

COPY NO.

12146

- 2 MAY 1963

INTERNATIONAL LABOUR OFFICE

INDIA BRANCH

C 33-2-267

Industrial and Labour Developments in March 1963.

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATIONS.</u>	
12. <u>Activities of External Services:</u>	1
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.</u>	
25. <u>Wage-Earners' Organisations:</u>	
(a) Origin and Objects of Confederation of Free Trade Unions.	2-5
(b) Andhra Pradesh: Trade Unions to be recognised on the Code of Discipline Principle.	6
(c) Madhya Pradesh: Rs. 99,000 Given as Grants to Trade Unions.	7
28. <u>Employers' Organisations:</u>	
Annual Meeting of the All-India Manufacturers' Organisation, New Delhi., 30 March 1963.	8-9
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
34. <u>Economic Planning, Control and Development:</u>	
(a) Rajasthan: Results of a Techno-Economic Survey by National Council of Applied Economic Research published.	10-12
(b) Government's Price Policy discussed by Planning Commission.	13
36. <u>Wages:</u>	
Interim Wage Increase to Labour in Rubber Estates: Central Wage Board's Recommendations accepted by Government.	14-15
37. <u>Salaries:</u>	
Mysore: Dearness Allowance of Government Servants Increased.	16

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
<u>41. Agriculture:</u>	
Working of the Plantations Labour Act, 1951, for the Year 1961.	17-20
<u>42. Co-operation:</u>	
National Cooperative Development Corporation to be set up.	21
<u>43. Handicrafts:</u>	
Survey of Amber Charkha Spinning by Gandhigram Rural Institute; Integrated Plan for Development of Khadi and Agriculture suggested.	22-23
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
<u>50. General:</u>	
(a) Madhya Pradesh Shops and Establishments (Amendment) Bill, 1963.	24-25
(b) Mysore Beedi Industrial Premises (Regulations of Conditions of Work) Bill, 1962.	26-27
<u>55. Protection of Minors:</u>	
Child Labour Legislation in India.	28-35
<u>56. Labour Administration:</u>	
(a) Punjab: Labour Legislation for Workers' Welfare.	36-41
(b) Madras: Working of the Labour Department during 1961.	42-49
(c) Work of the Ministry of Labour and Employment during the Year 1962-63.	50-80
(d) Lok Sabha approves Demands for Grants of the Ministry of Labour and Employment: Second Wage Board for Working Journalists to be appointed.	81-85
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
<u>63. Individual Contracts of Employment:</u>	
Industrial Employment (Standing Orders) Amendment Bill, 1963.	86-87

<u>Contents.</u>	<u>Pages.</u>
67. <u>Conciliation and Arbitration:</u>	
(a) Working of the Code of Discipline and Industrial Peace in Bihar.	88-89
(b) Working of Industrial Truce Resolution discussed by Parliament's Consultative Committee on Labour.	90
<u>CHAPTER 7. PROBLEMS PEBULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
71. <u>Employees and Salaried Intellectual Workers:</u>	
Mysore: Dearness Allowance of Government Servants Increased.	91
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation:</u>	
Review of the Work of the Directorate-General of Employment and Training during 1962-65.	92-105
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
92. <u>Legislation:</u>	
(a) Employees' Provident Funds Scheme extended to Confectionery Industry.	106
(b) Uttar Pradesh: Employees' State Insurance Scheme extended to Certain Areas in the State.	107
(c) Mysore: Employees' State Insurance Scheme extended to Certain Areas in the State.	108
(d) Madras: Employees' State Insurance Scheme extended to Certain Areas in the State.	109
(e) Bihar: Employees' State Insurance Scheme extended to Certain Areas in the State.	110
93. <u>Application:</u>	
Madras: Annual Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1961.	111-114

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.</u>	
<u>112. Legislation, Regulations, Official Safety and Health Codes:</u>	
National Mines Safety Council set up.	112-117
<u>BIBLIOGRAPHY - INDIA - MARCH 1965.</u>	118-121

* * * * *

Chapter 1. International Labour Organisation

12. Activities of External Services.

India - March 1963.

Visits

At the invitation of Shri Gulzarilal Handa, Central Minister of Labour, Employment and Planning, the Director attended the inaugural ceremony of the Central Training Institute for Instructors at Bombay on 20 March 1963.

Technical assistance is being made available to the C.T.I. through a co-operative programme between the United State Agency for International Development and the Government of India.

Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - March 1963.

Origin and Objects of Confederation of Free Trade Unions.

Origin.- It is common knowledge that there is no unified trade union movement in India for more than a decade. Today's trade union movement in India is not of the workers' movement for the workers but a movement controlled by the outsiders, to serve the ends of machinations of their political parties. For the politicians, the trade union movement in India has always remained the ladder to rise to political firmament. In this background, being distressed at the vivisection and demonisation of the trade union movement in India and consequent exploitation of labour by vested interests, both economic and political, a group of trade unionists, independent of political parties, started seeking support of all decent, good thinking and democratic leaders of the trade unions to assemble in an All-India Labour Conference to build up a solid phalanx of labour on a non-party's and democratic basis for the benefit of labour and the prosperity of the country. As a result of the appeal, 387 trade union delegates from Jute, Port, Textile, Dock, Metal & Engineering, Posts & Telegraphs, Transport, Plantation, Building Construction, Mercantile and General Industries, both private and public sectors, from all over the country representing about 400,000 workers and employees met in Patna, Bihar(India) on 12 and 13 August, 1961, under the Chairmanship of Shri T. Parmanand, a veteran labour leader of Bihar(India) and formed a new independent Central Labour Organisation known as "Confederation of Free Trade Unions(C.F.T.U.)", which owes no allegiance, both direct and indirect, to the Government, employers and political parties.

According to the constitution unanimously adopted in the conference, the objects of the C.F.T.U. are as follows:-

- (i) Mobilise and educate the trade unions, workers' social, cultural, educational and co-operative organisation and such persons who are working in them believes in democracy as philosophy of life and living and foster patriotism and sense of social justice.
- (ii) Co-operate and co-ordinate their activities.
- (iii) Publish periodicals and journals to further the cause of the movement; and
- (iv) Undertake any other activities such as education, training, building up cadres and allied activities.
- (v) Unify the Trade Union Movements; and
- (vi) Fight ~~and~~ caste-ism, communalism, regionalism, linguism and extra-territorialism.

The manifesto issued from the Conference runs as follows:-

"The problem before labour is to achieve unity and a better standard of life. The C.F.T.U. proposes to provide a platform for such a purpose. The problem before Indian labour is not only agitational but also constructive. The C.F.T.U. would concentrate on workers' education, co-operative and allied activities. Moreover, no economic plan can be successful unless labour is inspired by patriotic ideas, assured of its legitimate dues and rights. To achieve this end and to unite labour will be the foundation for the work of the new front. This will break the ground of caste-ism, rivalry and groupism and counteract the fissiparous tendencies in the country. Inspired by the ideals of social justice, labour will be in a better position to fight exploitation. A united labour will unite the country." The real character of the C.F.T.U. and the purpose for which it was formed are evidently clear by this historic statement. Formed primarily for the workers, by the workers and of the workers, the C.F.T.U. is essentially a basic democratic organisation of the workers themselves.

Role of the C.F.T.U.- More than one year has rolled on since the formation of the C.F.T.U. It is but natural to seek information as to the real role played by the C.F.T.U. during this period. As expected during this period, the C.F.T.U. met with hostile attitudes of the Central Trade Union Organisations and their political parties besides employers and the Government. They obstructed in every form to the growth of an independent trade union movement in the country led by C.F.T.U. Despite repeated representations, the Government remain silent on the question of recognition of the C.F.T.U. and its affiliated unions.

4

The main four resolutions on (1) Five-Year Plan, (2) Unemployment, (3) Trade Union Rights, and (4) Social Security adopted in the conference remains unattended by the Government and the employers. Having found the Government indifferent, remained unresponsive and unwilling to seek co-operation of an organised body of the workers, the C.F.T.U. rose to the occasion unitedly to mobilise the labour and the people in general to provide maximum relief to the poor, under the giving circumstances, through various means of arbitration, conciliation and industrial action. Many battles were fought and won despite yellow unionism of the stooges and toadies. Our affiliated unions grew increasingly strength to strength. New unions joined the C.F.T.U. in large numbers and State Committees were formed in West Bengal, Bihar, Delhi, Maharashtra, Madhya Pradesh, Kerala, Uttar Pradesh, etc. Workers in the several new industries organised themselves in the trade unions and a new trade union consciousness is gradually growing among the workers. In other industries with a renewed spirit, zeal and enthusiasm, the C.F.T.U. has been able to bring new life and has been able to eliminate years of frustration in the trade union ranks and files. The timely birth of C.F.T.U. has given the rudest shock to the vested interest both in the economic and political fields. The repressive machinery in all forms have been set in motion against the leading cadre of the C.F.T.U. and its affiliated unions. Particular mention may be made of the affiliated trade unions in Port, Dock, Jute, Posts and Telegraphs, Transport and Engineering industries. Hundreds of honest, trained and loyal trade union workers are in the list of victimisation including dismissals and discharge in utter disregard of the decisions of the court and normal judicial fairness of the industrial Management. Human relation machinery in the industry has become a Screening Bureau of the workers' leadership. In the face of these voluminous opposition, hostile attitudes and anti-labour actions from the Government, employers and central labour organisations led by the political parties, the C.F.T.U. has been able to consolidate its ranks and progressively made progress keeping in view the fundamental role it has to play to guide a new, free, democratic and dynamic trade union movement in India. These principles are as follows: (1) No relation with the employers and political parties including their central trade unions. (2) No compromise whatsoever on fundamental principles of the C.F.T.U. (3) No relation with the trade unions who do not run their unions democratically in internal matters. (4) No rival trade unionism is encouraged in any form. (5) No relation with those elements, who do not believe and encourage workers' leadership in the industry. (6) No relation with those, who encourage gangsterism, violence, intimidation, coercion and all other forms of unfair labour practices and follow only a policy of strikes and strifes in industrial behaviour; and above all: (7) No relation with those, who are not loyal to the country.

5

These seven fundamental principles are cardinal points that guides the role and activities of the C.F.T.U. The correct assessment of real role of any central labour organisation, however, lies in the actual fields and factories and, therefore, the C.F.T.U. extends an open invitation to one and all to come forward to judge, verify and to make their own conclusions dispassionately in conformity with its declared policy. This is the answer to the critics who expresses doubts as to the real role of the Confederation of Free Trade Unions(C.F.T.U.).

Chinese Aggression and the C.F.T.U.- Following the Chinese Aggression and proclamation of the State of Emergency in India, the C.F.T.U., according to its tradition and declared policy, called upon the workers to rally behind the Government at this hour of need and national crisis and to extend all out co-operation and support to meet the country's defence preparation to expel the invaders.

In a resolution adopted unanimously at a meeting of the Executive Board of C.F.T.U., it demanded that for effective participation of workers in the total war-efforts, it was but essential that the employers and the Government should take the following steps immediately:- (1) Recognition of the Confederation of Free Trade Unions and its affiliates. (2) Speedy settlement of trade disputes by arbitration. (3) Ensuring proper incentive for increased production and workers' proportionate share in the profit of the employers. (4) Ensuring regular supply of essential commodities to workers at cheap and concession rates through Government and Company shops. (5) Immediate implementation of all Statutory Labour Laws and I.L.O.'s conventions and recommendations.

As a result of the above unanimous decision of the Executive Board of the C.F.T.U., hundreds of affiliated unions collected funds and donated to the National Defence Fund and inspired hundreds and thousands of workers to donate blood to the Blood Bank, join the Home Guards and Army and to increase production with utmost efficiency and zeal to meet the defence requirements. This has once again proved the bonafide of the C.F.T.U. and its progressive and genuine role to the effect that the interest of the country is first and above everything and its faith in freedom and democracy is unquestionable.

(Indian Labour, January-March 1963,
pp. 258-273).

6

Andhra Pradesh: Trade Unions to be recognised
on the Code of Discipline Principle.

The Andhra Pradesh Government has ordered that all employing Heads of Departments should follow the principle in the "Code of Discipline", adopted by the Standing Labour Committee at its 16th Session, in recognising trade union in the establishments under their control.

The Code of Discipline in industry has been ratified by the central organisation of workers and employers. The code, besides providing for recognition of trade unions, lays down the criteria for recognition of unions and the unions which accept the code and satisfy the norms laid down therein are eligible for recognition.

(The Hindu, 15 March 1963).

7

Madhya Pradesh: Rs. 99,000 Given as Grants to
Trade Unions.

Replying to a question in the Madhya Pradesh State Assembly, on 6 March 1963, Shri V.V. Dravid, the State Labour Minister, stated that in the past three years the Government had given grants totalling 99,000 rupees to three trade unions in Indore, Gwalior and Ujjain for their "labour welfare plans". For the current year, the Government had sanctioned 26,000 rupees for two of these unions.

The trade unions which had received the grants are the Indore Mill Mazdoor Sangh, the Mazdoor Congress, Gwalior, and the Ujjain Mill Mazdoor Sangh. All the three are affiliated to the Indian National Trade Union Congress.

(The Hindustan Times, 7 March 1963).

4

28. Employers' Organisations.

India - March 1963.

Annual Meeting of the All-India Manufacturers' Organisation, New Delhi, 30 March 1963.

The Annual Meeting of the All-India Manufacturers' Organisation was held at New Delhi on 30 March 1963. The conference was inaugurated by Shri Jawaharlal Nehru, the Prime Minister of India and presided over by Shri P.V. Mehta.

Inaugural speech.- In his inaugural address, Shri Jawaharlal Nehru said the task of economic progress had been made difficult by the Chinese aggression. But he had no doubt that the revolutionary process that had set in motion after independence would continue to gather momentum. Shri Nehru said the British made Indians realize the realities of the industrial revolution but now they were in a position to get going on their own as free men. "More machines are not enough for industrialisation, our minds must change too", he said.

The Prime Minister warned that one could not afford to overlook the principle of social justice universally accepted by countries even with different ideologies. "People", he said, "are no longer prepared to be denied equal opportunities and justice". The main problem in the country was to make 80 per cent. of its rural population machine-minded. "We need to create a psychology for an industrial revolution", he said.

Presidential address.- In his presidential address, Shri Prabhu V. Mehta said the tempo of industrial growth had slackened down from 11 per cent. to 8 per cent. in the last two years. He suggested that import of capital from Indians abroad be made tax free, technical manpower developed at a faster rate, transport efforts boosted and States asked to fulfil their tax target by imposing more levies in their respective spheres. He particularly favoured an agricultural tax in States to increase food production and also for further investment in agriculture. Shri Mehta opposed the Super Profit Tax and also suggested that the excise and sales tax levies be combined on as many commodities as possible.

9

Shri Mehta suggested the formation of fair trade practices boards for each important industry or trade to ensure the observance of business standards by the members of the board. He referred to the pledge that the organisation had evolved jointly with 37 other associations to follow fair trade practice and also the arrangement made to watch its implementation.

He asked the Government to effect economy in administrative expenditure and to avoid unessential non-Plan expenditure for which there was considerable scope. The non-Plan expenditure, he said, had mounted up and absorbed a considerable portion of the additional tax revenue obtained by the Government.

Shri Mehta said to facilitate imports from countries other than the U.S. "revolving funds" on the lines suggested by the Ramaswamy Mudaliar Committee should be created to finance maintenance of imports of industries especially export-oriented ones. The forthcoming meeting of the Aid India Consortium should be made use for creating such a fund. Separate funds should be created to cater to the needs of medium and small-scale industries, he said. Shri Mehta suggested sufficient allocation of funds for technical education and opening up of more polytechnic institutes for expanding the output of diploma holders as compared to graduate engineers. There should be close contact between the teaching staff and the industry ~~the~~ in order to understand the needs of industry. He laid stress on the development of transport, particularly road and water to meet the requirements of the emergency. He suggested foreign collaboration to the extent of 49 per cent. in all types of shipping without differentiation.

Resolutions.- In a resolution adopted by the Conference, the meeting recommended the constitution of a national power authority charged with the task of ~~establishment~~ establishing hydel, thermal or atomic stations at the most appropriate places and making power available to individual State electricity boards and private distributors through a national grid. This should be done even by amending the Constitution, if necessary, so as to make power generation a Central subject instead of a concurrent one as it was at present, the resolution said.

The conference urged the Government to reconsider their policy in regard to power generation by investor-owned companies and associate them in installing new power generating sets. They should have no threats of nationalisation, it said.

The conference suggested that the electricity rates be fixed on commercial considerations and on the economic needs of the consuming industries. All duties on power consumption for raising general revenues should be abolished, as benefits from rapid industrialisation would themselves help raise the general revenues in due course.

Chapter 3. Economic Questions.

34. Economic Planning, Control and Development.

India - March 1968.

Rajasthan: Results of a Techno-Economic Survey
by National Council of Applied Economic Research
published.

According to a survey undertaken by the National Council of Applied Economic Research, at the request of the State Government to assess the possibilities of economic development in the State during 1961-71.

Rajasthan can look forward to an era of economic growth with "substantial prosperity" during the next 10 years if local resources and locational advantages for industrial development are properly made use of.

The Council has estimated that the development of agriculture on the lines suggested by it would require an outlay of 5,080 million rupees between 1961 and 1971. For the development of the economy as a whole, the Council has recommended a total investment of 15,040 million rupees. Of this, large-scale industries will claim 2,240 million rupees, power 1,350 million rupees, transport 1,770 million rupees and social overheads 2,500 million rupees.

Of the total investment, eight per cent. should be borne by the Central Government, 44 per cent. by the State Government and the remaining by the private sector. The Central investment will be confined to copper mining and salt making and to the development of railways and national highways. The State Government will be chiefly for the development of irrigation, extension services, small-scale industries, power, transport and social services. The investment of the private sector will be mainly in agriculture, industries, housing and local-tran road transport.

11

If the developments suggested are brought about, the annual rate of growth of the aggregate income, it is stated, will be 13 per cent. and that of the per-capita income 7.5 per cent. compared with the all-India rates of 7.4 per cent. and four per cent. respectively. The per capita income will increase from Rs. 280 in 1961 to Rs.500 in 1971. The average productivity per worker will be doubled.

Increased Farm Output.- The report visualises that in the south-eastern part of the State where ~~the considerable irrigation facilities~~ the annual rainfall is above 20 inches and considerable irrigation facilities exist, an increase in farm output and productivity will be possible through programmes of land development and land reclamation. On the other hand, in the north-western region, where the annual rainfall is below 20 inches, high priority should be given to the tapping of underground water resources. In areas where this resource is not found, the rehabilitation of grass lands and grazing areas should be undertaken.

Cultivation of Cotton.- The report has expressed the view, this area should also contribute substantially to the cultivation of cotton for which this region is eminently suitable. Since this will be a new area, the farming could be practised on co-operative line.

As a result of these measures the net value of farm output will rise from 2,270 million rupees in 1960-61 to 4,920 million rupees in 1970-71. The State will have a surplus of 4 millions tons of food grains. In addition, a large anticipated increase in the output of commercial crops will give rise to a number of processing and manufacturing industries.

Mining Programme.- The mining programme will need an investment of 250 million rupees, chiefly for copper, lead, zinc and lignite mining. The report recommends that the State should undertake surveys to determine the extent and quality of the mineral resources. The industrial sector will get a strong push during this decade and the output will rise from 120 million rupees in 1960-61 to 1,490 million rupees in 1970-71, an average annual increase of 119 per cent. The bulk of the investment will be absorbed by the chemical and engineering industries.

12

The more important units to be established in the former group will be for producing nitrogenous fertilisers, cement, viscose rayon, soda ash, caustic soda and calcium carbide, while the important units in the engineering group of industries will include copper, lead and zinc smelters and a precision instrument factory. To carry through this programme, it will be necessary to develop the infrastructure of the economy in advance. The installed capacity of power should be increased from 147 mw in 1960-61 to 600-700 mw by 1970-71. Similarly, to improve the transport system, the council recommends the construction of 573 miles of railways and 9,200 miles of roads.

Unlike other States, Rajasthan will be fortunate in solving its unemployment problem during this period. In the Rajasthan canal area, there will be a serious shortage of labour force and the State should lay down a definite policy of colonisation and provide the necessary overhead facilities.

In conclusion, the report says that the programme of economic development suggested is technically feasible as well as economically justifiable. However, its materialisation will largely depend upon the capacity of the State Government, implement the recommendations and raise the necessary finance.

(The Hindustan Times, 25 March 1963;
The Times of India, 25 March 1963).

13

Government's Price Policy discussed by
Planning Commission.

A meeting of the members of Planning Commission was held at New Delhi on 19 March 1963 to discuss the Government's policy on fixing the prices of four commodities of fundamental importance to the country's economy, steel, coal, fertilisers and cement. Shri G.L. Nanda, Union Minister for Labour, Employment and Planning presided. The meeting, among others, was attended by Shri Morarji Desai, Shri C. Subramaniam, Shri K.D. Malaviya, all members of the Planning Commission, and top economic officials of the Government. The meeting came to the following broad conclusions:

First, the economic policy-makers were reported to be of opinion that holding the price line and safeguarding the interest of the consumers should be a cardinal principle for all decisions on prices in future.

Secondly, they are said to be equally keen that the producers in both the public and private sectors should get a fair return so as to be able to raise enough resources for the expansion of the basic industries.

The third trend of opinion was perhaps the most important. The meeting is understood to have emphasised that there must be some standards of efficiency which every industry and, in fact, every unit in each industry, must fulfil before being entitled to fixed and protected prices.

(The Statesman, 20 March 1963).

88. Wages.

India - March 1963.

Interim Wage Increase to Labour in Rubber Estates:
Central Wage Board's Recommendation accepted by
Government.

A Resolution dated 15 March 1963 of the Ministry of Labour and Employment says that the Central Wage Board for rubber plantation industry, Calcutta, set up by the Government of India by their Resolution No. WB-3(5)/61(2), dated the 7th July, 1961, has considered the question of granting interim wage increase to labour in the Rubber estates in the State of Mysore, and its recommendations on the subject are given below.

The Government of India has accepted the Board's recommendations and decided to request the employers to implement the same as early as possible.

Recommendations.- At the time of granting interim wage increase in respect of Rubber Plantations in March, 1962, the workers employed in Rubber Plantation Industry in Mysore State were not included in the Board's recommendations. The Board has now, after full consideration, decided to make the following recommendations for interim increase to workers in rubber plantations in Mysore State:-

Men	----	0.03 nP. per day.
Women	----	0.02 nP. per day.
Adolescents	----	0.02 nP. per day.
Children	----	0.02 nP. per day.

The categories which do not come under labour will be treated for the purpose of interim wage increase in the same manner as they are treated for the purpose of annual bonus.

The interim wage increase recommended herein shall take effect from 10 December, 1962, and is to be in addition to the wages prevailing on that day.

The amount of interim relief will be shown as a separate item, till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

(The Gazette of India, Part I, Sec.1, 30 March 1963, page 171).

37. Salaries.

India - March 1963.

Mysore: Dearness Allowance of Government Servants Increased.

Shri B.D. Jatti, Finance Minister of Mysore State, while presenting the State Budget to the Legislative Assembly on 1 March 1963, stated that Dearness Allowance of Government servants ranging from Rs. 5 to Rs.10 has been increased effective from April 1963. He also laid down the procedure for calculating the Dearness Allowance both for those holding 1961 scales and those who had not elected 1961 scales. As there are over 150,000 Government servants, the additional Dearness Allowance referred to above will involve further extra expenditure of about ten million rupees per annum. The concession cannot be confined to them. It will have to be extended to employees in aided schools under the management of Private and Local Bodies, to employees of Local Bodies and even to those of Government Commercial Undertakings. The extra expenditure involved by the additional allowance would therefore come to about 15 million rupees per annum.

(The Deccan Herald, 2 March 1963).

17

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

INDIA - MARCH 1963.

41. Agriculture.

Working of the Plantations Labour Act, 1951,
for the Year 1961.

An article on the working of the Plantations Labour Act, 1951 for the year 1961 has been published in the Indian Labour Journal, March 1963. The following is a brief review of the article.

Employment.— The total number of estates/ plantations covered by the Plantations Labour Act, 1951, and average daily labour employed in these estates/ plantations in various States/ Union Territories is given below:—

State/Union Territory.	No. of Estates/Plantations.	No. of Estates/Plantations submitting returns.	Average daily labour employed.
Assam	658	618	597,845*
Bihar	12	12	611*
Kerala	480	480	1,838,284**
Madras	263	234	70,799
Mysore	N.A.	350	25,012
Punjab	16	16	1,912
Uttar Pradesh	17	17	1,836
West Bengal	281	255	150,477&
Himachal Pradesh	1	1	58
Tripura	55	45£	10,492££

* Figures relate to average number of workers on book.

** Total number of workers employed.

& Estates covered under the Act.

£ Relates to 208 accepted returns received from tea gardens.

££ Approximate number of workers employed.

N.A.— Not available.

Hours of Employment.- The Plantations Labour Act, 1951 has fixed the maximum weekly hours of work for adults at 54 and for adolescents and children at 40. It has also prescribed the daily hours of work, their spreadover, and the time for rest intervals. The available information shows that normal weekly hours of work were 42 in Bihar, between 45 and 48 hours in Madras and Punjab and 48 hours in Mysore and Uttar Pradesh. In Himachal Pradesh, the normal working hours per week were 48 for adults and 24 for children. In Tripura, workers generally do not work for more than 36 hours per week in the plantations.

Leave with Wages.- The Act provides for the grant of leave with wages at the rate of one day for every twenty days worked for adults and one for 15 days worked for young persons. The number of persons who were granted leave was 1,012 in Bihar; 72,155 in Madras; 24,716 in Mysore; 1,956 in Uttar Pradesh, and 174,143 in West Bengal.

Health.- The important provisions of the Act in respect of health relate to: (i) supply of drinking water, (ii) arrangements for conservancy, and (iii) provision of medical facilities.

Sickness and Maternity Benefits.- Under Section 32 of the Plantations Labour Act, 1951, the State Governments are empowered to frame rules in regard to sickness and maternity allowances. Available information regarding the number of workers who obtained these allowances during the year is given in the table given below:-

State.	Sickness allowance		Maternity Allowance.	
	No. of workers who received the benefit.	Amount	No. of women workers who received the benefit.	Amount paid.
		Rs.		Rs.
Assam	407,015	3,226,406	41,434*	4,194,920
Madras	N.A.	N.A.	7,202*	388,516
Mysore	10,943	151,646	3,114	177,296
Uttar Pradesh.	1,434	12,377	176*	9,224
West Bengal.	85,974	552,679	17,292*	1,245,736

N.A. - Not Available.
* Claims.

Enforcement.- In Assam, 221 plantations were inspected during the year. Prosecutions were launched in 15 cases, out of which 3 cases were withdrawn following agreement between the parties. In four cases, employers were fined and the remaining were pending at the end of the year. In Bihar, all the plantations were inspected frequently by the inspectors concerned. In Kerala, the Chief Inspector of Plantations inspected 273 plantations paying special attention to housing accommodation and medical facilities, while the inspectors of plantations made frequent visits to the plantations with a view to the proper and efficient administration of the Plantations Labour Act and the Rules framed thereunder. The total number of inspections conducted by the inspectors of plantations was 3,503. The main irregularities noted by the inspectors of plantations ~~were~~ during their inspection related to inadequate housing accommodation, educational and medical facilities. During the year, nine prosecutions were launched against employers for various offences. Out of the eighteen old and new prosecutions, one case ended in conviction and the rest were pending. In Madras, inspectors visited all the plantations during the year and the Chief Inspector of Plantations inspected 71 estates. In 61 cases convictions were obtained. In Punjab, all the plantations were inspected during the year and it was reported that no provision of the Act was violated. In Uttar Pradesh, the Inspector of Plantations, Dehra Dun made 65 inspections. He also paid surprise visits to 12 small plantations with a view to find out the feasibility of their coverage under the Act and the Rules. During such visits, the Inspector detected breaches of rules pertaining to the supply of wholesome drinking water, medical facilities, housing, supply of blankets, maintenance of records, etc., and the managements were advised to rectify the defects. Out of 16 prosecutions pending at the end of 1960, 14 were decided during the year. No fresh prosecution was launched in the year under review. In West Bengal, 328 inspections were made by the Inspectors and directions were given to the managements to remove the irregularities detected. In Tripura, 162 inspections were made and the requirements of the Act were explained to the managements of the tea estates concerned by the Inspectorate functioning under the Act.

(A review of the Working of the Plantations Labour Act, 1951, for the Year 1960, was reported in the report of this Office for the Month of November-December 1961, vide section 41, pp.23-25).

(The Indian Labour Journal, Vol. IV, No. 3, March 1963, pp. 273-278).

'L'

42. Co-operation.

India - March 1963.

National Cooperative Development Corporation
to be set up.

With a view to assist cooperative development in the country, the Government of India has decided to set up a National Cooperative Development Corporation which will replace the Cooperative Development and Warehousing Board. The Corporation, with its enlarged membership will have the benefit of official and non-official opinion in laying down policies. Through its functional committee it will study the problems of co-operation in greater detail and speed up co-operative development throughout the country. It will also play a positive role in promoting and assisting national as well as inter-State co-operative federations.

The Government will nominate nine members to the Corporation. These will be the Minister, Deputy Minister and Secretary for Community Development and Co-operation, Chairman of the Central Social Welfare Board and representatives of the Planning Commission and the Ministries of Finance, Commerce and Industry, and Food and Agriculture.

The Central Government will also nominate five representatives from the State. For this purpose the States and the Union territories have been divided into five zones. The nominations will be made on the recommendations of State Governments. The members will have a three year term. The Corporation will appoint with the approval of the Central Government, a financial adviser to guide it on income and expenditure matters. It will constitute functional committees for consumer co-operative, credit, marketing and processing.

(The Hindustan Times, 28 March 1963).

22

43. Handicrafts.

India - March 1968.

Survey of Ambar Charkha Spinning by Gandhigram
Rural Institute: Integrated Plan for Development
of Khadi and Agriculture suggested.

A two-man team of the Gandhigram Rural Institute undertook a survey on the "Extent of Utilisation of Ambar Charkha in Vedasandur area of Madurai District". The report of the survey has expressed the view that Ambar Charkha spinning as a subsidiary occupation in rural areas, can be of great help to the farmers to support their agricultural operation. Among other things, the report has suggested the drawing up of an integrated plan for development of Khadi and agriculture enabling the people to understand the relation between Ambar Charkha and agriculture and helping them plan their resources and efforts accordingly. A local committee of villagers can be formed to educate the villagers in the efficacy of the Ambar programme to solve the economic problems of the families of spinners. The report wanted intensive follow-up work to find out the reasons for a large number of Ambar Charkhas remaining idle. The team also recommended the formation of spinners into an association for discussion of common problems and evolve solution. The Association can also be used to impart social or adult education. The team found that the spinners themselves were carding their cotton and so it suggested that "Dhuni Modhias" of the latest type may be kept in each village and used for carding on a community basis. It also suggested the organisation on an experimental basis of a 'common workshed' where the spinners could come together and spin.

The survey covered 40 families which used Ambar Charkha. Twenty-three of the families were having agriculture as their main occupation while seven families were agricultural labourers. Only five families used Ambar Charkha as full-time occupation. It was revealed that 56.4 per cent. of the Ambar Charkhas were more or less idle and 28.2 per cent. were used part-time. The income from Ambar Charkha averaged Rs. 123 a year and varying between Rs. 80 and Rs. 182.

One-fourth of the spinners interviewed reported that their economic status was due to Ambar Charkha, which the report says, could be taken as an index of the influence of the Ambar Charkha on the economic life of the spinners. Three-fourths of the spinners ~~were~~ utilised income from Ambar Charkha for meeting the essential needs of the family. The rest of the spinners used the income for financing agricultural operations, purchase of cattle or prize bonds or clothes. Thus, the report claims, it may be reasonably assumed that in quite a number of families the income from Ambar Charkha had gone into agricultural operations and into small investments, since they were in receipt of regular and periodic cash income.

The report says that the Ambar Charkha movement had not been intensive enough to attain stability in spite of the increase in the number of Ambar Charkhas in the area under survey. Most of the spinners complained of difficulties like want of space in their homes, delay in getting spare parts, irregularity in yarn purchase inadequate arrangements for selling yarn and lack of better carding arrangements. A majority of the spinners liked more ~~fancy~~ family members taking to Ambar spinning or at least to help in Ambar operations.

(The Hindu, 13 February 1963).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - MARCH 1963.

50. General.

Madhya Pradesh Shops and Establishments (Amendment)
Bill, 1963.

The Government of Madhya Pradesh published on 27 March 1963 the Madhya Pradesh Shops and Establishments (Amendment) Bill, 1963, proposed to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, during the working of the Madhya Pradesh Shops and Establishments Act, 1958, certain practical difficulties were experienced. It is, accordingly, proposed to amend the said Act for the purposes enumerated below:-

- (i) for enlarging the scope of definition of the "commercial establishments" so as to include societies which carry on business whether for gain or not;
- (ii) for making provision for the supply of identity cards by the employers of residential hotels, theatres, etc., to their employees;
- (iii) for fixing working hours for women and reducing working hours of young persons.

Opportunity has also been taken to remove certain other ambiguities and difficulties experienced during its working. Hence this Bill.

The existing Chapter VI of the Act dealing with the employment of children, young persons and women will be substituted by a new Chapter VI containing the following provisions:-

24. No child shall be required or allowed to work whether as an employee or otherwise in any establishment, notwithstanding that such child is a member of the family of the employer.

25

25. No young person or woman shall be required or allowed to work whether as an employee or otherwise in any establishment before 7 a.m., and after 9 p.m., notwithstanding that such young person or woman is a member of the family of the employer.

25A.(1) Notwithstanding anything contained in this Act, no young person shall be required or allowed to work, whether as an employee or otherwise, in any establishment for more than five hours in any day.

(2) No young person shall be required or allowed to work whether as an employee or otherwise in any establishment for more than three hours in any day unless he has had an interval for rest of at least half an hour.

25B. No young person or woman working in any establishment, whether as an employee or otherwise, shall be required or allowed to perform such work as may be declared by the State Government, by notification, to be work involving danger to life, health, or morals.

(Madhya Pradesh Gazette, Extraordinary,
27 March 1963, pp. 135-143).

Mysore Beedi Industrial Premises(Regulation of
Conditions of Work) Bill, 1962.

The Government of Mysore published on 14 March 1962 the text of the Mysore Beedi Industrial Premises (Regulation of Conditions of Work) Bill, 1962, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, in the working of the beedi industry in this State, it has been found that attempts are being made to deprive the employees in this industry of the protection and amenities contemplated by various labour laws. It has become very difficult to establish that there is employer-employee relationship between the proprietors of beedi factories and their workers. As such, it has been found impracticable to enforce the labour laws. It is also found that there is a tendency on the part of the employers in this industry to resort to devices to circumvent the operation of the Factories Act, 1948 by splitting the factories into branches and also by carrying on the work through contract system so as to make it difficult for the workers to claim their rights and privileges under the various laws.

The beedi manufacturing premises are at present dirty, unhealthy, without proper ventilation, lighting and sanitation, with the result that the condition of workers is not satisfactory and below the normal standard of health and sanitation. There is no system of regular working hours, no regular payment of wages, no holidays with wages, etc. The net result of all this is that the employees are working under unsatisfactory conditions.

With a view to eradicate these evils, it has become necessary to prohibit the manufacture of beedies except in places licensed for the purpose. Hence this Bill.

Provision has been made in the Bill for measures in respect of the working hours, weekly holidays, overtime, and leave with wages. The employment in a beedi factory of children, that is persons who have not completed fourteen years is prohibited, and the working at night in such premises of women, and young persons, that is persons who have completed fourteen years of age but not completed eighteen years of age is also prohibited.

The provisions of the Payment of Wages Act, 1936, the Industrial Disputes Act, 1947, and the Industrial Employment (Standing Orders) Act, 1956, have been made applicable to the workers in beedi industrial premises so as to enable them to derive the benefits accruing thereunder.

The provisions of the Bill relate inter alia to licensing of beedi industrial premises, duties and responsibilities of the inspecting staff, provisions relating to health and welfare, working hours, employment of women and children, leave with wages and penalties.

(The Mysore Gazette, Extraordinary, Part IV-2A,
14 March 1963, pp. 1-25).

55. Protection of Minors.

India - March 1963.

Child Labour Legislation in India.

An article on the Employment of Children has been published in the Indian Labour Journal, March 1963. The following is a brief review of this article.

Introduction.- In the early stages of industrialisation, women and children have always provided a large supply of competing labour. With the introduction of the factory system, craftsmanship lost its value. Machines were introduced that needed little strength or intelligence to look after them. Increasing industrialisation made the supply of cheap labour plentiful. The necessity for self-support and the need to supplement the meagre income of the parents was another factor. An indifferent public opinion was another casual factor. And, last of all, absence of facilities for the education of children was the biggest factor which brought the child to industry to have some employment for himself. While the motive in all these cases was economic necessity, forced by circumstances on a class that had a lower standard of life and less power of resistance, the result of employment was always the same; longer hours of work, insanitary working conditions and perpetuation of a deplorable system of work. Again, the period of intense exploitation has been followed by the growth of humanitarian feeling towards those once exploited and the emergency of opinion, laws and acts for safeguarding their rights. With the passage of Factory Act, the worst excesses of overwork at the expense of women and children appeared to be passing off. Other factors which helped this state of affairs were rise in wages and the tendency of the working class to combine. This state of affairs offered strong inducements to both sides to bring about a change in policy and tactics. The employers relaxed their methods and the workers saw a ray of hope for their future.

29

Child Labour Legislation in India.- The history of child labour legislation in India is the history of exploitation of child labour as work for the child moved out from the home and the village field to work in factories. The Government of Bombay instituted its first Factory Commission in 1857 to enquire into the conditions of the operatives in the Bombay Factories. The various stages in which the child has received protection in India are as follows:-

- (1) Factories Act, 1881 - the child is defined as a person below 12, minimum age of employment 7, hours of work for age 7 to 12 as 9, with rest intervals and holidays.
- (2) Factories Act, 1891 - Minimum age of employment raised to 9, hours of work for age 9 to 14 as 7 hours a day, and restricted to day light.
- (3) Factories Act, 1911 - Children's hours of work limited to 6 in textile mills, strict supervision and certification required, prohibited employment of children between 7 p.m. and 5.30 a.m.
- (4) Factories Act, 1922 - Persons below 15 to be treated as children, hours of work limited to 6 with rest interval of half an hour after $5\frac{1}{2}$ hours of work, minimum age raised from 9 to 12.
- (5) Factories Act, 1934 - Minimum age of employment 12 and between age 12 and 15 to be treated as children. Adolescent class introduced (15 to 17), hours of work restricted to 5, spreadover limited to $7\frac{1}{2}$, no employment between 7 p.m. and 6 a.m.
- (6) Factories Act, 1948 - Minimum age of employment after completing age 14th year.
- (7) Mines Act, 1952 - Minimum age of employment in mines fixed at 15. The Act prohibits employment of children below that age in any part of the mine which is below ground or in any open excavation in which any mining operation is carried on.

Child-labour legislation in factories has been paralleled by similar protective legislation for women workers for both these groups suffered under sweatshop conditions. As children were employed on a considerable scale in the textiles these industries were among the first to be regulated. After 70 years of crusading for efficient child labour laws and plugging of various loopholes in these laws, a big measure of achievement was obtained in the Factories Act, 1948. The next major step that was taken was the passing of the Children (Pledging of Labour) Act 1933, to prohibit the pledging of labour of children in return for any payment or benefit. In 1938 another Act, Employment of Children Act was passed which marked a new era in child labour legislation. This Act regulated the admission of children to certain industrial employments and amongst other things provided that -

- (a) no child was to be employed for transport of passengers or mails by railway.
- (b) Handling of goods in port.
- (c) In workshops where, bidi-making, carpet-weaving, cement, cloth printing, dyeing and weaving, match manufacture, explosives, fire-work, mica-cutting and splitting, shellac manufacture, soap, tanning, wood-work.

For the most part, however, this Act remains un-enforceable in "un-protected industries". Only few flagrant violations are brought to the book. Bombay was the first State in the country to legislate for the working conditions of the employees in shops and establishments in 1940. During the last two decades, the other States also have emulated the example of Bombay State and enacted similar Acts. The Government of Madras has also enacted the Madras Catering Establishments Act, 1958 with a view to regulating conditions of work, etc., in Catering Establishments in the State. Laws concerning the employment of children in agriculture and domestic service do not exist. This is due to the fact that the enforcement of child labour standards is more difficult in the 700,000 widely scattered villages in the country and in domestic service and the street-trades, than in manufacturing establishments.

Extent of Child Labour.- The number of children reported legally at work varies greatly from the number actually at work. Their employment in factories may be seen below:-

Year	No. of children.	Percentage	No. of adolescents.	Percentage.
1892	18,288	5.9	-	-
1912	53,798	6.1	-	-
1923	74,620	5.2	-	-
1933	19,091	1.3	-	-
1946	13,347	0.6	-	-
1947	11,577	0.5	27,846	1.2
1951	6,898	0.27	22,927	0.91
1956	4,310	0.15	16,727	0.58
1960(P)	3,220	0.10	16,138	0.48

P - Provisional.

The number of children gainfully employed rose steadily from slightly less than 19 thousand to 1892 to a little over 74 thousand in 1923. Although the absolute number of children employed almost quadrupled in their ratio to the entire number of workers employed has remained fairly constant. A decrease in child labour has taken place in the last two decades. The number of employed children fell by almost 75 per cent. in the decade from 1923 to 1933 and again by almost 40 per cent. in the following 6 years from 1933 to 1939. This represents a reduction in the absolute numbers of children gainfully employed from almost 74,000 in 1923 to a little over 9,000 in 1939. The percentage of the total child labour declined from 6.1 in 1912 to 0.6 in 1946, and to 0.15 in 1956. Similarly, the employment of adolescents has been reduced from 1.2 per cent in 1947 to 0.48 in 1960. The employment of children was of almost negligible proportion.

The decline in child labour has been due to the formulation of public sentiment against it and to the passage of numerous stable laws like the Emigrant Labour Act, 1932, Children (Pledging of Labour) Act, 1933, Employment of Children Act, 1938, Factories Act, 1948, Plantation Labour Act, 1951 and Mines Act, 1952 as also State Acts pertaining to workers in shops and commercial establishments. Legislation as shown before has repeatedly raised the age of employment. These higher standards not only reflect the humanitarian interest, but also the enlightened attitude of Government and its grave concern over the ill-effects of child labour. The passage of the Employment of Child Labour Act, 1938, almost abolished child labour from industry although not from agriculture or from petty trades like bidi-making, carpet-weaving,

etc. The employment in plantations has also declined as given below:-

EMPLOYMENT OF CHILDREN IN ASSAM TEA PLANTATIONS

Year	Plantations
1934	73,430
1939	81,698
1944	86,635
1951	73,776

Employment of children in various States varies within wide limits depending on the nature of prevalent industries. In 1956, the largest number was employed in Madras, but the percentage employment was the highest in Assam (0.8). In Madras, boys and girls were employed mainly in chemicals and chemical products and tobacco industries. The employment of adolescents was comparatively higher, but proportionately not much. They are interspersed in various industries.

Occupation of Children.- The character of child labour can be seen by a study of the occupation in which it has played a considerable part. It may be said that children have entered any industry from which they are not excluded by law and in which their unskilled labour and limited physical strength could be utilised. Occupation of children may be divided into four major groups: (a) agriculture; (b) manufacture; (c) trade; (d) domestic and personal service. Agriculture is said to engage the largest number of children. No figures about employment of child in agriculture, are, however, available. ~~agriculture~~ The percentage of children gainfully employed in manufactures was quite low in 1939. The relative proportion of children employed in trade and domestic and personal service is not available. It is also a fact that children do a considerable amount of labour of which there is no record. Some of this may not be legal. Street trades are also hard to eliminate. The unrecorded, if not illegal, employment of children in numerous other occupations (mica cutting, and splitting, shellac manufacture, glass manufacture, carpet weaving, etc.), makes the problem of child labour of greater magnitude than the employment figures indicate.

Effects of Child Labour.- The effects of child labour may be considered under three heads: (1) Effects on the child (2) Effects on industry (3) Effects on society.

Here, the effect of the child alone will be considered. Above all, the effect of employment on the child is, generally, to dwarf his physical, intellectual and moral growth. Very little research work has been done in the country to support the above statement, but from experience in other countries, there is little left to argue about the truth in the statement made.

Essentials of Child Labour Legislation.- Although all States have laws on the subject of child labour in shops and commercial establishments, the provisions thereof are not uniform or very comprehensive in all cases. The protection of the child is concerned with a number of questions. These are -

(a) Minimum age of employment.- Any attempt to raise the age of employment must be made only after due consideration of the socio-economic question of child labour and the provision for secondary education ~~shall~~ facilities for the children of workers. What we need to increase the educational facilities for our children and increasing stress on technical and vocational training at the secondary school stage. We have to provide facilities for his supervision and protection at home and school, the major concern of which is to help the personal development of the child, because he is young and immature, he is inexperienced, he is unused to the discipline of industry and the demands of a job.

(b) Medical examination of fitness for employment.- It is absolutely essential to have rigid laws to provide for such examinations which provide for age certificates and certificates of medical fitness. These certificates are a safeguard for both the young worker and the employer. The former is protected against working in a job for which he is too young or physically unfit and the latter against unintentional violation of the law.

(c) Periodic Medical Examination.- It is necessary to provide for regular health check-up of all gainfully employed children to watch the effects of work on their health.

(d) Maximum hours of work.- Additional safeguard in the legislation should be provided. Provision has been made to limit the maximum number of hours per day and per week that a young worker may be employed for. However, in the State Acts relating to shops and commercial establishments a uniformity in the statutory provisions should be aimed at.

(e) Night Work.- Employment during certain night hours should be and has been restricted although there is no uniformity found in State laws.

(f) Employment prohibited in hazardous Operations.- Employment of a minor below a certain age, should be prohibited in certain unhealthy, dangerous or heavy processes as silvering of mirrors, chrome works, vulcanising, lead, pottery, foundry, car batteries, hot and humid atmosphere, carrying weights and loads, mercury, arsenic, phosphorous or in the operation of certain dangerous machines.

(g) Rest intervals.- To guard against excessive fatigue it is necessary to prescribe rest intervals. In State Acts pertaining to children's work in shops and establishments, there is no uniformity regarding rest intervals, as these vary from half to one hour after 3 or 3½ hours continuous work.

(h) Feeding.- Facilities for the proper nutrition of the child worker are very essential and it should be exercised liberally in providing for nutritious meals for the children. The laws make no provision for this in any State.

(i) Choice of work.- This should be suited to the physical fitness of the child worker so that he has an average choice of continuing his occupation without exposing himself to risk of injuries affecting his normal development. This would mean the issue of an employment certificate or work permit. It is necessary to have something of this nature to safeguard the interests of a minor by being employed in an occupation that is barred to one of his age because of special hazards.

(j) Workmen's Compensation.- The role of compensation for minors permanently disabled or killed should be raised.

(k) School attendance.- The laws should provide for full-time or part-time school attendance requirement of all gainfully employed children. This is essential not only as a measure to increase literacy in the child population but to provide educated workers for our factories. A provision of this type should not be difficult for child workers in large cities and towns where schools exist.

(l) Penalties.- It is important to urge the review of present penalty provisions in child labour laws and the amendment of such laws where necessary so that the penalty operates as a real deterrent to violations of the Law.

Many people are unaware of the reasons behind child labour regulations. The restrictions on child employment contained in these laws are usually sound and take into consideration job conditions and hazards of which the average lay man is ignorant. The physical hazards and the interference with wholesome development which is found in most jobs requires that discrimination is essential in placing youths in jobs. The time is at hand to go forward in enacting these standards into law in order to give all the children in the States the opportunity for education and training and for the better physical, mental and social development that good child labour legislation helps to make possible. Action should be taken in mobilising public opinion and in enlisting the co-operation of other citizen groups to work together to achieve these objects.

(The Indian Labour Journal, Vol. IV, No. 3, March 1963, pp. 248-254).

56. Labour Administration.

India - March 1963.

Punjab: Labour Legislation for Workers' Welfare*.

The problem of providing good working conditions to workers becomes acute with the gradual increase in the number of factories. The problem in the State of Punjab, in this respect is more difficult as the majority of the establishments here are of a small scale. Here 88.27 per cent. factories employ less than 50 workers. From the point of view of welfare of the labour, the big units are less of a problem than the smaller units. The big units are usually well financed and well managed. The labour force in them is also usually well organised and as such is in a better position to safeguard its interests.

Trade unions play an important role in solving the labour problems in industry. A well organised and healthy trade unionism is an asset to the industry for solving its day-to-day problems in an organised manner. Trade unionism is gaining momentum in the State. The number of registered unions under the Indian Trade Union Act has risen from 114 in the year 1951-52 to 652 in the year 1961-62. Similarly, membership in these trade unions has risen from 12,168 in 1951-52 to 85,410 in the year 1961-62.

Ignorance about the various legislative measures in the State in itself gives rise to problems. The State Government is running a workers' education centre at Yamuna Nagar where selected workers from various industries are given education about the various legislative measures and various schemes operating in the country so that such trained workers may further impart this knowledge to their fellow worker workers. This would enable the workers to properly understand the correct implications of the various legislation and schemes and also about their exact rights and duties.

* Punjab Steps to Solve Labour Problems: Indian Labour Journal, March 1963, pp. 239-243.

In order to give a fair deal to the workers, the State has provided various benefits to the workers employed in industry through various labour legislations. A brief description about some of the important legislative measures undertaken in this regard is given below:-

Industrial Disputes Act.- The Industrial Disputes Act, 1947 mainly provides a procedure for settlement of disputes among the employers and the employees. A number of improvements have been effected in the Labour Department and a separate conciliation machinery has been working since 1961. Whereas the number of disputes has been gradually on the increase from 152 in the year 1955 to 1,052 in the year 1961, the number of strikes and mandays lost, on the contrary, has been on the decrease since the year 1955, except the year 1960 when due to certain reasons other than industrial, the number increased unexpectedly. The following table would give a clear picture of the problem:-

Year	No. of disputes.	No. of strikes.	No. of mandays days lost.
1955	152	151	224,050
1956	423	36	34,756
1957	898	32	6,069
1958	1,011	13	9,647
1959	1,436	24	6,285
1960	2,036	20	56,564
1961	1,452	10	10,176

A Significant Development.- Another significant development is that 61 percent. of the disputes which arose in the year 1961, were settled amicably through conciliation machinery and only 13 per cent. of the disputes were referred for adjudication to the Industrial Tribunal and Labour Courts. Rest of the disputes had either not been referred or were withdrawn. Further, out of a total number of disputes conciliated, 76 per cent. were settled in a period of less than one month. In cases where the parties show reluctance to implement the awards, measures are taken by the State to ensure their implementation. Only 14 out of 332 awards remained pending during the year 1961.

38

Factories Act.- Under the Factories Act, 1948, the staff of the Labour Department conducted 2,411 inspections during the year 1961 for finding out the violation of the various provisions of the Factories Act. One thousand two hundred and ninety-one convictions were obtained against 783 factories during the year.

Statutory Protection.- Statutory protection has been provided in respect of wages through various Acts.

The Minimum Wages Act 1948 provides for minimum wages to be paid in certain types of scheduled employments. The State has recognised that the workers must be paid a minimum subsistence wage by every industry and that no industry has a right to exist if it cannot provide this minimum wage level. For this purpose, the State has fixed minimum wages in some of the employments where the workers are not yet organised and the conditions are not satisfactory. There are 15 types of employments which were covered by the end of the year 1961 under the Act. ~~The textiles and brass, copper and~~ The employment in saw mills, timber trade, scientific instruments industry and textiles and brass, copper and aluminium utensils making industry have been added to this list recently. The overall minimum wage of Rs. 60 per month for the lowest category of employments has been provided for most of the scheduled employments under the various notifications issued under this Act. The Government have recently appointed eight Wage Inspectors in the State Labour Department in order to effectively enforce the provision of this legislation.

The Payment of Wages Act, 1936 which mainly regulates wage period and checks delay in payment of wages and unauthorised deductions from the wages of the workers, has now been extended to include some more industrial establishments in the State. The field officers of the Labour Department conducted 20,811 inspections to see to the implementation of the provisions of this Act and settled 5,264 out of 5,383 complaints during the year 1961.

Workmen's Compensation Act, 1923.- Workmen's Compensation Act, 1923 provides for compensation for employment injuries to the workers employed in certain types of employments. In 1961, a total of about 862 accidents took place out of which 26 were fatal and a sum of Rs. 1,74,070 was paid as compensation for the various injuries under the Act.

The Punjab Shops and Commercial Establishments Act, 1958 is applicable to 163 towns in the State with a total of 178,428 establishments employing 100,693 employees. The officers of the Labour Department carried out 141,763 inspections and launched 6,884 prosecutions for violations of the various provisions of this Act and settled 2,094 complaints during the year 1961. Out of these, 6,681 cases were decided in which fines amounting to Rs. 132,258 were imposed.

Other Legislations.- In addition, there are some other Labour legislations which are being administered by the State Government for the benefit of the workers. The Plantation Labour Act, 1951 which is applicable to 17 establishments in the district of Kangra, provides various amenities for the welfare of the workers and regulates the service conditions in the plantation industry. The Maternity Benefit Act provides protection to the women workers employed in various factories. There are presently 375 factories in the State employing about 3,594 women workers. With the enactment of Maternity Benefit Act, 1961 by the Central Government, more beneficial provisions of the Central Act would become applicable to this State.

The Industrial Employment Standing Orders Act, 1946 which is applicable to about 206 establishments in this State, provides for procedure to ensure discipline and lays down procedure in respect of punishment, discharge and dismissal. Social security is provided through two legislations -- Employees' Provident Fund Act, 1952 and the Employees' State Insurance Act, 1948.

The Central Government have brought into force the Motor Transport Workers Act, 1961 in this State during 1962. It regulates working hours of transport workers and provides benefits like uniforms, leave facilities, etc. It is applicable to all transport establishments employing five or more workers and is expected to cover about 310 such establishments in this State. The rules framed under the Act are yet under consideration of the State Government and are expected to be brought into force very soon.

Joint Consultation.- Industrial democracy necessitates joint consultation in industry between the employers and the workers to eliminate most of the problems faced by them. In order to provide scope to express themselves regarding vital matters concerning the industry, two institutions have been evolved - works committees and joint management councils. The works committees have to be constituted by the employers employing 100 or more workers. In these committees, the workers are expected to discuss the measures regarding sanitation, health, welfare, safety, holidays, educational activities, etc. At present works committees have been constituted in 130 establishments in the State.

The Joint Management Councils have been constituted in only a few establishments so far. These councils are not required to be constituted under the provision of any law but have to be constituted on the voluntary acceptance by the parties. These are expected to be consulted by the management for matters like general administration, standing orders, new methods for production, closures and reductions. So far, joint management councils have been established in two establishments in the State. Efforts are being made to establish these councils in other establishments too.

Welfare Measures.- A brief description of the various other steps taken by the State Government to solve various problems relating to labour welfare is given below:-

The State Government is providing industrial houses to the workers under the Punjab Industrial Housing Act, 1956. Under the scheme, the Government provides houses to the industrial workers ~~who want~~ and also gives facilities to those employers and co-operative societies of workers who want to build their own houses. So far, 2,660 houses have been built under this scheme in the State. To provide healthy and constructive entertainment to the workers after a hard day's work, 21 welfare centres are being run in the State. These centres provide free outdoor and indoor games, radios and other recreational facilities. They also provide sewing and embroidery training facilities for the families of the workers and adult education facilities to the workers. Indiscipline is the greatest enemy of industrial growth. In order to inculcate and maintain discipline, a Code of Discipline has been evolved enumerating rights and obligations of workers and employers. At present the Code of Discipline has been ratified by all the major organisations in this State. It is gradually being extended to other employers and workers.

The impact of the steps taken for the welfare of the workers can be measured from the fact that the average amount of earnings of the workers employed in factories has increased from Rs. 67 in 1960 to Rs.82 during 1961, thus increasing the earnings by approximately 22.4 per cent. within a year. On the other hand, the number of man-days lost and number of strikes are going down gradually. These augur well for the future of workers as well as the industry.

(The Indian Labour Journal, Vol. IV, No. 3, March 1963, pp. 239-243).

Madras: Working of the Labour Department during 1961.

The following information about the working of the Labour Department, Government of Madras, is taken from the State Government's Administration Report for 1961* .

Administration.-The Department of Labour continued to be under the administrative control of the Commissioner of Labour, Madras. In the administration of the non-technical Acts, he was assisted by a Deputy Commissioner and in the administration of the Factories Section of the department, he was assisted by the Chief Inspector of Factories who is also the Chief Inspector of Plantations.

Industrial disputes.- During the year 1961, 1,192 industrial disputes were settled by the officers of the Labour Department by conciliation and 221 disputes were referred for adjudication to the Industrial Tribunal, Madras and the Labour Courts, Coimbatore, Madras and Madurai. These disputes were referred for arbitration. The number of awards of the Industrial Tribunal and the Labour Courts including the awards in respect of the disputes directly referred to them by the parties under Section 33-A of the Industrial Disputes Act and published during the period in the Fort St. George Gazette was 264. Besides these, one arbitration award was also published in the Fort St. George Gazette during the year. The conciliation officers of the Labour Department also settled by mediation 4,528 disputes relating to demands for reinstatement of discharged workers, increase in the rates of wages, bonus, etc.

Strikes and Lockouts.- There were 147 strikes and lock-outs affecting 40,001 workers resulting in the loss of 191,988 mandays. The main causes of the strikes were the demand for the implementation of the decisions of the Wage Board for the Cotton Textile Industry, demand for bonus for Plantation Workers, demand for withdrawal of the Central Government Ordinance relating to strikes by Central Government employees, etc.

* Madras State: Administration Report 1961, Government of Madras, 1963. Printed by the Controller of Stationery and Printing, Madras, on behalf of the Government of Madras, 1963; pp. 242 + 3. Price 10 Rupees.

43

Public utility services.- The following industries were declared as Public Utility Services for the purposes of the Industrial Disputes Act, 1947 from time to time, for six months at a time during the year:-

All Labour in Minor Posts, the Sugar Industry, the Cotton Textile Industry, the Motor Transport Services, the Cement Industry and the Air Transport Services.

Prosecutions.- Prosecution was sanctioned in four cases during the year for contravention of various sections of the Industrial Disputes Act, 1947.

Works Committees.- The total number of works committees constituted under section 3 of the Industrial Disputes Act functioning in the State at the beginning of the year was 290. Eleven were newly constituted during the year. The total number of Works Committees functioning in the State at the end of the year was 301.

Unit Production Committees.- These Committees were functioning in many industrial establishments. In many cases Works Committees also functioned as Unit Production Committees.

Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.- During the year, there were 208 newspaper Establishments in the State covered by the Act.

The six Inspectors of Labour who were appointed as 'inspectors' under the above Act were inspecting the Newspaper Establishments every half-year and enforcing the provisions of the Acts and Rules. Almost all the establishments were paying wages as recommended by the Wage Committee.

Workmen's Compensation Act, 1923.- Two hundred and thirty-five applications were pending at the beginning of the year. Five-hundred and ninety cases were received and 598 cases were disposed of during the year. A sum of 351,635 rupees was deposited with the Commissioner for Workmen's Compensation under Section 8(1) of Section 8(2) of the Act.

Payment of Wages Act, 1935.- The provisions of the payment of Wages Act and rules made thereunder were made applicable to the Motor Omnibus Services, Catering Establishments and the Beedi Industrial Premises during the year 1961. There were 9,670 establishments covered under the Act during the year under review.

One hundred and fifty-nine cases filed under section 15 of the said Act were pending at the beginning of the year. Seven hundred and nineteen cases were filed and 537 cases were disposed of during the year. Twelve prosecutions ~~and~~ were sanctioned against managements for offences committed under the Act and eleven ended in conviction realising a fine of Rs. 171.

44

Indian Trade Unions Act, 1926.- The total number of Trade Unions in the State at the beginning of the year was 1,106. During the year, 237 unions were registered and the registration of 183 unions was cancelled. The Four unions were amalgamated and one union was dissolved. The total number of trade unions functioning in the State at the end of the year was 1,155.

Industrial Employment (Standing Orders) Act, 1946.- At the beginning of the year, the total number of Standing Orders certified was 1,073. The draft Standing Orders of 1,092 industrial establishments were certified during the year, thus bringing the total number of certified Standing Orders to 2,165 at the end of the year. The draft amendments to the certified Standing Orders in respect of 15 establishments were also certified. Besides those, draft Standing Orders of 4 establishments of Working Journalists were also certified.

Industrial Welfare.- The Tailoring Centre at Coonoor completed training courses for three batches. The training of the fourth batch is now in progress, about 29 trainees having undergone training in the centre up to December 1961. The Tea Board has proposed to give training in Midwifery Course to dependants of Tea Plantation Workers out of the Tea Board grant and the same is under the consideration of Government.

The Coffee Board, Bangalore allotted a sum of 28,000 rupees for welfare amenities to be provided to the union workers. A trust fund was created with the above grant. From this Fund a sum of 21,000 rupees has been ear-marked for the grant of scholarships to deserving children of plantation workers studying in schools, colleges and technical institutions and the remaining 7,000 rupees has been allotted for giving specialised medical treatment to workers in Coffee Plantations. During the half-year from 1 July to 31 December 1961 fresh scholarships were granted to 9 pupils and 10 pupils were granted renewal of scholarships. The entire amount allotted by the Coffee Board for scholarship purposes will be utilised before March 1962. As regards the specialised medical aid to be extended to Coffee Plantation workers, medical equipment was purchased for over 3,500 rupees by the District Medical Officer, Tirunelveli for giving treatment in the Ear, Nose and Throat Department in the Government Headquarters Hospital, Palayamcottai. The balance amount is also being utilised for the benefit of the Coffee Plantation workers.

45

Housing.- The Government of India had provided a sum of 6,994 million rupees for construction of houses under the Subsidised Industrial Housing Scheme under the Second Five-Year Plan. The State Government have sanctioned so far 23 schemes for the construction of 1,700 houses. Out of these, the construction of 1,296 houses has been completed and the construction of 22 houses has reached roof level. Ninety-six houses have been constructed up to plinth level. The construction of 286 houses has not yet been started.

The Government have allotted a sum of 12.5 million rupees for the construction of houses under the Subsidised Industrial Housing Scheme during the Third Five-Year Plan period.

The State Housing Board has approved four schemes for the construction of 200 houses - Singanallur Phase-II (100 houses), Guindy Phase-III (40 tenements), Madurai Phase-IV (40 tenements) and Pettai Phase-III (20 tenements).

Out of 100 houses at Singanallur, for 54 tenements excavation has been completed, for 12 tenements foundations in concrete have been laid down and for 4 tenements random rubble masonry in basement is in progress.

Regarding the remaining 100 houses (i.e., in Guindy, Madurai and Pettai) which are under execution by the Industrial Department all the 100 houses had reached roof level at the end of the year.

Workers' education.- The training course of the first batch of worker-teachers commenced in October 1960 and concluded early in 1961. Two more worker-teacher training courses were held, each with a complement of 25 workers drawn from various factories, and they concluded in May 1961 and in September 1961. As the curriculum includes an educational tour to important national and river valley projects, the trainees of successive batches are being taken to such centres of interest as the Tata Nagar, Dhanbad, the Bilia Steel Plant, the Atomic Reactor, the Standard Vacuum Oil Company's Refinery, etc. Out of 76 worker-teachers trained, 40 are now conducting classes and the others are making preparations for starting classes.

During the year under review, a Sub-Regional Centre at Coimbatore, with a complement of 35 worker-teacher trainees drawn from various factories in and around Coimbatore and Nilgiris area, was started. The fourth course of worker-teacher training now being conducted at the Sub-Regional Centre, Coimbatore, is expected to conclude on the 20 of March 1962. The trainees are currently visiting the TISCO and TELCO in Tata Nagar and certain other centres of interest.

Up to the end of December 1951, 57 unit level classes were started by the trained workers and of these, 28 have concluded. The worker-teachers of the unit level classes which concluded are making necessary arrangements to organise subsequent courses.

Most of the unit level class trainees were taken to Bangalore and Mysore where they visited the Indian Telephone Industries, Hindustan Machine Tools, etc. A few unit level classes of trainees went on an educational tour to Tata Nagar, Dhanbad and Howrah and one unit level class visited Delhi and Howrah where they went round the various industrial plants, both private and public. Up to the end of December 1951, 485 workers were trained and 510 were undergoing training. The daily average attendance was roughly 400.

The Madras Catering Establishments Act, 1958. - One hundred and sixty-two appeals from discharged employees were pending at the beginning of the year. Four hundred and thirty-three appeals were received and four hundred and thirty-seven were disposed of during the year. Prosecutions were sanctioned for the contravention of provisions of the Act and Rules in 1,627 cases during the year, most of them being for failure to register the Catering Establishments under Section 4 of the Act. Of these, 503 ended in conviction and in 106 cases prosecutions were cancelled and 1,018 were pending at the end of the year. A sum of 7,595 rupees was realised towards fines.

There were 9,353 catering establishments with employees and 7,952 establishments without employees coming under the purview of the Act. The total number of employees employed in the Catering Establishments was 58,074.

The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958. - All the provisions of the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958, except Sections 10 and 12 to 16 and that relating to licensing came into force on 1 July 1959.

Consequent on the coming into force of the licensing provisions of the Act on 1 July 1960 all the beedi factories were closed. On 11 July 1960, an agreement was reached between the representatives of the employers and employees, as a result of which the employers agreed to take out licences under the Act. Government also agreed not to enforce the other provisions of the Act, except licensing till such time as the neighbouring States of Kerala, Andhra and Mysore enact legislation similar to the Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958.

47

The Madras Industrial Establishments (National and Festival Holidays) Act, 1958. - The provisions of the Madras Industrial Establishments (National and Festival Holidays) Act were generally complied with during the year 1961. There were 18,565 establishments covered by the Act during the year under review.

Six prosecutions were sanctioned for the contravention of various provisions of the Act and Rules. Out of these, two ended in conviction. A sum of 20 rupees was realised by way of fines.

Section 5 of the Act which provided for the grant of two national and five festival holidays in a year with wages, but at the same time disqualified employees who have not put in a continuous service of 30 days immediately preceding every such holiday from being eligible for the five festival holidays, was amended during the year enabling every employee puts in a service of 30 days within a continuous period of 90 days immediately preceding every holiday to qualify himself for the festival holiday. Another important amendment brought in by the Amendment Act 1961 related to the provision enabling an employer to ask a worker to work on a National or Festival Holiday by giving such employee previous notice subject to the payment of double wages or grant of a substituted holiday at the option of the worker.

The Madras Shops and Establishments Act, 1947. - The Madras Shops and Establishments Act, 1947 and the Madras Shops and Establishments Rules, 1948, continued to be enforced in the City of Madras, in all Class I Panchayats and also in special areas notified by the Government. In 1961 the provisions of the Act and Rules were extended to Tiruthani and Pallipet which were newly added to their State from Andhra Pradesh.

Two hundred and thirty-one prosecutions were launched during the year out of which 213 cases ended in conviction and three cases ended in acquittal. The total amount of fine realised was 3,323 rupees.

The Factories Act, 1948. - At the beginning of the period under review, there were 5,884 factories. Three hundred and eighty-seven factories were added and 468 were removed from the registers during the year. There were 5,803 factories at the end of the year.

During the year the inspectors of factories made 8,904 regular inspections of the factories in addition to 4,241 Sunday, surprise, special and night visits. Officers of other departments connected with the administration of the Factories Act made 1,822 inspections of factories. Inspectors of factories and assistant inspectors of factories visited 1,124 establishments for investigation as to whether they would come under the purview of the Factories Act, 1948.

4/8

Three hundred and sixty-six prosecutions were launched against 191 factories for non-compliance with various provisions of the Factories Act, 1948 and the rules made thereunder. Three hundred and eight cases covering 170 factories were disposed of realising a fine of 5,906 rupees. Fifty-eight cases in respect of twenty-one factories were pending at the end of the year.

Of the nine cases of the previous year (1960) pending on 1 January 1961 seven were disposed of realising a fine of 230 rupees.

Safety.- During the year under report, Government sanctioned a post of Inspector of Factories, Grade I (Accident Statistics and Research) for the collection and analysis of accidents statistics in order to devise ways and means of bringing down the incidence of accidents in the factories in the State. He has been giving talks on 'Industrial Safety' and conducting courses and seminars on accident prevention and safety in industries.

The Minimum Wages Act, 1948.- The provisions of the Act and Rules made thereunder were generally complied with and payment of wages at the rates fixed under the Act was generally made. During the year 1961, minimum rates of wages were revised for the employment in oil mills and rice, floor and dhall mills. Fifteen prosecutions were launched against managements of which seven ended in convictions and a fine of 130 rupees was realised. The results of the remaining prosecutions are awaited.

The Madras Maternity Benefit Act.- The provisions of the Act and Rules made thereunder were generally complied with. Five prosecutions were taken up of which four were disposed of and a fine of 5 rupees was realised. One case was pending at the end of the year.

The Cotton Ginning and Pressing Factories Act.- The provisions of Section 9 of the Act were generally complied with by the Managements of Ginning Factories.

The Plantation Labour Act, 1951.- There were 267 plantations at the beginning of the year. Five plantations were added and nine plantations were removed leaving 263 plantations at the end of the year.

The Government accorded final approval to nine medical schemes in respect of nine plantations and provisional approval to two medical schemes in respect of eight plantations during the year.

Ninety prosecutions were launched against the managements of eighteen plantations and they were disposed of during the year. A fine of 1,006 rupees was realised.

49

The Inspectors of plantations made 501 regular inspections and 463 visits. They also visited 51 unregistered plantations to investigate whether they would come under the purview of the Act. Officers of other departments connected with the administration of Plantations Labour Act, 1951 made eight inspections.

Productivity.- The Inspector of Factories (Productivity) maintained regular contacts with important organisations in the public and private sectors and also participated in the conduct of the various programmes organised by them.

He rendered counterpart assistance to the members of the I.L.O. Management, Development and Productivity Mission to India in conducting surveys of the operating efficiency of the Public Sector undertakings in Madras of the Public Works and Industries Departments. He also assisted an U.S.A.I.D. expert in the conduct of advanced work study courses and also assisted the Regional Director, National Productivity Council in conducting a course on "Production, Planning and Control", besides helping him in planning and organising various programmes for the Local Productivity Councils in the district centres of this State.

He conducted two courses on "Work Study" in Tamil for trade union representatives and a refresher course on certain Industrial Management subjects for the lectures of the Polytechnics in the State. He also participated in the "Industrial Safety Courses" conducted by this department and gave talks on "Noise Control", "Safety in handling materials", "Plant layout" and "Hand tools", etc.

As part of the in-plant training and follow-up work relating to programmes organised by the different centres of Productivity Councils, he visited 29 factories to guide participants, carried out preliminary studies and advised managements on methods of improving the productivity of their organisation.

Work of the Ministry of Labour and Employment
during the Year 1962-63.

In connection with Parliament discussion on the demands of grants of the Ministry of Labour and Employment, the Ministry published a report of its activities during 1962-63. The report is in two volumes - the first volume covers the activities of the Ministry in the field of industrial relations, wages, social security, working conditions etc. The second volume covers the activities of the Directorate General of Employment and Training during the year 1962-63. A brief review of the first volume of the report is given below:

General labour situation.-In the field of industrial relations, the man-days lost owing to industrial disputes showed a decline. As against 4.9 millions in 1961, the man-days lost in 1962 were about 4.8 millions. But the country cannot afford even this loss. It is, however, gratifying that as against an average of 0.47 millions man-days lost per month in the first ten months of 1962 the man-days lost in November were less than 0.1 million. The loss in December 1962 was still less.

On 3 November 1962, a Resolution on Industrial Truce was adopted unanimously at a joint meeting of the central organisations of employers and workers calling for special efforts on their part to meet the needs of the Emergency.

Much of the improvement in the industrial relations situation in recent months is attributable to the Industrial Truce Resolution. The Truce aims at the total elimination of work stoppages, improvement in production and productivity, reduction of costs to the maximum possible extent, ensuring price stability through organisation of consumers' co-operatives for industrial workers, increasing savings, etc. It calls for voluntary restraints on the part of the employers and workers in respect of their economic interest and acceptance of sacrifice in an equitable manner. Suitable arrangements for ensuring the implementation of the Truce Resolution have already been made at the Centre and in the States. In pursuance of the Resolution an Emergency Production Committee has been set up at the Centre.

* Report 1962-63 (Volume I), Ministry of Labour and Employment, pp. 57.

The States and some individual undertakings have also established such Committees to improve production and productivity. Suitable relaxations in the existing labour laws and regulations have also been made to permit working extra hours, on holidays, etc.

The Awards given by the National Industrial Tribunal (Bank Disputes) set up in March 1960 to adjudicate on the disputes in banks (including the State Bank of India and its subsidiaries and the Reserve Bank of India) were published. There were complaints that the Punjab National Bank Ltd., had not properly implemented the decision of the Supreme Court given in December 1960 on the appeal against the award of the Industrial Tribunal, Delhi, over the promotion policy adopted by the Bank. Conciliation proceedings were initiated and a settlement was reached between the parties on 24 April 1962.

Insurance.- In accordance with the terms of agreement arrived at in March 1961, the Life Insurance Corporation resumed negotiations with the two All-India employees' associations over the Charter of Demands submitted by them. A settlement was reached in January 1963 in regard to the various matters, including scales of pay, dearness allowance, provident fund and bonus. The settlement will remain in force for a period of five years from 1 January 1962.

Major Ports.- Except for minor work stoppages there were no serious strikes or lock-out in the major ports.

Departmental Undertakings of Central Government.- The labour situation in railways, defence and other Central Government undertakings was normal.

Coal Mines.- Strikes.- During the period 1 January to 31 December 1962, 52 strikes were reported. The more serious among them were the strikes in the Parbelia Colliery (initially involving only 800 workers but later as many as 1,500 workers) lasting from 19 July to 27 August 1962 on the issue of wrongful dismissal of two wagon loaders; in the Sayal Colliery lasting from 18 September to 1 October 1962 on the issue of wrongful dismissal of two workers; and in the D.V.C. Bermo Colliery lasting from 29 September to 24 October 1962 over the issue of non-termination of the contract labour system in the colliery. There was also some unrest in the Newton Chickli Colliery, Sial Ghogri Colliery and the Kotma Colliery. The number of man-days lost as a result of strikes during January-December 1962 was 186,594.

52

Abolition of Contract Labour in Coal Mines.- The Court of Inquiry (Coal Mining Industry) in its report submitted in November 1961 had accepted the bipartite agreement on the abolition of contract system in coal mines as a basis and suggested that in all processes directly connected with the raising and despatch of coal and manufacture and despatch of coke, contract labour should be abolished as early as possible, and, in any case, not later than 30 September 1962 except in the seven categories specified in the agreement itself.

The National Coal Development Corporation has already implemented the provisions of the bipartite agreement in all their collieries. The contractors' labour was absorbed by the Corporation when the works were taken over departmentally or discontinued. The terms and conditions of their service have also been settled by the Corporation in consultation with the recognised unions.

As for the implementation of the bipartite agreement in the private sector, the central organisations of employers have already issued suitable instructions to their member collieries. The progress in this regard is being watched.

Non-Coal Mines; Strikes.- Industrial relations in non-coal mines were generally peaceful. During the period 1 January to 31 December 1962, 64 strikes were reported. The number of man-days lost was 79,855. A strike in the Charkitelaiya Mica Mines of Messrs Chathuram Horilram which lasted for 32 days from 5 September to 4 October 1962 was launched on account of non-payment of wages, bonus, etc. The dispute was, however, settled through conciliation.

Oil Fields.- The year was peaceful except that the workers in the contractors' establishments of Oil India Ltd., raised a dispute over non-payment and under-payment of wages and 9 other demands. The dispute has already been settled. The contractors are paying at the rates not less favourable than those paid by the Oil India Limited. Normal work is going on in the establishments.

Companies and Corporations in the Public Sector.- There are about 58 public sector undertakings of the Central Government run as Companies and Corporations which employ about 500,000 workers. The industrial relations in these undertakings have, on the whole, been satisfactory. There were, however, stoppages in the Heavy Electricals, Bhopal, Hindustan Steel, Rourkela and Hindustan Housing Factory, New Delhi. About 10,000 employees of the Heavy Electricals, Bhopal resorted to a strike from 13 February 1962. The State Government referred to a strike some of the points in the dispute to the Industrial Court for arbitration. This, however, did not satisfy the workers. The strike was declared illegal by the Labour Court, but it did not have any immediate effect. The strike was ultimately called off on 12 March 1962. About 500 workers of the blast furnace section of the Hindustan Steel, Rourkela, went on strike on 29 March. This was followed by

a lock-out on 3 April which was lifted a week later. All the workers (except 27 who were under suspension) resumed work on 14 April 1962. Of the suspended workers, 6 were reinstated without any punishment, 17 given minor punishments, 2 were dismissed and 2 removed from service.

In connection with their demand for increase in dearness allowance, some workers of the Hindustan Housing Factory, New Delhi, went on a hunger strike between 11 July and 13 July 1962. They resorted to a general strike from 16 July during the pendency of adjudication proceedings. The strike was, however, called off unconditionally and work was resumed on 26 July 1962. The dispute regarding increase in dearness allowance was also referred for adjudication.

In order to enable the managements of public sector undertakings to have a fuller understanding of the Government's labour policy and the responsibilities and obligations under the various labour laws, a Handbook was drawn up in this Ministry and circulated to all the public sector undertakings for their guidance.

Cotton Textile Mills.- At the beginning of the year 1962, 17 cotton textile units remained closed as compared to 27 units at the beginning of 1961. Nearly 12,000 workers were affected by the closure of these 17 units. At the end of December 1962 there were 16 units totally closed, accounting for a capacity of 0.267 million spindles and 4,596 looms, and affecting 12,625 workers. These closures were mainly due to financial difficulties, uneconomic working and accumulation of stocks.

Industrial Relations Machinery and its Working:
Tribunals and Labour Courts.- There are four Industrial Tribunals at present, one each at Bombay, Dhanbad, Calcutta and Delhi, for dealing with disputes in the Central sphere. The Tribunals at Bombay and Dhanbad now have whole-time Presiding Officers. The Tribunal at Delhi is under the Delhi Administration but it looks after the work of the Central sphere also. There are two Labour Courts, one at Delhi and the other at Dhanbad. These are State Government/Administration Courts presided over by State Government/Administration officers who have also been entrusted with the Labour Court work of the Centre. The Court at Dhanbad has jurisdiction over the area covered by Assam, Bihar, Orissa, West Bengal, Manipur and Tripura. The jurisdiction of the other Court comprises the remaining area of the country. Both have been specified as Labour Courts for the determination of money-value of benefits under the Industrial Disputes Act, 1947, and for dealing with questions relating to the application or interpretation of certified standing orders under the Industrial Employment (Standing Orders) Act, 1948. As these part-time Labour Courts are finding it difficult to cope with the Central sphere work, it has been decided to set up a whole-time Labour Court at Dhanbad to deal exclusively with cases referred by the Central Government.

Adjudication and Arbitration.- One hundred and eighty-four disputes in the Central sphere were referred for adjudication during 1962 as against 151 in 1961. The corresponding figure for cases referred for arbitration by the parties concerned during 1962 was 7 as against 8 in 1961.

Training of Officers of the Industrial Relations Machinery.- A Training Wing has been sanctioned as part of the Chief Labour Commissioner's organisation for imparting training to the officers of the Industrial Relations Machinery. The scheme provides for intensive training in the procedure and technique of regulating industrial relations. The training will consist of lectures, group discussions, visits to undertakings, case studies pertaining to conciliation and practical demonstration regarding inspection, collection of evidence for prosecution work, visits to courts and tribunals, etc. The period of training will be three months.

Working of the Central Implementation and Evaluation Division: Code of Discipline.- The Code of Discipline has, for years now, been the sheet-anchor of industrial peace in the country. It has been further strengthened by the comprehensive Resolution on Industrial Truce adopted unanimously at a joint meeting of the Central organisations of employers and workers held in New Delhi on 3 November, 1962. The following figures of mandays lost owing to work-stoppages bear out the continued impact of the Code on Industrial Relations:-

Year	No. of Mandays lost (In Millions)
1958	7.8
1959	5.6
1960	6.5
1961	4.9
1962	4.8 (provisional)

Organisations of workers and employers and State Governments have all borne testimony to the efficacy of the Code in promoting better labour-management relations. State Governments have also reported that, by and large, both employers and workers have shown greater readiness to set right acts of omission and commission on their part. Their anxiety to avoid transgressions of the Code has steadily grown. On a number of occasions the central organisations of employers and workers or their affiliated units have warned their members against violations of the Code or cautioned them to abide by its provisions strictly.

Some progress was made during the year to bring into the fold of the Code new sectors of employment not covered earlier. The Port Trusts, the State Bank of India, the Life Insurance Corporation, the General Insurance Council, the Indian Banks Association and the Bombay Exchange Banks Association have accepted the Code with certain clarifications. The clarifications, however, are yet to be cleared with the employees' associations of these organisations. The Ministry of Railways have also agreed to adopt the Code; they have made some adjustments in it to suit their special requirements and have circulated these modifications to their employees' federations for acceptance. A similar procedure is being followed by the Ministry of Defence in regard to defence undertakings.

During 1962, the Central Implementation and Evaluation Division received 993 complaints about breaches of the Code in the Central sphere. Of these, 204 did not call for any action by the Division. Of the rest, 57 per cent. of the breaches were either set right or the parties were advised to avoid them in future; 23 per cent. were not established on enquiry; and the remaining 20 per cent. (most of these were received towards the close of 1962) had either been taken up with the parties concerned for rectification or were under investigation.

To minimise work-stoppages, the Union Labour Minister requested all central employers' and workers' organisations in July 1962 to advise their constituents that should they find that they had tried without success all the means at their disposal to get their grievances redressed and were driven to direct action as a last resort, they should, before going on strikes or declaring lock-out, get in touch with the concerned Labour Minister and inform him telegraphically, if necessary, that they should be considered on strike or lock-out. The State Labour Departments were requested to look into such complaints expeditiously. By the end of December 1962 the Central Implementation and Evaluation Division received 36 such urgent intimations from unions. Of these, 14 related to the Central sphere and 22 to the State sphere. Immediate action was taken in all these cases, and of the 14 Central sphere cases, the Division succeeded in averting work-stoppages in 12. In the State sphere, 3 of the 22 cases did not relate to any industrial matter or the strike/hunger strike had occurred even before the urgent intimation was sent. Of the remaining 19 cases, work-stoppages were averted in 15.

In addition to these urgent messages, the Division also received 61 reports of threatened direct action. In 58 cases it succeeded in averting the threats from materialising by taking prompt preventive action, and in 3 its efforts were not successful.

Implementation Machinery.- The Central Implementation and Evaluation Committee held one meeting at which it considered a number of individual cases of breaches of the Code and reviewed the working of the Code during 1961. The State/Administration Implementation Committees also held a number of meetings and considered cases of infringement of the Code in their respective spheres. The Government of Jammu and Kashmir, the only State where a Tripartite Implementation Committee had not been established earlier, also set up a Committee in October 1962. The Implementation Committees are now functioning in all States/Administrations.

A Tripartite Meeting on Labour-Management Relations in Coal Mines was held on 5 May 1962 under the Chairmanship of the Union Labour Minister to consider labour-management relations and the law and order situation in coal mines. The meeting decided that the managements and unions in coal mines should improve their relations and set right all lapses within a period of 6 months, and if the situation did not improve after this period, a high-power commission might be appointed to examine the various aspects of labour-management relations in coal mines. In pursuance of this decision, a special officer of the rank of Regional Labour Commissioner was appointed at Dhanbad to watch the situation and help the parties to set right the lapses in their respective collieries.

Recognition of Unions.- The Central Implementation and Evaluation Division received 9 complaints of non-recognition of unions in the Central sphere during the year 1962. In one of these, the management agreed to recognise the union; in another the establishment was closed; in two the claims for recognition were not found valid on enquiry; in one verification of membership of the union was ordered; and the rest were under examination in consultation with the managements at the end of the October 1962. However, because of the Emergency further verification work for recognition was suspended from 15 November 1962.

Screening Machinery.- During 1961, 25 cases of industrial disputes were considered by the Screening Committees of the Employers' Federation of India and the All-India Organisation of Industrial Employers. In 19 cases the managements were allowed to appeal to higher courts against the decisions of industrial tribunals and in 6 the parties accepted the advice of the Screening Committees not to file appeals. No case came up before the Screening Committee of the All India Manufacturers' Organisation. The Screening Committees of the Hind Mazdoor Sabha and the United Trades Union Congress considered 37 cases and allowed their affiliates to approach the higher courts in 10 and dissuaded them from filing appeals in 27. The Indian National Trade Union Congress and the All India Trade Union Congress have not sent any information in this regard.

Grievance Procedure.- The Division received 20 complaints regarding non-establishment of grievance procedure by managements; 2 of these were not substantiated on enquiry; in 4 the managements set up a mutually agreed grievance procedure on intervention by the Division; and in the rest the matter was under correspondence with the managements or their central organisations.

Evaluation.- The Division completed evaluation studies on the following:

- (a) Grievance Procedure in Coal Mines;
- (b) Grievance Procedure in Iron Ore Mines;
- (c) Grievance Procedure in Manganese Mines;
- (d) Implementation of Industrial Awards in the Central Sphere, 1960-1961; and
- (e) Attitudes of Employers and Unions towards Voluntary Arbitration.

Code of Conduct.- There has been a steady decline in the number of complaints received by the Division under the Code of Conduct during the last four years. During 1962, the Division received 27 complaints under the Code of Conduct as against 30 in 1961, 35 in 1960 and 59 in 1959. Of the cases received during 1962, 2 did not require any action, one was not established on enquiry and 9, being in the State sphere, were referred to the concerned State Governments for appropriate action. Out of the remaining 15 cases, in one the breach of the Code was brought home to the concerned union, 9 were subjudice and 5 were under investigation.

Workers' Participation in Management.- Joint Management Councils are functioning in 53 units, 16 in the public sector and 37 in the private sector as against 11 in the public sector and 18 in the private sector in 1961-62. In pursuance of the recommendations of the Inter-Ministry Committee meeting held on 15 January 1962 to review the progress of the scheme in the public sector undertakings, the Central Board for Workers' Education organised two seminars, one at Calcutta in March 1962 and the other at Bombay in June 1962. The main object of the seminars was to acquaint employers and workers with the philosophy and technique of joint Management Councils. The participants in both these seminars stressed, among other things, the need for closer association between labour and management and the importance of impressing upon workers and managements the exact scope of joint consultation. These seminars served to strengthen the faith in the essential soundness of labour-management co-operation and to renew the confidence which is so essential for its successful working. In accordance with one of the conclusions of the Standing Labour Committee which met on 17 October 1962 all State Governments except those of Assam, Gujarat and Jammu and Kashmir have set up special machinery to promote Joint Management Councils.

A Tripartite Committee on Labour-Management Co-operation has also been set up by the Rajasthan Government to review the progress of the scheme and to recommend measures for its extension. Steps have also been taken to strengthen the machinery at the Centre.

Evaluation studies on the working of the Joint Management Councils in respect of 7 units were completed during the year under review besides the 23 units studied in 1961-62. These studies have revealed better industrial relations, a more stable labour force, increased productivity, reduction in waste, better profits, and, above all, a closer understanding between the management and the workers in varying degrees in most of the units in which Joint Management Councils have worked successfully.

Wage Boards.- A Wage Board for the coal mining industry was constituted in August 1962. This brings the total number of Wage Boards now functioning to six. These relate to tea, coffee and rubber plantations, jute, iron and steel, and coal mining industries.

Implementation of Wage Board recommendations.- The Table below shows the position regarding implementation of the recommendations of the Wage Boards which have submitted reports:-

	Cotton textiles	Sugar	Cement
Units covered by the Wage Board recommendations.	-- 410	175	54
Units which have implemented the recommendations.	-- (389 fully and 27 partly)	(159 fully and 7 partly)	(28 fully and 6 partly)
Units which have not implemented the recommendations.	-- 14*	7	..
Percentage of workers benefited.	-- 99.27	96.2	100

* Includes 4 units which are closed at present.

The remaining units in the sugar industry are generally reported to be working out the details of implementation. In the case of cotton textiles, an enquiry is being conducted into the reasons for non-implementation of the Wage Board's recommendations. Further steps to secure their implementation will be considered in the light of the findings of the enquiry.

In the case of the cement industry, the wage increase was phased in factories where a majority of workers were to receive an increase of more than 25 rupees per month as a result of the Wage Board's recommendations. The increase in the second phase in such factories was to take effect from 1 January 1951. The units concerned are taking action to implement the Government Resolution requiring them to pay the wage increase due in the second phase.

Interim relief for workers in jute, coal and iron and steel industries, and tea, coffee and rubber plantations.- The Wage Boards for these industries have unanimously recommended the grant of interim relief to workers. These recommendations have been accepted by Government, and the employers have been asked to implement them.

Minimum Wages.- On a recommendation of the Central Minimum Wages Advisory Board and the Industrial Committee on mines other than coal, employments in gypsum, barytes and bauxite mines were added to the list of scheduled employments under the Minimum Wages Act, 1948. Minimum rates of wages were notified in respect of employments in the construction or maintenance of roads or in building operations in collieries.

The Employees' State Insurance Scheme: The Employees' State Insurance Act, 1948.- Medical care and treatment, cash allowance in sickness, maternity and employment injury, and pension for dependents on death due to employment injury. - these are the benefits provided under the Act to workers in perennial power-using factories employing 20 or more persons. Medical care, except hospitalisation, is also being progressively provided to the families of insured workers.

Position at the end of 1961-62.- By the end of March 1962, the Employees' State Insurance Scheme had been extended to about 1,805 millions industrial workers in 132 centres spread over all the States (except Gujarat) and the Union Territory of Delhi. About 1,515 million family units of insured persons were also covered in all these States except West Bengal. Four independent hospitals, one each at Bangalore, Bombay, Kanpur and Madras, and with a total bed-strength of 757 were opened during the year 1961-62. The Corporation continued to lay emphasis on the construction of hospitals. Upto the end of 1961-62, a sum of about 84.0 million rupees was sanctioned for a total bed-strength of 4,246 in a number of independent hospitals to be built for the Scheme as also in the annexes to existing ones, and for the construction of dispensaries. As many as 3,331 beds were reserved in the Government and other hospitals for the use of insured persons.

Current Year's position.- During the period 1 April to 31 December 1962, the Scheme was extended to Kumbakonam, Pudukottai, Namagasamudram, Erode, Pollachi, out-skirts of Tirupur and Madurai in Madras; Renigunta in Andhra Pradesh; Naraingarh in Orissa; and Panipat, Patiala, Rajpura and Chandigarh in Punjab. The number of additional workers covered was 10,250, bring the total coverage to about 1.875 millions in 139 centres. Medical care was extended to about 51,850 more family units at Faridabad, Govindgarh, Kapurthala, Panipat, Patiala, Rajpura, Phagwara and one village contiguous to Phagwara in Punjab; Mangalore and Mysore City in Mysore; Rajgarh and Raipur in Madhya Pradesh; Izzatnagar, Roorkae and Jhansi in Uttar Pradesh; Kurnool, Dowleswaram, Rajahmundry and Renigunta in Andhra Pradesh; Kumbakonam, Pudukottai and Namagasamudram in Madras; and Naraingarh in Orissa. The total number of family units of employees so far covered is about 1.567 millions consisting of about 6,889 additional beneficiaries. An additional amount of 23.3 million rupees was sanctioned for the construction of hospitals, annexes and dispensaries. This will provide 833 additional beds. The total amount for construction so far sanctioned is about 108.8 million rupees and the total number of beds to be constructed is 5,079. Besides this, 63 additional beds were reserved, bringing the total number of beds so far reserved to 5,394.

/millions

Direct administration of medical benefits by the Corporation.- The administration of medical benefits, which is the statutory responsibility of the State Governments, was taken over by the Employees' State Insurance Corporation in the Union Territory of Delhi from Delhi Administration from 1 April 1962. Full medical care, (including specialist consultation and diagnostic facilities), short of hospitalisation, has been provided to the families of insured persons. Steps have also been taken by the Corporation to augment the medical staff and supplies so as to render efficient service to the insured persons and their families.

Improvements effected.- Insured persons suffering from tuberculosis, leprosy, malignant and mental diseases are now assured of cash assistance and medical treatment for one year. A similar facility has been extended to persons who suffer disability as a result of rare and peculiar reaction to certain modern drugs/injections and to persons suffering from fractures of the lower extremity (otherwise than as a result of employment injury). Artificial limbs are provided free of cost as also artificial dentures in employment injury cases. Besides these, a number of other benefits have also been extended to the insured persons. The free supply of spectacles to the insured persons who sustain impairment of eye-sight due to employment injury, was extended to cases of impairment due to radiation. The concession of conveyance allowance has been extended to the members of families of insured persons referred to for consultation with specialists at out-stations or hospitals more than 5 miles away. It has also been decided to pay conveyance charges to the escort who accompanies the dependent of an insured person for safety reasons. Procedure concerning payment of claims during the Emergency has also been liberalised with effect from 1 December 1962.

To meet the expenditure on benefits being provided to the insured persons and their families, the rates of employer's special contribution in the implemented areas were enhanced from 1½ per cent. to 2½ per cent. of the wagebill with effect from 1 April 1962.

Studies.- The decisions taken on the recommendations contained in the Report of the Mudaliar Commission on the working of the Scheme are being implemented. A General Purposes Sub-Committee of the Standing Committee of the Corporation also periodically visits different places to review the working of the Scheme and suggest improvements. The N.C. Corporation (Private) Limited, Bombay, was entrusted with a survey of the 'Frequency Pattern of Cash Benefits under the Scheme and the Problem of Wrong Declaration in Greater Bombay'. Its findings are being examined.

Valuation.- The report of the Second Valuation of the assets and liabilities of the Corporation for the five-year period ending 31 March 1959 has been received.

Future Programmes.- The programmes during the Third Plan period include the extension of the Scheme to all centres with an insurable population of 500 and above, and coverage of the families of insured workers. The construction of hospitals and dispensaries will be speeded up. Besides the four ESI Hospitals already completed and nine under construction, proposals have been taken up for the construction of 44 more hospitals. More stress is also proposed to be laid on the preventive side of medical care and suitable measures will be adopted for this purpose.

The Employees' Provident Funds Act, 1952, and the Employees' Provident Funds Scheme, 1952: Applicability.- The Employees' Provident Funds Act, 1952, is being gradually extended to more industries. The number of industries covered at the end of March 1962 was 61. By December 1962 it had gone up to 70.

Exemption.- An establishment having a provident fund, gratuity or pension scheme can apply for exemption from the Scheme provided the quantum of benefits under its own scheme is at least equal. The following figures indicate the number of establishments covered and those granted exemption at the end of November 1962:

<u>Exempted</u>	<u>Unexempted</u>	<u>Total</u>
1,244	20,251	21,495

Membership.- The limit of pay (including basic wages, dearness allowance and retaining allowances, if any) for eligibility for membership was raised from 500 rupees per month to 1,000 rupees per month with effect from 31 December 1962. At the end of November 1962, the number of subscribers in exempted and unexempted establishments was as follows:-

<u>Exempted</u>	<u>Unexempted</u>	<u>Total</u>
1.236 millions	2.264 millions	3.5 millions

Contributions.- The members of the Provident Funds are required to contribute at the rate of 6 $\frac{1}{4}$ per cent. of basic wages, dearness allowances, etc. This is also the rate at which the employers are required to contribute. In four industries, namely (i) cigarettes; (ii) electrical, mechanical or general engineering products; (iii) iron and steel; and (iv) paper (other than hand-made paper), the rate of contribution has been enhanced to 8 per cent. from 1 January 1965 in all the establishments which are factories and employ 50 or more persons. The question of a similar enhancement in certain other industries is also being examined.

Advances from the Fund.- Non-refundable advances are already permitted for payment of premia of life insurance policies and for purchasing a site or a house or for constructing a house. Provision has also been made in the Scheme to permit under certain conditions the grant of non-recoverable advances for (i) construction of houses under the Low Income Group Housing Schemes, (ii) giving relief to members in cases of lock-out or closure, and (iii) purchasing shares of consumers' co-operative societies.

Accumulations and investments.- Till the end of November 1962 a sum of 8,895.9 million rupees had been collected as contributions. Out of this sum, 1,101.9 million rupees had been refunded to the outgoing members or advanced as loans. The amount of provident fund accumulations invested in Central Government securities (as also transferred securities) at the end of November 1962 was 2,827.7 million rupees.

The pattern of investment has been modified so as to permit investment in Defence schemes. Under the Modified pattern, 20 per cent. is being invested in National Defence Certificates, National Plan Schemes Certificates and Treasury Savings Deposits Certificates and 80 per cent. in National Defence Bonds and other Central Government securities.

Rate of Interest.- Interest on accumulations to the credit of members continued to be paid at the rate of 3.75 per cent. per annum.

Special Reserve Fund.- A Special Reserve Fund was set up in September 1960 by the transfer of a sum of 2 million rupees from the Reserve and Forfeiture Account of the Fund for making payments to outgoing members or their nominees/heirs in cases where the employers had failed to deposit in full, or in part, the provident fund contributions recovered from the workers as also their own contributions. The payment from this Fund was permitted during the year in lump sum in all the circumstances in which the accumulations were payable to a member or his nominee under the Employeess' Provident Funds Scheme. The total amount paid out of the Fund till the end of November 1962 was 1.304 million rupees.

Measures taken to recover the amounts in default.- The Act provides for the recovery of provident fund dues as arrears of land revenue and also for punishment with imprisonment with imprisonment extending upto six months or with fine upto 1,000 rupees or with both, for contravention of any provision of the Act and the Scheme. Under these provisions recovery proceedings and prosecutions are launched against the defaulting employers. Upto the end of October 1962, 17,891 recovery cases were instituted of which 9,112 cases were settled. Five thousand four hundred and thirty-seven prosecutions were launched upto the end of October 1962 and of these 3,481 were disposed of resulting in conviction in 2,191 cases.

The Coal Mines Provident Fund Scheme, 1948: Applicability.- The Scheme was framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948. It was first introduced in the coal mines in West Bengal and Bihar with effect from 12 May 1947 and subsequently extended to the coal mines in other States by stages. Separate schemes were, however, prepared for the coal mines in Andhra Pradesh and Rajasthan and applied to these mines from 1 October 1955.

Coverage.- The number of collieries covered under the Act and the Scheme was 1,225 as on 31 December 1962.

Membership.- The actual number of subscribers to the Fund was about 0.451 millions as on 31 December 1962.

Contributions.- The rate of contribution was enhanced with effect from 1 October 1962 from 6½ per cent. to 8 per cent. of a worker's total emoluments in all coal mines. The total collections in the Fund were about 308.4 million rupees as on 31 December 1962.

64

Investments.- The Provident Fund moneys are being invested in Central Government securities including the various defence certificates and bonds floated recently. The total amount invested was 344.9 million rupees as on 31 December 1962.

Rate of interest.- Interest on accumulations to the credit of members continued to be paid at the rate of 4 per cent. per annum as in the previous year.

Special Reserve Fund.- A Special Reserve Fund was set up in December 1962 by transfer of a sum of 500,000 rupees from the Reserve Account (Forfeiture) for making payment to outgoing members or their nominees/heirs in cases where the employers had failed to deposit in full or in part the provident fund contributions recovered from the workers and also their own contributions.

Measures taken to recover the amounts in default.- The Act provides for recovery of provident fund dues as arrears of land revenue and also for punishment with imprisonment which may extend to six months or with fine which may extend to 1,000 rupees or with both, for contravention of any provisions of the Act and the Scheme. Under these provisions 1,528 certificate cases were instituted and of these 658 cases were disposed of upto the end of November 1962. Two thousand two hundred and forty-six prosecutions were launched of which 1,701 cases were disposed of resulting in 1,302 convictions upto the end of November 1962.

Improvements effected.- A number of improvements were effected in the Scheme during the year mainly to provide for (i) the refund of provident fund accumulations by cash at colliery offices or at such other places as may be approved by the Chairman of the Board of Trustees, (ii) the grant of non-recoverable advances to members from their accumulations for the purpose of buying shares of consumers' co-operative societies, and (iii) relating membership of the Fund to the fulfilment of prescribed attendance qualifications which have been liberalised.

The Coal Mines Bonus Schemes: Applicability.- The Coal Mines Bonus Schemes framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948, apply to all the States except Jammu and Kashmir. There are four Coal Mines Bonus Schemes operating in different regions. The total number of collieries covered by the Schemes was 629 as on 31 December 1962. The number of employees who qualified for bonus during the quarter ending 30 September 1962 was 238,745.

65

Amount of bonus.- The employees covered by the Schemes are entitled to get 1/3rd of their basic earnings as quarterly bonus. Under the Assam Coal Mines Bonus Scheme, however, the daily-rated employees are entitled to payment of both weekly and quarterly bonus while the monthly-rated ones get only quarterly bonus.

Inspections carried out and irregularities detected.- During the period 1 April to 31 December 1962, 1,094 inspections were carried out, 1,310 irregularities detected, 576 irregularities rectified, and 105 prosecutions launched for infringement of the provisions of the Schemes. Seventeen certificate cases under the Coal Mines Provident Fund and Bonus Schemes Act, 1948, for recovery of unpaid bonuses as arrears of land revenue were also filed.

Important amendments Amendments to the Scheme.- The main Scheme was amended in October 1961 to provide that the basic wage paid to an employee for paid holidays and leave with wages in a quarter should also count towards basic earnings for the purpose of calculation of bonus. The other schemes were also amended similarly in December 1962. A provision was made in the principal Scheme in July 1960 requiring the payment of bonus dues of the deceased workers to their nominees, and, in the absence of such nominees, to their legal heirs. The other schemes were also amended on the same lines in January 1962. The schemes were also amended (i) to enable the Regional Labour Commissioners to declare, subject to the requirements of the Industrial Disputes Act, a strike or lock-out as illegal on an application in this behalf by an employer or employee within 30 days from its commencement, and (ii) to provide that leave (including sick leave) granted upto 21 days in a calendar year, or where an employee has availed himself of earned leave (including accumulations), the actual number of such leave plus five days, whichever is higher, should be counted as days of attendance for the purpose of calculating the qualifying period for bonus.

Welfare of Coal Mines.- The Coal Mines Labour Welfare Fund was constituted in 1944 by levying a cess on all coal and coke despatched from collieries. The rate of cess continued to be 49.21 p.p. per metric tonne. The total income of the Fund is being allocated between two Accounts - the Housing Account and the General Welfare Account - in the ratio of 50:50. The estimated income and expenditure of the Fund during 1962-63 are 29.4 million rupees and 22.650 million rupees, respectively.

Medical Facilities: Hospitals.- Two Central Hospitals (one at Dhanbad and the other at Asansol), and seven Regional Hospitals (two each at Jharia and Hazaribagh coal fields, and one each at Raniganj, Pensch Valley and Vindhya Pradesh coal fields) were functioning. Twentyeight thousand six hundred and fifty-one in-patients and 108,211 out-patients were treated at ~~the~~ these hospitals during 1962.

Allopathic Dispensaries.- The two dispensaries at Bhuli and Kugma treated 12,408 new patients during 1962. Colliery owners, maintaining dispensaries of the prescribed standards, were given grants amounting to 0.580 million rupees. They were also given interest-free loans to the extent of 0.993 million rupees for building and equipping dispensaries.

Ayurvedic Dispensaries.- Thirteen dispensaries continued to function; one more was opened in June 1962 at Bonjamahari in Raniganj coal fields. The number of new patients treated during 1962 was 95,451. An Ayurvedic Pharmacy was started at Patherdih in Jharia coal fields.

Maternity and Child Welfare Centres.- There were 65 centres - 51 run by Jharia, Asansol and Hazaribagh Mines Boards of Health with grants-in-aid from the Fund; 7 attached to Regional Hospitals; and 7 in other areas.

Other Medical Facilities: Anti-T.B. Measures.- Construction of two 200-bed T.B. hospitals as adjuncts to the Central Hospitals is in progress. Construction of the out-patients wing of the 100-bed T.B. hospital attached to the Central Hospital at Dhanbad was completed and it started functioning from 1 July 1962. Two T.B. Clinics with a bed-strength of 62 were functioning. Ninety-one beds were reserved in various sanatoria. The Domiciliary T.B. Treatment Scheme as well as the scheme for payment of subsistence allowance to the dependents of T.B. patients were continued. The Rehabilitation-cum-Convalescence Home for cured T.B. patients at Bhuli also continued to function.

Leprosy Relief.- Fifty-four beds have been provided by the Fund in three leprosy hospitals.

Relief for victims of cancer.- The arrangements for treatment of cancer patients at the Patna Medical College Hospital continued. A Deep X-Ray plant at the Central Hospital, Asansol, started functioning during the year.

Rehabilitation.- A Rehabilitation-cum-Physiotherapy Centre is attached to both the Central Hospitals. A total of 3,198 new patients were treated during 1962.

Family Planning.- All the Regional Hospitals have family planning clinics. Colliery owners are being given grants-in-aid for providing family planning facilities in their hospitals. The system of payment of cash to those undergoing sterilisation was continued.

Others.- Other important activities were: establishment of a blood bank at the Central Hospital, Asansol; establishment of Health Promotion Centres; maintenance of ambulance vans; supply of artificial limbs, dentures, etc.

Educational and Recreational Activities.- Some relevant statistics are given below:-

	<u>No.</u>
Miners' Institutes. --	55
Adult Education Centres. --	61
Feeder Adult Education Centres.	120
Feeder Adult Education Centres (for women).	15
Welfare Centres for Women. --	59
Holidays Homes. --	2
Boarding Houses for children. --	2
Residential Home for children. --	1
Excursion-cum-study Tour undertaken.	1

Water supply.- Financial assistance for augmenting water supply: 0.149 million rupees were given to Messrs. Shaw Wallace & Co. and 0.3 million rupees sanctioned for Messrs. Singareni Colliery Co. 175 wells with a subsidy of 50 per cent. were also under construction.

Co-operatives.- Two hundred and fifty societies were functioning. Each was given a non-recurring grant of 67 rupees. An amount of 0.45 million rupees was sanctioned for extending credit facilities at a low rate of interest. A scheme has been adopted for purchase by the Fund of shares of consumers' co-operatives and also for provision of managerial subsidy and working capital loans. It has also been decided to set up a central co-operative store to feed the primary Societies.

Death Benefit Scheme.- An amount of Rs. 30,169.20n.p. was sanctioned for 17 107 widows and 25 school-going children of victims of accidents.

Housing.- The progress of housing under the various schemes was as under:-

Scheme	Progress
(i) Township(Direct construction).	No. of houses constructed - 2,153
(ii) Old Subsidy Scheme(20 per cent. of the cost of construction given as subsidy.	No. of houses constructed - 1,638
(iii) Subsidy-cum-Loan Scheme(25 per cent of the cost of construction as subsidy and 37½ percent as loan).	No. already constructed - 2,060 No. under construction - 103
(iv) New Housing Scheme(Entire cost borne by the Fund).	No. of houses completed - 12,668 No. of houses under construction - 9,595
(v) Low-Cost Housing Scheme (Entire cost to be borne by the Fund subject to certain ceilings).	Of the 49 collieries to whom 4,024 houses and 55 barracks were allotted, work was in progress in respect of 1,320 houses and 4 barracks.

Welfare of Mica Mines.- The Mica Mines Labour Welfare Fund constituted under the Mica Mines Labour Welfare Fund Act, 1946, is intended to provide medical, educational, recreational and other welfare amenities to workers in mica mines. The Act provides for the levy of a customs duty on all mica exported from India upto a maximum rate of 6½ per cent ad valorem. The present rate is 2½ per cent. ad valorem. The collections are allocated for expenditure on welfare measures among the various mica producing areas in proportion to their average production. The estimated income and expenditure of the Fund during 1962-63 are 2.5 million rupees and 3.4 million rupees, respectively.

Medical Facilities: Hospitals.- In the Central Hospital, Karma (Bihar) the bed-strength was raised from 70 to 100. The hospitals at Kalichedu (Andhra) and Tigri (Bihar) continued to function. Construction of one hospital at Gangapur (Rajasthan) was almost complete; construction of a T.B. Hospital at Karma (Bihar) was in progress.

Other Medical Facilities.- Other medical facilities are as follows:-

	Bihar	Andhra	Rajasthan	Total
Ayurvedic Dispensaries.	3	1	11	15
Static Dispensaries.	5	3	4	12
Mobile Medical Units.	3	1	5	9
Maternity & Child Welfare Centres.	2	4	9	15
Community Centres.	5	-	-	5

Facilities provided for T.B. patients include: reservation of 18 beds in two hospitals; financial assistance (also to silicosis patients) at the rate of 50 rupees per month to dependents of mica miners undergoing treatment; and a Rehabilitation-cum-Convalescence Home set up for workers cured of T.B.

Arrangements have also been made for the treatment of leprosy at the Leprosy Hospital, Titul Mahari (Bihar).

Educational and Recreational Facilities.- The number of institutions for this purpose was as under:-

	Bihar	Andhra	Rajasthan	Total
(a) Multipurpose Institutes (with an Adult Education Centre and a Women's Welfare Centre).	-- 7	-	-	7
(b) Community Centres.	-- 6	1	-	7
(c) Women's Centres.	-- -	2	8	10
(d) Primary Elementary Schools.-	6	6	2	14
(e) Feeder Centres.	-- 6	-	-	6
(f) Middle/High Schools.	-- -	2	1	3
(g) Adult Education Centres.	-- -	-	18	18
(h) Boarding Houses for Miners' Children.	-- 2	2	-	4

In some case of these institutions provision has been made for free midday meals, milk, snacks, stationery articles, grant of scholarship or tuition fee, etc. Recreational activities are also arranged by many of these institutions/centres.

Other Welfare Amenities.- The grant of financial assistance to the widows and children of victims of accidents was continued.

Housing.- The progress of housing schemes was as under:-

<u>Scheme</u>	<u>Progress</u>
Departmental Colonies	-- Construction of two colonies, each with 50 houses in mica fields in Bihar, was in progress.
Low Cost Housing Scheme	-- Construction of 500 houses was approved.

Water Supply.- Twenty-nine wells (25 in Bihar and 4 in Andhra) were completed by the Fund. This was in addition to the 14 wells that were being sunk under the Scheme of paying a subsidy of 7,500 rupees or 75 per cent. of the cost of construction, whichever is less.

Crèches in Mines.- Under the Mines Crèches Rules, 1959 (as amended in January 1961), it is obligatory for the mine managements to provide crèches in every mine where women are employed or were employed. Upto 31 December 1962, 413 coal mines and 268 non-coal mines had provided crèches. The Chief Inspector of Mines and the Coal Mines Welfare Commissioner are taking action to ensure that more crèches are put up wherever necessary.

Working Conditions in Mines.- Working conditions in mines are regulated by the Mines Act, 1952. The safety precautions to be followed in mines have been laid down in the Regulations framed under the Act. The Rules provide generally for non-technical matters. The Act, Regulations and Rules are enforced by the Chief Inspector of Mines.

Safety in mines.- The following table gives the fatality rates in mines for the years 1956-1962:-

Year	Fatality rate per thousand persons employed	
	Coal Mines	All Mines
1956	0.73	0.53
1957	0.49	0.40
1958*	1.10	0.78
1959	0.55	0.47
1960	0.59	0.49
1961	0.65	0.51
1962	0.65	0.56**

* Two hundred killed in Chinakuri and Central Howrah disasters during this year.
 ** Based on 1961 employment figures.

The provisional figures of accidents and resultant casualties for the year 1962 are as follows:-

	Coal Mines	Non-Coal Mines
(A) (a) No. of fatal accidents.	230	90
(b) No. of persons killed.	286	102
(c) No. of persons seriously injured.	41	21
(B) (a) No. of serious accidents.	2,977	1,590
(b) No. of persons seriously injured.	3,011	1,601

The question of safety in mines is being kept constantly under review and measures aimed at improvement of safety are taken from time to time. One such measure undertaken during the year was the organisation of Safety Weeks. A Mine Safety Week, the first of its kind, was organised in April 1962 in the Jharia and Raniganj coalfields. About 650 coal mines, producing about 70 per cent. of the total coal output, took part.

Safety weeks were subsequently held in the Parasia coalfield in July 1962 and in the Singareni, Bokaro, Karanpura and Ramgarh coalfields in October 1962. These Weeks were of great help in enlisting the co-operation of mine managements for improving safety standards and in undertaking safety propaganda through posters, talks, film shows and other audiovisual means. They have resulted in making both the mine managements and workers more safety conscious. It is proposed to organise Mines Safety Weeks on an all-India basis from the next year onwards.

A National Mines Safety Council is being set up to promote safety in mines by education and propaganda through audio-visual means. The Council would include representatives of mine owners, workers and mine managers and work under the chairmanship of the Chief Inspector of Mines. Action is also being taken for the setting up of a Mines Safety Equipment Advisory Board. The Board would be concerned with the supply of safety equipment and materials to the mining industry.

Statutory Rules are being framed to provide for vocational training to workmen and for their medical examination at the time of appointment and also periodically thereafter.

Inspection.- The number of inspections made during 1961 and 1962 are given in the table below:-

Period	Number of Inspections	
	1961	1962
Quarter ending 31 March.	2,455	2,532
Quarter ending 30 June.	2,742	2,750
Quarter ending 30 September.	2,751	2,897*
Quarter ending 31 December.	2,568	2,920*

* Provisional.

The Inspectorate has been strengthened by creating additional posts for closer supervision of safety measures in mines situated in outlying areas with such as Assam, and more posts of Electric and Junior Electric Inspectors to provide for a more frequent inspection of electric installations in mines. Additional posts of Inspecting Officers (medical) have also been created to assess the health hazards of mining.

Examinations.- The Coal Mines Regulations, 1957, provide for the grant of a certificate of competency to mine managers, surveyors, overmen, sirdars, etc., in order to ensure that only qualified persons are appointed in these capacities. During the year the following certificates were granted:

Four first class certificates (in lieu of British certificates of the same class); 59 second class certificates; 62 surveyor certificates and 401 Shot-firers' certificates. One thousand and one hundred twenty-six gas-testing certificates were re-validated after re-examination. Nine hundred and seventy-five Sirdar's certificates and 154 Shot-firers' certificates were revalidated on the basis of medical examination conducted under the Coal Mines Regulations, 1957.

Rescue Stations.- Rescue Stations set up under the Coal Mines Rescue Rules assist in rescue and recovery operations in coal mines in the event of fire, explosion, etc. For this purpose, permanent rescue brigades are maintained at these stations to attend to emergency calls. The rescue stations also provide training in rescue work to persons deputed from the mines. The number of Rescue Stations at present functioning is six. Arrangements are being made to open a new Rescue Station in Assam as the present station at Sitarampur is too far away to cater to the needs of miners in that State. During the period 1 April 1962 to January 31 January 1963 the rescue services attended to emergency calls on 14 occasions. The number of persons trained in rescue work on active list on 31 January 1963 was 1,469.

Prosecutions.- The following table gives the figures for the prosecutions launched for contraventions of the Mines Act, Regulations and Rules during 1959-1962:-

Year	No. of Prosecutions
1959	283
1960	360
1961	448
1962	166

Exemption from the Mines Act.- In view of the need for higher production during the Emergency coal mines were temporarily exempted from the sections of the Mines Act relating to the weekly day of rest, weekly hours of work and the compensatory day of rest. Some exemptions continue in respect of the Kolar Gold Mines.

Dock Labour: The Dock Workers(Safety,Health and Welfare) Schemes, 1961.- The Scheme came into force from 1 October 1961. The Inspectors, Dock Safety, are carrying out regular inspection and other duties in connection with the Schemes.

The Dock Workers(Regulation of Employment)Schemes.- Decasualisation schemes for stevedore labour are in operation in the ports of Bombay, Calcutta, Madras, Cochin and Vishakhapatnam.

The Unregistered Dock Workers(Regulation of Employment) Schemes.- The schemes are at present in operation in the ports of Calcutta, Bombay and Madras.

Factories: Scheme for National Awards.- A Special Committee has been constituted to draw up a scheme for giving awards to group of workers and individuals in factories and establishments where absenteeism goes down and efficiency goes up. The Committee is also to consider, inter-alia, a scheme for the institution of National Safety Awards.

Safety Posters.- The following seven safety Posters are under preparation:-

- (a) Their Future Depends on Your Safety.
- (b) Keep Guards in Place - for your Safety.
- (c) Good House keeping.
- (d) Stop - Do not clean machinery in motion.
- (e) When Required - Use us for your safety.
- (f) Split Handles - Can Cause - Split Hands.
- (g) Gor Your Safety - Don't Weat Loose Clothes.

Industrial Safety and Health.- The Quarterly Industrial Safety and Health bulletin is being issued regularly. The total number of subscribers for the bulletin has increased to 1,568.

Audio-visual Aids.- (a) Two hundred colour slides on "Work Physiology" have been completed; and (b) a number of layouts for exhibit panels have been prepared on "Dust Problem" and on "Hepburn's 25 groups of dangerous parts of machinery".

Plantations: Working Group on Plantation Labour Housing.- A Working Group on Plantations Labour Housing was set up in August 1962 to go into the whole question of finance available for construction of workers' houses in plantations and to recommend ways and means for ensuring speedy completion of the housing programme. The Group consists of representatives of the Ministries of Labour and Employment, Works, Housing and Rehabilitation, Commerce and Industry, and Finance, the Tea Board and the Planning Commission. The Working Group is at work and has visited some typical plantations in Assam and South India and met the representatives of planters and plantation workers in West Bengal, Assam and South India. Discussions were also held with the Governments of Madras, West Bengal and Assam.

Welfare Work in Central Government Undertakings.-

The Ministry of Labour and Employment continued to administer the Central Pool of Labour Officers which was constituted in 1952. Officers of the Pool were drawn by different Ministries for employment in their establishments. One hundred and sixty-six Labour Officers were in position in different Central undertakings and in some companies or corporations owned and/or controlled by the Central Government as against 155 during the previous year. Reports on welfare activities were received from about 125 establishments through these officers which showed that statutory welfare amenities such as provision of canteens, rest rooms, latrines, urinals, washing facilities, first-aid appliances, etc., were provided in almost all of them. Wherever these were inadequate the matter was taken up with the local authorities by the Labour Officers. They also initiated and helped to administer a number of non-statutory welfare activities such as reading rooms, libraries, sports and games, recreation centres, kindergarten and primary schools, adult education classes, workers cooperative societies, labour welfare funds, etc. Particular progress was noticed in the introduction of suggestion/incentive schemes, provision of relief measures in the event of sudden death of bread winners, opening of classes under the Workers' Education Scheme, organising workers' excursion trips and making the workers safety conscious. In cases where workers' colonies existed, welfare activities for the benefit of the workers and their families were also organised.

During 1962 (upto the end of September), 32,504 complaints were handled by the Labour Officers. Out of these, as many as 31,476 were reported to have been settled. Out of the total number of grievances handled, individual grievances accounted for as many as 29,778. As regards the nature of grievances, 14,375 concerned terms and conditions of service, while 18,131 concerned domestic and other matters. The Labour Officers also assisted the managements in the smooth functioning of the various bipartite committees such as works committees, production committees, welfare committees, canteen committees, the accident prevention and safety committees, etc.

Difficulties experienced by the Labour Officers in implementing certain schemes or labour laws were brought to the notice of this Ministry by the Chief Labour Commissioner and were taken up with the respective employing Ministries. During the year thirty-eight such cases were taken up. To help and guide the Labour Officers, the Chief Labour Commissioner's organisation issued a quarterly bulletin called "Information and Guidance Points". This proved very helpful to them in the performance of their work. Labour Officers in the Central P.W.D. were in addition concerned with the implementation of the C.P.W.D. Contractors' Labour Regulations, the Fair Wage Clause and the Model Rules for Health and Sanitation, which form part of the agreements entered into by the C.P.W.D. with their contractors.

75

Five of the C.P.W.D. Labour Officers carried out 798 inspections during 1962 (upto the end of September) and reported irregularities for festification of recommended penalties on the contractors.

The Workers' Education Programme.- The Central Board For Workers' Education has so far set up 14 regional workers' education centres. Four of these centres are residential. The question of converting 2 more centres into residential ones is under active consideration. A centre at Rourkela is expected to start functioning shortly. Six sub-regional centres have also been opened. The Board has so far run three teacher-administrator courses in which 185 teacher-administrators have been trained. The fourth course is expected to commence shortly. By the end of January 1963, 2,598 worker-teachers had been trained and another 338 were under training; 46,166 workers had been trained and 18,153 were under training. The syllabi for all the three courses, namely the workers' training course, the workers+teachers' course and the teacher-administrators' course, have been modified recently to include the subjects of consumers' cooperatives and productivity; the duration of the courses has also been reduced. Audio-visual equipment in the form of film projectors was supplied to all regional centres early in the year. Recently, more equipment, like tape-recorders and overhead projectors received from abroad, has been distributed among the various centres. One teacher-administrator received training abroad under an ILO fellowship and two teacher-administrators in the Philippines under the Colombo Plan. The Programme is being progressively extended to cover more workers and additional areas. The Programmes for the Third Plan period include (a) opening of 18 additional regional centres of which 10 will be residential; (b) training of 100 more teacher-administrators for employment under the Board and another 100 trade union nominees for educating workers under the auspices of trade unions; (c) training of 7,500 worker-teachers; and (d) training of 250,000 to 300,000 workers at the unit level.

Training Programmes under the Chief Adviser, Factories: The Central and Regional Labour Institutes.- Construction work relating to the Central Labour Institute, Bombay, and the Regional Labour Institutes at Calcutta, Kanpur and Madras continued to make satisfactory progress. Pending the construction of permanent buildings, the Institutes have been temporarily located in rented premises.

Physiology Section.- The Section, which was set up in Bombay in July 1961, carried out a number of investigations, e.g. thermal stress in a cement factory, body measurements for machineries, design of workers in 10 textile mills in Bombay, physical efficiency performance rate in carpentry and environmental load and fluid balance in workers in a large textile mill in Bombay. It also conducted two seminars on productivity, on related aspects of work study, work physiology, work safety, work psychology and environmental hygiene. One of these was conducted under the joint auspices of the Bombay Productivity Council and the Council of Industrial Safety, Bombay, from 18 to 27 April 1962 and another under the joint auspices of the Bombay Productivity Council and the Society for the Study of Industrial Medicine, Bombay, from 18 to 23 June 1962.

Psychology Section.- The Section conducted two research projects - one on attitude and morale survey at the Sindri Unit of the Fertiliser Corporation of India covering various levels of management and workers, and another on supervisory training covering 4 textile mills in Bombay.

Productivity Centre.- The Centre conducted work-load studies in the Jaipur Udyog Limited Cement Factory, Sawai Madhopur. Reports on this and two similar earlier studies, i.e., at the A.C.C. Limited, Shahabad and the Uttar Pradesh Government Cement Factory, Churk, were published. The Centre also conducted the following training projects during the year:-

- (a) a Production Planning and Control Programme for Industry was conducted from 7 May to 28 July 1962 under the auspices of the Bombay Productivity Council for the benefit of technicians and operators;
- (b) a pilot project during April 1962 on Job Evaluation for various categories of workers of the Murphy Radio(India) Ltd.;
- (c) a course on Work Simplification in Office under the auspices of the Institute of Management, Madras, from September to November 1962, with 12 participants;
- (d) a course on Production Planning and Work Study which commenced on 24 September 1962 for the benefit of industrial engineers from the Fertiliser Corporation of India Ltd., and the A.C.C. Ltd.; and
- (e) an advance course on Job Evaluation from 31 October to 10 November 1962 under the auspices of the Institute of Industrial Engineers, Bombay.

The Training-Within-Industry Centre.- A project exclusively for the three Steel Plants and the Sindri Unit of the Fertiliser Corporation of India was conducted by the Centre during the year. Job Instruction, Job Method, and Job Relation "Institutes" have been completed. An "Institute" in Job Safety was also conducted at Bombay. The Centre also conducted five Discussion Leading Programmes, each lasting 4-5 days. Two of these were sponsored by the Bombay Productivity Council, one by the Poona Divisional Productivity Council and another by the Institute of Management, Bangalore. In three of these programmes Senior Executives from different industrial units took part and in the fourth, officials of the trade unions participated. The fifth programme was conducted at Ranchi for the senior officers of the Sindri Unit of the Fertiliser Corporation of India. Some of these programmes were followed by discussions of case studies based on film strips.

Training of Labour Welfare Officers in the Short-Term Social Work Course.- Thirty-eight officers of the Central and State Governments were selected for training in the Short-Term Social Work Course under the Calcutta University.

Training Facilities under Technical Assistance Programmes: The ILO and other Programmes.- (i) One expert in 'Industrial Engineering', who had come towards the end of 1958 under the ILO Expanded Programme of Technical Assistance, continued his work during 1962 also. In addition, three ILO experts - two in 'Management Development and Productivity' and one in 'Vocational Training and Employment of the Blind' - arrived during the year.

(ii) In all, 33 trainees sent to different countries for training in labour administration, workers' education, labour statistics, vocational guidance, employment market information, co-operation, mines safety, etc.

(iii) The Ministry also rendered technical assistance to some countries in South-East Asia under the ILO Expanded Programme of Technical Assistance. Training facilities were provided in co-operative bank administration, manpower problems and employment information, social security, co-operation, etc., to 10 officers - three from the Philippines, two each from Malaya and Thailand, and one each from Burma, Indonesia and Sudan.

(iv) Russian equipment worth ₹ 60,000 was received under the ILO Expanded Programme of Technical Assistance for use in various Industrial Training Institutes in India.

(v) Equipment worth \$ 292,470 was received upto 31 December 1962 under the Operation Agreement signed between the Government of India and the United States Government pertaining to the Bombay Central Training Institute for Craftsmen and Instructors.

(vi) The U.K. Government had agreed to give assistance under the Colombo Plan Programme for 1959-62 in the form of technical publications, specialised scientific equipment, display stands and safety guards to the extent of \$ 2,100 for the Central Labour Institute at Bombay and the three Regional Labour Institutes at Calcutta, Madras and Kanpur. Material worth \$1100, has so far been received.

The U.N. Special Fund.- Four experts arrived in connection with the work of the Regional Labour Institutes at Calcutta, Kanpur and Madras. One of them, however, left in July 1962. Equipment worth \$ 100,000 was also received for these Institutes. A number of experts came in connection with the work of the Central Training Institutes and equipment worth \$ 494,592 was also received.

Activities of the Labour Bureau.- The Bureau continued to collect and publish statistics and information relating to labour matters. The usual series of Working Class Consumer Price Index Numbers continued to be compiled and published. The Consumer Price Index Numbers for Agricultural Workers - interim series - are also being published in the Indian Labour Journal. The Bureau undertook the following projects:

(a) A Second All-India Agricultural Labour Enquiry; (b) A Wage Census on an all-India Basis; (c) Working Class Family Living Surveys at 50 industrial centres in connection with a new series of Consumer Price Index Numbers; (d) Compilation of Interim Indices of Labour Productivity; and (e) Survey of Labour Conditions.

During the year under report, among other projects, the Bureau took up work in respect of Maintenance of Working Class Consumer Price Index Numbers for 50 Centres, rural labour enquiry, and interim indices of labour productivity.

Activities of the Organisation of Chief Adviser Factories.- The activities of the organisation of the Chief Adviser Factories included, among other things, the publication of survey and studies completed, and the finalisation of a tripartite agreement on working conditions in the cement industry.

79

National Institute for Labour Research.- In order to undertake, aid and promote research in the field of labour, a National Institute for Labour Research is being set up by the Ministry of Labour and Employment. The Ford Foundation is providing assistance for this purpose. The Institute has been registered under the Societies Registration Act XXI of 1860.

Legislation enacted.- The following laws, rules, etc., were amended/enacted during the year:
(i) The Workmen's Compensation (Amendment) Act, 1962;
(ii) The Working Journalists (Amendment) Act, 1962;
(iii) The Personal Injuries (Emergency Provisions) Act, 1962; (iv) The Payment of Wages Act, 1936; (v) The Employees' Provident Funds Act, 1952; (vi) The Industrial Disputes (Central) Rules, 1957; (vii) Rules under the Dock Workers (Regulation of Employment) Amendment Act, 1948; (viii) Model Standing Order for Working Journalists.

Consumers' Co-operatives of Industrial Workers.- On a recommendation of the Indian Labour Conference, a scheme for the organisation of Consumers' Co-operatives of Industrial Workers has been drawn up in consultation with the Ministry of Community Development and Cooperation. Under the Scheme every primary co-operative store will have at least 250 employees of a particular industrial or commercial unit as members. If, however, the number of workers in any establishment is fewer than 250, other workers in smaller units could combine to start a viable store. The capital of the store is to be divided into 500 or more shares of 10 rupees each, payable in two or three instalments. Workers unable to pay the instalments from their normal earnings can draw advances from their provident fund contributions. The employer is expected to provide a share capital contribution of 2,500 rupees, a loan of 10,000 rupees, a managerial subsidy of 1,800 rupees spread over three years on a tapering basis, and accommodation at nominal rent or free of charge. Each primary cooperative store would be affiliated to a district or central wholesale store which would make bulk purchases, transact the wholesale business and afford credit facilities to primary stores. The State Governments, Central Administrations, employing Ministries, etc., are implementing the scheme.

Emergency Production Committee.- To implement the directives on production contained in the Industrial Truce Resolution of 5 November 1962 and organise the drive for maximising production through labour-management collaboration an Emergency Production Committee has been set up at the Centre under the Chairmanship of Prof. M.S. Thacker, Member, Planning Commission. The Ministries of Labour and Employment, Steel and Heavy Industries, Economic and Defence Co-ordination, Defence, Commerce and Industry and the National Productivity Council are represented on this Committee. Emergency Production Committees have been set up at the State level in all the States and also in a number of individual enterprises. In many cases, the existing Works Committees have been entrusted with the Emergency Production Committee work.

82

A Special Unit has been created in the Union Ministry of Labour and Employment to deal with the work of the Emergency Production Committee. Special administrative arrangements have also been made at the State Level for this purpose. The Emergency Production Committee at the Centre is building up a Technical Arm consisting of specialists in the field of production so that technical assistance may be given to individual enterprises. Some units have already been selected for this purpose and experts from the ILO and the National Productivity Council deputed there.

A broad Plan of Action has been evolved by the Emergency Production Committee. The principal planks of this Plan are: working extra shifts, extra hours and on Sundays and holidays; reduction in absenteeism and labour turnover; utilisation of idle installed capacity; increasing productivity and reduction in costs. Even within the short time that the Committee has been functioning the response received from the employers' and workers' organisations has been encouraging.

Emigrant Labour.- A total of 4,562 cases of illicit recruitment were detected; 640 cases were regularised and the emigrant labour cess realised. No prosecutions were launched. According to available information, only 540 workers moved from surplus to deficit areas in 8 tea estates in Assam. A total of 16,397 emigrant labourers and their families were sent back to their homes at employers' cost.

81

Lok Sabha approves Demands for Grants of the
Ministry of Labour and Employment; Second Wage
Board for Working Journalists to be appointed.

The Lok Sabha voted on 28 March 1963, the demands for grants of the Ministry of Labour and Employment after a debate on 27 and 28 March 1963. Replying to the debate, Shri Gulzarilal Nanda, Union Minister for Labour and Employment said that new employment opportunities in 1962 had increased at the rate of 3.7 per cent., but the substantial annual increase in the labour force had accentuated the employment problem. Shri Nanda said the factory labour in the country had grown by 1.7 millions during the decade 1951-61. However, unemployment was increasing at the rate of 20 to 24 per cent. every year on the live register of employment exchanges. Shri Nanda said the Government had drawn up special programmes of rural works outside the Plan and plans for local industries using power and machines as a solution to the growing unemployment problem.

Shri Nanda said handsome tributes to the response of the workers to the challenge posed by the Chinese aggression. At the same time he noted with "great concern" that there were "visible signs" of some backsliding in regard to the emergency atmosphere. Referring to complaints by members that employers had violated the industrial truce resolution, Shri Nanda promised that he would look into important specific cases which they might bring to his notice. He would seek explanations about the complaints submitted by the workers' organisations, and as soon as information was received he would invite the representatives of the organisation for a discussion into each case. After that, if necessary, they could have a tripartite meeting also.

As a result of the "earnestness of the working class about their obligations" in the emergency, he said, the number of man-days lost, which was about 400,000 a month before the emergency, came down to 70,000 in November. It was 19,000 in December, but in January there was a slight setback and 21,000 man-days were lost. Of course the figures for January were much better than in the days before the emergency. "But 19,000 should not have become 21,000. It should have become possibly 9,000 and nothing after that. That is really the demand of the time, and I hope that we will still be able to do all the things which are necessary to bring this about."

82

Referring to complaints about closure of some textile mills, Shri Nanda said there were special circumstances which led to decline in the demand for cloth. Some of the mills which were in a run-down condition because of technical and financial deficiencies, over the years had closed down.

Narrating the steps taken to increase production, Shri Nanda said an emergency production committee was first set up in the Centre and very soon after that such committees were set up in the States. He referred to the need of increased production to ease the situation and said after the emergency was declared, the price-level had been "fairly stable" and this was a matter of satisfaction.

Referring to the role of small-scale industries in promoting employment, Shri Nanda said: "I am a person whose loyalty to the idea of cottage industries is well-known. But there is a sense of proportion about these things. We need cottage and small-scale industries, but if we have all cottage industries and none of these big things, there will be no cottage industries also."

Wage Board for Journalists.- Shri Nanda in his speech promised the appointment of a second Wage Board for Working Journalists. He added that the constitution of the board might take a little time as he was waiting for the memorandum he had asked the working journalists to prepare. After getting the memorandum, he would make the necessary arrangements. The Minister said the Government had decided to constitute a study group to look into the wage structure of labour employed in the engineering industry. This was a necessary preliminary step before the appointment of a Wage Board because the engineering industry was varied in character. With regard to the beedi industry, Shri Nanda thought the setting up of a joint board for contiguous States would help to tackle the problem in a co-ordinated manner.

Rise in Wage level of Workers.- The Union Labour Minister, said Shri Gulzarilal Nanda, told the Lok Sabha on 28 March 1963 that the level of workers' wages in industries had gone up during the last five or six years. But there was still room for improvement. Wage costs were still not a "burdensome element" in the cost structure of industry. There had been a consistent decline in the ratio of wages and salaries to the total cost of production. Money earning had been increasing naturally but productivity had outpaced the increase in money earnings.

Referring to the conditions of agricultural labour Shri Nanda said he was himself not very happy about this. The two inquiries showed that their conditions had not improved. The Minimum Wages Act now covered this section.

However, he felt that it was not possible to go very far by this step alone. The problem of agricultural labour was one of securing continuous employment. The solution of the problem lay somewhere else. That was to say apart from doing more to improve their conditions, scope should be created for alternative employment to them in industry. This did not mean they should be moved to urban areas, but they should be employed in small-scale industries in the rural areas. Shri Nanda said that in dealing with the question of wages one had to see how far the increase would go in raising the purchasing capacity. In this connection he said, the Labour Ministry had made a fairly good beginning with a scheme of starting co-operative stores in establishments having 300 or more workers.

Further, it was proposed to have wholesale stores to feed the primary stores, one in Jharia and another in Raniganj. Shri Nanda denied there was any discrimination between trade unions as far as the Centre was concerned.

The Minister confessed that he did not have an easy time in making the public sector undertakings accept the Code of Discipline and joint management councils. However, he said a good deal of progress had been made in this direction and the situation had since become better and whatever still remained would be tackled at the next labour conference.

He said the Government had decided to abolish the system of contract labour. Wherever it was found necessary to continue it, the system should be subjected to regulations. Good progress had been made in this direction in the coal industry. Shri Nanda said he had received some complaints of dissatisfaction among railwaymen about the working of the three-tier negotiating machinery and he had drawn the attention of the Railway Ministry and the Board to these.

Shri Nanda said the Ministry had appointed special officers to promote the idea of joint management councils.

Shir Mohammad Elias, a Communist trade union leader from Bengal, accused the Government and the employers of violating the industrial truce resolution of November last. Initiating the debate on the budget demands of the Labour Ministry in the Lok Sabha, Shri Elias said the employers had not come up to the expectation of the tripartite agreement. They were taking revenge on trade union workers and using the truce resolution to swell their profits. At the same time he said Government was hesitant to act on workers' complaints. In the tripartite meeting, he said it was agreed that prices would not be allowed to go up. But today while workers were doing everything to raise production and maintain industrial peace the employers were rigging the prices and making profits.

Shri A.P. Sharma (Cong.) said while the labour policy had been successful in the private sector, it was not so in the public sector. There was no suitable procedure to settle industrial disputes amicably as the employing Ministries invariably refused to refer the dispute to arbitration. The Ministries should be asked to accept arbitration to keep industrial peace.

Shrimathi Renuka Devi Barkataki (Cong.) said the condition of plantation workers in Assam was very deplorable. The tea planters had not implemented the Plantation Labour Act in a proper way, particularly in the matter of housing workers.

Shri P.K. Ghosh (Swat.) said more small industries should be opened to provide employment. The system of casual labour in the railways should go and there should be more houses for workers employed in steel plants.

Shri Priya Gupta (PSP) urged upon the Government to appoint a wage board for newspaper employees without further delay to fix by law the age for superannuation of journalists and to convert the Press Trust of India into a public corporation as recommended by the Press Commission.

Dr. G.S. Melkote (Cong.) said there had been lock-outs and reduction in workers' emoluments in spite of the industrial truce resolution. He wanted the resolution to be re-examined and any loopholes plugged.

Shri Amar Nath Vidyalankar (Cong.) said the labour policy of the Government and the Minister's method and technique of "collective approach" to problems had generally succeeded. He urged the Government to devote attention to improving the condition of agricultural labourers. Shri Vidyalankar asked the Labour Minister to give "some indication" about the setting up of the second wage board for working journalists. The journalists were perturbed over the matter because there was "some undercurrent" to stop its appointment, he said.

Shri Hari Charan Roy (Ind.) said housing facilities should be provided to the casual labour employed in the construction work of railways and industries. The temporary workers employed in the steel works should also have better working conditions.

(The Hindustan Times, 28 and 29
March 1968;
The Statesman, 29 March 1965).

Chapter 6. General Rights of Workers.

63. Individual Contracts of Employment.

India - March 1963.

Industrial Employment(Standing Orders) Amendment Bill, 1963.

Shri C.R. Pattabhi Raman, Union Deputy Minister for Labour and Employment, Government of India, introduced in the Rajya Sabha on 18 March 1963 a Bill to amend the Industrial Employment(Standing Orders) Act, 1946. According to the Statement of Objects and Reasons of the Bill, the Industrial Employment (Standing Orders) Act, 1946 at present imposes an obligation on the employer to submit draft standing orders to the Certifying Officer concerned within six months from the date of application of the Act to his industrial establishment. The draft standing orders have to provide for all matters set out in the Schedule appended to the Act, and should, as far as practicable, conform to the Model Standing Orders, if any, prescribed, by the appropriate Government. Difficulty is being experienced in enforcing this provision in the case of establishments which exist for short durations. In order to overcome such difficulty it is proposed to amend the Act so as to make the Model Standing Orders framed by the appropriate Government operative in all industrial establishments covered by the Act until such time as the standing orders are certified. This proposal has the approval of the tripartite Standing Labour Committee.

Opportunity is also being taken to amend the Act in respect of certain matters which are of a clarificatory and formal nature.

The following are some of the important amendments to be made to the Act:-

- (1) The Existing section 11 will be renumbered as section 11 sub-section(1) and a new sub-section(2) is proposed to be added providing that clerical or arithmetical mistakes in any order passed by a Certifying Officer or appellate authority, or errors arising therein from any accidental slip or omission may, at any time, be corrected by that Officer or authority or the successor in office of such Officer or authority, as the case may be.

(2) After section 12 a new section 12A is to be added providing that notwithstanding anything contained in sections 3 to 12, for the period commencing on the date on which this Act becomes applicable to an industrial establishment and ending with the date on which the standing orders as finally certified under this Act come into operation under section 7 in that establishment, the prescribed model standing orders shall be deemed to be adopted in that establishment, and the provisions of section 9, sub-section (2) of section 13 and section 13A shall apply to such model standing orders as they apply to the standing orders so certified.

Nothing contained in sub-section (1) shall apply to an industrial establishment in respect of which the appropriate Government is the Government of the State of Gujarat or the Government of the State of Maharashtra.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 18 March 1963, pp. 281-284).

67. Conciliation and Arbitration.

India - March 1963.

Working of the Code of Discipline and Industrial
Peace in Bihar.

Introduction.- It was on the occasion of the 15th Session of the Indian Labour Conference, 1957 that Shri G.L. Nanda, Union Minister for Labour and Employment, pointed out that the real solution to our problems of industrial relations lay in jointly evolving suitable norms, standard and criteria for settling disputes. This idea was embodied in the Code of Discipline in industry. The word 'Code' implies several meanings and is capable of various interpretations but here it stands for a set of rules of conduct. Codes of agreed tripartite conventions governing industrial relations, thus represent a new approach to an old problem. The striking feature of the Code is that emphasis has been put on mutual agreement rather than on compulsory arbitration or adjudication.

In January, 1958 a Central Implementation Cell was created. Later the same year, a tripartite Central Implementation and Evaluation Committee was constituted and a similar machinery was recommended to the States. It was in the later part of 1959 that the State of Bihar complied with this recommendation and an Implementation and Evaluation Cell was started. So, its history dates back only to about three years. The balance sheet of its achievements in the State of Bihar may, however, provide a convenient perspective to gauge its impact on industrial peace.

The first thing to mark is that the Code has been welcomed warmly by all concerned. Almost all important industrial establishments have adopted the Code. Much headway has been made in bringing small independent employers under the purview of the Code. Forty three independent employers have adopted the Code so far. It has been alleged by independent employers that the Government, in so far as the private sector of industry is concerned, have tried to enforce the provisions of the Code, but in public undertakings, it has not been applied. But in this State, no distinction is made in the application of the Code between public and private sectors.

Looking at the direct results flowing from its implementation, industrial tension has considerably eased. The total number of strikes in the year 1961 was 36 against 59 during the year 1960. The workers involved in these strikes were 11,438 in 1961 as against 20,239 in 1960. The most significant achievement of the Code was in the drastic reduction of man-days lost during the year 1961. Another notable feature was the creation of healthy climate which helped the growth of industrial peace. It has been noticed that more and more trade-unions and employers are becoming Code-minded. The employers and the trade unions have become more vigilant in its enforcement and have been bringing to notice more and more breaches of the Code. In 1961, there were as many as 139 reports of the breaches of the Code, out of which 76 were found to be true.

So far as implementation side is concerned, in 109 cases, the State Implementation Machinery got award, agreements and settlements implemented by persuasive efforts and in 3 cases, legal action had to be recommended for implementation of awards and agreements, etc. This shows that persuasion has yielded fruitful results. Recourse to law in above three cases, should not dampen its- us. The Code is new idea and it takes time for people to grasp its meaning and implications.

A very obvious change to be noticed is that the Code has been successful in creating atmosphere for the promotion of cordial relations between the employers and the employees. In many cases, it was heartening to witness employers and workers coming out to condemn the breaches of the Code by their own people. This is indicative of a new approach and broadening of the horizon of harmony and goodwill on a large sector. During 1961, the State Evaluation and Implementation Committee held 4 meetings and took unanimous decisions in 49 cases. These decisions were marked by sobriety, common sense and desire to deal social justice with breach breadth of outlook and vision.

On the preventive side, the machinery did very useful work. Out of 10 cases of threatened strikes, the intervention of the Committee was able to avert 7. In this way the Code ushers in a new era of industrial peace based on mutual understanding and goodwill. There is no doubt that in the years ahead the area of cooperative endeavour will grow in size and dimension.

(The Indian Labour Journal, Vol. IV, No. 3, March 1963, pp. 237-239)

Working of Industrial Truce Resolution discussed
by Parliament's Consultative Committee on Labour.

A meeting of the Parliament's Consultative Committee on Labour was held at New Delhi on 14 March 1963, to discuss the departmental review of the working of the Industrial Truce Resolution. After claiming that the resolution has by and large been implemented by both sides, the review says the employers have not lived up to their obligations in regard to retrenchment, lay-off and discharge and dismissal of workers. It adds: "The large number of retrenchment and lay-off cases reported by the State Governments is a matter of concern". In the matter of voluntary arbitration the lapses on the part of the employers are stated to have been more pronounced so far at least as the Central sphere is concerned. The position in this regard in the States, except Punjab and Delhi, has not been reported to the Centre yet.

Workers are also said to have been found wanting because of their work-stoppages, "even though in a small number of cases". The review, however, says: "The contribution of workers to the defence effort in the form of donations, extra work and restraint on direct action has been commendable". The review records that the Truce Resolution has had a marked impact on industrial relations. There was no stoppage of work in November and December. The situation deteriorated somewhat in January when 21,603 man-days were lost, but this is negligible compared to 405,661 man-days lost in January last year.

The largest number of complaints about implementation of the resolution has come from the INTUC and the AITUC in West Bengal. The review has characterized these organisations' charges against employers as "exaggerated". The West Bengal Government has said that the allegations were "sweeping".

During the discussion in the Committee, Shri G.L.Nanda, admitted that complaints about breaches of the resolution were increasing. He spoke of the Government's obligation to preserve industrial peace and said it would see that there were no provocations to violate the resolution. Shri Nanda said that he was also considering the question of a tripartite review of the Industrial Truce Resolution.

(The Statesman, 15 March 1963).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - MARCH 1963.

71. Employees and Salaried Intellectual Workers.

Mysore: Dearness Allowance of Government Servants Increased.

Shri B.D. Jatti, Finance Minister of Mysore State, while presenting the State Budget to the Legislative Assembly on 1 March 1963, stated that Dearness Allowance of Government servants ranging from Rs.5 to Rs.10 has been increased effective from April 1963. He also laid down the procedure for calculating the Dearness Allowance both for those holding 1961 scales and those who had not elected 1961 scales. As there are over 150,000 Government servants, the additional Dearness Allowance referred to above will involve further extra expenditure of about ten million rupees per annum. The concession cannot be confined to them. It will have to be extended to employees in aided schools under the management of Private and Local Bodies, to employees of Local Bodies and even to those of Government Commercial Undertakings. The extra expenditure involved by the additional allowance would therefore come to about 15 million rupees per annum.

(The Deccan Herald, 2 March 1963).

92

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - MARCH 1963.

81. Employment Situation.

Review of the Work of the Directorate-General
of Employment and Training during 1962-63*.

Introduction.- At the commencement of the period 1962-63, there were 357 employment exchanges, including 16 University Employment Bureaux and 3 special employment exchanges for the physically handicapped; also, 118 Employment Information and Assistance Bureaux were functioning. The normal programme of expansion had to be slowed down for reasons of economy imposed by the emergency in the country. During the period April-December, 1962, 4 more University Employment Bureaux and one Employment exchange for the physically handicapped were set up, bringing the total number of exchanges to 362. Sanctions were also issued for 26 additional Employment Information and Assistance Bureaux.

Supply of personnel for Defence Services.- The Directorate General of Employment and Training has been maintaining close liaison with Defence authorities for organising efforts to locate and assemble various categories of personnel required for recruitment to the Armed Forces and employment in Defence establishments. Special instructions for identifying the required personnel, especially in the case of categories in short supply, and for expeditious action for their placement by relaxing procedures which may hamper speedy action have been issued to all exchanges. These activities of the employment service have been effectively co-ordinated at every stage with the activities of the Recruiting Organisation of the Defence Ministry by close contacts maintained at all-India, State and district levels. The employment service has also been actively engaged in finding trainees for the accelerated training programmes which have been initiated for augmenting the supply of technical personnel for Defence work.

* Report 1962-63 (Volume II): Ministry of Labour and Employment (Directorate-General of Employment and Training), pp. 21.

National Labour Corps.- During the present emergency, the need was felt for forming a labour force which can be engaged on military and civil works for the construction or demolition of buildings, clearing of debris, construction of roads, docks and aerodromes, loading and unloading work in factories, workshops and shipyards and rendering other similar services. The Central Government, therefore sanctioned a scheme for the formation of the National Labour Corps. The scheme has made provision for raising according to need, 10 units of 1,000 workers each.

So far, 3 units of workers have been raised and despatched to the worksites. Further units will be raised as and when additional requirements from the Ministry of Defence are received.

Employment of Technical Personnel in National Service - Defence of India Act, 1962.- Chapter V of the Defence of India Act, 1962 pertains to the employment of technical personnel in the National Service. The Act and the Rules made thereunder provide for the constitution of National Service Tribunals and Technical Personnel (Reinstatement) Tribunals. The National Service Tribunals will deal with matters relating to the relinquishment of employment, dismissal and engagement of technical personnel, and the Technical Personnel (Reinstatement) Tribunals will deal with such matters in relation to reinstatement of persons released from employment in the National Service as prescribed under the Rules.

Employment Trends.- During the period April - December 1962, there was an increase in registrations, vacancies notified, applicants submitted to employers and placements effected, as will be seen from the following statistics:-

	April-December 1961	April-December 1962
Registrations --	2,585,735	3,088,413
Vacancies notified.	556,598	629,025
Submissions --	2,050,144	2,509,369
Placements --	320,768	361,729

The monthly average number of employers using the exchanges increased to 11,791 during the period April-December, 1962 as against 10,728 in the preceding period.

The Live Register at the exchanges continued to show a rising trend as in the earlier years, primarily due to additions to the labour force. At the end of December 1962, the all-India Live Register was 2,379,530.

77

Educated applicants.- In line with the general trend of the Live Register, the number of educated applicants (matriculates and above) on the Live Register at the end of December, 1962 was 708,356 as against 590,230 at the end of December, 1961. During the period April to December, 1962 the exchanges placed 120,099 such applicants in employment which included 15,311 graduates.

Scheduled Caste/Tribes Applicants.- The number of Scheduled Caste/Tribe applicants on the Live Register of exchanges rose from 230,599 (December, 1961) to 304,699 (December, 1962). During the period under review, 34,323 Scheduled Caste and 8,343 Scheduled Tribe applicants were provided with jobs.

Women.- At the end of December, 1962, over 179,954 women applicants were seeking employment assistance through the exchanges. During the period April to December 1962, the monthly average of registrations was 24,921 and placements 3,167.

Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.- The Act makes it obligatory on the part of all employers in the public sector and those who employ 25 or more persons in the private sector (50 or more in Maharashtra) to notify their vacancies to exchanges and to render returns to them. Accordingly, employment returns are being received from nearly 40,000 establishments in the public sector and 28,000 employers in the private sector at quarterly intervals. Occupational returns from employers in the public sector were also obtained in September, 1962. There was an increase in the vacancies notified by employers in the public as well as private sectors.

Special studies in selected exchanges are continuously being made to find out the weaknesses in the implementation of the Act and to suggest remedial action. So far, these studies have been carried out in Delhi, Uttar Pradesh, Punjab, Rajasthan, Himachal Pradesh and Madhya Pradesh.

Gorakhpur Labour Organisation.- During the period from April to December 1962 the Gorakhpur Labour Depot, which was integrated with the National Employment Service in April, 1961 supplied 14,724 workers to coal and iron ore mines, lime and stone quarries, the Mineral Development Corporation in Jammu and Kashmir State, and Border Road Development Organisation. The total amount of accumulated Savings remitted to workers during the period was Rs. 11,134,557. Workers supplied from the Depot live at present in 66 Miners Hostels which are supervised by the Coal Mines Welfare Commissioner, Dhanbad advised by a tripartite committee - the Central Hostel Committee.

95

Deployment of Surplus Personnel.- Upto the end of December, 1962, out of 70,232 workers rendered surplus in various projects, 26,098 were provided with alternative employment; 39,613 left the project areas on receipt of retrenchment benefits as they did not require employment assistance; and 4,521 were awaiting employment assistance (including 1,150 who have already been selected and were awaiting posting orders).

The Special Cell set up with a view to finding suitable alternative employment for the surplus/retrrenched employees of the Central Government establishments (Department of Rehabilitation and other offices) provided employment to 339 persons during April to December, 1962. One hundred and sixteen Class III and 82 Class IV employees were awaiting employment assistance at the end of December 1962. The Special Cell has also placed in employment 198 surplus gazetted officers upto the end of December, 1962. Of these, 121 officers had been secured employment through the Special Selection Board of the U.P.S.C. set up by the Ministry of Home Affairs. Eighty-three Class II officers were now awaiting employment.

Employment Market Information.- A continuous study of the employment situation is made on the basis of data collected at quarterly intervals by the employment exchanges under the Employment Market Information Programme. Employment information is collected under this programme from (a) all establishments in the public sector and (b) private employers employing 25 or more persons engaged in various economic activities throughout the country. A detailed analysis of the employment situation is also made in selected employment market areas where employment information is collected from private employers employing 5 or more workers. At the end of the year 1962, employment market studies were in progress in 203 areas in different States. In addition, studies had been made to analyse the employment situation in Community Development Blocks where work projects for the utilisation of manpower have been located. The collection of information is generally undertaken by the Employment Information and Assistance Bureaux which are set up in Community Development Blocks.

Employment in the Public Sector.- Employment in the public sector continued its upward trend since the beginning of the Third Five Year Plan. The total number of persons employed went up from 7.04 millions at the beginning of the Third Plan to 7.66 millions at the end of September, 1962 representing an increase of 8.7 per cent. The following statement shows the growth of employment in different branches of the public sector in the country during the period.

Branch of the public sector.	No. of persons employed on		Percent increase.
	31-3-51	30-9-62	
(In Millions)			
Central Government.	2.09	2.23	6.8
State Government.	3.01	3.14	4.2
Quasi-Government.	0.77	0.92	19.52
Local Bodies.	1.17	1.37	16.6
	<u>7.04</u>	<u>7.66</u>	<u>8.7</u>

It is observed that employment went up in all activities in the public sector. Mention should be made, however, that expansion of employment was prominent in Transport and Communications and in manufacturing industries in the public sector.

Employment in the private sector.- Although comprehensive information about employment in the private sector is not available as the public sector, information collected from bigger establishments (employing 25 or more persons) indicated that despite fluctuating trends due to seasonal and other factors, employment in the private sector, compared to the beginning of Third Plan, showed an increase of 2.1 per cent. at the end of September, 1962. For a complete picture of employment situation, however, employment changes in smaller establishments as well as among the self employed persons have to be taken into consideration.

Employment in selected areas.- Areawise analysis of the employment situation since the beginning of the Third Five Year Plan has been made for 104 employment areas where employment data have been continuously collected since 1961. The index of employment in the private sector has shown a rising trend in 54 areas while the position in the remaining areas has either remained static or indicated a slight decline. To a large extent the position in these areas is fluctuating due to seasonal factors affecting manufacturing industries such as, tobacco, sugar, cotton gins, brick-kilns and also due to seasonal fluctuations in construction activity.

Manpower shortages.- Employment market reports have also revealed occupations in which employers are experiencing shortages of manpower. Shortages were generally experienced for professional and technical personnel as also for craftsmen and production process workers with the result that some vacancies could not be filled by employers. Of the vacancies unfilled at the end of September 1962 nearly 47 per cent. related to professional and technical categories and 25 per cent. related to craftsmen and production process workers. Among the professional and technical workers, shortages were reported for civil, mechanical and electrical engineers, physicians and surgeons, nurses, mechanical and electrical midwives and health visitors and secondary school teachers. Among the craftsmen and production

process workers, shortage occupations included fitter, turner, machine tool operator and electrician. Employers also reported shortages for clerical occupations such as, stenographers and typists. An enquiry into the shortages has revealed that in some cases employers require experienced personnel but the pay is not commensurate with the qualifications and experience required. In some cases, shortages are reported in occupations where the solution has to be found not so much in institutional training as through on-the-job training which employers themselves have to arrange after recruiting qualified candidates to suit their requirements.

Manpower Studies and Surveys.- A number of ad hoc manpower and surveys were conducted by the D.G.F. & T. during the period under review. Reports have been issued in respect of some of the studies, and reports are being finalised in respect of other studies such as the pattern of graduate employment, employment of matriculates, and employment status of craftsmen trained under the Craftsmen Training Scheme.

A summary below of the main findings and conclusions in the reports which have been issued is given below:

Occupational Pattern of Employees in the Public Sector in India (1960).- A study of the occupational pattern of employees in the public sector in India was undertaken for the second time, in September, 1960. Information was received from nearly 91 per cent. of the total establishments addressed representing over 87 per cent. of the total employees in the public sector. The study revealed that apart from unskilled office workers who constituted 37.4 per cent. of the total number of employees in the public sector, the next largest proportion of employees consisted of professional technical and related workers (19.7 per cent.), clerical and sales workers (15.5 per cent.), service sports and recreation workers (8.3 per cent.), and craftsmen and production process workers (7.7 per cent.). Workers in transport and communication occupations, and administrative, executive and managerial workers each constituted nearly 5.0 per cent. of the total employment in the public sector. It was observed that compared to the earlier study made in 1958, the proportion of employees has gone up slightly in the case of professional technical and related workers while the proportion has slightly declined in respect of craftsmen and production process workers. It has remained more or less static in respect of administrative, executive and managerial workers, and workers in transport and communication occupations. This report also referred to the occupational pattern of employees in certain important industries in the public sector.

Study of Educational and Technical Training Requirements for Technical Personnel in Different Manufacturing Industries. - Of the 83 industries including Textiles, heavy and light engineering, chemicals, mining, ceramics, leather, petrol refining etc., covered by field investigations, data in respect of 80 has been processed on the basis of which it is proposed to publish 39 monographs covering one or more allied industries in a single report. So far, reports on 14 industries including cotton textile, plastic, sugar, scientific instruments, glass etc., have been produced. The scope of the programme has been enlarged to cover supervisory personnel in addition to production process workers.

Census of Central Government Employees. - The Census of Central Government employees is being conducted annually as on 31 March of each year. The first report relating to 1960 was issued, and the report for 1961 will be released soon. According to the 1960 Census, the total number of Central Government employees as on 31 March, 1960 was 2,025 millions. Of the 1,846 millions of regular employees, 79.6 per cent. were drawing a basic pay of less than Rs. 101 per month, 17.2 per cent were in the pay range of Rs. 101 - 250 and the remaining 3.2 per cent. were in receipt of a basic pay of Rs. 251 and above.

Occupational Research and Analysis. - Under this scheme, progress was made in the preparation of detailed definitions of occupations to replace the brief ones already published. The work of revising old definitions and study of a number of new occupations was also carried out. During the period under review, 351 occupations were studied and finalised.

All-India Handbook on Training Facilities. - The volume containing information regarding institutional training facilities in Assam, Delhi, Gujarat, Himachal Pradesh, Jammu and Kashmir, Maharashtra, Orissa and Uttar Pradesh was published.

Career Pamphlets. - Eight new Career Pamphlets were published in English bringing the total number of pamphlets so far published to 100. Also, 19 pamphlets were prepared in Hindi in addition to 75 already published. Arrangements for publication of selected pamphlets in Regional languages have been made by the State Directors of Employment.

Vocational Guidance and Employment Counselling. - By December, 1962, Vocational Guidance sections had been set up at 110 exchanges. In order to co-ordinate the activities of the Vocational Guidance sections at the exchanges in each State, State Vocational Guidance units had been set up in 9 States. The following figures summarise the activities of the Vocational Guidance Sections at the employment exchanges during the period April - December, 1962.

99

No. of applicants guided in group. ..	328,076
No. of applicants who were given occupational information individually. ..	109,002
No. of applicants guided individually at the Employment Exchanges. ..	15,706

Collaboration with the guidance services of educational authorities is achieved through the Central Coordination Committee on Vocational Guidance which consists of representatives of Ministries of Labour and Employment, Education, Defence and Planning Commission. During the period under review, two meetings of the Central Coordination Committee were held at the D.G.E. & T. Similar Coordination at the State and District levels is also achieved through the State and District Committees formed in most of the States and in some districts.

The Directorate General has also been engaged in research on three projects of aptitude test construction required for selection and guidance programmes at the employment exchanges.

Staff Training.- The syllabus of the Employment Officers Training Course was revised. The revised syllabus not only includes employment exchange procedure and policy, but also equips the Employment Officers with basic knowledge of the Employment Market Information, Vocational Guidance and Occupational Information programmes. Two training courses based on this revised scheme were held, one at Jabalpur for 28 Employment Officers of Madhya Pradesh and the other at Madras for 15 Employment Officers of Kerala, Madras and Mysore States. Besides these two courses, the Employment Officer of the recently opened employment exchange in Panjim (Goa) was given an intensive course of training at D.G.E. & T. and at the employment exchanges, Delhi and Meerut.

A training course in Vocational Guidance for 45 Employment Officers, a Refresher Seminar for 17 Vocational Guidance Officers and an orientation course in Vocational Guidance for 30 Employment Officers were held. A Refresher Seminar in Occupational Research and Analysis was held for 7 officers. A seminar of 15 State E.M.I. Officers was also held during the period under report.

Working Group on Employment Service.- The Sixth Meeting of the Working Group on Employment Service was held in September, 1962. At this meeting matters relating to employment exchange procedure and the development programmes of the service were discussed, and a number of important decisions were taken.

Simplification and revision of Employment Exchange Procedures.- A number of changes in exchange procedures was introduced during the period under review. Some of the important changes made are stated below.

With a view to creating greater confidence and goodwill on the part of job seekers, the registration procedure was revised according to which the applicants other than mazdoors and at the exchange are personally interviewed by the Employment Officer in the first instance.

For the registration of unskilled categories of workers (Mazdoors) a simplified procedure which helps to considerably reduce the registration time has been introduced.

The procedure for classification of registrants and selection for submission has been revised with a view to making a wider field of employment opportunities available to employment seekers and offering a wider choice of candidates to employers.

The procedure for renewal of registration has been revised making it easier for applicants to renew their registrations and for Exchanges to maintain the records. The period of renewal has also been extended from two to three months.

Evaluation of Employment Exchanges.- Evaluation of Employment Exchanges in West Bengal, Gujarat, Punjab, Bihar and Maharashtra was conducted by the D.G.E. & T. After the evaluation, a Seminar was held in each State to discuss findings with the officers in the State. The need for modification and simplification of certain procedures relating to registration and classification of applicants, maintenance of records regarding vacancies notified, collection of employment market information and rationalisation of statistical returns was felt as a result of these evaluations. These points were brought up at the sixth meeting of the Working Group on Employment Service and necessary changes in the ~~procedures~~ procedures were introduced.

Training Schemes: Craftsmen Training Schemes (Regular).- During the period under report 52 new Industrial Training Institutes were opened and 10,202 additional seats introduced. This brings the total number of Industrial Training Institutes to 220 and seating capacity to 61,018 as on 31 December 1982.

Standardisation and improvements.- During the period under review a number of steps were taken towards raising the quality of training and ensuring uniformity of standards. A few of the important ones are given below:

1. Training Grant.- To improve the qualitative content of training given at the Industrial Training Institutes by providing more practical exercises to the trainees it has been decided on the recommendation of the National Council for training in Vocational Trades that at least 30 hours out of 42 working hours in a week should be devoted by the trainees to practical work. For this purpose, the amount of training grant has also been increased from Rs.9/- p.m. to Rs. 19/- p.m. per trainee in respect of all engineering trades. This will take effect from 1 April 1963.

2. Manuals for training.- For bringing about uniformity in various matters connected with the craftsmen training scheme a Manual containing the instructions issued from time to time by the Central Government has been prepared.

3. Inspections.- Inspection of Industrial Training Institutes and Centres both at State and Central level were intensified during the course of the year. At the end of the inspection by the Officers of D.G.E. & T., seminars were held in different States. Discussions at these seminars were found to be very useful and provided good opportunity to the State Governments to take necessary steps for removing the shortcomings noticed in the training centres during inspections thereby improving the standards of training.

Accelerated Training Programme for Training of Craftsmen.- Under this programme training has been organised in 19 selected engineering trades to commence from 1 February 1963. Training is being arranged at the Industrial Training Institutes/Centres in different States by starting third shift and also at other technical schools, Polytechnics, engineering colleges, etc., where facilities are available. The duration of the training in most of these trades is six months and in others 3 months. All trainees who are willing to be enrolled as combatants on completion of training are given a stipend of Rs.25/- p.m. and if they are posted for training to institutes outside their home State they get a stipend of Rs.40/- p.m. besides free hostel accommodation. In addition to training in the 19 engineering trades, short-term courses have been organised for the training of motor drivers in the public and private transport undertakings. Similar facilities available in the Railways, police establishments, etc., have

102

been utilized for the training of wireless operators. Special courses have been started for the training of radio mechanics.

Training of Craft Instructors.- The need for making available efficient craft instructors has assumed greater urgency on account of nation's need for increasing the supply of craftsmen. In the beginning of the year there were three Central Training Institutes at Calcutta, Kanpur and Aundh. The Central Training Institute for Instructors which was temporarily established at Aundh (Poona), pending construction of buildings at Bombay, was shifted to its own buildings at Bombay and the first session started there in July 1962. Another Central Training Institute was started during the year under review at Madras from November 1962. In order to meet the urgent demand for trained craftsmen required by the Defence Services and industries engaged in work of national importance due to emergency, it was decided to establish the Central Training Institutes at Hyderabad and Ludhiana from January 1963 itself instead of from May 1964 as was scheduled originally. These have since started functioning. There are now seven Central Training Institutes at Calcutta, Kanpur, Bombay, Madras, Hyderabad and Ludhiana, including the Central Training Institute for Women at New Delhi.

During 1962-63 (upto 30 December 1962) 483 Instructor trainees passed out, bringing the total number of instructors passed out so far to 5,117.

Apprenticeship Training.- The Apprentices Act, 1961 which was passed for the purpose of regulating and controlling the training of apprentices in different establishments has been made applicable to a number of engineering industries. It will be extended to other industries by stages.

The newly constituted Central Apprenticeship Council held its inaugural meeting in August 1962. In consultation with the Council, the Central Government have laid down rules for designating trades, prescribing minimum educational qualifications, standard of fitness, period of training, stipend to apprentices, hours of work, maintenance of records and returns and the ratio of apprentices to workers other than unskilled in different industries. The syllabuses for 14 basic engineering trades in the machine shop, foundry, metal working and building trade groups which had been designated under the Act were prepared in consultation with technical experts, and syllabi for 9 more engineering trades to be designated for full term apprenticeship are being finalised.

Further study groups have been constituted to extend the scope of the Act to other fields such as the chemical, textile, coal mining, and printing industries. These groups will assist in determining the apprenticeable trades in these industries and drawing up the syllabi. The State Governments have already taken steps to set up the State Apprenticeship Councils. These have started functioning.

During April, 1962 a special meeting of the State representatives responsible for training schemes was held at Calcutta. Various implications of the Apprentices Act were discussed in the meeting and steps to be taken to implement the Act were finalised. This meeting also provided a good opportunity to the State Directors to study the working of the different sections of the Institute. This meeting was followed by another meeting of the State Apprenticeship Advisers which was held in New Delhi in August 1962. The training of apprentices under the Act commenced from the 1 January, 1963.

Part-time Classes for Industrial Workers.- During the period under review, 1,050 additional seats were sanctioned under this scheme bringing the total sanctioned seats to 4,887. It is proposed to raise this number to 11,292 by the end of Third Plan.

Training of Principals and Inspecting Officers.-This scheme envisages the holding of the re-fresher courses in which lectures on various matters connected with administration, accounts and other technical matters are delivered by experts. Written tests are conducted at the end of such courses to ensure that the officers attending the courses took the required interest in the lectures. The last course was held at the Central Training Institute for Instructors at Calcutta in April 1962 which was attended by 17 Officers thus bringing the total number of officers trained so far to 118.

Trade Tests.- The following all India trade tests under the aegis of the National Council for training in vocational trades were conducted under the Craftsmen Training Scheme and Craft Instructors Training Schemes during the year 1962:-

Craftsmen Training Schemes.	No. of centres where trade tests were conducted.	No. of Trainees appeared.
1. Trade Test in Engineering trades in January, 1962.	170	22,700
2. Trade Test in non-Engineering trades held in July, 1962.	43	2,700
3. Trade Test in Engineering trades held in October, 1962.	167	23,600

Craft Instructors Training Scheme

1. Final Examination held in June, 1962..	4	549
2. Final Examination held in December, 1962.	4	774

Foreign aid and Technical Assistance received and Rendered.- Under the U.S. Aid Programme, 7 Officers of the National Employment Service received training abroad for a period of six months. Of these 3 were trained in Employment Marketing Information and one each in Occupational Research, Vocational Guidance, Vocational Rehabilitation, and Placement of Highly Qualified. Four Senior Officers of the Employment Service who had been assigned as ILO experts to Iraq, Afghanistan, Sudan and Ghana continued to assist those Governments during the year under report. Two Officers deputed by the Government of Thailand under an ILO fellowship were given training for about three months at the Directorate General of Employment and Training and at selected exchanges in the States in Employment Service Organisation with special reference to Employment Market Information.

The Directorate General of Employment and Training has accepted the nomination of an I.L.O. fellow from Sudan and an officer from Malaya under the Colombo Plan for training in Employment Service work. The arrival of the trainees is awaited.

Assistance from U.S. Special Fund.- Central Training Institute, Calcutta.- Out of the 14 experts which the U.N. Special Fund have agreed to provide, 12 have already arrived. All the equipment for this Institute has also been received.

Central Training Institute, Kanpur.- Out of 9 experts, 8 including the Chief Expert have arrived. A substantial quantity of equipment from out of a total allocation of \$ 292,000 provided for this Institute has already arrived.

Central Training Institute, Madras.- According to the plan of operation for assistance to this Institute, the I.L.O. will provide the services of 9 experts and equipment worth \$ 292,000. The Chief Expert and 5 other expert-instructors have already arrived. The equipment has also started arriving.

In addition, the Governing Council of the U.N. Special Fund have approved similar assistance for the establishment of the Central Training Institute for Instructors at Hyderabad and Ludhiana. The plan of operation in respect of these two Institutes are under negotiation with the I.L.O. and the Special Fund.

For rendering expert assistance at a national level in general vocational training, apprenticeship training and aptitude testing as provided in the plan of operation, the senior I.L.O. Adviser and 4 experts in apprenticeship training have already arrived during the year.

Assistance from the U.S.Aid.- Central Training Institute, Bombay.- According to the agreement for supply of a team of 9 experts and equipment worth \$ 345,659 for the establishment of this Institute under U.S.Aid Mission to India, the Chief Adviser and 6 other grade instructors have already arrived. The U.S.Aid have also nominated 5 more experts and their arrival is awaited. A substantial quantity of equipment has already arrived.

Assistance from I.L.O.- Services of one expert in vocational training were obtained for a period of 3 months to assist in installation of equipment and machinery supplied by the U.S.S.R. under the I.L.O's Expanded Programme for Technical Assistance.

Technical Assistance rendered by G.G.E. & T. to other countries.- Under the Technical Co-operation Scheme of the Colombo Plan, the Directorate General of Employment and Training accepted 4 nominees of the Government of Nepal for a full course of training in the electrician trade at the Industrial Training Institute at Delhi from November, 1962.

92. Legislation.

India - March 1963.

Employees' Provident Funds Scheme extended
to Confectionery Industry.

In exercise of the powers conferred by the Employees' Provident Funds Act, 1952 (19 of 1952), the Government of India has made the following Scheme further to amend the Employees' Provident Funds Scheme, 1952, namely:-

1. This Scheme may be called the Employees' Provident Funds (Fifth Amendment) Scheme, 1963.

2. In the Employees' Provident Funds Scheme, 1952, in clause (b) of sub-paragraph (3) of paragraph 1, sub-clause (xxix) shall be renumbered as sub-clause (xxx) thereof and the following shall be inserted as sub-clause (xxix), namely:-

"(xxix) as respects the confectionery industry come into force on 31 March, 1963".

(Notification GSR 504 dated 18 March 1963, the Gazette of India, Part II, Sec. 3, sub-sec. (1), 23 March 1963, page 531).

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

In exercise of the powers conferred by the Employees' State Insurance Act, 1948, the Central Government has appointed 31 March 1963, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapters V and VI (except sub-section (1) of section 76 and section 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 Dehradun, Mathura, Hapur and Harangaon in the State of Uttar Pradesh, namely:-

I. Dehradun:

- (i) The areas within the Municipal Board, Dehradun.
- (ii) The areas within the Cantonment Board, Dehradun.
- (iii) Villages Udaiwala Karanpur, Chukwala, Mohebiawala, Kiranjanpur, Dehradun, Ranghaiwala, Karanpurkhas, Dehradun, and Kaulagarh in Pargana, Tehsil and District Dehradun.

II. Mathura:

- (i) The areas within the Municipal Board, Mathura.
- (ii) The areas within the Cantonment Board, Mathura.
- (iii) Village Ahilyaganj in Pargana, Tehsil and District, Mathura.

III. Hapur:

- (i) The areas within the Municipal Board, Hapur, Pargana and Tehsil Hapur, District Meerut.
- (ii) The areas within the Municipal Board, Hapur, Pargana Sarwa, Tehsil Hapur, District Meerut.
- (iii) Village Hapur Shivgarhi in Pargana and Tehsil Hapur, District Meerut.

IV. Dharangaon:

Village Harangaon in Pargana and Tehsil Firozabad, District Agra.

(Notification SO 916 dated 22 March 1963, the Gazette of India, Part II, Sec. 3, sub-sec. (1), 30 March 1963, pp. 1015-1016).

Mysore: Employees' State Insurance Scheme extended
to Certain Areas in the State.

In exercise of the powers conferred by the Employees' State Insurance Act, 1948, the Central Government has appointed 31 March 1963, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of Belgaum in the State of Mysore, namely:-

The areas covered by the Municipal limits of Belgaum and inclusive of the following areas in and around the Municipal limits of Belgaum, namely:-

- (1) City Survey limits.
- (2) Mazagaon area, including Survey No. 691/2.
- (3) Cantonment Area.
- (4) Khasbag, Survey Nos. 80, 76, 46.
- (5) Angol, Survey No. 733.
- (6) Survey Nos. 899, 10, 892, 1409, 568, 897 and 1381.

(Notification SO 918 dated 26 March 1963, the Gazette of India, Part II, Sec. 3, sub-sec. (ii), 30 March 1963, pp. 1016-1017).

Madras: Employees' State Insurance Scheme
extended to Certain Areas in the State.

In exercise of the powers conferred by the Employees' State Insurance Act, 1948, the Central Government has appointed 31 March, 1963, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Madras, namely:-

I. The areas within the limits of revenue villages of:-

- (a) Cheruvanki;
- (b) Gudiyatham;
- (c) Pichanur;
- (d) Kendasamudram;
- (e) Chadukkarai;
- (f) Mellorapets;
- (g) Udayendra; in Guidyatham taluk, North Arcot District.

II. The areas within the limits of the revenue villages of:-

- (a) Kottaipatti;
- (b) Allampatti; and
- (c) Kooraikundu; in Virudhunagar Sub-Taluk, in Ramanathapuram District.

III. The areas comprised within the revenue village of Soolaikarai in Aruppukottai taluk, in Ramanathapuram District.

(Notification No. SO 863 dated 19 March 1963, the Gazette of India, Part II, Sec. 3, sub-sec. (1), 25 March 1963, page 954).

Bihar: Employees' State Insurance Scheme extended to Certain Areas in the State.

In exercise of the powers conferred by the Employees' State Insurance Act, 1948, the Central Government has appointed 31 March 1963, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of Gaya, Muzaffarpur and Mokameh, in the State of Bihar, namely:-

I. Gaya; the areas within the Municipal Limits of Gaya and the following revenue villages:-

<u>Name of revenue village</u>	<u>Name of revenue thana</u>
(a) Pihani	Mofussil Gaya
(b) Abgilla	Mofussil Gaya
(c) Gero	Mofussil Gaya

II. Muzaffarpur; The areas within the Municipal limits of Muzaffarpur.

III. Mokameh; The areas within the limits of Mokameh Notified Area Committee and the following revenue villages of:-

<u>Name of revenue village</u>	<u>Name of revenue thana</u>
(a) Murarpur	Mokameh
(b) Daripur	Mokameh
(c) Dharampur	Mokameh
(d) Hathidah	Mokameh.

(Notification SO 864 dated 19 March 1963, the Gazette of India, Part II, Sec. 3, sub-sec. (ii), 23 March 1963, page 954)

111

93. Application.

India - March 1963.

Madras: Annual Report on the Working of the
Workmen's Compensation Act, 1923, for the Year
1961*.

Summary of proceedings.- According to the Report on the working of the Workmen's Compensation Act, 1923, in the State of Madras for the year 1961, there were 235 cases pending at the commencement of the year 1961. Five hundred and eighty cases were filed and ten cases were received from the Commissioners of other States for disposal during the year. Of these, 825 cases, 599 cases were disposed of during the year. Of the remaining 227 cases, 47 were pending for over six months, and 54 cases have been since disposed of.

Details of proceedings.- (1) Award of Compensation under Section 10.- There were 148 cases pending at the commencement of the year. Sixty-two cases relating to death, 76 cases relating to permanent disablement and 8 resulting to temporary disablement were filed during the year. Of these 294 cases, 177 were disposed of during the year. Thirty-two of the 117 pending cases have since been disposed of.

(2) Distribution of compensation under Section 8(1).- Fifty-nine cases were pending on 1 January 1961. One hundred and forty-nine cases were filed during the year and ten cases were transferred by other Commissioners for disposal under section 21(2). Of these 218 cases, 131 cases were disposed of during the year.

* Report on the Working of the Workmen's Compensation Act in the State of Madras for the Year 1961: Government of Madras, 1962, price 50nP, pp.9.

112

The compensation deposited was distributed to the dependants of the deceased workmen in 121 cases, refunded to the depositor in two cases and transferred to the Commissioner of other States 8 cases. Of the 87 pending cases 22 cases have since been disposed of.

(3) Deposit in favour of women and persons under a legal disability.- Nine cases were pending at the beginning of the year. Eighteen cases were filed during the year. Of the 27 cases 18 were disposed of during the year.

(4) Deposit under section 8(2).- One case was pending at the commencement of the year and 29 cases were filed during the year. Of these 30 cases, the compensation deposited was distributed to the injured workmen in 28 cases. Two cases were pending at the end of the year.

(5) Application for indemnification under section 12(2).- One case was pending at the commencement of the year. Eleven cases were filed during the year. Of the twelve cases, nine were disposed of during the year.

(6) Registration of agreement under section 28.- Fifteen agreements were pending registration at the beginning of the year. One hundred and ninety-eight agreements relating to permanent disablement and forty-three relating to temporary disablement were filed during the year. Two hundred and forty-seven agreements were registered during the year and one agreement was refused to be registered for inadequacy of the amount. Seven agreements relating to permanent disablement and one relating to temporary disablement were pending at the close of the year.

The total amount of compensation paid in respect of the 200 agreements relating to permanent disablement registered during the year was Rs. 158,216.93nP.

(7) Recovery under section 31.- Two cases were pending at the commencement of the year. One case was disposed of during the year. In addition, there were five cases in which the Commissioner himself took action for recovery under section 31 of the Act. Recovery was ordered in four cases. Amount was collected in three cases.

(8) Inquiry under the Workmen's Compensation (Transfer of Money) Rules, 1935.- Four cases were pending on 1 January 1961. Twenty-two cases were received during the year. Inquiries were completed in 21 cases. The total number of cases in which the money was transferred to this court for disposal during the year was twenty-four and the total amount so transferred was Rs. 116,462.77nP.

(9) Return under section 16.- Returns were called for from 7,213 factories and establishments and were received from 4,284 factories and establishments. Forty cases of death, 33 resulting in permanent disablement and 1,949 resulting in temporary disablement were reported in these returns as against 53 cases of death, 87 accidents resulting in permanent disablement and 8,726 resulting in temporary disablement reported during the previous year. The total amount of compensation paid during the year was Rs. 124,762.00nP. for death, Rs. 57,057.86nP. for permanent disablement and Rs. 111,021.21nP. for temporary disablement, the figures for the previous year being Rs. 99,790 for death, Rs. 38,603.97nP. for permanent disablement and Rs. 96,739.38nP. for temporary disablement.

(10) Reference under section 19.- Fifty-seven references were received from employers for the Commissioner's opinion as to their liability to pay compensation under the Act. All the references were answered.

(11) Accidents reported.- Two hundred and four reports and petitions were pending at the beginning of the year. Three hundred and two reports and petitions, compensation was awarded or paid in were received during the year. Of these 506 reports and petitions, compensation was awarded or paid in 162 cases, 8 cases were transferred to other Commissioners, for disposal, the amount deposited was refunded to the employers in two cases for want of dependents, no compensation was found payable in 19 cases, and 168 cases were lodged. Of the remaining 147 pending cases, 30 have since been disposed of.

(12) Accidents reported - Non-fatal.- Two hundred and three reports and petitions were pending at the beginning of the year. One thousand four hundred and fifty-six reports and 358 applications from injured workmen were received during the year. Of these 2,017 cases, compensation was awarded or paid in 91 cases and no compensation was found payable in 72 cases. One thousand seven hundred and eighty-six cases were lodged as the injuries sustained by the workers concerned were minor. Twenty-four of the remaining 68 cases have since been disposed of.

(13) Personal Deposit Accounts.- The total amount of compensation deposited with this court during the year was Rs. 253,935.18nP. as against Rs. 284,255.90nP. deposited during the previous year.

The compensation allotted to women and persons under a legal disability was as usual invested on their behalf in the Post Office Savings Bank for payment to them in instalments. There were 576 Post Office Savings Bank accounts at the commencement of the year, 142 were opened and 116 accounts were closed during the year. The total value of the securities held by the Commissioner in respect of the 602 accounts remaining open at the close of the year was Rs. 695,796.53nP. The total value of the other securities held by the Commissioner, i.e., National Savings Certificates, Ten-Year Treasury Savings Deposit Certificates and 3 per cent. Conversion Loans of 1946 Treasury deposit was Rs. 15,760.00nP. Of the 116 accounts closed during the year, 58 were for investment of the amounts in immovable properties. The total amount so invested was Rs. 85,256.65nP.

The accounts for the years 1960 have been audited. The accounts for 1961 have not yet been taken up for audit.

(14) Appeals.- There were three appeals pending in the High Court of Judicature at Madras at the beginning of the year. Four cases were taken up on appeal to the High Courts during the year. All the seven appeals are pending disposal by the High Court.

Legal Assistance at State cost.- The Government sanctioned an expenditure not exceeding Rs. 1,000 towards legal assistance to poor and deserving workmen claiming compensation under the Workmen's Compensation Act. Two injured workmen and dependants of five deceased workmen availed legal assistance at State cost during the year.

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - MARCH 1963.

112. Legislation, Regulations, Official Safety and Health Codes.

National Mines Safety Council set up.

A Resolution dated 2 February 1963 of the Ministry of Labour and Employment, Government of India, says that the Committee on Mines Safety Education and Propaganda, set up in pursuance of a recommendation of the Conference on Safety in Mines held in 1959, recommended that a National Mine Safety Council, composed of representatives of mine owners, workers, mine managers and supervisory staff should be set up for promoting safety education and propaganda in mines. The Government of India has given careful consideration to the recommendation and has decided that a Council be set up on the lines recommended by the Committee.

The Chairman of the Council shall be the Chief Inspector of Mines, Dhanbad. The Council, in addition, will have 16 members one each to be nominated by the following organisations:-

- 1) Indian Mining Association.
- 2) Indian Mining Federation.
- 3) Indian Colliery Owners Association.
- 4) The Madhya Pradesh and Vidarbha Mining Association.
- 5) National Coal Development Corporation.
- 6) The National Coal Association of Colliery Managers.
- 7) Indian Mine Managers' Association.
- 8) Hind Mazdoor Sabha.
- 9) Indian National Trade Union Congress.
- 10) United Trade Union Congress.
- 11) All India Trade Union Congress.
- 12) Indian National Mines Overman, Sirdar and Shotfirers' Association.
- 13) Indian National Mining Staff Association.
- 14) Ministry of Scientific Research and Cultural Affairs (Council of Scientific and Industrial Research).
- 15) Ministry of Mines and Fuel.
- 16) Coal Mines Labour Welfare Fund.

The Council will be a body corporate registered as a society under the Societies Registration Act, 1860 (XXI of 1860). The Council will be assisted by the necessary administrative and technical staff that may be appointed under the rules and regulations of the Council. The salary and allowances of the staff and other expenditure of the Council will be borne by the Council from its funds, derived from the Welfare Funds, set up under the Mica Mines Labour Welfare Fund Act, 1946 and the Coal Mines Labour Welfare Fund Act, 1947, for financing measures and activities for promoting the welfare of labour employed in the mica mining and coal mining industry.

In keeping with its objective to promote safety education and propaganda, the functions of the Council would be:-

- (1) (a) to guide the Pit Safety Committees and officials' Safety Meetings in their work of promotion of safety;
- (b) to provide guidance in organising safety campaigns and holding safety weeks etc.;
- (2) (a) to assist in safety education of workmen by preparing and distributing model lectures;
- (b) to arrange Accident Prevention Classes (including refresher classes) for mine officials and to arrange for their visits to other mines;
- (c) to arrange special courses of safety lectures for managerial staff;
- (3) to prepare and distribute, for use in mines,
 - (a) Safety posters;
 - (b) Safety Signs;
 - (c) Safety Pamphlets and Tracts etc.;
- (4) (a) to prepare, for use in mines, Safety Films and Slides, etc.;
- (b) to maintain a Library of Safety Films and Slides, safety Tracts and Safety Posters, etc.;
- (5) to issue a periodical safety Bulletin;
- (6) to hold safety seminars and conferences at periodic intervals;

- (7) (a) to arrange for an Annual Mines Safety Poster Competition;
- (b) to award prizes for suggestions for improving safety;
- (8) (a) to promote first aid training in mining areas;
- (b) to arrange for an Annual Mine First-Aid Competition on Area, Regional and National levels;
- (9) to grant safety wards to -
 - (a) individual workers;
 - (b) supervisory officials;
 - (c) mine managements;
- (10) to make recommendations to Government for rewarding acts of bravery in saving life in mines;
- (11) generally to promote safety in mines through education and propaganda and, for this purpose, to enlist assistance and co-operation of other bodies and associations, etc.; and
- (12) to recommend to Government measures as may be necessary from time to time to promote safety in the light of experience gained.

(The Gazette of India, Part I, Sec. 1,
9 February 1963, page 79)

BIBLIOGRAPHY.INDIA - MARCH 1963.CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

- * "Administration Report 1961", Madras State; Government of Madras 1963; Printed by the Controller of Stationery and Printing, Madras, on behalf of the Government of Madras, 1963. Price Rs.10. pp. 341.

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

- * (a) "Report - November 1961 to December 1962"; Presented by Shri Kanti Mehta, General Secretary at the Eighth Annual Conference, held at Newrozabad(M.P.); 3 February 1963; Indian National Mineworkers' Federation. pp. 20.
- * (b) "Presidential Address of Shri Michael John"; At the Eighth Annual Conference held at Newrozabad(M.P.), 3 February 1963; Indian National Mineworkers' Federation. pp.9.
- * (c) "Resolutions"; Adopted at the Eighth Annual Session held at Newrozabad(M.P.); 3 February 1963; Indian National Mineworkers' Federation. pp.5.

CHAPTER 3. ECONOMIC QUESTIONS.

- * (a) "Budget of the Railway Revenues and Expenditure of the Central Government for 1963-64"; S. Jaganathan, Financial Commissioner for Railways; Ministry of Railways; 19-2-1963. pp.7.
- * (b) "Speech of Sardar Swaran Singh Introducing the Railway Budget for 1963-64 on 19-2-1963"; Government of India; Ministry of Railways. pp.37.
- * (c) "The Demands for Grants for Expenditure of the Central Government on Railways for 1963-64;" (The Recommendation of the President required by Article 113(3) of the Constitution of India has been obtained); Printed in India by the General Manager, Government of India Press, New Delhi. pp.156.

* publications received in this Office.

CHAPTER 3. ECONOMIC QUESTIONS (CONTINUED):-

- *(d) "Explanatory Memorandum on the Railway Budget of the Government of India 1963-64"; Printed by the General Manager, Government of India Press, New Delhi, 1963, pp. 99.
- *(e) "Works, Machinery and Rolling Stock Programmes of Railways for 1963-64"; Part I -(Summary); Printed in India by the General Manager, Government of India Press, New Delhi, 1963. pp. 139.
- *(f) "Works, Machinery and Rolling Stock Programmes of Railways for 1963-64"; Part II-(Detailed Programmes); Printed in India, by the General Manager, Government of India Press, New Delhi, 1963. pp. 758.
- *(g) "An Economic Classification of the State Government Budget 1962-63"; Government of Madhya Pradesh; Directorate of Economics and Statistics, Madhya Pradesh. pp. 28.
- *(h) "Economic Survey of Madhya Pradesh 1962-63"; Directorate of Economics and Statistics, Madhya Pradesh; Bhopal, 1963; Printed by Offset at Government Central Press (Bairagarh) Bhopal, M.P.; pp. 72. (Revised).
- *(i) "Madhya Pradesh Budget in Brief 1963-64"; Directorate of Economics and Statistics, M.P.; Printed by Offset at Government Central Press (Bairagarh) Bhopal, M.P. pp. 46.

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

- *(a) "Administration Report of the Cooperative Department for the year 1959-60"; Agriculture (Cooperative) Department, Government of Kerala, 1962; Printed by the S.G.P. Press, at the Government Press, Ernakulam, 1962, pp. 64.
- *(b) "Administration Report of the Cooperative Department for the Year 1960-61"; The Government of Kerala, 1962; Printed by the S.G.P. at the Government Press, Ernakulam, 1962. pp. 74.
- *(c) "Tea Surveys - Results of Sample Surveys conducted by the Tea Board during 1961"; Tea Board of India; December 1962; Issued by the Statistics Branch (Sample Survey Wing); Price Rs. 4.00, pp. 48.
- *(d) "Report of the Study Group on the Welfare of the Weaker Sections of the Village Community - Volume I"; Ministry of Community Development and Cooperation; Government of India, New Delhi, October 1961; Price Rs. 0.65 nP. pp. 70.

* Publications received in this Office.

CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY (CONTINUED):-

- *(e) "Administration Report for 1961-62": Madras Port Trust, Madras-1. pp. 81.
- *(f) "Jawaharlal Nehru on Cooperation": Issued on behalf of Ministry of Community Development, Panchayati Raj and Cooperation, Government of India: Publications Division, Ministry of Information and Broadcasting, Government of India, New Delhi. pp.68.
- *(g) "Consumers' Cooperatives": Government of India: Ministry of Community Development, Panchayati Raj and Cooperation (Department of Cooperation): pp.12.
- *(h) "Role of Cooperatives in National Emergency": Government of India: Ministry of Cooper Community Development, Panchayati Raj and Cooperation (Department of Cooperation): pp.8.
- *(i) "Community Development in Peace and in Crisis - S.K.Dey": Government of India: Ministry of Community Development, Panchayati Raj and Cooperation (Department of Cooperation).
- *(j) "Village Volunteer Force": Government of India: Ministry of Community Development, Panchayati Raj and Cooperation: (Department of Cooperation): December 1962. pp.14.
- *(k) "Our Cooperative Education Programme": Government of India: Ministry of Community Development, Panchayati Raj, and Cooperation: (Department of Cooperation): 1962. pp.13.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- *(a) "Annual Administration Report of the Public Works Department in the State of Bombay for the Year 1956-57": (With a Detailed review of the Civil Works); Part II: Government of Maharashtra: Buildings and Communications Department: Printed by the Manager, Government Press, and Book Depot, Nagpur and Published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4, 1962. Price Rs.1.35 NP. pp.129.
- *(b) "Administration Report of the Public Works Department in the State of Bombay for the Year 1957-58": (With a detailed Review of the Civil Works); Part II: Government of Maharashtra: Printed in India by the Manager, Government Press and Book Depot, Nagpur and published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4, 1962. Price Rs.1.10 NP. pp.105.
- *(c) "Administration Report of the Public Works Department for the Year 1958-59": Part I: Government of Maharashtra: Printed in India by the Manager, Government Press and Book Depot and Published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4, 1962: Price Rs.0.65 NP. pp.65.

* Publications received in this Office.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS (CONTINUED):-

- *(d) "Annual Administration Report of the Public Works Department in the State of Bombay for the Year 1958-59", (With a Detailed Review of Civil Works), Part II; Printed in India by the Manager, Government Press and Book Depot, Nagpur and published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4, 1962; Government of Maharashtra; Building and Communications Department; Price Rs.1.05nP. pp.117.
- *(e) "Report 1962-63", (Volume II); Ministry of Labour and Employment (Directorate General of Employment and Training); pp.21.
- *(f) "Report 1962-63"; (Volume I); Ministry of Labour and Employment; Government of India; pp.57.

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

- * "Administration Report of the Harijan Welfare Department for 1960-61"; Government of Madras 1963; Printed by the Controller of Stationery and Printing, Madras, on behalf of the Government of Madras, 1963; Price Rs.3.45nP. pp.144.

CHAPTER 9. SOCIAL SECURITY.

- *(a) "Report on the Working of the Workmen's Compensation Act (VIII of 1923) in Uttar Pradesh for the Year 1960"; Allahabad; Superintendent, Printing and Stationery, U.P., 1962; Price Rs.1.00. pp.27.
- *(b) "Report on the Working of the Year-Workmen's Compensation Act in the State of Madras for the Year 1961"; Government of Madras 1962; Printed by the Controller of Stationery and Printing, Madras on behalf of the Government of Madras, 1962. Price 50nP. pp. 8.

'L'

* Publications received in this Office.