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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

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Industrial and Labour Developments in February 1962.

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

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Chapter 1. International Labour Organisation

12. Activities of External Services.

India - February 1962.

Meetings and Conferences:

During the month of February the Director of this Office attended the following meetings:

1. UNESCO Regional Symposium on overall educational planning in Asia, held in New Delhi from 29 January to 23 February 1962.
2. Human Rights Seminar on Freedom of Information organised by the United Nations with the co-operation of the Government of India for participants from Asia and the Far East, and Australia and New Zealand, held at Delhi from 20 February to 5 March 1962.

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS

INDIA - FEBRUARY 1962

21. United Nations and Specialised Agencies

UNESCO Regional Training Centre to be set up in Delhi

An agreement was signed in New Delhi on 13 February 1962 between India and the United Nations Educational, Scientific and Cultural Organisation for establishment in New Delhi of a regional centre for training of educational planners, administrators and supervisors in Asia. The centre will be one of the four to be established this year under the UNESCO programme for development of primary education in Asia. Mr. A.V. Pai, retired I.C.S. Officer will be the Director of the Centre in which 30 participants from Asian countries will be giving training. The UNESCO will offer 16 fellowships. Under the agreement, its general administration will be looked after by the Government of India and its technical supervision will be entrusted to a Steering Committee of which the Secretary to Education Ministry of India Government will be the Chairman and the Regional Director of the UNESCO in Bangkok will be a member. The UNESCO will provide two expert members of the staff, translators and interpreters and a good deal of equipment besides reimbursing the expenditure incurred on account of the Director, the Deputy Director, the Assistant Director and the Finance Officer of the Centre. The Government of India will provide the necessary premises and hostel accommodation as well as the recurring expenditure of the Centre.

(The Hindu, 14 February 1962)

Chapter 3. Economic Questions.

35. Productivity.

India - February 1962.

Training of Productivity Teachers: Programmes Being drawn up.

Dr. P.S. Lokanathan, Chairman of the National Productivity Council, addressing to the Kanpur Productivity Council Symposium on 3 February 1962, said that the governing body of the National Productivity Council, has drawn up a massive programme for training productivity teachers and instructors so that productivity-consciousness can be spread to every sphere of economic activity in the country. He said such a programme was considered necessary for the productivity movement to make headway. "We should concentrate on this programme for training teachers. The quality of the people we select for this purpose should be of a high order", he added. Dr. Lokanathan said every industry should have a productivity cell to train its personnel at all levels in productivity techniques. Trade unions should also have programmes for training workers in productivity techniques. He stressed the need to win the confidence of the workers, and said that unless that was done no productivity movement could succeed. The workers had to be assured not only their employment interests and status but a share in the fruits of increased productivity.

Dr. Lokanathan described productivity as the key to the country's future economic growth and prosperity, as it meant effective and efficient utilisation of the nation's material and manpower resources. More than anything, he said, it was the investment in man which would ensure the country's continued prosperity. In other words, a good portion of the capital investment should be on education, training and development of skills and techniques of production.

The Symposium organised by the Kanpur Productivity Council discussed, among other things, the role of labour and management in increasing productivity. Among others who participated in the Symposium included Shri B.W. Datar, Labour and Employment Adviser in the Union Ministry of Labour, Shri N.S. Mankikar, Chief Adviser of Factories, Shri Satish Loomba, general secretary of the Punjab branch of the All-India Trade Union Congress, and Shri H.D. Shourie, Executive Director of the National Productivity Council.

(The Statesman, 5 February, 1962;
The Hindustan Times, 5 February, 1962).

36. Wages.

India - February 1962.

Payment of Bonus to Cotton Textile Workers:
Results of Recent Agreements.

The Industrial Bulletin, 15 December 1961, of the Employers' Federation of India, Bombay, has published a brief review of the recent six agreements concluded between the management and the trade unions in respect of bonus payments to employees in the cotton textile industry during the period from January to October 1961. These arrangements cover nearly 200,000 employees on the pay rolls of 122 cotton mills. In terms of number of mills, the coverage under agreements amount to 25 per cent, and in terms of employment a little more than 22 per cent of the total employment prevalent in 1960. Of the six agreements concluded during the year, three have been concluded centre-wise and three firm-wise. The centre-wise agreements cover 48 out of 64 mills in Ahmedabad, 64 out of 73 mills in the district of Coimbatore, and 2 out of 3 mills in Alwaye. Two separate firm-wise agreements concluded with the managements apply to mills each located at Rajapalayam and Gwalior while the third agreement covers 4 mills under the management of Madura Mills Company located at the centres of Madurai, Ambasamudram and Tuticorin in Madras State.

Details of the number of mills and employment covered together with the quantum of distributable bonus are given below:-

| Centre | No. of Mills | Employment | Quantum of Bonus (Rs. in Million) |
|--------------|--------------|----------------|--------------------------------------|
| Ahmedabad | 48 | 115,000 | 11.50 |
| Coimbatore | 66 | 55,000 | 7.5 to 8.0 |
| Rajapalayam | 1 | 1,250 | 0.325 |
| Alwaye | 2 | 1,200 | N.A. |
| Gwalior | 1 | 6,746 | N.A. |
| Madurai | 2 | 10,768 |) |
| Ambasamudram | 1 | 6,033 | |
| Tuticorin | 1 | 3,240 | |
| | <u>122</u> | <u>199,237</u> | |

N.A. - Not Available.

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A perusal of the figures shows that a total sum between 21.825 million rupees to 22.325 million rupees would be disbursed by the management of 119 mills as bonus for the year 1960 to about 0.191 million employees. This would help to raise the earnings of the employees in those mills by an average amount of 114 rupees over the wages earned during 1960.

As many as half the number of agreements have been contracted for a period of 3 to 4 years. The Ahmedabad agreement is operative for a period of 4 years from 1959 to 1962, while the Alwaye and the Madura mills agreements cover a period of 3 years between 1960 and 1962. On the other hand, the Coimbatore and the Rajapalayam agreements have been concluded for a lesser period of one year and relate to 1960. The Gwalior agreement, however, is valid for 1959 and 1960.

There is provision in some of the agreements concerning the compulsory payment of bonus by companies which incur loss during the period of agreement. The Madura mills management-labour agreement had laid down the minimum quantum of bonus which the management is required to pay regardless of the extent of loss suffered during the period of agreement. Similarly, the Coimbatore agreement stipulates the payment of ex-gratia sums by mills which had sustained loss during 1960. Barring these two agreements, the payment of bonus under other agreements depends upon the surplus of profits available to the company for distribution.

An analysis of the terms and conditions of settlement in regard to both the rate of bonus and the coverage of employees shows noticeable variations from agreement to agreement.

(A) Rate of Bonus.- In Ahmedabad, the mills have agreed to pay bonus at the rate of 15 days' to 3 months' basic wages for every year from 1959 to 1962. In Coimbatore, the rate of bonus varies from 1 month's to a maximum of 6 months' basic wage in case of 20 mills, while 15 mills which have had incurred losses during 1960 would make an ex-gratia payment of 15 days' earnings to their employees. The management of the Rajapalayam mill has agreed to pay bonus at the rate of 6 months' basic or pay (which includes an increase of 8 rupees granted under the Cotton Textile Wage Board's recommendation and all other allowances except Dearness Allowance) or, alternatively, at 50 per cent of the total basic wage earned during 1960-61. Employees of the Gwalior mill would receive bonus at the rate of $2\frac{1}{2}$ months of basic wage for 1959 and 1960.

The management of Alwaye mills have decided to pay bonus on a progressively rising scale at the rate of 2 per cent in 1960, 5 per cent in 1961 and 6 per cent in 1962 of the total earnings of employees in each year.

Under the agreement reached between the management and labour of Madura Mills, the company has agreed to pay as bonus a sum varying between the minimum of 500,000 rupees and the maximum of 2.5 million rupees, per annum regardless of the loss suffered by the company during the period under agreement. According to this agreement, the employees, would receive bonus upto a maximum of four months' basic wage.

(B) Coverage of Employees.- By and large, the bonus payment is confined to the category of operatives. The Ahmedabad agreement, however, provides for the payment of bonus to the clerical staff as well as technicians drawing a salary of less than 350 rupees per month.

According to rough estimates, the per employee bonus payable for 1960 is likely to vary from 100 rupees in Ahmedabad to 250 rupees in Rajapalayam (in Madras State). Employees of mills in the Coimbatore district would most probably receive an average bonus of 145 rupees, while those employed in the Madura Mills Company, may get 125 rupees. On the whole, the earnings of low paid employees would go up by 6 per cent to 17 per cent as a result of bonus payment.

(Industrial Bulletin, Vol.VII, No.24,
15 December 1961: Published by the
Employers' Federation of India, Bombay).

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

43. Handicrafts.

India - February 1962.

New Definition of Small-Scale Industry: Units with
Fixed Assets upto Rs.1 Million covered.

The Union Government has decided that industries with fixed assets up to one million rupees, irrespective of the number of workers employed, will be classed as small-scale industries and, therefore, will not have to apply for an industrial licence.

In the past, industries with fixed assets of more than 500,000 rupees or employing over 100 workers had had to apply for an industrial licence.

The new decision does not apply to an undertaking pertaining to coal, lignite, coke and their derivatives which have a fixed asset not exceeding one million rupees, irrespective of the number of workers employed.

The decision means that applications for setting up small-scale units as now defined will not go before the Licensing Committee of the Commerce and Industry Ministry. Such industries, as is the practice at present, will be entitled to raw materials if they get essentially certificates from the State Director of Industries concerned.

(The Economic Times, 8 February 1962).

44. Merchant Marine and Fisheries.

India - February 1962.

Decasualisation of Bombay Dock Workers: Agreement
between Port Authorities and Dock Workers' Union
concluded.

A tentative agreement has been concluded between the port authorities and the Transport and Dock Workers' Union, in regard the decasualisation of the casual shore labour force of the Bombay Port Trust who were employed only on Sundays, the weekly day of rest.

The agreement which is subject to ratification by the Board of Trustees of Bombay Port, provides for the progressive employment of the 2,700-strong casual workers at present engaged only on Sundays, the weekly day of rest to the permanent shore labourers. One thousand and five hundred of the "C" category workers will be absorbed in the "B" category ~~constituting~~ consisting the "stand-by" force for the permanent "A" category workers. The rest of the "casuals" will be gradually promoted to the "B" category. Of the present 500 "B" category employees, who are semi-permanent workers with certain safeguards, 458 are sought to be promoted to the "A" category, whose strength will thus be increased to 3,700. Eventually all the "B" category workers, will be entolled ~~the~~ in the "A" category.

Another term of the agreement relates to vacancies in the permanent and semi-permanent categories. They will be filled at the end of every year.

According to the agreement, those coming under the "A" category will get weekly offs on a staggering basis and not all on one day as at present.

(The Times of India, 18 February 1962).

Chapter 5. Working Conditions and Living Standards.

56. Labour Administration.

India - February 1962.

Punjab: Annual Report on the Working of the Labour Department for the Year 1960-61.

The Government of Punjab published on 23 February 1962 its review on the annual report on the working of the Labour Department for the year 1960-61. According to the review, the Labour Commissioner was assisted by one deputy labour commissioner at headquarters, who also continued to carry on the functions of registrar, trade unions, Punjab, six labour officers, one each at Patiala, Bhiwani, Ludhiana and Amritsar, one at headquarters and another redesignated as assistant labour commissioner; two medical inspectors of factories, one each at Amritsar and Ambala; 8 inspectors of factories, 17 labour inspectors, three deputy chief inspectors of shops and commercial establishments and thirty-three inspectors of shops and one O.S.D. (Headquarters).

The following Labour enactments and Labour Welfare Schemes were administered by the Department during the year under report:-

Central Acts .- (1) The Workmen's Compensation Act, 1923. (2) The Indian Trade Union Act, 1926. (3) The Industrial Statistics Act, 1942. (4) The Working Journalists (Conditions of Service and Miscellaneous Provisions) Act, 1955. (5) The Payment of Wages Act, 1936. (6) The Employment of Children Act, 1940. (7) The Industrial Employment (Standing Orders) Act, 1946. (8) The Industrial Disputes Act, 1947. (9) The Minimum Wages Act, 1948. (10) The Factories Act, 1948. (11) The Plantations Labour Act, 1951.

State Acts .- (1) The Punjab Shops and Commercial Establishments Act, 1958. (2) The Punjab Maternity Benefits Act, 1943. (3) The Punjab Industrial Housing Act, 1956.

Welfare Schemes .- (1) Industrial Housing Scheme. (2) Labour Welfare Centres.

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Board and Committees.- (1) The State Labour Advisory Board.
 (2) The State Evaluation and Implementation Committee. (3) The
 Textile Indust Enquiry Committee.

A resume of the activities of the Department in respect of important enactments is as under:-

Industrial Disputes Act, 1947.- On the whole, the industrial relations remained peaceful at all the industrial centres in the State during the year under report. Out of a total of 2,036 industrial disputes, 881 were settled through the intervention of the Conciliation Officers, 457 were referred to industrial tribunal and labour courts for adjudication and the remaining 698 were either withdrawn by the unions/workmen or rejected as frivolous. A very few cases developed into strikes which were short-lived. The following table will indicate the progress achieved:-

| Year | No. of strikes | No. of Man-days lost |
|------|----------------|----------------------|
| 1955 | 151 | 224,050 |
| 1956 | 36 | 34,756 |
| 1957 | 32 | 6,069 |
| 1958 | 13 | 9,647 |
| 1959 | 24 | 6,285 |
| 1960 | 20 | 56,564 |

Out of 20 cases of strikes in 1960, five took place in textile industry, 13 in engineering indus and 2 in other industries. The issues of strikes were as under:-

| | | | | | |
|-----------|------|---|--------------------------|-------|---|
| Bonus | ---- | 1 | Wages | ----- | 8 |
| Personnel | ---- | 9 | Leave and hours of work. | | 2 |

The abnormal rise in the number of man-days lost in 1960 was to an unusually prolonged strike in the Jagatjit Cotton Textile Mills, Phagwara, over the implementation of the recommendations of the Wage Board.

Works Committees.- At the beginning of the year under report, 122 works committees were functioning in the industrial concerns. Eight new works committees were constituted while 11 works committees were in various establishments ceased to function. Thus 119 works committees were functioning at the end of the year.

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The Factories Act, 1948.- During the year under report, 487 new factories were registered and registration of 138 factories was cancelled because either they had ceased to function or their employment strength fell below the statutory limits. At the end of the year the total number of registered factories was 3,866 as compared to 3,517 during the previous year. A sum of 384,490 rupees was realised as licence fee during the year. As a result of inspections carried out by the field staff, 3,469 prosecutions were launched and a sum of 27,955 rupees was imposed as fine by the courts. Against 3,573 accidents reported during the year 28 proved fatal.

Punjab Shops and Commercial Establishments Act, 1958.- During the period under review, the Act was extended to 3 additional towns (Amloh, Madaun and Machhiwara) in the State. The total number of the towns to which this Act was applicable at the end of the year was 163. The number of shops covered under the Act at the close of the year was 166,429. The field staff conducted 146,473 inspections of various shops and commercial establishments and 6,857 prosecutions were launched, for various violations of the Act. A total sum of 150,308 rupees was imposed as fines consequent upon conviction for various offences during the year under report.

A consultative Committee constituted in August 1958, continued to function during the year under report. The Committee held 3 meetings during the year under report and offered their views or the representations received from various quarters.

Minimum Wages Act, 1948.- During the year under report minimum rates of wages were fixed for employment in ayurvedic and unani pharmacies. This employment had been added to part I of the Schedule of the Act in 1959. The enforcement of the minimum rates of wages remained entrusted to the labour inspectors for the registered factories, local bodies and transport companies to shop inspectors in the establishments covered under the Punjab Shops and Commercial Establishment Act, 1958, and in agricultural to the patwaris and field qanungoes of the Revenue Department.

In all, 11,422 inspections were conducted by the inspectorate staff under the Act, in 1960 as against 7,352 during the previous year. In all 42 prosecutions were launched under the Minimum Wages Act during the year under report.

Trade Unions Act, 1926.- There were 556 registered Trade Unions at the beginning of the year. One hundred twenty-nine new Unions were registered and registration of 103 Unions was cancelled during the year under report. Thus there were 579 registered Trade Unions at the close of the year.

Industrial Employment (Standing Order) Act, 1946.- Standing Orders in respect of 17 establishments were certified during the year under report. No appeal was preferred and no prosecution was launched under this Act.

Workmen's Compensation Act, 1923.- There were 105 fatal accidents, 94 permanent disablements and 1,410 temporary disablements, during the year 1960. A total compensation of 424,487.33 rupees was paid in this connection. There were 14 complaints pending under the Act, at the close of the previous year and 83 fresh complaints were received during the year. Out of these, 76 complaints were disposed of and 21 were pending investigation at the close of the year. No prosecution was launched by any of the commissioners for Workmen's Compensation during the year.

Payment of Wages Act, 1936.- During the year under report, 4,562 complaints of non-payment of wages and delayed payment of wages were received and 123 complaints were brought forward from the previous year. Out of these, 4,592 were settled during the year under report while 93 remained pending at the close of year.

Labour Welfare Schemes: Subsidized Industrial Housing Scheme.- During the year, from 1 April 1960 to 31 December 1960, 292 houses were constructed by the State Government for industrial workers under the industrial housing scheme the break up being Ludhiana-30, Panipat-40, Sonapat-22 and Hissar-200.

Labour Welfare Centres.- There were 21 labour welfare centres functioning in the State at the end of the year under report. These centres provide recreational facilities to the industrial workers by means of radio and other musical instruments, indoor and outdoor games and reading room. The Department also arranged cinema shows of instructive and entertaining films at some centres for the benefit of workers.

Training of Staff.- Four more labour inspectors completed training in the short term social work course of the Calcutta University. Another labour inspector was deputed for the same training in January 1961.

Employees' State Insurance Scheme.- The employees State Insurance Scheme was switched over from panel system to service system at Bhiwani, Hissar, and Sonapat. Well equipped dispensaries at these places were started exclusively for the insured persons, who were supplied free medicines on the advice of the medical officers of the dispensaries. Government appointed specialists for tendering advice to the insured workers at Amritsar, Batala, Bhiwani, Jagadhri and Ambala. To provide inpatient treatment to these workers, 29 beds were reserved by the Government at civil hospital, Jullundur, Ludhiana, Ambala, Jagadhri, Yamuna Nagar, Bhiwani and Batala.

Joint Management Council.- The Second Five-Year Plan recommended association of workers with managerial officers with a view to (a) increase productivity for the general benefit of the management, workers and the community; (b) making employees more conscious about their role in the working an industry; (c) satisfying their urge for self expression. In pursuance of this recommendation, a joint management council was formed in the Punjab government printing press, Chandigarh, with 8 members (4 nominated by the employers and 4 elected by the Government press workers union). During the year under review, council held 12 meetings and discussed important issues relating to the welfare of the employees of the Press.

Evaluation and Implementation Committee.- The evaluation and implementation committee was reconstituted after consulting the central organisations of employers and workers to watch the progress of all the cases of non-implementation of awards/agreements. In addition to this Government also constituted three local implementation committees at Bathinda, Ludhiana, and Panipat. In case in a working of these committee proves successful, more committees might be constituted.

(Supplement to Punjab Government Gazette,
23 February 1962, pp. 29-32).

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Chapter 6. General Rights of Workers.

65. Collective Agreements.

India - February 1962.

Interim Wage Increase for Employees of Mysore Iron and Steel Works: Industrial truce signed between Management and Workers.

Consequent upon an industrial truce having been signed at Bhadravati on 22 February 1962, between the management and the workers of the Mysore Iron and Steel Works, the minimum benefit that an employee gets will be 25 rupees per mensem as an interim relief until the recommendations of the Steel Wage Board are applied. The agreement, which covers a period of four years between 1 November 1961, and 31 October 1965, provides for the implementation of the Wage Board recommendations, provided they apply to the Steel Works.

In the case of monthly-rated employees, who have been acting continuously in higher grades, their pay will be fixed at the minimum of the higher grade in which they are acting, with effect from 1 July 1961, in consideration of the labour representatives agreeing not to press for the claims of the preceding periods.

The employees who are doing the executive work in the Shipping Department will be treated as executive staff.

Advance Increments.- The following advance increments in the existing grades will be granted in the case of employees of the status of Assistant Superintendents and below. For a service of five years and above, but less than 12 years as on 1 November 1961 - one increment; for a service of 12 years and above, but less than 20 years - two and for a service of 20 years and above - three. An amount equivalent to one increment in the existing grade may be given to such of those employees who are stagnating for a period of three years and more.

Interim relief (per mensem) will be granted as under: Twentyfive rupees uniform for all the daily-rated employees; Twentyfive rupees to monthly-rated employees drawing a basic pay up to 150 rupees; Thirtyfive rupees for employees drawing from 161 rupees to 190 rupees and 40 rupees for monthly-rated employees drawing from 191 rupees and upwards. A portion of the benefits will be paid (per mensem) in the form of National Savings Certificates on the following basis: Rs.2.50 NP. in respect of those drawing below 150 rupees and 5 rupees in respect of those drawing 150 rupees and above. The interim reliefs are absorbable when the Wage Board recommendations are implemented.

It is agreed to designate all the VI Grade Helpers (employees) in the works as merely helpers instead of giving any definite designations, and the employees should attend to any work that is entrusted to them by their Supervisors.

Agreement has been reached regarding the fixation of workload, introduction of a piece-rate system and job evaluation, search of employees, direct recruitment, emergency work, concessions, production target, minimum qualifications, unauthorised occupation of works quarters etc.

Regarding the Wage Board proposals it is agreed that the emoluments to be fixed after their implementation, will not be less than the total emoluments that the employees will be drawing prior to the implementation. In case the Wage Board recommends grant of interim relief, it will be set off against the benefit granted under this agreement and if the interim relief recommended by the board is less than the benefits granted under this agreement, the difference will not be writ withdrawn.

The workers have agreed not to place any fresh demand or go on strike during the truce period.

((The Decan Herald, 24 February 1962).)

67. Conciliation and Arbitration.

India - February 1962.

Conclusions of the Sixth Meeting of the Central Implementation
and Evaluation Committee.

The sixth meeting of the Central Implementation and Evaluation Committee was held on 15 September 1961 at New Delhi. At the meeting the central organisations agreed to intensify their efforts in screening industrial dispute cases and in bringing about out-of-court settlement of cases pending in higher courts. Important cases, where efforts of the implementation machinery to bring about out-of-court settlement did not succeed, may be brought before the Committee. A list of cases where efforts of implementation machinery to bring about out-of-court settlement had not been successful may be sent to the concerned central organisations to enable them to re-examine the cases with a view to bringing about settlements in as many of them as possible. Cases decided or dismissed by higher courts and reported to the implementation machinery may be examined to find out whether the action of the parties in filing appeals was justified. If it was not justified, the matter may be brought to the notice of the concerned Central Organisation.

Extension of contract system and non-recognition of union by the management of Pure Chirimiri Colliery.- (i) The management's willingness to recognise the Chhattisgarh Colliery Workers' Federation was noted. It was decided that as the Code has already been accepted by the Central Organisation of the union, it was not necessary, as desired by the management, to ask it to give a written assurance to observe the Code. The other condition put forward by the management, i.e., 'should it (union) commit a further breach of the Code, recognition would be suspended pending investigation by the Central Implementation and Evaluation Committee' was also not approved as according to the decision of the Standing Labour Committee, only breaches of the Code reported to and established by the Implementation Machinery would dis-entitle a union from recognition. If the management do not recognise the union without the conditions laid down by them, a full enquiry into the allegations and counter-allegations may have to be made in view of the embittered relations in the colliery. (ii) The Committee disapproved the frequent shifting of ground by the management in their correspondence with the Implementation Division in this regard. (iii) The regret expressed by the management for the violation of the Code by extending the contract system against the decision of the Industrial Committee was appreciated.

General.- The Committee decided to have an assessment of the law and order situation and labour-management relations in coal mines, a departmental enquiry will be made for the information of Government. The Committee noted with regret the inordinate delay on the part of certain organisations in replying to the letters of implementation machinery and in setting right breaches of the Code. The tendency of certain parties to shift ground to gain time was also deprecated. It was emphasised that the central organisations should discourage such tendencies on the part of their members.

The general question of abolition of contract system in coal mines in the light of the decisions of the fifth and sixth sessions of the Industrial Committee on Coal Mining came up for consideration in connection with the dispute in Rustore Burragarh Colliery. The Chairman clarified that the decisions of the Industrial Committee required that except the 11 categories of work, viz.: (1) sinking of uncoal pits and driving of inclines, (2) sand loading, (3) coal loading and unloading, (4) dyke cutting, (5) overburden removal and earth cutting, (6) building, (7) brick making, (8) tile making.

(9) soft coke making, (10) road making and repairing, and (11) manufacture and repair of coal tubs in which alone the employers' organisations considered the employment of contract labour unavoidable, contract system should be abolished in coal mines. However, if in any colliery, the work on these items was being done departmentally before 31 August 1956, its introduction subsequently would be against the decision of the Industrial Committee and hence the position should be rectified.

(The Indian Labour Journal, Vol.III, No.1,
January 1962, pp. 28-29).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - FEBRUARY 1962.

81. Employment Situation.

Employment Exchanges: Working during November 1961.

Employment situation.- According to the Review of the activities of the Directorate-General of Employment and Training during the month of November 1961, the number of registrations effected during the month by the employment exchanges was 241,763 as against 241,688 during October 1961 - showing an increase of 75. A total of 1,848,340 applicants were on the Live Register at the end of November 1961 as against 1,877,711 of the preceding month showing a decrease of 29,371. The number of employers who utilised the services of employment exchanges was 10,665 during November 1961 as against 10,280 of the previous month - showing a rise of 385. The vacancies notified to the employment exchanges during the month under report was 56,116 as against 52,952 - showing an increase of 3,164. A total of 33,721 placements were effected during the month of November 1961 as against 32,063 in October 1961 showing a rise of 1,658.

Shortages and surpluses.- Shortage was experienced in respect of fast typists, stenographers, nurses, midwives, compounders, doctors, health visitors, physical training instructors, trained teachers, accountants, engineers, draughtsmen, overseers, skilled turners and electricians while surpluses persisted in respect of clerks, untrained teachers, motor drivers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- Printed copies of a study regarding future requirements of craftsmen in the country was issued to all concerned. Fortynine employment market reports relating to different areas in different States were issued during the month of November 1961. Eleventh Training Course for employment officers in the collection of Employment Market Information was held at Bhopal during the month under report.

Vocational Guidance and Employment Counselling.- Six vocational Guidance Sections were opened in November 1961 in the Employment Exchanges at Dehradun, Faizabad, Nainital, Rampur, Varanasi and Junagadh bringing the total number of Vocational Guidance Sections to 79.

Central Employment Exchange.- The Central Employment Exchange (Special Cell) rendered- rendered employment assistance to retrenched workers in various projects and establishments during the month as below:-

| | Number Retrenched. | Number Placed. | Number Awaiting Assistance. |
|--|-----------------------|-------------------|-----------------------------------|
| Damodar Valley Corp. | 55 | 17 | 976 |
| Bhakra Nangal Project. | 4 | 1 | 13 |
| Bhilai Steel Project. | - | 192 | 3,203 |
| Durgapur Steel Project. | 29 | 12 | 573 |
| Special Cell of the Ministry of Home Affairs. | 94 | 17 | 597 |

Gorakhpur Labour Organisation.- During the month of November 1961, the Gorakhpur Labour Organisation sent 1,155 Labourers to different coalfields in the country.

Central Committee on Employment.- Meetings of two sub-committees of the Central Committee on Employment were held under the Chairmanship of Labour Minister Maharashtra and Assam. Regional aspects of employment and promotion of employment opportunities through small scale industries etc., were stressed.

Opening of additional Employment Exchanges.- One University Employment Bureau was opened in the State of Andhra Pradesh thus bringing the total number of employment exchanges in the country to 327 at the end of November 1961.

(Review of the activities of the Directorate General of Employment and Training for the Month of November 1961; Ministry of Labour and Employment, Government of India, New Delhi).

Decasualisation of Bombay Dock Workers: Agreement
between Port Authorities and Dock Workers' Union
concluded.

A tentative agreement has been concluded between the port authorities and the Transport and Dock Workers' Union, in regard the decasualisation of the casual shore labour force of the Bombay Port Trust who were employed only on Sundays, the weekly day of rest.

For details please see Paragraph 44, pp. of
this report.

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Employment opportunities in Paints and Varnish Industry:
Results of a Survey published.

According to a survey conducted by the Ministry of Labour and Employment, the paints and varnish manufacturing industry offers good employment opportunities for people educated up to primary or middle standard. There are bright prospects for training within the industry and an employee can reach to the highest post in different sections in about seven to eight years. The industry at present employs 6,000 people.

In all, the industry has 37 types of production jobs. Employers are not agreeable to admit uneducated people to the industry except against unskilled jobs, such as carrying goods, loading or unloading operations. Employers are also not prepared to accept highly qualified matriculates or graduates. Out of the 37 occupations, 16 were open to literates, i.e., those who could read and write in their mother tongue. The other 21 were open to those who had studied up to the middle standards.

An interesting feature brought out by the survey was the unanimous desire of employers not to have men trained in technical institutions for skilled and semi-skilled occupations. The study revealed that skilled and semi-skilled occupations were not normally open to direct recruitment. Employers preferred to have men with on-the-job training.

(The Hindustan Times, 7 February 1962).

83. Vocational Training.

India - February 1962.

Labour Ministry's Training Schemes: Working during November 1961.

According to the Review on the activities of the Directorate-General of Employment and Training during the month of November 1961, there were 166 institutes for the training of craftsmen, 15 work and orientation centres for educated unemployed, 100 undertakings imparting apprenticeship training and 17 centres holding evening classes for industrial workers. The total number of seats in all these centres and undertakings was 51,890 and the total number of persons undergoing training stood at 43,133.

Craftsmen Training.- A total of 936 seats in the State of Bihar; 200 in Madhya Pradesh; 272 in Madras; 2,420 in Mysore State; 1,996 in Punjab State; 672 in Uttar Pradesh and 552 at Industrial Training Institute Shahdara (Delhi) were sanctioned during the month of November 1961. The total number of seats sanctioned during the third Five Year Plan went upto 29,528 with 79 new industrial training institutes bringing the total number of institutes 166.

National Council for Training in Vocational Trades.- Representatives of various Ministries attended the third meeting of the Coordination Committee on Craftsmen Training under the National Council for Training in Vocational Trades held on 28 November 1961.

Officers of the Directorate General of Employment and Training inspected the Industrial Training Institutes Gwalior, Jabalpur, Indore, Rewa, Bhopal, Ludhiana, Yamunanagar, Waltair, Warrangal and Hyderabad during the month.

Evening Classes for Industrial Workers.- Two hundred additional seats were sanctioned in the Madras State bringing the total number of seats sanctioned during the third Five Year Plan to 400.

Stores and equipment.- As against a total allotment of 2 million rupees upto the allotment period ending 1958, under the U.N.T.A.A.(I.L.O.) Aid Programme equipment of the value of 1.907 million rupees was received by the end of November 1961. Equipment of the value of 0.286 million rupees was allotted in 1960 Aid Programme and an order covering the entire amount was placed by the ILO Geneva Supplies against this allotment. These are stipulated to be completed by the end of December 1961.

Under the United Nations Special Fund Programme equipment to the value of 1.738 million rupees was to be provided for the Central Training Institute for Instructors, Calcutta. Of this, equipment to the value of 1.224 million rupees was reported as received at the Central Training Institute, Calcutta by 31 October 1961.

(Review on the activities of the Directorate-
General of Employment and Training for the
Month of November 1961: Ministry of Labour
and Employment, Government of India,
New Delhi)

Apprentices Act, 1961, comes into force and extended to
Certain Industries.

In exercise of the powers conferred under the Apprentices Act, 1961 (vide pages 90-92 of the report of this Office for November-December 1961) the Central Government has appointed the 1st March 1962 as the date on which the said Act shall come into force in all the territories to which it extends.

By another notification the Central Government has specified the following industries in the areas in which the provisions of the said Act have been brought into force as the industries to which those provisions shall apply with effect from 1 March 1962, namely:-

| * Major Group (Code) | Description | * Minor Group (Code) |
|---|---|-------------------------|
| 20 Foodstuffs --- | Production of sugar and syrup from sugar-cane in mills ----- | 201 |
| 23 Textile-Cotton --- | Cotton spinning and Weaving in Mills. | 232 |
| 24 Textile-Jute --- | Jute spinning and weaving ----- | 241 |
| 28 Manufacture of Wood and Wooden Products --- | Sawing and Planing of Wood ----- | 280 |
| | Manufacture of wooden furniture and fixtures----- | 281 |
| | Manufacture of structural wooden goods (including treated timber) such as beams, posts, doors, windows----- | 282 |
| | Manufacture of veneer and plywood. | 285 |
| 32 Rubber, Petroleum and Coal Products --- | Manufacture of all kinds of rubber products from natural or synthetic rubber such as tyres, tubes, rubber footwear, rain coats, mechanical rubber goods and sundries----- | 320, 321, 322 and 323 |
| | Production of coaltar and coke in coke oven----- | 325 |
| | Production of petroleum, kerosene and other petroleum products in petroleum refineries ----- | 324 |
| 33 Chemicals & Chemical Products -- | Manufacture of basic industrial chemicals such as acids, alkalis and their salts. | 330 |
| | Manufacture of dyes, paints, colours and varnishes.----- | 331 |
| | Manufacture of fertilizers----- | 332 |
| | Manufacture of medicines, pharmaceutical preparations, perfumes, cosmetics and other toilet preparations except soap. | 335 |
| | Manufacture of soap and other washing and cleaning compounds ----- | 336 |

| Major Group (Code) | Description | Minor Group (Code) |
|---|--|-----------------------|
| 34 Non-metallic Mineral Products other than Petroleum and Coal. | Manufacture of cement and cement products.----- | 341 |
| 36 Basic Metals and their Products except Machinery and Transport Equipment. | Manufacture of iron and steel including smelting, refining, rolling, conversion into basic forms such as billets, blooms, tubes, rods----- | 360 |
| | Manufacture including smelting, refining, of non-ferrous metals and alloys in basic forms----- | 361 |
| | Manufacture of armaments----- | 362 |
| | Manufacture of structural steel products such as joist, and rail, sheet, plate ----- | 363 |
| | Manufacture of iron and steel furniture----- | 364 |
| | Manufacture of all products from non-ferrous metals such as brass, aluminium, tin and bell metal---- | 365, 366 and 367 |
| | Manufacture of sundry hardwares such as G.I. pipe, wire net, bolt nut, screw, cutlery----- | 369 |
| 37 Machinery (All kinds other than Transport) and Electrical equipment. | Manufacture and assembling of machi- nery (other than electrical) except textile machinery----- | 370 |
| | Manufacture of assembling of prime mover and boilers, other than elec- trical equipment such as diesel engines, road rollers, tractors----- | 371 |
| | Manufacture of machine tools----- | 372 |
| | Manufacture of textile machinery and accessories----- | 373 |
| | Manufacture of heavy electrical machi- nery and equipment such as motors, generators, transformers----- | 374 |
| | Manufacture of electric lamps and fans----- | 375 |
| | Manufacture of insulated wires and cables----- | 376 |
| | Manufacture of all kinds of battery. | 377 |
| | Manufacture of light electrical machinery apparatus and appliances (including electronic equipment, and related products) such as radios, microphones----- | 378 and 379 |

| Major Group (Code) | Description | Minor Group (Code) | |
|---|--|--|-----|
| 38 Transport Equipment --- | Manufacture, assembly, and repairing of locomotives----- | 380 | |
| | Manufacture and repair of rail road and tramway cars, Rail Wagons, coaches and other equipment----- | 381 | |
| | Manufacture and assembling of Motor vehicles of all types(excepting motor engines)----- | 382 | |
| | Manufacture of motor vehicles engines parts and accessories----- | 383 | |
| | Manufacture of Repairing and servicing of motor vehicles----- | 384 | |
| | Manufacture of bicycles and tricycles and accessories such as saddle, seat frame, gear----- | 385 | |
| | Building and repairing of water transport equipment such as ships, boats and manufacture of marine engines-- | 386 | |
| | Manufacture and repair of air transport equipment including aeroplane, aero-engines ----- | 387 | |
| | 39 Miscellaneous Manufacturing Industries. ----- | Manufacture of optical instruments and lenses, ophthalmic goods and photographic equipment and supplies----- | 390 |
| | | Manufacture of scientific, medical and surgical instruments and equipment and supplies----- | 391 |
| Assembling and repairing of watches and clocks----- | | 392 | |
| 50 Electricity and Gas --- | | Generation and transmission of electric energy----- | 500 |
| | Distribution of electric energy----- | 501 | |
| 70 Transport ----- | Transporting by tramways and bus service----- | 701 | |
| | Transporting by motor vehicles(other than omnibus)----- | 702 | |

*The reference is to Codes in the Standard Industrial Classification adopted by the Government of India, Ministry of Labour and Employment.

(Notifications GSR 246 and 247 dated 12 February 1962, the Gazette of India, Part II, Sec.3, sub-sec.(i), 24 February 1962, pp. 218-221).

CHAPTER 9. SOCIAL SECURITY.

INDIA - FEBRUARY 1962.

91. Pre-legislation Measures.

LIC to Launch Mass Insurance Scheme for Workers.

Shri P.A. Gopalakrishnan, Chairman of the Life Insurance Corporation stated in Bombay on 26 February 1962 that for the first time in India, a mass life insurance scheme will be launched by the Life Insurance Corporation. The scheme would be launched in stages and that actuaries were working out the premium rates. At present the Corporation was negotiating with a leading firm to issue its first mass insurance policy covering about 30,000 workers. Under the scheme instead of the Corporation issuing individual policies with different rates of premium depending upon the age at entry and duration of the policy, the Corporation would issue mass policies to industrial and commercial establishments. There will be no medical examination and no requirement of age proof. Even the names of policyholders need not be known. The premium rates will be "much lower" than in other cases. In short, the insurer will deal with each establishment as a single holder of a mass policy.

(The Statesman, 27 February 1962)

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92. Legislation.

India - February 1962.

Uttar Pradesh: Employees' State Insurance Scheme extended
Certain Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 11 February 1962, as the date on which the provisions of Chapter IV (except sections 44, and 45 which have already been brought into force), Chapter V and Chapter VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act, shall come into force in the following areas of Jhansi, Izgatnagar and Roorkee in the State of Uttar Pradesh, namely:-

Jhansi.- The areas within the limits of Municipal and Cantonment Board of Jhansi and the following revenue village:

Pund Ponch Mohal, Pargana, Tehsil and District Jhansi.

Izgatnagar.- The areas within the limits of revenue village Udaipur Khas, Pargana, Tehsil and District Baroilly.

Roorkee.- The areas within the limits of Municipal Board of Roorkee, District Saharanpur.

(Notification No. SO 455 dated 3 February 1962,
the Gazette of India, Part II, Sec. 3,
sub-sec. (ii), 10 February 1962, page 440).

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93. Application.

India - February 1962.

VI. Compensation in Case of Employment Injury or
Occupational Disease.

West Bengal: Working of the Workmen's Compensation Act, 1923,
during the Year 1959* .

General.- The administration work connected with the Workmen's Compensation Act, 1923, had increased, inspite of the operation of the Employees' State Insurance Act in the industrial areas of Calcutta and Howrah, due to increased number of applications followed by corresponding addition to the number of trust accounts. The following table would bear this out:-

| Year | Claim cases filed. | Distribution cases filed. | Deposit cases filed. | Agreement cases filed. | Compensation deposited. |
|--------|--------------------|---------------------------|----------------------|------------------------|-------------------------|
| | | | | | <u>Rs.</u> |
| 1925 - | 26 | 117 | - | 162 | 104,994 |
| 1930 - | 121 | 180 | 121 | 277 | 211,499 |
| 1935 - | 199 | 213 | 240 | 354 | 269,506 |
| 1940 - | 513 | 258 | 523 | 919 | 452,678 |
| 1945 - | 725 | 502 | 567 | 1,946 | 1,453,202 |
| 1950 - | 1,000 | 344 | 650 | 1,704 | 1,327,750 |
| 1955 - | 1,942 | 239 | 1,139 | 1,809 | 1,007,234 |
| 1956 - | 2,349 | 206 | 1,197 | 1,631 | 1,197,440 |
| 1957 - | 2,306 | 241 | 1,328 | 1,652 | 1,177,664 |
| 1958 - | 2,148 | 476 | 1,936 | 1,905 | 2,095,501 |
| 1959 - | 2,506 | 331 | 1,523 | 1,899 | 1,567,069.76nP. |

* Government of West Bengal (Home (Publicity) Department, Annual Report on the Working of the Workmen's Compensation Act 1923, in the State of West Bengal for the year 1959; Superintendent, Government Printing, West Bengal Government Press, Alipore, West Bengal, 1961: Price Indian Re. 1.75; English, 2s. 6d. pp. 9.

During the year under report, the average duration of a case is 202 days as against 382 days in the previous year.

Proceedings before Workmen's Compensation Commissioner.- Two thousand five hundred and six cases of claim were filed under section 10 during the year as against 2,148 in 1958 and 2,306 in 1957. Two thousand four hundred and seventy-two claims were disposed of during the year as against 3,467 in 1958 and 2,161 in 1957. Thirty-six indemnity cases were filed under section 12 of the Act during the year under review as against 54 in 1958 and 48 in 1957. Out of 50 cases, which were pending from 1958, 39 cases were disposed of during the year. One thousand eight hundred and ninety-nine memoranda of agreement cases were filed during the year under report as against 1,904 in 1958 and 1,652 in 1957. One hundred and forty-eight cases were pending from 1958. Out of these cases, 1,891 cases were disposed of leaving only 156 cases pending for disposal at the close of the year. Ninety-seven applications were filed during the year for restoration after setting aside ex-parte decree or order of dismissal. Nineteen restoration petitions were pending from previous year. Out of these 116 petitions, 40 cases were allowed, 57 cases were dismissed and 19 remained pending at the end of the year.

There were 28 appeals pending before the High Court at the beginning of the year. Fourteen new appeals were filed during the year. Out of the 42 appeals, 2 were allowed, 7 were dismissed and 33 appeals appeared to be pending at the end of the year.

An analysis of wage groups of workmen benefited by compensation showed that the class of workers whose monthly wages ranged between Rs.80 and Rs.100 received the maximum number of awards for compensation during the year under review. The next group was of those whose monthly wages ranged from between Rs.100 and Rs.200. During the year, the number of cases in which compensation was awarded on the basis of maximum wages Rs.300 to Rs.400 was only 3 as against 1 in 1958 and 2 in 1957.

Accidents.- There were 98 fatal accident cases were pending at the beginning of the year and 218 new cases were started during the year bringing the total number to 316. The employers admitted liability and deposited compensation money in 140 cases and denied liability in 82 cases. The total number of cases which remained pending at the end of the year was 94.

The table given below shows, according to the returns received from employers, the main features of the working of the Act during 1959:-

Consolidated statement of returns for the calendar year 1959

| Classification | Average number of workers employed per day. | | Accident resulting in | | Compensation paid for | | | Occupational diseases resulting in temporary disablement | | |
|---------------------------------|---|--------------|-----------------------|--|--|---------------|--|--|----------|-------------------------------|
| | Adults. | Minors. | Death | Perma- nent dis- able- ment. | Tempo- rary dis- able- ment. | Death | Perma- nent dis- able- ment. | Tempo- rary dis- able- ment. | No. | Compen- sation. Rs. |
| Factories | 343,319 | 160 | 41 | 1,106 | 8,456 | 108800 | 587428 | 205413 | - | - |
| Mines | 103,397 | 4 | 78 | 510 | 4,682 | 233050 | 304747 | 145536 | - | - |
| Plantation | 164,546 | 8,421 | 18 | 39 | 211 | 26300 | 18956 | 6694 | - | - |
| Docks and Ports | 29,833 | - | 9 | 701 | - | 30774 | 123402 | - | - | - |
| Tramways | 10,122 | - | - | 2 | 355 | - | 3945 | 13555 | - | - |
| Buildings and constructions | 16,027 | - | 8 | 46 | 378 | 20300 | 27006 | 21167 | - | - |
| Municipalities and Local Boards | 4,623 | 1 | 1 | 1 | 1 | 2400 | 2029 | 19 | 2 | 46 |
| Miscellaneous - | | | | | | | | | | |
| 1. Fire Brigade | 1,398 | - | - | 1 | - | - | 513 | - | - | - |
| 2. Electricity | 8,327 | 7 | 5 | 18 | 275 | 10550 | 10595 | 6986 | - | - |
| 3. Cinemas and Studios | 3,086 | 9 | - | - | 1 | - | - | 638 | - | - |
| 4. Motor Transport. | 3,042 | 55 | - | 1 | 5 | - | 1470 | 104 | - | - |
| 5. Others | 11,785 | 38 | 8 | 52 | 752 | 14850 | 22394 | 33463 | - | - |
| Total. | 699,505 | 8,695 | 168 | 2,477 | 15,316 | 447024 | 1102488 | 453575 | 2 | 46 |

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- *(b) "A Preliminary Report on the Technical Manpower in Madhya Pradesh during Third Five-Year Plan": Manpower Studies Division; Directorate of Economics and Statistics, Madhya Pradesh, Bhopal, November 1961. pp.201. (Revised).

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