary.

40

U.P.: Employers oppose increased Dearness Allowance: Government asked to modify Labour Inquiry Committee's Recommendations.

The Northern India Mercantile Chamber of Commerce, in a representation addressed to the Premier of the United Provinces, says that unless some of the recommendations of the Labour Inquiry Committee are modified, their implementation would tend to accentuate inflation, unemployment and rise in the price level. (The Committee's recommendations were summarised in paragraph 46, pages 25-31, of the report of this Office for July, 1948).

The Chamber points out that ~~is not~~ the grant of higher wages and dearness allowance at the enhanced rate would tend to aggravate the existing disparity between industrial and agricultural wages.

The Chamber is not against giving higher wages to workers provided such higher wages are linked to production, with due regard to the general condition of industries and cost of production. It is in agreement with the principle of minimum wage, and accepts the basic minimum of 30 rupees recommended by the Committee. But it feels that the fixation of wages ~~at~~ for other categories of workers and the grant of dearness allowance at a rate ranging between two and three annas for every point of rise in the cost of living index as compared to the index in 1939 would considerably raise the wage bill of the factories. According to the present cost of living index, the dearness allowance of an unskilled worker would come to 59 rupees per month. Thus the total wage of an unskilled worker would be 89 rupees per month. It ~~is~~ is of the opinion that linking of dearness allowance to the cost of living index at the present time when prices have been going up steadily would not only be detrimental to the interests of industries, but would also aggravate the present inflationary trend. Higher basic wages and more dearness allowance to industrial workers are bound to have serious repercussions on the general wage level in the country. In the final analysis, the wages of all classes of workers will go up. This will have the effect of further raising the price level.

With regard to the suggestion of the Committee that the industries in the province are in a position to pay higher wages including dearness allowance, the Chamber submits that the Committee is wrong in its findings "as it considered the financial statements of comparatively a small number of companies." Moreover, the cost of living index on which the findings are based has ~~is~~ risen considerably.

Emphasizing that the payment of the recommended basic pay and dearness allowance, would lead to an increase in the cost of production, the Chamber points out that of all the industries, the cotton textile industry would be hit hardest by these proposals. As controls have been re-imposed on the industry and the prices of cotton textiles have been fixed by the Government of India, it will not be possible for the industry to meet the higher cost of production by raising the prices.

The profit-sharing
 committee, the

Referring to commercial establishments, the chamber holds that by placing them in the same category as industrial establishments, their interests stand to be considerably prejudiced. It is therefore, suggested that the recommendations should be revised and modified to suit their special conditions. The chamber feels, that it would neither achieve the objective of greater production by giving an incentive to the worker to work harder, nor would it promote industrial harmony. It is suggested that extra rewards to labour should be linked to production. As for grant of production bonus, it would be more desirable to have a scheme of production bonus in place of profit-sharing. The classification of labour into four categories would give rise to serious complications for the management of the factories, and disputes would frequently arise as to which class a particular ~~worker~~ worker belonged. It is suggested that the different classes may either be eliminated or reduced to two.

In conclusion, it is suggested that the implementation of the proposals should be postponed ~~at least~~ till such time as the Government of India settles its policy in regard to these questions, as otherwise, industries in the province ~~would~~ would be at a disadvantage as compared to industries in other provinces.

(National Herald, dated 2-9-1948).

42

49. Rehabilitation.
India - September 1948.

India: The Census of Refugees Bill, 1948.

The Government of India gazetted on 21 August 1948, the Census of Refugees Bill, 1948 which was introduced in the Constituent Assembly of India (Legislative) on 16 August 1948.

The Statement of Objects and Reasons appended to the Bill states that the object of the Bill is to provide for the taking of a census of refugees in the Provinces and in the Acceding States which have acceded in respect of the subject, with a view to facilitate the redistribution and permanent rehabilitation of the refugees in an equitable manner throughout the country. The census will be taken by the Governments of the Provinces and States concerned under the control of the Centre..

(The Gazette of India Part V, dated
21 August, 1948, pages 608-612).

India: The Resettlement of Displaced Persons
(Land Acquisition) Bill, 1948.

The Government of India gazetted on 11 September 1948, the Resettlement of Displaced Persons (Land Acquisition) Bill, 1948, which was introduced in the Constituent Assembly of India (Legislative) on 2 September 1948.

The Statement of Objects and Reasons of the Bill states that the Resettlement of Displaced Persons (Land Acquisition) Ordinance, 1948 (vide page 38 of the report of this Office for August 1948) was promulgated to obtain powers for Government to ensure, at short notice and fair price, procurement of lands required for the rehabilitation of refugees. Since rehabilitation schemes are likely to be spread over a number of years, Government has come to the conclusion that the Ordinance should be substituted by an Act of the Legislature. Accordingly this Bill is introduced to enable Government to acquire land for the purpose of rehabilitation of displaced persons on a permanent basis.

The Bill was passed by the Constituent Assembly of India (Legislative) on 6 September 1948.

(The Gazette of India, Part V, dated
11 September 1948, pages 695-695).

43

Pakistan: Rehabilitation of Surplus Refugees:
Provincial Quota decided.

At a meeting of the Pakistan-Sind Joint Refugee Council, held at Karachi on 28 August 1948, under the chairmanship of the Prime Minister of Pakistan, it was decided that those refugees who had been declared surplus by the West Punjab Government should be rehabilitated in different provinces and States according to the following target: Sind, 200,000; the North-West Frontier Province, 100,000; Baluchistan Agency and Bahawalpur and Kharipur States, 100,000; and West Punjab, 100,000.

It was further decided that the movement of refugees from West Punjab to Sind should be completed by the end of October 1948.

(*'Dawn'*, dated 29-8-1948).

West Bengal: Rehabilitation of Refugees in
Andamans proposed.

It is understood that the Government of West Bengal is considering a proposal of rehabilitating refugees from East Bengal to West Bengal by giving them free lands in the Andaman Islands. The Central Government is reported to have informed the provincial Government that there was no bar to sending refugees to the Andamans if they liked to be rehabilitated there. The forest administration of the Island was immediately in need of at least 3,000 labourers. The Centre could also provide at least 500 agriculturist families with lands to the extent of nine acres per family.

The West Bengal Government proposes to send some officials to the Andamans to study the suitability of the area as a colony. Some representative refugees may also accompany them.

The total number of refugees from East Bengal who have migrated to West Bengal is estimated to be about 1,200,000.

(*The Hindustan Times*, 6-9-1948).

44

West Punjab: The West Punjab Refugees
(Registration of Land Claims) Ordinance,
1948 (II of 1948).

The Governor of West Punjab promulgated on 11 September 1948, the West Punjab Refugees (Registration of Land Claims) Ordinance, 1948, providing for the registration of claims by refugees in respect of lands in the Indian Union abandoned by them. The term, 'refugee' is defined to mean a landholder in the territories now comprised in the province of East Punjab, East Punjab States, and States of Alwar and Bharatpur, who has since 1 March 1947, abandoned or been made to abandon his land in the said territories, on account of civil disturbances or the partition of the country. Under the provisions of the Ordinance which extends to the whole of the province, a refugee may submit to the Registering Officer, appointed under the Ordinance, an application in the prescribed form for the registration of his claim in respect of his land abandoned by him and the Registering Officer shall thereupon register his claim. The Ordinance provides for a penalty which may extend to 5 years rigorous imprisonment or fine up to 5000 rupees or both, if a person submits false information with regard to his claim or submits a claim to more than ~~the~~ one registering authority.

(The West Punjab Gazette, Extraordinary,
dated 11 September 1948, pages 345-346).

45

CHAPTER 5. WORKING CONDITIONS.

INDIA -- SEPTEMBER 1948.

51. Hours of Work.

Burma: The Mines (Amendment) Bill, 1948.

The Government of the Union of Burma has gazetted on 11 September 1948, the Mines (Amendment) Bill, 1948. The Statement of Objects and Reasons appended to the Bill states that the Factories (Amendment) Act, 1948 (vide page 26 of the report of this Office for January 1948), reduced the hours of work in factories from 54 to 44 hours per week and from 10 to 8 hours a day. In view of the comparatively more hazardous nature of working underground in mines, the Government consider it desirable to reduce the present working hours from 54 to 44 hours per week and from 10 to 8 hours a day and prohibit the employment of women in mines. Necessary provisions have been made in the Bill for this purpose. Provision is also made in the Bill for payment of extra pay or wages to the labourers who work overtime in mines and grant of a compensatory holiday to such labourers who have to work on a Sunday.

(The Burma Gazette, Part I, dated
11 September, 1948, pages 796-797).

52. Welfare and Workers' Leisure.

India - September 1948.

Libraries and Reading Rooms for Workers: Bombay
(Government's Scheme).

The Government of Bombay has approved a scheme, prepared by the Director of Labour Welfare, as a post-war reconstruction measure, for widening the reading room and library activities in labour localities of the province. Under the scheme assistance will be given by way of supply of books and periodicals to institutions that are willing to bear a minimum of 25 per cent of the recurrent cost of running reading rooms and circulating library posts. During the current year, a reading room and a circulating library post, each, will be started at 200 institutions in the Province. Their distribution will be as follows: Bombay (110), Ahmedabad (50), Sholapur (25), Khandesh District (20), and Hubli (5).

(People's Raj, Government of Bombay,
dated 11-9-1948).

West Bengal: Draft Rules for Provision of
Canteens in Factories.

The Government of West Bengal published on 26 August 1948 the draft of certain rules which it proposes to make in exercise of the powers conferred by section 33A of the Factories Act, 1934. The draft rules require the occupier of every factory wherein more than 250 workers are ordinarily employed and which may be specified by the provincial Government by order in writing, to provide, within six months of the date of such order, for the use of all employees of the factory, an adequate and suitable canteen in accordance with the provisions of the rules. The draft ~~rules~~ rules require the provision of separate dining accommodation for women. Every canteen is to have a managing committee consisting of an equal number of representatives of the occupier of the factory who shall not be contractors and of the workers thereof. The committee will among other things, determine the nature and fix the price of the cooked food and refreshments to be sold in the canteen without profit. The draft rules are to be taken into consideration on or after 30 November 1948.

(The Calcutta Gazette, Part I, dated 26 August 1948,
pages 1143-1144).

41

All-India Institute of Social Welfare
to be established: Calcutta University's
Scheme.

The University of Calcutta has decided to establish an All-India Institute of Social Welfare to provide training in all branches of industrial personnel management and in general social welfare. In this connection, Mr. D.K. Sanyal, Secretary, Calcutta University, Appointment and Information Board, who was deputed to study the work of social science departments of various British Universities, has submitted a report making a general survey of the working conditions in the different industries he visited in England. Mr. Sanyal suggests that the period of training ~~is~~ for ~~training~~ social service in India should be two years instead of one, and at least six months should be entirely spent in practical training. During the first term only background subjects should be taught, after which the students should decide whether they will specialise in personnel management or in general social work.

It is understood that the Government of India has granted 250,000 rupees and the Indian Jute Mills Association about 100,000 rupees for the construction of a building in Calcutta to house the Institute.

(Copies of ~~Mr. Sanyal's~~ Mr. Sanyal's report have been asked for and a detailed summary will be included in a subsequent report of this Office, if considered necessary).

(National Herald, 30-8-1948).

Training in Labour Welfare:
About 140 Officers Trained.

In reply to a question in the Constituent Assembly of India (Legislative) on 30 August 1948, the Minister for Labour, Government of India, stated that so far 45 persons had been trained as labour welfare officers in the United Kingdom and 98 in Labour welfare work at the Calcutta University.

(The Statesman, dated 31-8-1948).

49

India: Welfare of Mica Workers:
Advisory Committee's Report for
1947-1948.

The Government of India published on 11 September 1948, the report of the activities financed from the Mica Mines Labour Welfare Fund Act, 1946, (vide pages 6-7 of the report of this Office for April 1946), together with an estimate of receipts and expenditure of the fund and a statement of accounts for the year ended 31 March 1948.

The Advisory Committee for the province of Bihar constituted under the Act, met once during 1947-48 and agreed that the immediate need was to provide medical facilities and wholesome drinking water to the mine workers. In accordance with the Committee's recommendations, steps were taken to reserve ten beds for use of mica miners in the existing hospital at Kodarna on payment of a sum of 13,000 rupees per annum. A site was selected at Kodarna for the construction of a hospital and a maternity and child welfare clinic and steps for the acquisition of land were taken. Three dispensaries were also proposed. Arrangements were also being made for the provision of a mobile dispensary unit in the mica fields. To meet the acute shortage of drinking water required for ~~many~~ mica workers, it was proposed to sink a number of wells.

The statement of accounts appended to the report ~~shows~~ show that the receipts amounted to 1,805,041 rupees, including an opening balance of 464,398 rupees and the expenditure amounted to 9,023 rupees, leaving a closing balance of ~~1~~ 1,796,018 rupees as on 31 March 1948.

(The Gazette of India, Part I, Section 1, dated
11 September, 1948, pages 1125-1126).

55. Protection of Minors.
India - September 1948.

United Provinces: The Employment of Children
Act, 1938: Provisions extended to Brassware
and Glass Bangles industries.

Reference was made in paragraph 55, page 48, of the report of this Office for July 1948, to a draft notification of the Government of the United Provinces, notifying its intention to extend the provisions of the Employment of Children Act, 1938, to the brassware and glass bangles industries in the province. The Government has now extended the provisions of the said Act to the above industries and has made the following additions to the schedule to the Act "11. Brassware industry; 12. Glass bangles industry".

(Notification No. 545(LL)XVIII-219(L)-45,
dated 24 August 1948;
The United Provinces Gazette, Part IA,
dated 24 August, 1948).

51

Ban on Employment of Children below 12
years in Plantations: Legislation to
be undertaken shortly.

In reply to an interpellation in the Constituent Assembly of India (Legislative) on 30 August 1948, the Minister for Labour stated that at the second session of the Tripartite Industrial Committee on Plantations held in March-April 1948 (vide paragraph 121, pages 113-115, of the report of this Office for April 1948), it had been decided to prohibit the employment of children below the age of 12 years in plantations and that the necessary legislation on the subject would be undertaken shortly. The Minister added that the Planters' Association had already given effect to this decision by requesting their members not to employ children below 12 years of age.

(The Statesman, 31-8-1948).

152

56. Labour Administration.
India - September 1948.

Bengal: Working of Factories Act during 1946.

Number of factories and number of workers employed.- In Bengal the number of factories on the register at the end of 1946 was 2,208 as against 2,174 at the end of the previous year. Of these, 2,119 factories were working during the year as compared to 2,091 factories during the previous year. The number of workers employed, however, decreased from 744,518 in 1945 to 705,777 in 1946. The decrease was mainly due to the fall of employment in cotton mills, general engineering, ordnance factories and railway workshops consequent to the termination of war contracts, shortage of materials and communal disturbances. There was an increase of employment in however in jute mills and iron and steel factories. The table below gives the average daily number of workers employed in the main industry groups:

Industry	Number of working factories	Average daily number of workers employed.
Government and local fund factories.....	102	69,450
Perennial factories		
Textiles.....	132	558,503
Engineering.....	491	108,072
Mineral Minerals and Metals.....	56	27,522
Food, Drink and Tobacco.....	408	55,827
Chemicals and Dyes.....	156	25,652
Others.....	356	68,686
Seasonal factories		
Food, Drink and Tobacco.....	296	26,947
Gins and Presses.....	62	9,558
Total.....	2,119	705,777

Of the 705,777 workers employed 626,815 were men, 67,077 women, 9,961 adolescents, and 1,924 children. As compared to the previous year there was a fall of 6.6 per cent in the employment of men, while the employment of women increased by 5.4 per cent. The number of children decreased by 10.9 per cent while that of adolescents increased by 25 per cent.

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Accidents and safety measures.— During the year under review the total number of accidents decreased from 18,495 in 1945 to 15,853. The decrease in employment, the reduction in working hours together with the man-days lost through strikes and communal disturbances were partly responsible for the fall in the number of accidents. Of the total number of accidents, 76 were fatal, 2,495 serious and the rest minor. As compared to 1945, fatal accidents dropped by 27.6 per cent, serious accidents by 16.8 per cent, and minor accidents by 13.8 percent. ~~Annually, 34 per cent of the fatal accidents were caused by machines, 17 per cent by falling objects and 17 per cent through persons falling. Of the serious accidents, 48 per cent were caused by machines and 17 per cent by falling objects. In the case of minor accidents, 25 per cent were caused by machines, 20 per cent by falling objects and 11 per cent by hand tools.~~ 34 per cent of the fatal accidents were caused by machines, 17 per cent by falling objects and 17 per cent through persons falling. Of the serious accidents, 48 per cent were caused by machines and 17 per cent by falling objects. In the case of minor accidents, 25 per cent were caused by machines, 20 per cent by falling objects and 11 per cent by hand tools.

There were 17 outbreaks of fire which occurred in jute presses and jute mill godowns. The report ~~mentions~~ adds that, except in some small concerns, precautionary arrangements as regards safety measures were well maintained. Shortage of materials and the unsettled political situation in the Province, however, prevented many employers from improving fencing of machinery. Further, on account of the unavailability of stores, factory authorities were obliged to allow the working of machines with outworn parts with consequential fatal results in certain cases.

During the year no case of lead poisoning was ~~officially~~ ^{clinically} detected. The report points out that, in view of the lack of proper laboratory facilities, no definite pronouncement can be made about the absence of latent lead poisoning.

Inspection.— During the year 1,021 factories, out of the 2,110 working factories, were inspected. 804 factories were visited once, 131 twice, 54 three times and 32 more than three times. These figures include 192 special visits for investigation into complaints, enquiry into accidents, etc., and also 127 surprise visits outside legal working hours.

These inspections showed some general progress as regards sanitation. The provisions relating to an adequate water supply were well adhered to, though a few cases were reported where no water was supplied or where the ^{water} supplies ~~were~~ ^{was} unfit for drinking. There was general improvement in ventilation and lighting—the war time restrictions on natural lighting being removed during the year. There was, however, no advance in respect of modern lighting and ventilation. Though some ~~of~~ improvement was effected in the control of dust in tea factories and rice mills by the installation of dust-extraction plants and dust chambers nothing was done in cotton and jute mills due to scarcity of materials.

Housing and welfare.- Existing housing accommodation and welfare schemes were well-maintained and in some instances improved upon inspite of unfavourable circumstances. Food supplies were continued at concession rates; new canteens were started by some of the mills and cooked food was served. Women labour officers were appointed in some of the jute mills and 12 new welfare centres were being brought into existence.

Prosecutions.- The number of prosecutions during the year was 21. The offences related to illegal employment, inadequate fencing and failure to give notices where necessary etc.

(Indian Labour Gazette, June 1948).

Inter-University Board recommends Study of Industrial Relations in Universities.

Attention is drawn to a report in the Indian Labour Gazette of July 1948, under the heading 'Study of Industrial Relations'. The report related to the resolution passed by the Inter-University Board at its 23rd annual meeting held at Cuttack in the first week of December 1947, recommending to all Universities the inclusion of subjects like Industrial Organisation, Industrial Relations and Administration, Industrial Psychology, Social Economics and Social Biology in one or other of their degree courses.

(Indian Labour Gazette, July, 1948).

Working Conditions in Assam Tea Estates:
Report for 1946-47 of Controller of Emigrant
Labour.

According to the report for 1946-47 on the working of the Tea Districts Emigrant Labour Act, 1932, submitted by the Controller of Emigrant Labour, managements of tea estates in Assam were somewhat apprehensive of the results of de-control of foodstuffs on the labour population, which has had the advantage of a better balanced diet during the last few years. In the past the concessional supply of foodstuffs had been responsible for keeping the workers comparatively peaceful. The report adds that the future is uncertain as cloth and other consumer goods are in short supply.

Number of workers.- Owing to the division of India 85 tea estates in certain districts of Assam had to be given to Pakistan. The total labour population in the tea gardens within the new frontiers of Assam was 986,057, including 473,308 children. Of this, 43,007 were new emigrants recruited during the year. Repatriations during the year amounted to 21,047 persons made up of 10,449 assisted emigrants and 10,598 members of their families.

Wages and earnings.- As a result of the Tripartite Tea Plantations Conference held in January 1947 (vide pages 5-7 of the report of this Office for January 1947), dearness allowances ~~was~~ increased to 2 annas per day for adult workers and 1 anna per day for children. Maternity benefits were increased to 12 annas a day inclusive of food concessions for a period of 8 weeks. Sickness benefit was fixed at 10 annas a day inclusive of concessions for a period of 2 weeks.

In the Assam Valley, the average monthly cash earnings of men, women and children on the tea gardens were 14 rupees 5 annas and 2 pies, 11 rupees 5 annas and 5 pies and 8 rupees 2 annas and 8 pies respectively as against 9 rupees 13 annas and 1 pie, 7 rupees 15 annas and 1 pie and 6 rupees 6 annas and 1 pie in previous year. In the Surma Valley the corresponding cash earnings of men, women and children were 14 rupees 3 annas and 8 pies, 10 rupees and 4 pies and 6 rupees 4 annas and 8 pies as against 8 rupees, 15 annas, 6 rupees 3 annas and 2 pies and 4 rupees 5 annas and 4 pies respectively in 1945-46. The average monthly cash earnings of faltu or banti labourers (casual labourers) in the Assam Valley gardens were 10 rupees 6 annas and 6 pies, 9 rupees 11 annas and 10 pies and 5 rupees and 12 annas as compared with 7 rupees 13 annas and 6 pies, 7 rupees and 10 annas and 4 rupees and 3 annas respectively during the previous year. In the Surma Valley gardens, the corresponding figures were 11 rupees and 10 pies, 7 rupees 14 annas and 11 pies and 4 rupees 11 annas and 11 pies as against 7 rupees 12 annas and 3 pies, 5 rupees and 6 pies and 3 rupees 9 annas and 6 pies respectively in the preceding year.

Inspections.- During the year, 25 inspections of local forwarding and transit agencies were carried out by the Controllor and various other officers resulting in numerous minor improvements in the transit depots. 72 inspections were carried out in tea estates. The report considers the number of inspections made ~~was~~ inadequate and stresses that tea estates should be inspected more frequently and in a more methodical manner than in the past.

(Summarised from a Press Note dated
19-9-1948, issued by the Press
Information Bureau, Government of India)

59. General.

India - September 1948.

Travancore Labour Legislation:
Five Bills modelled on Government
of India's Legislation.

Five labour Bills have been published in the Travancore Government Gazette, dated 25 May 1948 under Rule 26 of the Travancore Legislative Assembly Rules.

The Bills are: (i) The Travancore Factories Bill, 1948. (ii) The Travancore Industrial Disputes Bill, 1948. (iii) The Travancore Trade Unions Act (Amendment) Bill, 1948. (iv) The Travancore Minimum Wages Bill, 1948. (v) The Travancore Industrial Employment (Standing Orders) Bill, 1948.

The provisions of the Travancore Factories Bill are similar to those of the Indian Factories Act Bill, 1948. The other Bills closely follow similar enactments of the Government of India.

(Indian Labour Gazette, July, 1948).

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Burma: The Burma Factories Rules, 1935:
Amendments gazetted.

The Government of the Union of Burma has gazetted on 4 September 1948 certain further amendments to the Burma Factories Rules, 1935. The new amendments provide for the exemption of workers attending to vessels in tidal basins, docking, undocking, slipping and unslipping of vessels, from the provisions of Sections 34, 35, 36, 37 and 38 of the Factories Act, 1934, except for the purpose of calculating overtime pay payable under Section 47. The exemption is subject to the conditions that no worker shall work for more than 10 hours a day, 60 hours a week and for more than 14 days, without a holiday ~~of~~ not less than 24 hours.

(The Burma Gazette, Part I,
dated 4 September 1948, page 767).

59

India: Factories Bill, 1947, receives Assent
of Governor-General on 28-9-1948: Debate in
Legislature.

The Constituent Assembly of India (Legislative) passed the third reading of the Factories Bill, 1947, on 28 August 1948. (A brief reference to this was made at paragraph 59, page 51, of the report of this Office for August 1948). A brief summary of the debate in the Assembly is given below:

While most members welcomed the measure as a "courageous" step, some members contented that it was not as progressive or revolutionary as it ought to be. They criticised the "discriminatory" clause about the definition of factory workers and demanded its modification to extend the benefit to a larger number of employees. They complained of too many exemption clauses which had made the Bill a "Bill of exemptions rather than of regulation". Much doubt was expressed about the proper enforcement of the salutary provision of the Bill which, it was feared, might remain on the Statute without securing the desired benefit for workers.

The Minister for Labour admitted that there was nothing outstanding or revolutionary in the provisions of the Bill which "only seeks to ensure the rights of a citizen to the worker". He saw no reason why the power of exemption should be misused by provincial Governments which had always been generous in their response to the Centre's appeal for co-operation in implementing measures for the improvement of workers' conditions.

Lack of adequate training facilities.— Mr. Hussain Imam said that facilities in the Bill for training workers were lacking. No provision had been made for compulsory establishment of technical institutes or evening classes for the labourer to learn to become a better worker. Neither was there provision for the education of children. Primary schools for labourers' children were necessary. He regretted that many of the powers had been left to be prescribed by rules. He, however, welcomed the provision whereby the Central Government would have the power to issue directives to provincial Governments on any matter arising out of this legislation.

Distinction between Power and Non-power factories: Not needed.— Mr. V.K. Santhanam deplored the fact that the Bill sought to differentiate between factories with power and those without it. He saw no justification for this. The Government should have some means of finding out the conditions under which cottage industry workers worked, especially in view of the country's need to expand its industries. The statistical aspect of the Bill was as important, if not more than the aspect of ensuring reasonable treatment to the workers. For, unless it was ascertained how workers in a particular sphere worked how could it be possible to improve those conditions? There was a clause permitting the provincial Governments to extend the application of the Bill to factories

without power ~~may~~ also, but this was not sufficient. He appealed to the Labour Minister to take away this distinction from the Bill. He had been told that the provision was being retained because of administrative difficulties. The Bill was one of exemptions rather than of regulations. It was open to the provincial Governments to exempt anyone from any provision of the Bill. So it would be open to them to exempt cottage industries from the more onerous provisions which might cause the administrative difficulties apprehended by the Labour Minister.

Employment of women up to 10 p.m. not desirable.- Referring to the employment of women, Mr. Manthanan said that at present women could be employed only between 6 a.m. and 7 p.m. The present provision in the Bill would give powers to the provincial Governments to enable women to work until 10 p.m. He objected to this extension.

Mr. A.P. Jain felt there were too many sections in which the provincial Governments had been given power to make exemptions. They were empowered to exempt women working in fish-curing or fish-canning factories from the provision restricting their employment. This did not give a square deal to women. Whatever other methods of fish-curing or fish-canning might be adopted and whatever other type of labour might be employed, he felt that no women should be employed for any industrial work between 5 p.m. and 10 p.m. This exemption should, therefore, be deleted.

An amendment moved by Mr. Shibbanlal Saksena to withdraw the power given to provincial Governments to authorise the employment of women between 7 and 10 p.m. was opposed by the Labour Minister, who ~~remarked~~ claimed that the provision was in conformity with the I.L. Convention (Convention No. 41, revised). The amendment was rejected by the House.

Hours of Work.- Mr. Saksena moved an amendment to reduce the ~~maximum~~ weekly hours of work from 48 to 44. He said that there were two aspects to the question of hours of work. One was the health and recreation of the worker and the second was unemployment. The Labour Minister, opposing the amendment, said that hours of work were recently reduced in the textile industry from nine to eight hours. Employers now attributed the fall in textile production partly to the reduction. Logically, by reducing hours of work, the number of workers should increase by one-eighth. But this had not happened because of the shortage of capital goods and the transport bottleneck. He pointed out that the 48-hour week was in conformity with the Conventions of the International Labour Office, and that India had not reached a stage where she could afford to reduce the hours of work from 48 to 44, more so when without such further reduction ~~she~~ she would be "conforming to international usage and conventions". The amendment was withdrawn.

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Other amendments: Rest and Lunch Rooms.— Mrs. Dakshayani Velayudhan moved an amendment to the clause providing that, in every factory where more than 150 workers were ordinarily employed, adequate shelter or rest rooms and a lunch room shall be maintained. She wanted all factories, whether they employed 150 workers or not, to provide those facilities.

Professor Shibbanlal Saksena, by an amendment, wanted rest and lunch rooms to be established in factories with 100 or more workers.

The Labour Minister ~~opposed~~ opposed the amendments on the ground that very small factories could not be expected to provide those facilities. Both the amendments were rejected by the House.

Welfare officers.— To Clause 49, providing for the appointment of welfare officers in every factory where there were 500 or more workers, Mr. Upendranath Barman moved an amendment suggesting that these officers be appointed by the provincial Governments instead of by the employers. The Labour Minister did not accept the amendment. A welfare officer, he said, was not meant to carry out the statutory provisions of the Bill but to be the ~~division~~ liaison between ~~the~~ the employer and the employees. Mr. Barman withdrew his amendment.

Labour Minister's reply.— The Labour Minister, replying to the debate, said that two or three serious criticisms had been levelled. One was that the Government was pampering labour. Those who thought so had not been able to appreciate his policy. He wanted the working class to be treated as citizens and to have all the rights of citizens; but at the same time ~~him~~ he wanted every citizen to realize his responsibility. There was nothing revolutionary about his proposals. He had said repeatedly that he regarded workers as an indispensable partner in industry. With such stupendous fall in production and shortage of consumer goods, it would be foolishness on the part of the Government to transform the economic system overnight, and hence private industry had to be protected and preserved for some time to come. But he knew that no amount of appeals or requests, either from the Government or from the leaders, was going to help the situation unless something concrete was done for the long-starved and neglected working classes.

With regard to the criticism that too much powers of exemptions had been given ~~in~~ in the Bill to the provincial Governments, the Labour Minister said that in a huge country like India where conditions differed so much from province to province, these powers had to be given to the provincial Governments. Moreover, under the constitution, this was a field in which he had no executive authority. Some of the existing factories with the machinery installed in them could not conform to the new provisions. Therefore in many cases exemptions would have to be given so that such factories need not be closed and production would not suffer. Apart from these considerations, the criticisms implied some mistrust of the provincial ^{the provincial legislatures} Governments, ~~were~~ were responsible to provincial legislatures and there was no reason to think that the powers would not be properly used.

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The number of factory inspectors in the last two years had been increased from 62 to 86, that is, one inspector for 150 factories on an average. This was supposed to be a reasonably good standard. As the number of factories covered would be increased under the present enactment, the inspecting staff would ~~have to be greatly increased~~ also have to be greatly increased.

Dealing with the criticism that under the present Bill women would be allowed to work up to 10 p.m. he said that working class women who had no means of livelihood had to work. They would not secure work if they were not in a position to work in a second shift as well. This was all that was aimed at in the enabling provision in the Bill.

Third reading passed.— The Bill was finally passed on 28 August 1948 by the House; it received the assent of the Governor-General of India on 25 September 1948 and has been gazetted as Act LXIII of 1948.

(The Gazette of India, dated 25-9-1948,
Part IV, pages 292-528;
The Statesman, dated 24, 25 and 27-9-1948).

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CHAPTER 6. GENERAL RIGHTS OF WORKERS.

63. Individual Labour Contracts.

India - September 1948.

Central Provinces and Berar: Working of Industrial
Employment (Standing Orders) Act, 1946, during period
ended 31 December, 1947.

In the Central Provinces and Berar the Industrial Employment (Standing Orders) Act applied to 146 concerns, employing 100 or more workers. No Standing Orders were, however, certified or modified during the period under review. Standing Orders were received from 12 concerns but they were not in proper form and were returned in December 1947 for re-submission.

The Labour Commissioner was appointed as Certifying Officer and the Provincial Court, appointed under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947, was declared the Appellate Authority.

For a review on the working of the Act in various other provinces of India reference may be made to paragraph 63, pages 52-54 of the report of this Office for July, 1948.

(Indian Labour Gazette, June, 1948).

64

The Bombay Industrial Relations Act, 1946:
Industrial Matters under the Act: Draft
Amendments published.

The Government of Bombay published on 20 August, 1948, the draft of certain additions and alterations in the industrial matters specified in schedules I and II of the Bombay Industrial Relations Act, 1946, which it proposes to make in exercise of the powers conferred by section 113 of the Act (Schedule I of the Act contains a list of industrial matters in respect of which Standing Orders are to be framed by the employer regulating the relations between him and his employees in an industry to which the Act applies). The Government proposes to add a new item "IA - Employee's tickets, cards, registers and service certificates" in the industrial matters specified in schedule I and to make certain minor amendments to the industrial matters specified in schedules I and II. The proposed additions and alterations will be taken into consideration by the Government on or after 1 September, 1948.

(The Bombay Government Gazette, Extraordinary,
dated 20 August 1948, pages 3895-96).

65

64. Wage Protection.
India - September 1948.

Coorg: Payment of Wages Act extended to
Plantations, Motor Omnibus Services,
etc.

The Chief Commissioner of Coorg has, in exercise of the powers conferred by sub-section (5) of section 1 of the Payment of Wages Act, 1936, extended the provisions of the Act to all classes of persons in Coorg employed in plantations, motor omnibus services and industrial establishments (falling under section 2(11)(f) of the Act) which have been or may be ~~deem~~ declared to be factories under section 5 of the Factories Act, 1934. A notification to this effect has been published in the Coorg Gazette Extraordinary, dated 21 June, 1948.

(Indian Labour Gazette, July, 1948).

66

Central Provinces: Deductions from wages
of Coal-Mine employees: Appointment of
Authority to decide Disputed Claims.

In exercise of the powers conferred by Section 15(1) of the Payment of Wages Act, 1936, the Government of Central Provinces and Berar has appointed the Civil Judge at the headquarters of each civil district or if there are 2 or more such civil judges, the first Civil Judge (Class I), to be the authority to hear and decide for the whole civil district all claims arising out of deductions from wages or delay in payment of wages of persons employed in the coal mines in such civil districts.

(The Central Provinces and Berar Gazette,
Part I, dated 27 August 1948, page 509).

67

India: Draft of Payment of Wages (Coal Mines)
Rules, 1948, gazetted.

Reference was made in paragraph 64, page 50, of the report of this Office for January, 1948, to the extension of the provisions of the Payment of Wages Act, 1936, to the payment of wages to all classes of persons in coal mines. The Government of India has gazetted on 28 August 1948, the draft of certain rules known as the Payment of Wages (Coal Mines) Rules, 1948, which it proposes to make, in exercise of the powers conferred by Section 26, read with Section 24, of the Payment of Wages Act, 1936.

The Rules will apply in respect of the payment of wages to persons employed in any coal mine either by the owner of the coal mine or by a contractor engaged by the owner. Except for certain minor changes, these rules are similar to the rules framed under the Act by the Central Government in respect of Federal Railways, viz., the Payment of Wages (Federal Railways) Rules, 1938 (vide page 1 of the report of this Office for May 1938). The Rules require the maintenance by the employer, of a register of fines, a register of deductions for damage or loss and a Register of Wages and provide for the display of notice of dates of payment of wages in a conspicuous place at or near the main entrance of the coal mine and at specified place or places. The Rules further prescribe the procedure for the imposition of fines and deductions from wages of persons employed in coal mines and lay down the conditions subject to which deductions may be made. Provision is made for the grant of advances to persons employed by a contractor in exceptional cases to the extent of four calendar months' wages and for the recovery of such advances in instalments. The draft rules will be taken into consideration on or after ~~the~~ 1 December 1948.

(The Gazette of India, Part I, Sec. 1,
dated 28 August 1948, pages 1056-1061).

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Delhi: The Payment of Wages Act, 1936:
Proposal to extend the provisions to
certain Industrial Establishments.

By a notification dated 1 September 1948, the Chief Commissioner of Delhi notified his intention to extend the provisions of the Payment of Wages Act, 1936, to all classes of persons employed in the Tramway and Motor Omnibus services and Motor Goods Transport services. The proposal will be taken into consideration after 3 months of the publication of the notification.

(The Gazette of India, Part II-A, -
dated 11 September 1948, page 548).

69

66. Strike and Lockout Rights.

India - September 1948.

United Provinces: Hosiery Industry declared
Public Utility Service under U.P. Industrial
Disputes Act, 1947.

By a notification dated 10 September 1948, the Govern-
ment of the United Provinces has declared the hosiery industry
and every undertaking connected with the manufacture
or distribution of hosiery, a public utility service for the
purposes of the U.P. Industrial Disputes Act, 1947, for a
period of 6 months from the date of the notification.

(Notification No. 2603(T.D)/XVIII,
dated 10 September, 1948;
The United Provinces Gazette Extraordinary,
dated 10 September, 1948).

West Bengal: Iron and Steel Industry declared
Public Utility Service under Industrial Disputes
Act, 1947.

By a notification dated 2 September 1948, the Government
of West Bengal has declared the iron and steel industry
(that part of the industry concerned with the extraction of
iron from iron ore by means of blast furnaces, the production
of steel from pig iron and iron and steel scrap and molten
iron from blast furnaces and the conversion of same into ingots
by means of Open Hearth furnaces and Bessemer Converter Plant
and the manufacture of Broad Gauge Gage rolling stock for
the Indian State Railways) a public utility service for the
purposes of the Industrial Disputes Act, 1947, for a period
of 6 months from the date of publication of the notification.

(Notification No. 3153 Lab., dated
2 September, 1948;
The Calcutta Gazette, Part I, dated
9 September 1948, page 1240).

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West Bengal: Tramway Services and Cotton Textile Industries declared Public Utility Services under the Industrial Disputes Act, 1947.

The Government of West Bengal, by a notification dated 9 September 1948, has declared the tramway services in Calcutta and Howrah and the cotton textile industries in the province, public utility services for the purposes of the Industrial Disputes Act, 1947, for a period of 6 months from 18 September 1948.

(Notification No. 5276 Lab., dated 9 September, 1948;
The Calcutta Gazette, Part I, dated
16 September 1948, page 1259).

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

By a notification dated 13 September 1948, the Government of Madras has declared transport by boats in minor ports in the province, a public utility service for the purposes of the Industrial Disputes Act, 1947, for a further period of 6 months from the date of publication of the notification.

(G.O. Ms. No. 4650 Development, dated 15 September, 1948;
Sh The Fort St. George Gazette, Part I,
dated 21 September, 1948, page 833).

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67. Conciliation and Arbitration.

India - September 1948.

India: Dispute between Assam Oil Company, Ltd.,
Digboi, and Workmen referred to Industrial
Tribunal, Calcutta.

The Government of India, by an order dated 10 August 1948, has referred the industrial dispute between Messrs Assam Oil Company, Ltd., Digboi, and their workmen, for adjudication to the Industrial Tribunal, Calcutta (vide paragraph 67, page 66 of the report of this Office for July 1948).

The following are some of the more important demands of the workers: (1) minimum basic wages of 40 rupees, revisions of pay scales and proper classification of workers according to the nature of their jobs, (2) grant of production or efficiency bonus, (3) hours of work to be kept at 40 hours a week, without loss in earnings, (4) one month's privilege leave; 15 days' casual leave; festival leave on gazetted holidays, (5) extension of educational facilities, and (6) grant of wages for involuntary unemployment to laid-off workers.

(The Gazette of India Part I, Section 1, dated 14 Aug August 1948, page 1004).

United Provinces: Government Orders setting up
Regional Conciliation Boards and Industrial Courts
amended.

By a notification dated 27 August 1948, the Government of the United Provinces has reduced the total number of Regional Conciliation Boards in the province from 25 to 21. The 2 Regional Conciliation Boards constituted for the Agra and Allahabad regions for the sugar industry (vide page 64 of the report of this Office for July 1948) will cease to function. (Reference was made at pages 70-71 of the report of this Office for May 1948, to the constitution of Industrial Courts and Regional Conciliation Boards in the province for certain industries).

(Notification No. 1092(LL)(111)/XVIII-746(L)/48,
dated 27 August, 1948;
The United Provinces Gazette, Part I, dated
4 September 1948, page 567).

72

Madras: Industrial Tribunal at
Madras Constituted.

By an order dated 1 September 1948, the Government of Madras constituted (in addition to the Industrial Tribunal constituted in June 1947) an Industrial Tribunal consisting of one person, for the adjudication of industrial disputes in the districts of Madras, Chingleput, South Arcot and North Arcot. The Tribunal will have its place of sitting at Madras.

(G.O. Ms.No.4498 Development, dated
1 September, 1948;
The Fort St. George Gazette, Part II,
dated 14 September, 1948, page 865).

West Bengal: Dispute between 56 Cotton Mills
Managements and Employees: Tribunal's Award.

The Government of West Bengal published on 26 August 1948, the award of the Tribunal appointed to adjudicate in the industrial disputes between the employers of 56 cotton mills in the province and their workers. The main feature of the award is the linking of wages of workers in cotton mills in the province to their output. According to the Tribunal, the system of linking wages to production is expected to give incentive to the workers to increase production. It feels that neither the mill-owners nor the consumer public should grudge the proper price of labour; nor should labour demand a higher price than in justice and equity is due to them.

The Tribunal has found that compared to the Bombay mills, most of the West Bengal mills are small and uneconomic units and the proportionate overhead expenses are heavier in Bengal. The ~~maximum~~ production of a man in Bengal works out at 1835 lbs. against 5,352 lbs. in Bombay City and Island. Giving a start of 400 points to the unskilled worker in ^{weaving} and composite mills in West Bengal, the present basic wages of such a worker have been fixed at 20 rupees 2 annas 5 pies, at a cost of living index of 105 against 30 rupees in Bombay. These basic wages will fluctuate in terms of production of workers. Quarterly examinations will be held in each mill and if production is found to have increased or decreased wages will be correspondingly increased or decreased on a scale up to a maximum of 30 rupees and a minimum of 16 rupees 9 annas 1 pie.

Skilled and semi-skilled workers are to be given an additional sum over and above the wages fixed for unskilled workers in accordance with the skill and nature of their work, such additional payment being termed "differential".

The minimum basic wages for the clerical staff of cotton mills has been fixed at 60 rupees per mensem for an undermatriculate and 70 rupees for a matriculate.

Other points of the dispute on which the Tribunal has given its verdict relate to dearness allowance, bonus, provident fund, gratuity and pension, leave and holidays, conditions of service, etc.

(The Calcutta Gazette, Part I, dated 26 August, 1948, pages 1161-1195;

The Hindustan Times, dated 30 August 1948;

The Amrita Bazar Patrika, dated 29 August 1948).

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✓ Burma: The Trade Disputes (Amendment) Bill, 1948.

The Government of the Union of Burma has gazetted on 11 September 1948, the Trade Disputes (Amendment) Bill, 1948. The Statement of Objects and Reasons appended to the Bill stated that a Court of Industrial Arbitration was constituted in October 1947 in accordance with the provisions of the Trade Disputes Act, 1929, as amended by the Trade Disputes (Amendment) Act, 1947 (vide pages 5-6 of the report of this Office for July 1947) and experience gained of the operations of the Industrial Court in dealing with trade disputes during the past few months had shown the need for further amendment of the Act to provide for the following matters:-

(i) To refer to the arbitration of the Industrial Court only such matter or matters in dispute which could not be negotiated between the parties through ordinary conciliation proceedings and on which a complete deadlock is reached; (ii) To empower the Chairman of the Industrial Court, acting with the full powers of an Umpire, to decide any matter on which conflicting views are held by him and each of the members of the Court; (iii) To define the period during which an award made by the Industrial Court shall be operative and to allow either party to the dispute after such period to apply to Government for reconsideration of the award by the Industrial Court; (iv) To render illegal the declaration or the continuance of any strike or lock-out in connection with any matter in dispute when such matter has been referred to the arbitration of the Industrial Court and to inflict penalty on persons who participate, instigate others to take part in or otherwise act in furtherance of such illegal strikes and lock-out; and (v) To empower the President of the Union of Burma to declare any industry, business or undertaking as which supplies mineral oil or its products to the public as a public utility service under the Act so that the employers and the workers in any such business or undertaking will be required to give the necessary notices as required by the Act, before they can declare a lock-out or a strike, as the case may be. The Bill seeks ~~the~~ to remove the above-mentioned defects in the existing machinery for arbitration in trade disputes.

✓ (The Burma Gazette, Part I, dated 11 September, 1948, page 791).

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West Bengal: The Bengal Industrial Disputes
Rules, 1947: Amendment regarding manner of
servicing summons.

Reference was made at page 66 of the report of this Office for August 1948, to certain amendments relating to the manner of service of summons, notice or order issued by the Court or Tribunal, which the Government of West Bengal proposed to make in the Bengal Industrial Disputes Rules, 1947. The amendments have been approved and gazetted on 16 September, 1948.

(The Calcutta Gazette, Part I, dated
16 September, 1948, page 1259).

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68. Labour Courts.
India - September 1948.

✓ Madras: Conditions for Reference of a Dispute to the Industrial Tribunal: Government Order referring all Disputes in general held invalid.

Mr. Justice Subba Rao of the Madras High Court gave a ruling on 17 September 1948 that the Order of the Government of Madras dated 5 March 1948, constituting an Industrial Tribunal in Madras to hear all industrial disputes, between workers and managements of certain engineering firms in the province of Madras, was invalid. His Lordship allowed the application for the issue of a writ of Mandamus under the Specific Relief Act which sought for an order forbearing the tribunal to hear the dispute between the workers and management of Messrs. Kutti and Rao (Engineers) Ltd., Madras, regarding dismissal of workers, wages, grant of dearness allowance and bonus.

On behalf of Messrs Kutti and Rao, the applicants, it was contended that the Government notification appointing the tribunal to hear and adjudicate industrial disputes in general was not valid, as section 10 of the Industrial Disputes Act, under which the tribunal was constituted, did not contemplate reference of all disputes that might arise in the future and that a reference in general terms to apprehend industrial disputes, without particularising the dispute was invalid. It was further submitted that the tribunal, even if its formation was valid, had no powers to decide the question of increase of wages, bonus, etc., unless they were within the terms of contract of service between the parties in the dispute.

On behalf of the workers, it was represented that the Engineering and Factory Workers' Union, had filed an application before the tribunal and that the same was pending disposal. The dispute had been brought to the notice of the tribunal and the procedure followed by them was according to the rules laid under the Act.

In his judgement, his Lordship said that section 10 of the Act did not empower the Government to refer to the tribunal all possible disputes that might arise in future nor did it empower parties to file their application straightaway before the tribunal. Government's power to refer a dispute to the tribunal pre-supposed the existence of a state giving room for apprehension of an industrial dispute, which had been defined clearly in the Act. He further observed that even if the tribunal has been duly constituted, it has no power to entertain the application preferred on behalf of the workers, as the proper procedure is for the workers to apply to the appropriate Governmental

authority in the prescribed manner and for reference of their dispute to the tribunal.

(The Hindu, 18-9-1948).

69. Workers' Participation in the Management
of Profits of Undertakings.
India - September 1948.

✓ India: Setting-up of Works Committees: Defects in
Industrial Disputes Act, 1947, pointed out.

Janata, organ of the Socialist Party of India, in an article in its issue dated 19 September 1948, critically examines the provisions for setting up Works Committees under Section 5 of the Industrial Disputes Act, 1947, and the Rules framed thereunder. While pointing out a number of defects in the Act and the Rules, the paper stresses that Works Committees set up under the Act can lead to industrial democracy, if the workers function alertly and unitedly.

Major defects in the Act.- According to Janata, there are three major defects in the Act:

1) Scope and functions of Works Committees.- The scope and functions of Works Committees are so limited that it is unlikely to yield the best it is capable of giving to production and to improve industrial relations. Classifying the functions of such committees, from the example of other countries, into three categories, viz., social, technical and economic, the critique points out that the least the Government can do now is to enlarge the functions of the Works Committees to include all that is included under the heads of "social" and "technical". "Economic" functions might be delegated to the Committees after some experience had been gathered by it.

ii) Works Committees and Trade Unions.- The next major defect is the absence of well defined relationships between the Works Committees and trade unions. It suggests that Government should provide for the attendance, in an advisory capacity, of officials of recognised trade unions in the Works Committees. It is against the exclusion of non-workers from Works Committees. Absence of links between the Works Committees and the trade unions and prohibition on attendance, even in an advisory capacity, of non-worker trade union officials are fatal to the health and integrity of the labour movement, especially in India, where the workers are culturally and educationally backward.

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iii) Place of Works Committees in the general industrial frame-work.- If Works Committees are set in the proper frame-work of industrial relations, they can become instruments for increasing industrial efficiency. The Government of India seem to lack this perspective. The technical and economic functions of Works Committees have not been fully appreciated by the Indian Government. Their obsession with the social functions truncates the full value of Works Committees.

Minor defects.- Attention is also directed to the minor defects in the Rules framed under Section 3 of the Act: (i) absence of salutary provision to check friction over distribution of seats among the various categories and allocation of personnel to different electoral groups; (ii) lack of specific provision for election by secret ballot, (iii) absence of provision for the recall of a member who forfeits the confidence of the workers, and (iv) want of a salutary provision to the effect that when an employer proposes to dismiss any ~~delegate~~ delegate serving on a Works Committee, he must obtain the consent of the Committee.

Certain dangers.- The paper points out certain dangers which may arise out of the working of the Works Committee. These are the following: (i) The employer may create antagonism between the workers on the one hand and the technical and supervisory staff on the other, by nominating the latter as his (employee's) representatives. (ii) The right to demand the list of members of a trade union in an industrial establishment, given to the employer under Rule 35, might adversely affect the members concerned especially in an establishment where trade unionism is weak, or is just gaining a foothold. (iii) The Works Committee is no substitute for the trade union. The two have different functions and the strength of the Works Committee is in accordance with the strength of the Union. As the Rules stand, there is the danger of the employers, and even the Government forgetting this sovereign fact. Under no circumstances must the Works Committee be allowed to usurp the rights and responsibility of the trade union—such as, determination of wages, hours of work, and the quantum of bonus. These matters must be settled through the machinery of collective bargaining.

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Bombay: Works Committees: Government
Orders setting up in industrial establishments.

In exercise of the powers conferred by Section 3(1) of the Industrial Disputes Act, 1947, the Government of Bombay, by two orders dated 18 and 26 August 1948, has required the employers specified in the schedules annexed to the Orders, to constitute Works Committees in the Industrial establishments under their respective control, in the manner prescribed in the Industrial Disputes (Bombay) Rules, 1947 (vide paragraph 67, page 50 of the report of this Office for June 1948). The Orders have been served on 562 managements, connected with textile and other factories, printing presses, cinemas, automobile firms, steamship companies, etc.

(The Bombay Government Gazette, Extraordinary
dated 21 and 27 August, 1948, pages
3897-98 and 3998-4000 respectively).

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Profit-Sharing in six Industries:
Committee recommends Five-Year
Experiment.

Six industries - cotton textiles, jute, steel (main producers), cement, the manufacture of tyres and the manufacture of cigarettes - have been recommended as sectors in which profit-sharing may be tried in the first instance for five-years by the Committee on Profit-Sharing, appointed by the Government of India, which has recently submitted its report. In the textile industry profit-sharing should be tried on an industry-cum-locality basis in Ahmedabad, Bombay and Sholapur; there are no Government undertakings in the sectors recommended for the profit-sharing scheme.

The Committee was set up by the Government of India, to undertake a preliminary expert study of matters such as fair return on capital employed in the industry, reasonable reserves for the maintenance and expansion of the undertaking and labour's share of surplus profits, calculated on a sliding scale normally varying with production. The Committee, with Mr. S.A. Venkataraman, Secretary, Ministry of Industry and Supply, as Chairman, held its sessions between May 29 and August 1. Its report will be considered by the Central Advisory Council, which is to be set up shortly.

Aims of profit-sharing.- All discussions on profit-sharing, according to the Committee, in the last analysis, must be viewed from three important angles, viz., (i) profit-sharing as an incentive to production, (ii) profit-sharing as a method of securing industrial peace, and (iii) profit-sharing as a step in the participation of labour in management.

On the first point, the Committee's view is that by distributing the share of labour - the total share itself being arbitrarily determined amongst individuals in proportion to their total earnings in a preceding period, a measure of individual incentive to labour for increased production would be provided.

On the second point, the Committee feels that giving labour a share of the profits of industry, apart from wages, would create psychological conditions favourable to the restoration of industrial peace. This in turn will be an important indirect means of facilitating increased production.

Regarding the last ~~condition~~ consideration, the Committee states that though this has largely affected the attitude of labour organisations, it (the Committee) is precluded from applying this criterion as it raises political and economic issues outside the terms of reference.

A desirable experiment.- The Committee stresses that though it is not possible to devise a method which would directly link labour's share of profit with production, it considers that the indirect effect on production would be sufficiently tangible to make an experiment in profit-sharing worth while.

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Details of Scheme: Definition of capital.— Considering the various specific points on which decisions are required in order to formulate an experimental profit-sharing scheme in the selected industries, the Committee defined capital employed as paid-up capital plus reserves (including all future allocations of reserves) held for the purpose of the business. Reserves in this context will exclude depreciation and will include only those reserves built out of profits on which taxes have been paid. Depreciation should be the first charge on gross profits and reserves should be the first charge on ~~net~~ net profits, viz., gross profits minus depreciation, managing agency commission and taxation.

Return to capital.— On the subject of fair return to capital, after viewing the question carefully and dispassionately, the Committee comes to the conclusion that a fair return on capital employed in the established industries to which the application of the profit-sharing scheme has been recommended, should be that minimum return which will encourage further investment. Taking all factors into account the Committee considers that six per cent on paid-up capital plus all reserves held for the purpose of the business would be a fair rate under present circumstances. After an examination of the extent of reserves in undertakings in the industries selected, the Committee believes that 6 per cent on capital employed, augmented by 50 per cent of the surplus profit, would enable the concerns generally speaking to declare a reasonable ~~dividend~~ dividend. If in any year, profits are not enough to provide this rate of return, the deficiency should be made up in the succeeding years, cumulatively.

Labour's share in profits: 50 per cent of surplus profits: According to the Committee's conclusion, it is possible to devise a system in which labour's share of profit could be determined on a sliding scale varying with production, though theoretically it should be possible to devise a formula which would link labour's share of the surplus profit with the total production of the undertaking in some way. The Committee explains that profits made by industry depend on many factors besides labour and to that extent do not bear any measurable relation to what labour does or does not do. An undertaking in which labour has performed its full part might fail to make any profits because of other reasons, while large profits might be made in spite of irregularities or slackness of labour. Conditions of production ~~may~~ vary from industry to industry and, from undertaking to undertaking within each industry. After describing the difficulties of prescribing a form of annual production, the Committee states that labour's share of the surplus profits can only be determined in an arbitrary way. However, the Committee feels that the total share among individual workers should be in proportion to their total earnings in any given previous period. Such a method would link in some measure, individual effort with individual reward.

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Having due regard to the conditions ~~prevailing~~ prevailing in the industries selected, the Committee has come to the decision that labour's share should be 50 per cent of the surplus profits of the undertakings. The individual worker's share of profit should be in proportion to his total earnings during the preceding 12 months, minus dearness allowance and any other bonus received by him. This should, of course, be in substitution of any other form of profit-sharing bonus that is being paid now.

The Committee ^{has} recommended that if an individual worker's share exceeds 25 per cent of his basic wages, cash payment should be limited to 25 per cent of his basic wages, and the excess held on his account either in his provident fund or otherwise. How this bonus should be treated for income-tax purposes is a matter which should receive the consideration of the Government.

Distribution of labour's share.— The Committee ~~deals~~ deals at length with the question whether labour's share should be distributed by each undertaking or by each industry as a whole in each region or for all industrial undertakings, in the country. The Committee states that profit-sharing can only be unitwise. Only then can the fundamental objective of profit-sharing, namely, that the worker should have a direct interest in the fortunes of the concern in which he works, be attained. This will, however, inevitably mean no share for labour in units which do not make profits. It will also involve differences in remuneration to ~~workers~~ labour in different units. The efficient worker who is employed in an undertaking which makes no profit must remain content with his ordinary wages; while an inefficient worker who works in a ~~profit-sharing~~ profit-making concern will, nevertheless, share in the prosperity of that concern.

Stating that labour, as a whole, was not prepared to accept these implications of profit-sharing, the Committee adds that trade unions are usually organized on an industry-wise basis, and profit-sharing unitwise will cut across that structure. The fear has been expressed whether this may not lead to industrial unrest. It has been suggested that these difficulties can be removed if profit-sharing is on an industry-cum-locality basis. But employers are fundamentally opposed to such pooling of profits, which will mean subsidizing of inefficient concerns by the more efficient units in an industry. Such a system will not be profit-sharing, and will be nothing more than a form of special levy on selected industries for the benefit of certain sections of labour.

The Committee's recommendation: Distribution on an industry-cum-locality basis in selected cases.— In view of the difficulties cited above, the Committee recommends a scheme where profit-sharing should normally be unitwise, but in certain selected ~~cases~~ cases would be on an industry-cum-locality basis. To begin with, the Committee suggests that profit-sharing on an industry-cum-locality basis should be tried out in the textile industry in Bombay, Ahmedabad and Sholapur. The extension of the scheme to the textile industry

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in other localities can be considered later by the Government. In these cases, the surplus profits of the units will be pooled for the purpose of ascertaining what should be the profit-sharing bonus payable to labour in the industry in that locality.

Bonus should be paid irrespective of profits.- The profit-sharing bonus to be paid to labour on an industry-cum-locality basis, the Committee observed, shall be payable, as a minimum, by every unit to its labour, irrespective of its profits. But in those units where half the surplus profits exceeds the sum required to pay the minimum bonus referred to in the previous sentence, such excess shall also be paid to the workers of that unit. In all cases, however, individual cash disbursement will be limited to 25 per cent of a worker's basic wage. The net effect will be that labour employed in every unit in the locality will get a minimum share calculated on the basis of the total of half the surplus profits of all units in the locality which make surplus profits.

The Committee recognized that this proposal amounts to a fundamental departure from the principle of profit-sharing to the extent that it involved the payment of a minimum sum by units who have either incurred a loss or made a profit less than the average profit of the industry. Except in the case of such units, however, it would be a scheme of profit-sharing as ordinarily understood. The proposal moreover meets one of the employers' fundamental objections to profit-sharing on a localitywise basis, inasmuch as it does not involve efficient units subsidizing workers of inefficient units.

Pointing out that the main reason for recommending an experiment in profit-sharing is that it would promote industrial peace, the Committee provided that the benefits of profit-sharing in any year should be withheld, wholly or in part, from workers or sections of workers who, during that year, participate in a strike declared illegal by competent authority. Similarly, if there is an illegal lock-out, "surplus profits" should be computed for the purpose of profit-sharing, as if there had been no such lock-out.

Future policy.- The Committee suggests that future policy can only be developed in the light of experience gained during the trial period. If the initial experience was not unsatisfactory, the Government should consider extension of the scheme to other suitable industries.

While the main body of the Committee's report, contains agreed recommendations of the Committee, a few notes of dissent, namely those by Mr. A.D. Shroff, Mr. S.P. Jain, ~~Mr. Asoka Mehta~~, Mr. Asoka Mehta, Mr. Khandubhai K. Desai and Mr. V.P. Karnik are appended.

(The Statesman, dated 24-9-1948).

(The Government of India, Ministry of Industry and Supply: Report of the Committee on Profit-Sharing, The Manager, Government of India press, New Delhi, 1948).

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Works Committees in Jute Mills:
(Growing sense of cooperation
between employers and workers.)

Reference was made at paragraph 69, page 69, of the report of this Office for August 1948, ~~xxx~~ to the Indian Jute Mills Association's circular on the functions of Works Committees in the jute mills of West Bengal. A circular issued by the Labour Department of the Indian Jute Mills Association on 16 September 1948, states that reports of the working of these Committees, received from time to time, from jute mills, go to show that there are signs of a growing sense of responsible co-operation between employers and workers in the discussions in the Works Committees.

(Indian Jute Mills Association -
Labour Department Circular ~~xxxxxx~~
No. 55L/D, dated 16-9-1948).

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Works Committees for East Punjab.

The East Punjab Government have decided to constitute Works Committees in all industrial establishments in which 100 or more workers are employed or have been employed on any day in the preceding 12 months. Employers and workmen will have equal representation on these committees.

(The Statesman, 12-9-1948).

Works Committees for C.P. and Berar Textile Mills:
Decision at Tripartite Conference.

At a conference held at Nagpur on 4 September 1948 at the instance of Pandit Ravi Shankar Shukla, Premier, Central Provinces and Berar, attended by representatives of labour, textile millowners and managers, and Government, it was decided to take expeditious action to form Works Committees in all the textile mills of the province. A standing committee for the textile industry is to be formed of nine members consisting of three each from the Government, Labour and the textile industry. This body will meet once every month to discuss problems affecting the industry and devise ways and means for the smooth and proper working of the textile industry.

Working of third shift: Tripartite inquiry Committee formed.- It was also decided that tripartite committee with the Premier as the chairman should be formed to investigate into the difficulties of working an extra or third shift in the textile mills of the province and suggest means for introduction of the same. On this committee, employers, labour and Government are to have three representatives each and it would submit report to the Government by 31 October 1948.

(The Amrita Bazar Patrika, 6-9-1948).

Works Committees to be set up in 156 Industrial
Establishments: Bombay Government's Order.

The Government of Bombay have issued orders requiring 156 industrial establishments in the city to set up immediately Works Committees as prescribed in the Industrial Disputes Act.

The Committees as provided for in the Act, will comprise of representatives of workers and employers.

(The Bombay Chronicle, 25-8-1948).

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West Bengal: Works Committees:
Government orders setting up in
Industrial Establishments.

The Government of West Bengal, by an order dated 4 September, 1948, has required the employers of certain industrial establishments to constitute Works Committees in the manner prescribed in the Bengal Industrial Disputes Rules, 1947 (vide page 8 of the report of this Office for December 1947). The order has been served on 91 managements of cotton mills, printing presses, engineering works, flour mills, soap factories, automobile firms, electric lamp works, etc.

(Order No. 5167 Lab., dated 4 September,
1948;
The Calcutta Gazette, Part I, dated
16 September 1948, pages
1257-1259).

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CHAPTER 7. EMPLOYMENT AND UNEMPLOYMENT.

INDIA - SEPTEMBER 1948.

71. Organisation of the Labour Market.

Pakistan: Working of Karachi Regional Exchange.

According to official figures published in the Civil and Military Gazette, Lahore, of 25 September 1948, the Regional Employment Exchange of Karachi, since the inception of Pakistan arranged for employment of about 7,000 persons out of whom about 30,000 registered in the Exchange's office. Out of those 30,000 about 24,851 were refugees.

(The Civil and Military Gazette, 25-9-1948).

West Punjab: Recruitment to Government posts through Employment Exchanges.

According to a Government press note, the West Punjab Government has decided, that recruitment to Government posts, permanent or temporary, in all departments and offices, will in future be made through the Employment Exchanges and not directly.

This procedure will, however, not be followed in cases where the recruitment is to be made through the Public Service Commission, West Punjab and North-West Frontier Province, or in cases where the recruitment is to be made on the results of a competitive examination.

(The Civil and Military Gazette, 27-8-1948).

India: Employment Exchanges: Working during July, 1948.

Employment situation.- According to a report on the work of the Directorate of employment exchanges during July 1948, except for recruitment to the Army, Navy and the Police forces in various regions, little improvement in the employment position was reported by the Exchanges. In Delhi, the building industry was expected to receive an impetus, with the execution of housing schemes. The establishment of a cement factory and manganese mining industry in Trichinopoly was also expected to result in creation of new employment opportunities in ~~South~~ South India. On the other hand, retrenchment in Government departments in many places, slump in the leather industry and the closing down of a jute mill in Kanpur are bound to affect the employment position adversely.

Registration and placings.- The total number of registrations for employment assistance effected at Employment Exchanges and District Employment Offices during July, 1948, are given below:-

	<u>July 1948</u>	<u>June 1948</u>	<u>July 1947</u>
Total number of registrations (including re-registrations)	87,610	93,907	46,499
Total number of persons placed in employment.....	27,200	25,379	12,388

For the tenth month in ~~series~~ succession, the exchanges thus achieved a record number of placings.

Of those placed in employment, 7,255 were ex-service personnel as compared with 5,741 in the previous month, and 8,126 were refugees. As in previous months, a large number of persons (17,952 applicants) declined to take advantage of definite offers of employment, either because the pay offered was felt to be inadequate, or because the conditions of service were not considered to be congenial. A large number of persons failed to report for interview with employers, without offering any satisfactory explanation.

Placings by wage groups.- Figures relating to placings during July 1948, analysed according to wage groups were as follows:-

<u>Wage Groups: Basic monthly pay</u>	<u>Number of placings.</u>
Above 101 rupees	404
61 to 100 rupees	1,966
56 to 60 rupees	15,459
21 to 35 rupees	9,408
20 rupees or less	1,963

The number of placings in the higher wage groups ~~was~~ is increasing steadily. At The Regional Employment Exchange, Delhi, was able to place one applicant on 600 rupees per mensem and three applicants on salaries varying from 250 rupees to 400 rupees per mensem. In Meerut, one applicant was placed by the exchange on 350 rupees per mensem, while two women applicants were placed by the Patna Regional Employment Exchange, on 200 rupees per mensem.

The shortage of skilled personnel in the engineering trades and certain other specialist occupations continued to exist. Cuttack, Delhi and Madras reported that demands for steam engine drivers could not be met. The shortage of tractor drivers continued at in Muzaffarpur, Meerut and Kanpur. The need for trained teachers was felt at Amritsar, Jhansi, Nagpur and Madras. Aircraft technicians were reported to be in short supply in the Bombay Region. Agra and Madras felt the shortage of press operators in the printing industry. Surpluses of applicants requiring employment in clerical, semi-skilled and unskilled posts were reported from many Exchanges. Motor drivers were also reported to be in surplus in Agra, Ambala, Delhi, Gorakhpur, Jaunpur, Nagpur and Vijayawada.

Employment Exchanges in States.- Returns received from employment exchanges in Indian States show that up to 31 July, 1948, 76,558 applicants had been registered, of whom 14,618 had been placed in employment. This information does not, however, illustrate completely the work performed by all State exchanges, as up-to-date information has not been received from some of them. These figures are in addition to the all-India figures quoted above.

Employment of displaced persons.- 24,970 ~~persons~~ displaced persons from Pakistan were registered during July 1948, as against 42,794 during June, 1948. 8,126 persons were placed in employment. In East Punjab, a large number of displaced persons were placed as labourers in Irrigation and Public Works Department Works.

Technical and Vocational training.- There were 86 Technical Training Centres and 118 Vocational Training Centres functioning, with 5,279 and 2,841 ex-Servicemen trainees respectively under training. In the former group, 439 trainees passed the trade tests, bringing the total of passed out trainees to 6,097. In the latter group, 138 trainees passed out, bringing the total to 1,006. 4,749 male refugees were undergoing training at the Training Centres in East Punjab,

Delhi and Ajmer-Merwara, Bombay, United Provinces and West Bengal. By the end of July, 712 ex-service personnel and 775 refugees were undergoing apprenticeship training in 109 Centres. 49 firms joined the scheme during the month. 686 disabled ex-Servicemen were undergoing training in the three special Training Centres. 95 trainees passed the prescribed trade tests bringing the total passed out to 629. 288 refugee girls and women were undergoing training at the centre at Curzon Road, New Delhi, run by the Ministry of Labour. Two trainees passed the prescribed trade tests.

The number of ex-service personnel selected and posted for technical and vocational training during July 1948 and during the period from 15 August 1947 to the end of July 1948 is analysed below:-

Administra- tive Region.	Technical Training		Vocational Training		Training for war-disabled.	
	during July 1948	Total from 15 August 1947.	during July 1948	Total from 15 August 1947.	during July 1948	Total from 15 August 1947.
Assam....	9	276	5	204	-	-
Bihar and Orissa...	56	5227	12	1046	-	-
Bombay.....	132	3576	108	2168	-	-
C.P. and Bihar.....	15	1747	10	776	-	-
Delhi and Ajmer-Merwara.	16	1524	6	625	-	-
East Punjab.	18	245	15	85	-	-
United Provin- ces.....	48	6629	220	7888	1	815
Madras.....	929	19162	167	2915	6	1571
West Bengal.	35	2860	17	1043	-	-
Closed Centres....	-	-	-	-	-	1621
Total.....	1255	39244	562	16748	7	3807

(Report on the work of the Directorate of Employment Exchanges for the month of July, 1948, issued by the Directorate-General of Resettle-ment and Employment, Ministry of Labour, Government of India).

Burma: The Employment of Statistics Bill,
1948.

The Government of the Union of Burma has gazetted on 11 September 1948, the Employment of Statistics Bill, 1948. The Statement of Objects and Reasons appended to the Bill states that in all progressive countries it is recognized that Government policy on labour matters in order to be successful and wisely directed must be based upon comprehensive and reliable statistics relating to employed persons and the importance of such statistics is also being continually emphasized by the International Labour Organisation. Burma is severely handicapped in this respect by the loss of almost all her pre-war statistics relating to labour. The Bill is intended to facilitate the collection of statistics of certain kinds relating to employed persons.

The Bill provides that the President may by notification require the collection of statistics, in respect of specified places, concerning matters relating to the welfare of employed persons and their conditions of work, including particularly (i) prices of commodities; (ii) attendance and absenteeism; (iii) living conditions, including housing, water supply and sanitation; (iv) indebtedness; (v) rents of dwelling houses; (vi) wages and other earnings; (vii) provident and other funds; (viii) benefits and amenities; (ix) hours of work; (x) employment and unemployment; (xi) trade disputes, including the number of workpeople affected by, and working days lost through, strikes, or lock-outs; (xii) sickness; (xiii) numbers and types of persons employed; (xiv) leave and holidays; and (xv) productivity. The provisions of the Bill will thereupon apply to the collection of those statistics. Provision is made for the appointment of a statistics authority who is empowered to call from any person any returns and information relating to any matter in respect of which statistics are to be collected. Refusal to furnish any such return or information without lawful excuse is made an offence punishable with fine which may extend to 500 rupees.

(The Burma Gasetto, Part I, dated 11 September, 1948, pages 794-796).

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India: The National Service (Temporary and Released Persons) Ordinance, 1948 (XXIII of 1948).

The Governor-General of India promulgated on 11 September 1948, the National Service (Temporary and Released Persons) Ordinance, 1948, to provide for the rendering of national service by persons serving on temporary engagements in, and by persons released from, the Indian Land Forces.

The important features of the Ordinance are:-

Every released person shall be liable to be called up for national service unless such person is, at the time of such calling up, employed in a civilian capacity in any department of the Government or the Government of any acceding State. A proviso, however, exempts a released person, who has completed his fifty-fifth year to be called up for national service.

Every person serving on a temporary engagement shall be liable to be retained in national service. National service is defined as service in the Indian Land Forces or in any corps thereof and includes service in a civilian capacity.

It shall be the duty of any employer, by whom any released person called up for national service was employed at the date of notice calling him up for such national service, to reinstate him in his employment at the termination of national service in an occupation and under conditions not less favourable to him than those which would have been applicable to him had his employment not been so interrupted.

Any released person who wilfully fails to comply with any notice issued under the Ordinance shall be punishable with imprisonment which may extend to six months or with fine which may extend to 1,000 rupees or with both.

(The Gazette of India, Extraordinary, dated 11 September, 1948, pages 1483-1486).

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72. Vocational Guidance and Training.

India - September 1948.

Training Schemes for Merchant Navy Personnel:
Nautical College to be established in Bombay.

A meeting of the Standing Advisory Committee of the Constituent Assembly of India (Legislative), attached to the Ministry of Commerce, was held at New Delhi on 5 September, 1948, under the chairmanship of the Minister for Commerce, to discuss facilities for the training of merchant navy personnel.

The Committee decided that the system of training on the Indian mercantile marine training ship Dufferin should be reorganised according to the recommendations of an expert committee. The Dufferin used to accept 50 cadets annually for training, 25 for the engineering side and 25 for the executive. In future the ship will accept 30 cadets annually, all for training in the executive branch. The course has been reduced from three years to two. Only those who have passed the matriculation or an equivalent examination and are between 15 and 17 years will be eligible for training. Training for the engineering branch will be separated. 30 boys, between the ages of 16 and 19, who have passed at least the Intermediate Science (with mathematics) examinations, will be apprenticed directly to approved marine engineering workshops for three years' practical training. After completion of workshop training, they will be given advanced pre-sea training in marine engineering for one year in an institution to be set up for the purpose.

The Committee also approved a scheme for the establishment in Bombay of a post-sea nautical and engineering college. The college is to start functioning from 1 October, 1948.

(The Statesman, 6-9-1948).

Central Institute of Psychology proposed:
Committee's Recommendations.

The establishment of an Institute with separate departments for Psychological Research Training and Guidance, having a statistics section and a library has been recommended by a Committee appointed by the Government of India, (vide paragraph 72, page 65, of the report of this Office for June, 1948).

The Institute, which will work in close collaboration with the Central Institute of Education, will organise research in different branches of educational psychology. The need for such research has increased in view of the Government of India's decision to launch a programme of universal compulsory Basic Education in the country. The Psychological Research Department, which will be in charge of a Professor, will have three divisions for: Intelligence and Aptitude Tests; Personality Assessment; and Attainment Tests and Research in ~~the~~ Child Psychology. Field work will be carried out by each of these divisions. It will consist of school testing, selection procedure, testing backward children and children of backward groups and communities. Training of Career Masters and Testing Officers will be carried out under the Training Department of the Institute. The course of training will be of about six ~~months~~ months' duration. The Guidance Department, will have sections devoted to Vocational Guidance, Follow-Up and Research and Clinic Work in Child and Educational Guidance.

The Committee has emphasised that an expert Psychologist, who is familiar with all the aspects of Applied Psychology, should be the Director of the Institute.

(The Statesman, 18-9-1948).

73. Migration and Colonisation.

India - September 1948.

Ceylon: Indian Citizenship Bill published:
Uninterrupted residence for specified periods
required for citizenship.

Mention was made at paragraph 73, page 85, of the report of this Office for August 1948, to the proposals of the Government of Ceylon to bring an Indian Citizenship Bill before the Ceylon Legislature as soon as negotiations with the Government of India on the subject had been completed. The Bill has since been published in the Press and the following is a summary of its main provisions:

Applications.- The Bill, when enacted, shall apply, and the privileges of procuring registration thereunder shall extend, solely to those Indian residents in Ceylon who are possessed of a special residential qualification, which in each case shall consist: (a) in the first instance, of uninterrupted residence in Ceylon immediately prior to the first day of January, 1946, for a specified minimum period; and (b) secondly of uninterrupted residence in Ceylon from the aforesaid day to the date of the application in that case for such registration. The privilege conferred by the Act shall be exercised in every case before the expiry of a period of two years reckoned from the appointed day; and no application made after the expiry of that period shall be accepted or entertained.

Minimum Qualifying periods of residence.- The minimum period of uninterrupted residence, required under the Act, shall be 10 years in the case of a person who is unmarried at the date of his application for registration, or in the case of a married person whose marriage has been dissolved by death or divorce prior to that date. In the case of a married person living with the partner of the marriage at the date of his application for registration, the minimum period shall be 7 years. Continuity of residence shall be deemed to have been uninterrupted only if x vocational absences from Ceylon do not on any one occasion exceed 12 months in duration.

Conditions for application for registrations.- A person applying for registration under the Act shall have first to prove that he is an Indian resident possessed of the special residential qualification, and, in addition, produce sufficient evidence that the following requirements are, among others, fulfilled in his case: (1) that he is possessed of an assured income of a reasonable amount, or that he has some suitable business or employment or other lawful means of livelihood, to support himself and his dependents, if any;

(ii) that he is free from any disability or incapacity which may render it difficult or impossible for him to live in Ceylon according to the laws of Ceylon; and (iii) that he clearly understands that in all matters relating to or connected with his status, his personal rights and duties and his property in Ceylon, he will be subject to the laws of Ceylon.

In the case of an applicant who has a wife or any minor child or children of a lawful marriage ordinarily resident with him in Ceylon: (a) where he desires such child or children to be registered ~~simultaneously~~ simultaneously with himself, there may be included in the application an express request by him in that behalf; and (b) where his wife elects to be registered simultaneously with him, there may be included in the application a request in that behalf authenticated by her signature or acknowledged and affirmed by her orally before a Justice of the Peace. Where any such request is included in an application, in respect of each such child or the wife, as the case may be, all the particulars for furnishing which in such circumstances provision is made in the prescribed form of application.

to be set out
in the application,

If the Commissioner for Registration is satisfied that there is a prima facie case for allowing an application, he shall give public order allowing the application will be made unless any written objections to the making of such order is received by him from any member of the public within a period of one month from the date on which the notice is published. Where no objection is received in response to the notice within the period specified, the Commissioner shall make an order allowing the application. Where an objection is received, the Commissioner shall order an inquiry into the matter of the objection. An appeal against an order refusing or allowing an application for registration may be referred to the Supreme Court in the prescribed manner by the applicant, or, as the case may be, by the persons who lodged any objection which has been over-ruled by the order. Each appeal under the Act shall be preferred within ~~xxxx~~ one month of the date of the order by means of a petition setting out the facts and the grounds of the appeal.

in the prescribed manner

Registration as citizens.— As soon as may be after an order allowing an application takes effect, the Commissioner shall—(a) cause the applicant to be registered as a citizen of Ceylon in a book to be kept for that purpose in the prescribed form; (b) issue to the applicant a certificate of registration in the prescribed form; and (c) publish in the Gazette a notification in the prescribed form setting out the fact of the registration of that applicant as a citizen of Ceylon.

Every Indian resident registered as a citizen under the Act shall, as soon as may be after the date of his registration take the oath of allegiance and the oath of citizenship in the prescribed form and shall thereupon be entitled to the same rights and be subject to the same obligations and liabilities in law as citizens of Ceylon. (The Hindu, 18-9-1948).

Ceylon: Immigrants and Emigrants Bill passed by Legislature, 25 August, 1948.

The Ceylon Immigrants and Emigrants Bill (vide paragraph 75, page 82 of the report of this Office for August 1948) was passed by the House of Representatives, Ceylon, on 25 August 1948.

The Bill will now go into the committee stage.

(The Statesman, 26-8-1948).

Ceylon: Dock Workers in Colombo: Number of Non-Ceylonese to be reduced.

Opening a conference of harbour contractors, stevedores and dock workers at Colombo on 1 September 1948, Sir John Kotalawala, Minister for Transport, Ceylon, stated that in future only Ceylonese would be recruited for labour in Colombo harbour, and that as from 1 September 1948, 50 per cent of the labour force employed in the harbour would be Ceylonese. Any shortage would be met from the Government pool, which consisted mainly of Ceylonese. He envisaged progressive "Ceylonisation" of the harbour labour service and emphasised that he did not want to cause any hardship to any section of non-Ceylonese labour.

At present there were about 8,000 labourers employed in the harbour, more than 70 per cent of whom were non-Ceylonese, mostly Indians. Reduction of this percentage to 50 per cent would affect about 1,600 non-Ceylonese labourers.

A proposal whereby non-Ceylonese labour employed at present would be given work in shifts so as not to upset the 50 per cent quota for Ceylonese, was later agreed to by labour contractors.

Workers protest.— Following the discharge of a number of Indian workers as a result of the Government's policy, a conference of representatives of various parties in Ceylon and the Ceylon Indian Congress was held in Colombo on 9 September. The conference decided to make a joint protest to the authorities on the measures taken against Indians and also consider further joint action, if necessary.

Mr. De Souza, President of the All-Ceylon Stevedore Workers' Association, after an interview with the Port authorities, stated that although 1,500 labourers were now earmarked for dismissal, the figure might be higher if the Employment Exchange could supply labour and if it was found possible to replace skilled ~~workers~~ workers as well. These dismissals were unfair, not only in principle, but also because no attempt ~~was being made~~ was being made to find any alternate employment for these workers who, as Indians, could not even register at the Employment Exchange and were not entitled to either gratuities or compensation to their homes.

travelling }
expenses }

Indian Workers re-instated.- Following representations made to the Minister for Transport against the discontinuance of non-Ceylonese labour, and it is understood that about 300 Indian labourers who were affected have since been re-instated.

(The Times of India, 2-9-1948;
The Hindu, dated 15 and 16-9-1948).

Burmese Indians adversely affected by Land Nationalisation Schemes: Government of India asked to intervene.

A delegation of Burmese Indians arrived in India during August 1948 to acquaint the Government of India and ~~India~~ the Indian public with the position ~~of~~ of Indians in Burma since Burma achieved independence. The delegation hopes to arrange for a goodwill mission to bring about an amicable settlement of the outstanding problems between the two countries.

Effect of land nationalisation schemes.- According to the delegation, the contemplated legislation for nationalisation of land in Burma was more injurious to Indians in Burma than any previous restrictive or discriminatory measures. The members of the delegation, in the course of their discussions with officials of the Government of India were reported to have suggested that India should press for a treaty on lines similar to the Anglo-Burmese ~~Grant~~ Treaty in which provision had been made for an equitable compensation for British property estimated at 42 million pounds.

Indian interests.- Indian interests in Burma were altogether valued at 2000 million rupees, including 900 million rupees in agricultural land, 400 million rupees in housing and industrial undertakings and between 550 and 600 million rupees which Burma owed by way of loan to India.

It is understood that the Government of India had already lodged a protest with the Burma Government urging the latter to agree to the principle of compensation before nationalisation of land is effected. But no reply has so far been received.

(The Times of India, 26-8-1948).

CHAPTER 8. SOCIAL SECURITY.

INDIA - SEPTEMBER 1948.

81. Social Insurance.

Mysore: Working of Workmen's Compensation Act during 1946-1947.

Number of accidents and amount of compensation paid.— The number of accidents and industrial diseases for which compensation was paid during the year was 3,232 as against 2,729 during preceding year. The amount paid was 233,142 rupees in 1946-47 as against 295,486 rupees in 1945-46. There was an increase of 35 per cent in the number of cases resulting in temporary disablement. Cases resulting in deaths and permanent disablement dropped by 21.6 and 48.6 per cent respectively. Details of the cases and the compensation paid during 1946-47 are shown below:

	<u>Accidents</u>		<u>Industrial Diseases</u>		<u>Total</u>	
	No. of cases	Compen- sation Rs.	No. of cases	Compen- sation Rs.	No. of cases	Compen- sation Rs.
Death...	26	25,680	3	4,200	29	29,880
Permanent disable- ment...	51	17,647	197	142,610	238	160,257
Temporary disable- ment...	2,965	45,005	2,965	45,005
Total..	3,042	86,332	190	146,810	3,232	233,142

The Commissioners for Workmen's Compensation dealt with 337 cases. Of these, 57 cases related to fatal injuries, 53 to non-fatal ~~injuries~~ injuries and 227 to registration of agreements. ~~295~~ 295 cases were disposed of during the year.

During the year under review the total amount of compensation deposited with the Commissioners amounted to 50,059 rupees and the total amount for distribution came to 64,621 rupees. Of this, 44,535 rupees was distributed leaving a balance of 20,086 rupees pending distribution at the end of the year.

India: The Employees' State Insurance Act, 1948,
comes into force in India: Employees' State
Insurance Corporation established.

In pursuance of section 1 (3) of the Employees State Insurance Act, 1948 (vide paragraph 81, pages 69-72 of the report of this Office for June 1948), the Central Government, by a notification dated 31 August 1948, has fixed 1 September 1948, as the date on which Chapters I, II, III and VIII of the said Act shall come into force in all the provinces in India.

The provisions of Chapters I, II, III and VIII of the Act relate to (1) extent, commencement and application of the Act, (2) establishment of Employees' State Insurance Corporation, Standing Committee and Medical Benefit Council, (3) Finance and Audit, and (4) Rule making powers of the Central and Provincial Governments and the Corporation.

By another notification dated 31-8-1948, the Central Government has established with effect from 1 October, 1948, the Employees State Insurance Corporation for the administration of the scheme of Employees State Insurance, in accordance with the provisions of the Act. The Corporation is to consist of 31 members with the Minister for Labour in the Central Government as the ~~ex-officio~~ Chairman of the Corporation. Dr. C.L. Katial has been appointed under Sec.16(1) of the Act as the Director General of Employees State Insurance. (Under Section 16(2) of the Act the Director General is the Chief Executive Officer of the Corporation).

(Notification No. 3521(2), dated 31 August,
 1948;
 The Gazette of India, Extraordinary,
 dated 1 September, 1948, pages 1417-1419).

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85. Benefits Organised or paid by Employers.

India - September 1948.

India: The Coal Mines Provident Fund and Bonus Schemes Bill, 1948, passed by the Central Legislature.

The Coal Mines Provident Fund and Bonus Schemes Bill, 1948 (vide paragraph 85, page 89 of the report of this Office for August 1948), was passed by the Constituent Assembly of India (Legislative) on 20 August 1948.

Mr. Jagjivan Ram, Labour Minister, in the course of the debate, said that a very important feature of the Provident Fund scheme was that it was being experimented in ~~the~~ an industry where the workers were not organised. The Government was determined to make it a success because on the success of this scheme depended the introduction of Provident Fund for similar workers in this country in various other industries. It was proposed that the employers should contribute a sum equal to one anna in the rupee of the basic earnings and the workers should contribute a similar amount.

Mr. R.K. Sidhwa, welcoming the Bill, however, wished that the ~~the~~ Minister had brought a more comprehensive measure covering other categories of workers as well. He felt that the contribution of the employer should be somewhat more than the workers' contribution.

Dr. R. Deshmukh, supporting Mr. Sidhwa, said that the employer's contribution should be something more than the ~~the~~ employee's. "Otherwise" he said, "the whole sum would be very insignificant". He suggested that the Bill be referred to a Select Committee.

Replying to the debate, the Labour Minister assured the House that the Government was very anxious to introduce Provident Fund schemes for other industries as well. It might not be possible to bring a bill for this purpose during the next budget session, because the Government had already many other measures to pilot through that session. But before very long, the Government would bring forward such a measure.

(The Hindu, dated 21-8-1948).

CHAPTER 9. LIVING STANDARDS.

INDIA - SEPTEMBER 1948.

01. Nutrition.

Dietetics Research: U.P. Public Health
Department's Survey.

The Public Health Department of the United Provinces Government is conducting a research survey of dietetics in the United Provinces to find out the nutritive values of the various kinds of edibles including roots, fruits and cereals, in common use in the province.

A preliminary survey of representative groups of people, especially among the refugees has already begun. Some of them have been medically examined to determine their health standards and suitable diets have been proscribed.

Dr. K.K. Govil, Lucknow, has been appointed Nutrition Survey Officer.

(National Herald, 10-9-1948).

Cheap Food for Central Government Employees
in New Delhi : Labour Ministry to run canteen.

the supply of ←

It is understood that the Ministry of Labour, Government of India, will open shortly a canteen for Central Government employees in ~~the~~ New Delhi at the Central Government Secretariat, cheap, wholesome and nutritious food. The canteen will be managed and run by the Labour Ministry on a "no profit no loss" basis under the executive control of the Superintendent of Industrial Canteens, Government of India.

The main object of the venture, it is stated, is to keep prices as low as possible so as to enable even low paid Government servants to take advantage of its services. The prices of food at the canteen are expected to be at least 40 per cent to 50 per cent cheaper than the market rates.

It is proposed to introduce the cafeteria system of service in the canteen as it will necessitate minimum number of catering staff and will also reduce the time spent by each customer. According to present arrangements, a maximum number of 64 ~~persons~~ persons will be accommodated at each sitting, while it is expected to gradually expand. During the lunch hour, between 1 p.m. and 2 p.m., which is the peak period, if each customer takes his turn in the queue, it is thought, over 500 can be served without difficulty. The business in the canteen will be transacted in coupons only as it is hoped this will eliminate any possible avenue for corruption.

(The Statesman, dated 31-8-1948).

94. Education.

India - September 1948.

India: Compulsory Basic Education:
Five Year Plans suggested.

A Committee appointed by the Ministry of Education, Government of India, to find out ways and means to finance educational developments, which met at New Delhi on 28 and 29 August 1948 under the chairmanship of Mr. B.G. Kher, Prime Minister, Government of Bombay, has recommended the launching of three five-year programmes to introduce compulsory basic education in all provinces. It was suggested that, in the first five-year programme, substantial portion of the children in the age group six to eleven would be covered. In the third five-year plan, the scope of providing compulsory primary education should be extended to cover the age group eleven to fourteen.

The Committee, however, felt that, in view of ~~firm~~ financial stringency and other factors, it might not be possible to implement the whole programme in fifteen years in all provinces and suggested that the period should be extended, wherever necessary.

Financing of the scheme.- The Committee considered that out of the total expenditure, the provinces should bear 70 per cent and the Central Government 30 per cent. No educational cess or loan should be raised to meet the expenditure, but this should be provided mostly from voluntary effort.

The Committee suggested several possible ways of financing the educational development programme, but in view of the present economic stress in the country, the final report may not be presented to the Government for some time.

Medium of Instruction in Universities:
English to be replaced by Regional languages.

According to a press note, the Government of India, has accepted the recommendations of the Committee on Medium of Instruction (vide pages 72-73 of the report of this Office for February 1948). After careful examination of the recommendations, the Ministry of Education has requested the universities and provincial Governments to replace English as the medium of instruction at the university stage by gradual stages and to adopt in its place the language of the State or province or region as the medium of instruction and examination. The Government is of the view that, in the interest of national education, these recommendations should be given effect to immediately.

English to be retained during transition period.- In view of the considerations urged by the committee, the ministry has requested the universities and provincial Governments to take steps to see that during the transition period, English—not as a literature but as a language—is continued as a compulsory subject in the higher courses.

Compulsory test in federal language.- The universities have also been asked to provide for a compulsory test in the federal language during their first degree course without prejudice to the result of the degree examination and for the teaching of the federal language to all students who wish to take it up as an optional subject.

The Committee on Medium of Instruction was appointed in accordance with the recommendations of the Central Advisory Board of Education at the meeting held in January 1948 and endorsed by the all-India Education Conference convened by the Minister for Education. The Committee consisted of Vice-Chancellor Chancellors of all Indian universities and a few specialists and met at Delhi on 1 and 2 May 1948, under the chairmanship of Dr. Tara Chand, Secretary, Ministry of Education.

CHAPTER 10. INDUSTRIAL SAFETY.

INDIA - SEPTEMBER 1948.

101. Prevention of Accidents.

Accidents in factories during 1946:
Slight decrease in frequency rate
recorded.

The Indian Labour Gazette, June 1948, analyses the incidence of accidents in factories in India during 1946, based on the annual returns under the Factories Act, 1934. During the year, the total number of accidents in factories situated in provinces other than the Punjab and the North-West Frontier Province, was 57,137, as compared to 66,598 during 1945. There was, thus, a fall of about 14.2 per cent in the total number of accidents compared ~~with~~ to a fall of about 6.3 per cent in the factory employment resulting in a drop of the frequency rate from 26.8 ~~per~~ in 1945 to 24.7 in 1946 per/thousand workers employed. This may be partly due to the reduction in working hours and partly to the increased vigilance of the factory inspectorates. In the seasonal factories, however, the rate increased from 4.2 to 4.5. Among the major provinces Bombay and Bihar had a ~~an~~ frequency rate of accidents higher than the all-India average as in the previous year. ~~The~~ Central Provinces and Bazar recorded a considerable improvement as compared with 1945. About 24 per cent of the accidents in 1946 were due to machinery, and working machinery alone ~~was~~ responsible for 21.6 per cent. "Falling objects" was another important cause, accounting for 19.4 per cent of the accidents.

Number of accidents and frequency.- The table below gives the figures of accidents for 1945 and 1946 in all factories, both perennial and seasonal:

See next page.

	Fatal		Serious		Minor		Total	
	No.	Per 1000 Workers	No.	Per 1000 Workers	No.	Per 1000 Workers	No.	Per 1000 Workers
1945*								
All factories	324	0.15	10691	4.51	55585	22.59	66598	26.85
Perennial	297	0.15	10408	4.67	54821	24.60	65520	29.41
Seasonal	27	0.11	283	1.11	762	2.99	1072	4.21
1946*								
All factories	252	0.11	8425	5.64	49460	29.94	57155	24.68
Perennial	219	0.11	8165	5.96	47612	25.09	55996	27.16
Seasonal	33	0.15	258	1.92	848	3.86	1159	4.51

* Excluding figures for the Punjab and the North-Western Frontier Province.

Provincial distribution.— The data for 1946 show that, according to provinces, the highest number of accidents was in Bombay and Bengal. Fatal accidents were, however, more in Bengal ~~and Bihar than in Bombay~~ than in Bombay as in the previous year. In Bihar, although the total number of accidents was less in 1946 than in 1945, the number of serious accidents increased from 381 to 524. The fall in the total was also not proportional to the fall in employment in this province which was of the order of 17.5 per cent. The frequency rate consequently went up from 29.2 in 1945 to 34.6 in 1946. There was a slight increase in the number of serious accidents in Delhi. In Assam and Baluchistan, although employment increased the number of accidents was considerably less in 1946 than in 1945. The frequency rates, fell from 27.7 to 20.8 in Assam and from 55.2 to 38.1 in Baluchistan. The frequency rate was the highest in Ajmer-Merwara, being 114.8, and the ~~lowest~~ lowest in Sind, being 14.1. The rate was, on the whole, above the average in Ajmer-Merwara, Baluchistan, Bihar, Bombay and Delhi. In the Central Provinces and Berar the frequency rate was below the average in 1946 but above the average in 1945.

Causes of accidents.— An analysis of the causes shows that in 1946 machinery accounted for nearly 24 per cent of the accidents out of which working machinery alone was responsible for 21.6 per cent of the accidents. Another important agency was "falling objects" which accounted for 18.4 per cent of the accidents. "Hand tools" accounted for 10.6 per cent. The table below gives the percentage of accidents in 1945 and 1946 caused by various agencies:—

Causes	Percentage for 1945	Percentage for 1946
I. Machinery		
(a) Prime movers.....	0.14	0.55
(b) Transmission Machinery..	1.44	1.52
(c) Lifting Machinery..	0.70	0.47
(d) Working Machinery..	20.79	21.62
II. Transport		
(a) Rolling stock on lines.....	0.99	1.07
(b) Rolling stock on not on lines....	1.23	0.81
III. Persons falling.....	5.53	5.59
IV. Hand falling objects..	21.62	18.36
V. Hand held tools.....	10.68	10.57
VI. Electricity.....	0.29	0.25
VII. Poison, Corrosive substances, etc.....	0.99	0.81
VIII. Explosions and fires..	5.04	5.57
IX. Miscellaneous.....	30.55	32.63
Total..	100.00	100.00

(Accidents.- Statistics for the years 1939-45, with special reference to 1945, were analysed at paragraph 101, pages 105-107 of the report of this Office for April 1948).

(Indian Labour Gazette, June, 1948).

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

INDIA - SEPTEMBER 1948.

111. Agriculture.

Delhi and Ajmer-Merwara Land Development Bill passed in Constituent Assembly of India (Legislative).

The Delhi and Ajmer-Merwara Land Development Bill 1947 (vide page 51 of the report of this Office for November 1947) was passed in the Constituent Assembly of India (Legislative) on 6 September 1948. The Bill provides for the preparation and execution of land development schemes, reclamation of waste land and control of private forests and grass land in the provinces of Delhi and Ajmer-Merwara.

(The Hindu, 8-9-1948).

Kashmir: Tenants' Share in Produce: Reform Bill approved.

The Jammu and Kashmir State Cabinet has approved a Bill to amend the Jammu and Kashmir Tenancy Act, which provides mainly that landlords owning more than 100 kanals (8 kanals=One acre) will get as their share not more than one-fourth of the produce from rabi (moisturous) crop, and, one-third of the produce from Khushki (dry) crop.

The Tenancy Rights:- The more important ^{among the} other provisions are (i) no tenant in the possession of land up to 17 kanals of rabi crop or 53 kanals of Khushki crop can be ejected by the landlord if the tenant has been in cultivating possession for seven months preceding the enactment of this bill; and (ii) entries of Khushki (cultivation by a proprietor himself) in revenue records in favour of proprietors owning lands exceeding 100 kanals will be considered false. This is intended to safeguard the tenancy rights under the new tenancy law. Under this provision, landlords will not be able to keep vast stretches of land under personal control without giving the same to the tenants.

The Revenue Minister of the State, Mirza Mohd. Afzal Beg, explaining the new reforms to pressmen on 2 September 1948, said that these reforms would afford relief to at least 1.5 million of the state's population.

(National Herald, dated 4-9-1948).

113. Navigation.

India - September 1948.

Pakistan: Medical Facilities for Seamen at
Pakistan Ports: Central Committee set up.

The Pakistan Government has decided to set up a Committee designated the Central Committee for the Provision of Medical Facilities at Pakistan Ports with a view to co-ordinating activities for maintaining proper hospital and dispensary facilities at ports in Pakistan for the merchant navy, seamen and seafarers. The Secretary of Pakistan's Ministry of Food, Agriculture and Health will be the Chairman of the seven-member Committee.

Functions of the Committee.— The following are the functions of the Committee: (i) It will act as a general information bureau on all matters relating to the health of seamen and seafarers. (ii) It will advise on any matters referred to it by the Ministerial Ministries concerned of the Pakistan Government or by the port health authorities of the ports of Karachi and Chittagong. (iii) It will make suggestions to the Government on any matters affecting the health and welfare of seamen at Pakistan ports to which the Committee considers that the Government's attention should be drawn.

Port Health Committees for Karachi and Chittagong.— The Pakistan Government has also decided that port health committees at the ports of Karachi and Chittagong should be formed under the chairmanship of the port health officer concerned, to carry out health work at each port under the directions of the Central Committee.

(Civil and Military Gazette, 7-9-1948).

Bombay Dock Labour: 'Decasualisation Scheme'
approved.

The Board of Trustees of the Bombay Port Trust has approved on 14 September 1948 a 'decasualisation scheme' for dock labour. According to the scheme 2,500 labourers, with their supervisors and special supervisors will be treated on the same footing as the permanent employees of the Trust, provided they have completed a year's service. The introduction of this scheme is in implementation of the agreement arrived at between the union of the workers and the Port Trust after the strike in November 1947. It assures the workers time wage provided the output efficiency is maintained at the level which has been laid down by the Trust.

The Board deferred consideration of the introduction of the double-shift system as this could not be brought into effect unless the necessary amendments to by-laws of the Trust and scales of wages were sanctioned by the Government of India.
(The Times of India, 16-9-1948).

Promotion of Indian Shipping: Three Corporations
to be set up.

Mr. K.C. Neogy, Minister for Commerce, Government of India, replying to a question in the Constituent Assembly of India (Legislative) on 25 August 1948 regarding the scheme for the formation of a State-aided company for the development of Indian shipping, said that it was proposed to have two or three Shipping Corporations with an authorised capital of 100 million rupees each registered under the Indian Companies Act. The Government would be a major shareholder in these corporations. The managing agents would subscribe a proportion of the capital and a percentage would also be offered to the public for subscription.

The Corporations would operate ships in the overseas trade and as this was a highly competitive field, their management would be entrusted to managing agents who would be selected as far as possible from shipping companies with experience. The terms of the managing agents agency were still under negotiation and had not been finalised. Mr. Neogy added that the first of these Corporations would be likely to be registered before the end of 1948.

According to the Statesman, New Delhi, dated 14 September 1948 ~~that~~ a new shipping company, to ply merchant vessels from India to Egypt, Persian Gulf, and Red Sea ports in the West, and China, Japan and Australia in the East, has been planned by the Government of India. It is to be called the India Eastern Overseas Shipping Corporation, Ltd., and will have an authorized and issued capital of 100 million rupees. It is likely to come into existence in 1949.

The Corporation will be registered in Bombay as a joint stock company under the Indian Companies Act of 1915. Of its shares, 51 per cent will be owned by the Government, and 26 per cent will go to the Scindia Navigation Co.

(The Hindu, dated 26-9-1948;
The Statesman, 14-9-1948).

Administration of Indian Dock Labourers' Act:
Regional Offices set up at Bombay, Calcutta
and Madras.

Three Regional Offices, in charge of an inspector each, have been established in Bombay, Calcutta and Madras to administer the Indian Dock Labourers' Act 1954, which ensures protection against accidents to dock workers.

(The Times of India, 10-9-1948).

114. Officials.

India - September 1948.

Bihar: Minimum Pay of 50 Rupees for
Government's Ministerial Employees:
Pay Revision Committee's Recommendations.

A Pay Revision Committee, appointed by the Government of Bihar, under the chairmanship of the Minister of Finance, to enquire into the present scales of pay and allowances in all branches of Government service and to make suggestions for their revision, has recommended a minimum monthly basic pay of 50 rupees, plus dearness allowance of 20 rupees, for Ministerial staff (clerks, mostly matriculates) and suggested that the maximum pay for posts in Bihar should not exceed 1,500 rupees a month. It has further proposed a minimum living wage of 35 rupees, made up of basic salary and dearness allowance in equal proportions, for "inferior" employees (peons, etc). Endorsing the recommendations of the Central Pay Commission (vide pages 45-50 of the report of this Office for May 1947), the Committee has proposed that gazetted posts might be classified first as Class I or Class II of the Provincial Services, the remaining posts being put in Class III or IV. All posts in Bihar have been grouped under about fifty grades of pay scales, as against the previous scales which ran into hundreds.

Dearness allowances.- The Committee has suggested that Government servants drawing a pay not in excess of 500 rupees should be given no dearness allowance when the cost of living figure does not exceed 175. Rates of dearness allowance proposed range from a minimum of 17 rupees and 8 annas per month to a maximum of 75 rupees. In addition, dearness allowance is recommended for pensioners drawing a pension not exceeding 100 rupees at 20 per cent of pension subject to a minimum of 8 rupees 12 annas and a maximum of 12 rupees 8 annas. House rent allowance, compensatory allowance, etc., have also been recommended. As regards leave and retirement benefits, the Committee has endorsed the proposals of the Central Pay Commission.

Conciliation machinery.- The Committee has recommended the ~~immediate~~ adoption of the system of Whitley Councils obtaining in the United Kingdom with suitable changes, for Government employees.

The present salary bill for Government employees is ~~in~~ Rs. 33.9 million rupees annually; the recommendations of the Committee are estimated to cost an additional 12.5 million rupees annually.

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C.P. and Berar Government Employees:
Pay Committee's main recommendations
accepted.

The Central Provinces and Berar Government has announced its decision accepting the main recommendations of the C.P. and Berar Pay Committee which submitted its report on 22 June 1948, (vide pages 93-94 of the report of this Office for July 1948).

There are 54,000 Government employees in the province and the implementation of these recommendations would involve fresh expenditure of 10.6 million rupees per annum.

The main recommendations of the Committee are: (1) the fixation of monthly salary of a maximum of 1,500 rupees for heads of departments and a minimum of 30 rupees for an adult unskilled worker, (2) revised scales of pay for the different classes of gazetted and non-gazetted services, (3) a reduction in dearness allowance, and (4) better remuneration for women.

(The Hindustan Times, 19-9-1948).

Madras Government Employees: Decision against
raising of retirement age.

The Government of Madras has decided against raising the retirement age for Government employees from 55 to 58. For some time the Government has had under consideration the question whether the general age of superannuation may be raised to 58, as recommended by the Central Pay Commission; and ~~they~~ ~~the~~ come to the conclusion that no change is called for in the existing rules.

(The Hindu, dated 3-9-1948).

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115. Working Conditions of Intellectual
Workers and Liberal Professions.

India - September 1948.

Bombay: Conditions of Service of Bank Employees:
Bombay Award to apply to Ahmedabad Employees .

The Bombay Industrial Court, giving an award on 11 March 1948 in a dispute between seven banking companies of ~~Ahmedabad~~ Ahmedabad and ~~their~~ their employees, hold that the Bombay award regarding conditions of service of bank employees (vide pages 37-38 of the report of this Office for April 1947), should apply to bank employees in Ahmedabad also.

The Court, however, permitted three smaller banks to give effect to the award with retrospective effect from 1 January 1947, and not from 1 July 1946, the date on which the award came into effect.

(The Industrial Court Reporter,
April-June, 1948).

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Bihar: The Bihar Contributory Provident
Fund Rules, 1948.

The Government of Bihar has gazetted on 25 August, 1948, the Bihar Contributory Provident Fund Rules, in supersession of all previous rules and orders relating to special or contributory provident funds for non-pensionable servants of the crown, under the rule-making control of the provincial Government. The rules apply to every non-pensionable servant of the Government belonging to any of the services under the control of the provincial Government, who has been admitted, before the rules come into force, to the benefits of a special or contributory provident fund maintained by Government or who may be admitted by Government to the fund, after the rules come into force on 1 October 1948.

The rules require all Government employees to subscribe to the fund, when on duty or on foreign service, any sum not less than $6\frac{1}{4}$ per cent and not more than $15\frac{1}{8}$ per cent of their emoluments. The Government will make a prescribed contribution each year to the account of each subscriber. Provision is made in the rules for the grant of temporary advances to subscribers, as also for withdrawals from the fund to make payments towards insurance policies and family pension funds. A subscriber who is permanently transferred to pensionable service under the provincial Government, may, at his option, continue to subscribe to the fund; if he opts for the fund, he will not be included in the pension scheme.

(The Bihar Gazette, Part II,
dated 25 August 1948, pages 1978-1992).

Technical Employees in Textile Mills:
Bombay Millowners' Association's Scheme
for Graded Salary.

The Bombay Millowners' Association has recommended, for adoption by all textile mills in Bombay, a scheme of graded salary and dearness allowance for the technical staff employed in mills. The following are the more important recommendations:

Classification of staff.— The technical and supervisory staffs should be divided into the following broad heads: (i) Masters, (ii) Senior Assistant Masters, (iii) Assistant Masters, (iv) Departmental Assistants, and (v) Apprentices.

Salary scales.— No recommendations are made in regard to Masters and Apprentices. As regards others, the following recommendations are made:— Senior Assistant Masters: Grade rupees 360-20-400-25-450. Assistant Masters: Grade rupees 280-20-340.

Departmental Assistants' Grade.— The grade for this group is applicable only ~~where~~ to those assistants who are responsible for supervision and who are included in the officers' pay-sheet. Departmental assistants should be divided into the following broad groups, with the grade indicated in each case:—

(i) Those who have practical experience, but no technical qualifications, and appointed to any supervisory or overseer's post on account of practical experience, and whose educational qualification is below graduation. Grade: rupees 100-10-130-15-225.

(ii) Those who are appointed to any supervisory or overseer's post on account of their practical experience and who are graduates. Grade: rupees 110-10-140-15-275.

(iii) Those who are appointed to any supervisory or overseer's post and have technical education equivalent to L.T.M. with First Class Honours. Grade: rupees 120-10-130-15-175-25-275.

(iv) Those who are appointed to any supervisory or overseer's post and have technical qualifications equivalent to L.T.M. Grade: rupees 100-10-130-15-175-25-275.

(v) Those who are appointed to any supervisory or ~~supervisory~~ overseer's post and are technical graduates equivalent to a B. Text., or a B.Sc(Tech.). Grade: rupees 150-15-180-20-300.

Dearness Allowance.— The Association has recommended a minimum dearness allowance based on the Bombay working class cost of living index number and applicable to monthly basic salaries up to and including rupees 500. No recommendations are made in regard to basic salaries extending over rupees 500 per mensem. The following table shows the dearness allowance recommended in relation to the variation in the Bombay working class cost of living index number.

Variation in the Bombay working class cost of living index number.	Percentage of dearness allowance.	Minimum D.F.A. per month.
	Per cent.	Rs.
301 to 350	55	65
251 to 300	30	55
201 to 250	25	45
151 to 200	20	35
105 to 150	15	25
Below 105	Nil	Nil

Leave Regulations.— The Association has recommended one month's privilege leave for every 12 months' service with pay and dearness allowance and 15 days' casual leave with pay and dearness allowance.

Provident Fund.— All the mills should consider the advisability of introducing provident fund for their technical and supervisory staff.

Bonus.— While no general recommendations can be made in connection with bonus, technical officers may be paid bonus at scales not lower than bonus, if any, paid to the workers.

117. Shopworkers.
India - September 1948.

Bombay: Working of the Bombay Shops and
Establishments Act, during 1946.

Extension of the Act to new areas.- The Bombay Shops and Establishments Act was extended during the year 1946 to 22 new areas in the Province, in some cases much against the wishes of the Municipalities concerned. The Act now applies to 34 areas in the Province.

According to the estimates for 1940-41, the Act covered in Bombay City 42,452 shops, 7,088 commercial establishments and 5,775 restaurants and theatres, employing on the whole 146,520 persons. The number of Inspectors appointed in the City for the purposes of this Act was 25. They made 43,257 inspections during the year. Prosecutions were launched in 5,195 cases, out of which 3,149 were successful, 12 unsuccessful and 32 were withdrawn.

In Ahmedabad, according to 1945 estimates, the Act covered 72,103 shops, 620 commercial establishments and 1,215 restaurants and theatres employing, on the whole, 22,610 persons. The seven Inspectors appointed under the Act made 8,137 inspections during the year and found 2,929 irregularities in the working of the Act. Prosecutions were launched in 621 cases, out of which 604 were successful and 15 unsuccessful. Two cases were withdrawn.

In the City of Poona, according to 1946 estimates, the Act covered 6,100 shops, 400 commercial establishments and 560 restaurants and theatres employing 16,510 persons. The number of inspections made during the year by the 3 Inspectors was 5,320 and the number of irregularities found was 450. Prosecutions were launched in 151 cases, out of which 116 were successful, 2 were unsuccessful and 15 cases were withdrawn.

Complaints.- Complaints under the provisions of the Act were less during the 1946, as compared with the previous year.

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United Provinces: The U.P. Shops and Commercial
Establishments Act, 1947: Exemptions and Extension
of Provisions of the Act.

By a notification dated 2 September 1948, the Government of the United Provinces has exempted all factories in the province from the operation of sections 6 and 11 of the U.P. Shops and Commercial Establishments Act, 1947, specifying the opening hours of shops and establishments and requiring the closure of shops and ~~establishments~~ establishments on all Government holidays, subject to the condition that all employees required to work on Government holidays should be given equivalent leave on other days.

By another notification dated 2-9-1948, the U.P. Government has directed that, ~~with~~ with effect from 2-9-1948, the provisions of the U.P. Shops and Commercial Establishments Act, 1947, shall come into force in the whole of the province, in respect of those classes of employees of vacuum pan sugar factories to whom the provisions of the Factories Act, 1934, do not apply. The Government has also directed that the exemption granted to factories under the U.P. Shops and Commercial Establishments Act, 1947 (vide paragraph 1 above), shall be applicable to vacuum pan sugar factories also.

By another notification dated 6 September 1948, the Government has exempted all booksellers in the province from the provisions of sections 8 and 10 of the U.P. Shops and Commercial Establishments Act, 1947, subject to the following conditions:-

(1) The exemption shall be operative only during the months of July and August each year. (2) The overtime shall not exceed 120 hours in the aggregate in any year. (3) The remuneration for the period of overtime shall be at twice the rate of the normal remuneration calculated by the hour.

Section 8 of the Act restricts the hours of employment of an employee in a shop or commercial establishment, to 8 hours a day exclusive of intervals allowed ~~by~~ for rest or for meals and section 10 requires the employer to close his shop or commercial establishment on one day of the week.

(Notifications Nos. 1265(LL)/XVIII-655(L)-48 and
U-4(LL)(3)/XVIII-902(L)-48, dated ~~22~~ 2-9-1948;
Notification No. 1097(LL)/XVIII-942(L)-48, dated
6 September 1948;
The United Provinces Gazette, Part I, dated
11 September, 1948)

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CHAPTER 12. INDUSTRIAL COMMITTEES.

INDIA - SEPTEMBER 1948.

121. Special Information.

Second Session of Industrial Committee on
Coal Mining, Dhanbad, 13 and 14 September,
1948.

The Second Session of the Industrial Committee on Coal Mining was held at Dhanbad on 13 and 14 September 1948, under the chairmanship of the Minister for Labour, Government of India (the First Session of the Committee was reviewed at paragraph 121, pages 83-85, of the report of this Office for February 1948).

Agenda.- The following items were included in the agenda of the meeting: (a) Action taken on the last report; (b) labour-management relations in coal mines; (c) contract labour; (d) statutory provision for working of collieries on Sundays preceding/succeeding the declared public holidays at normal rates; (e) question of continuing the concessionary issue of cloth and foodgrains to colliery labour in the context of the present abnormal prices; (f) load and lift rates payable to Colliery labour in accordance with the recommendation of the Conciliation Board; (g) supply of footwear at concessional rates to colliery workers; (h) Coal Mines Provident Fund Scheme (general review); and (i) retrenchment of labour, closing down of mines, and problem of surplus labour. (A copy each of the memoranda on the subject on the agenda, prepared by the Government of India as a basis for discussion, is enclosed with the annexures to this report (annexure 1211)).

Decisions.- The Committee appointed a special Committee to enquire into the problem of workers declared surplus owing to the closure of various collieries. It is understood that in eight months about 40 collieries have closed down resulting in a great deal of unemployment.

The Special Committee, which will have ~~the~~ one representative each of the Ministries of Industry and Supply, and Finance, and the Labour Welfare Commissioner and the Chief Inspector of Mines as members, will consider questions of surplus labour, influx of fresh labour in coalfields and retrenchment in all their bearings, and submit its report to the Labour Ministry at an early date.

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Works Committees.- The role of Works Committees provided by the Industrial Disputes Act for improving relations between workers and management was also stressed at the meeting. While the representatives of employers complained of a general deterioration in the discipline of workers, members representing labour maintained that the reluctance of managements to implement the award of the Conciliation Board (vide pages 21-24 of the report of this Office for May 1947) was responsible for the strained relations between the workers and colliery owners. It was recognized that Works Committees, if properly organised and worked, could go a long way towards eliminating day-to-day causes of friction and maintaining amicable relations between the parties concerned. The proposal for forming local and regional committees was also discussed. The Committee agreed to wait and watch the results of these Works Committees before taking up the question of setting up a standing Tripartite Committee for each coalfield.

Supply of foodgrains at concession rates.- As regards the supply of foodgrains to labour at concessional rates, representatives of colliery owners proposed that, in view of the recent abnormal rise in prices, the system should be substituted by equivalent cash payment. The Minister pointed out that the question of reimposition of control on essential commodities was already being considered by the Central Government. On his suggestion, the Committee agreed to postpone discussion on this subject till the decision of the Government was announced.

Supply of footwear for workers.- The Committee set up two sub-committees to examine the feasibility of supplying footwear to miners.

(Memoranda prepared by the Ministry of Labour in connection with the Second Session of the Industrial Committee on Coal Mining, (Copies of these sent with this Report as Annexure 1211);
The Statesman, dated 16-9-1948).

First Session of Industrial Committee on Cement,
Ranchi, 10 and 11 September, 1948.

The First Session of the Industrial Committee on Cement was held at Ranchi on 10 and 11 September, 1948, under the chairmanship of the Minister for Labour, Government of India. The Committee consists of 10 representatives of Government (Central, provincial and States) and 5 representatives each of employers and workers.

Agenda.- The following subjects were included in the agenda of the meeting:-

- (a) Constitution of the Committee;
- (b) Standardisation of wages and conditions of work in the Cement industry;
- (c) Promotion of harmonious industrial relations; and
- (d) Measures for increasing production.

A copy each of the memoranda on the subjects on the agenda, prepared by the Government of India as a basis for discussion, is enclosed with the annexures to this report (annexure 1212).

It is understood that an understanding for increasing the production of cement, minimising industrial disputes and quickly settling them and for improving the working conditions of workers employed by the industry was reached at the meeting.

(Memoranda prepared by the Ministry of Labour, in connection with the first session of the Industrial Committee on Cement (Annexure 1212 sent with this report);
The Times of India, dated 13-9-1948).

List of the more important publication received
in the New Delhi Office during September, 1948.

International Labour Organisation

Madras Administration Report 1946-47, Part II:
Printed by the Superintendent Government Press,
Madras, 1948: Price 5 Rupees 4 Annas: pp.viii+219.

Economic Questions

- 1) History of Wage Adjustments in the Ahmedabad Industry, Vols. III and IV: Published by the Secretary, Textile Labour Association, Mirzapur, Lal Darwaja, Ahmedabad: Printed at Majoor Mandranalaya by Indra Prasad A Mehta.
- 2) Reserve Bank of India: Report of the Fourteenth Annual General Meeting of Shareholders: 9th August, 1948: Printed by F. Borton for G. Claridge & Co. Ltd., the Carlton Press, Frere Road, Bombay 1: and Published by P. S. Narayan Prasad for the Reserve Bank of India, Bombay: pp. 73.

Employment and Unemployment

"Personnel Management and Social Work", Report of Investigation in Great Britain with Suggestions for India, by D. K. Sanyal, O. B. E.: University of Calcutta: Superintendent Calcutta University Press, Calcutta.

Living Standards

Government of Orissa: Report on the Working of the Co-operative Societies in Orissa for the year 1943-44 (July to June): Superintendent, Orissa Government Press, Cuttack, 1948: Price Rs. 4-5-6, or 6s. 6d.: pp. 52+xviii.

