

COPY NO. 1

INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

Industrial and Labour Developments in  
July 1965.

ANNEXE  
877

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

I.L.O. REGISTRY-GENEVA

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CHAPTER 2. INTERNATIONAL AND NATIONAL  
ORGANISATIONS.

INDIA - JULY 1965.

28. Employers' Organisations.

Thirty-second Annual Meeting of the  
Employers' Federation of India, Bombay,  
16 July, 1965.

The 32nd annual meeting of the Employers' Federation of India was held at Bombay on 16 July, 1965. The meeting was presided over by Shri Naval H. Tata, President of the Federation.

Addressing the meeting Shri Tata welcomed the scheme to introduce "Payment by Results" to increase productivity in industry proposed by the Union Labour Minister. He criticised the bonus ordinance which he said would lead to more litigation than before. He said that it was difficult to understand why the ordinance had discriminated between employers and employers and workers and workers. A worker employed in a unit with 19 workers or less would not get any bonus; nor would those who were employed in insurance companies, however large they were, he said.

He pointed out that while workers in concerns with no past record of paying bonus, such as Hindustan Steel, would get less than those in the older steel companies, the price of steel would be uniformly controlled. "Such ~~social~~ discrimination is inconsistent with social Justice so ardently preached by our Government," he said.

Shri Tata deplored that though the Bonus Commission had defined bonus as a "share in the prosperity" of the concern, the Government had violated this principle by laying down that even a unit which sustained losses should pay bonus. Shri Tata also criticised the ordinance for allowing workers to claim bonus on the basis of "past practice." "If the intention of the Government was to maintain the status quo prior to the appointment of the commission in regard to the quantum of bonus then there was no need for appointing the commissioner," he said.

Shri Tata urged wage boards to take into account the capacity of industries to pay higher wages and to link wages to work-loads for achieving higher productivity per worker.

Referring to the growing in discipline in factories and offices, Shri Tata said it hampered efficient production. He felt that labour laws had made it difficult for the management to take any action against erring men. He, therefore, pleaded for a ~~modern~~ "modicum of power" for enforcing discipline and for ensuring better efficiency in factories.

(The Times of India, 17 July, 1965).

## CHAPTER 3. ECONOMIC QUESTIONS.

### 34. Economic Planning, Control and Development.

India - July 1965.

#### Rupees 30,000 Million Gap in Resources of Fourth Plan to be fully Covered: Decision of the Committee of National Development Council.

The resources Committee of National Development Council unanimously decided at its meeting held in New Delhi on 11 July 1965 that the fourth Plan resources gap of 30,000 Million Rupees should be "jointly covered by the Centre and the States". The Committee felt that this should be achieved through additional taxation, larger surpluses from public undertakings by adjustment of prices of goods and services, economies in administrative expenditure and more efficient collection of revenues. The Committee was of the view that it might be necessary for the Centre and the States to go in for supplementary budgets in the current year apart from market borrowings.

The consensus at the meeting was that the total outlay on the fourth Plan should be between 215,000 Million Rupees and 225,000 million rupees as proposed in the Plan memorandum.

The Deputy Chairman of the Planning Commission, Shri Asoka Mehta, who presided over the meeting significantly stressed that the share of the States should be substantially larger than during the current Plan period. He suggested to Chief Ministers that State Governments should raise at least 12,500 million rupees of additional resources during the fourth Plan.

The National Development Council Committee decided to set up a joint Centre-State unit to study ways and means of raising additional revenues, both from the rural and urban areas. It recognised that in raising certain taxes in the State sector concerted action will be called for at the national and zonal levels.

The Committee recommended the setting up of a high level committee to study the working of public undertakings in the public sector (both under the Centre and the States) to bring about economy in expenditure and an increase in their surpluses.

The Committee wanted early action to be initiated in formulating a price and incomes policy, consistent with the requirements of development and productive efficiency.

It was decided that agriculture, irrigation and industrial projects providing in-puts for agriculture should be accorded top priority.

The Committee emphasised the importance of obtaining quick yields from projects already undertaken and the need for enforcing a strict scheme of priorities, bearing in mind the acutely difficult foreign exchange situation.

Another important suggestion of the Committee was that there should be periodic consultations between the Union Ministry of Finance and State Governments on emoluments of Government employees and economies in administration.

(The Hindustan Times, 12 July 1965).

36. Wages.

India - July 1965.

No Rise in Real Wages in 10 Years:  
Labour Policies of Third Plan Reviewed  
by Planning Commission.

According to a Review on Labour Policies in the third ~~Plan~~ Five Year Plan, brought out by the Planning Commission's Labour and Employment Division, workers in India have not made any advance in terms of real wages in the last ten years. The review says that in a situation of rising prices workers suffer with the rest of the community, though perhaps in a smaller measure.

A significant fact in recent years, according to the review, has been that wage boards have recommended linking the dearness allowance to basic wage and also merging a part of dearness allowance in basic wage. Between 1957-58 when the first wage census was undertaken and now, the percentage of workers whose dearness allowance is related to consumer price index has shown a marked improvement. Whatever relief might have accrued to the working class as a result of these measures, it would still appear that workers have not made any real progress.

The review says that a view continues to be expressed in certain quarters that the Government's intervention in labour matters is all pervasive. It is argued that the main feature of industrial relations system is that it derives its support not on the willingness of the parties to come together but on legislation.

"In this connection it is pertinent to observe that complete freedom in settling terms and conditions of service is now considered to be undesirable in the "context of planned development", says the review."

Over the last five years, however, there has been a shift in emphasis in labour policy. The main instrument of the new and positive approach of constructive co-operation between



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the parties are the code of discipline in industry, the code of conduct, the industrial truce resolution and tripartite conferences.

The review says: "The content of this co-operation is comprehensive to avoid work stoppages and litigation, to settle points at issue through mutual negotiations, conciliation and voluntary arbitration, to encourage encourage the growth of trade unions and to make the parties eschew unfair practices and generally a mutual recognition of rights and obligations by employers and workers."

"The Government on its part would ensure due observance of these obligations and investigate breaches in the implementation of the codes, awards and agreed decisions. The basis for the code is entirely voluntary."

The review says that data for the first five years since the adoption of the code of discipline in June 1958, show an improvement in the industrial relations situation. The industrial truce resolution adopted immediately after the declaration of emergency brought about a still favourable change in the attitude of parties towards each other. A new spirit of co-operation prevailed in all section of industry. The first four months following the emergency were the most peaceful in the industrial history of India. The overall position in 1963 also was were extremely satisfactory.

This favourable trend has now been reversed for reasons for which the responsibility cannot be with the parties alone nor can it belong to the industrial relations machinery.

"There is however increasing evidence of inter and intra-union rivalry in the trade unions which means that the code of conduct has not been effective in meeting the current atmosphere of distrust in union leadership. It also indicates that unions have not been able to develop in their membership firmer loyalties. The cause for this are deeper."

(The Hindustan Times, 5 July, 1965).

7

Minimum Wage of Mica Miners fixed at  
Rs.60 per month.

The representatives of employers and workers of the mica industry in Rajasthan have agreed to accept the main recommendations of the minimum wages revision committee as a result of which the minimum wage of the mica miners will be Rs.60 per month. At present they are generally getting Rs.45 a month. Minimum wage will also be notified for various other categories of workers employed in the industry. These wages will come ~~into~~ effect from 1 August.

The agreement was reached at a meeting held on 22 July 1965, between the parties concerned and the Government representatives. Problems of the development of mica mines to achieve higher production were also discussed at the meeting.

(The Hindustan Times, 22 July, 1965).

8

Minimum Rates of Wages fixed for Employment  
in Barytes, Bauxite or Gypsum Mines.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Central Government has fixed the minimum rates of wages payable to the categories of employees employed in barytes, bauxite or gypsum mines, specified in the Schedule annexed hereto, the same having been previously published as required by clause (b) of sub-section (1) of section 5 of the said Act, and directs that this notification shall come into force on and from 16 August 1965.

SCHEDULE

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Categories of employees.	All inclusive Minimum rate of Wages.
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I. BARYTES MINES

1. Mazdoor (male).	1.75 per day
2. Mazdoor (female).	1.75 per day
3. Miner-cum-loader.	2.62 per day
4. Miner.	2.62 per day
5. Loader (Male).	2.62 per day
6. Loader (Female).	2.62 per day
7. Grader (Male).	1.75 per day
8. Grader (Female).	1.75 per day
9. Dresser.	2.62 per day
10. Chipper.	1.75 per day
11. Watchman.	1.75 per day
12. Compressor Driver.	91.00 per month.

II. BAUXITE MINES

1. Mazdoor (Male).	2.00 per day
2. Mazdoor (Female).	2.00 per day
3. Miner.	3.00 per day
4. Carpenter.	4.00 per day
5. Carpenter Helper.	3.00 per day
6. Blaster (Shot Firer).	3.00 per day
7. Tool Sharpener.	3.00 per day
8. Pump Attendant.	3.00 per day
9. Reliever.	3.00 per day
10. Fitter.	4.00 per day
11. Driller.	4.00 per day
12. Blacksmith.	4.00 per day
13. Crusher Operator.	4.00 per day
14. Crusher Operator Helper.	3.00 per day
15. Sampler.	3.00 per day
16. Compressor Driller.	3.00 per day
17. Bulldozer Khalasi.	3.00 per day
18. Watchman.	2.00 per day
19. Water Carrier.	2.00 per day

Categories of Employees.	All inclusive Minimum rate of Wages.
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20. Canteen Boy.	3.00 per day
21. Gardener.	3.00 per day
22. Picker (Male).	2.00 per day
23. Picker (Female).	2.00 per day
24. Peon.	52.00 per month
25. Sweeper.	52.00 per month
26. Driver.	104.00 per month
27. Mechanic.	104.00 per month
28. Compressor attendant.	104.00 per month
29. Power Shovel Operator.	104.00 per month
30. Tractor Operator.	104.00 per month
31. Dump Driver.	104.00 per month
32. Electrician.	104.00 per month
33. Power and Pump House Operator.	104.00 per month
34. Cleaner.	52.00 per month.

### III. GYPSUM MINES

1. Mazdoor (Male).	2.00 per day
2. Mazdoor (Female).	2.00 per day
3. Skilled Mazdoor.	4.00 per day
4. Assistant Sample Taker.	4.00 per day
5. Sample Boy.	2.00 per day
6. Picker (Male and Female).	2.00 per day
7. Helper.	3.00 per day
8. Cleaner.	2.00 per day
9. Diesel Mechanic.	4.00 per day
10. Driver.	104.00 per month
11. Watchman.	52.00 per month
12. Generator Operator.	104.00 per month
13. Wireman.	104.00 per month
14. Air Compressor Attendant.	104.00 per month
15. Mason.	104.00 per month
16. Welder.	104.00 per month
17. Sampler.	104.00 per month
18. Waterman.	52.00 per month
19. Sweeper (Male).	52.00 per month
20. Sweeper (Female).	52.00 per month
21. Peon.	52.00 per month
22. Khalasi.	78.00 per month
23. Driller.	104.00 per month
24. Shot Firer.	104.00 per month
25. Fitter.	104.00 per month
26. Checker.	78.00 per month
27. Stationary Engine Attendant.	104.00 per month
28. Pump Attendant.	104.00 per month
29. Blacksmith.	104.00 per month
30. Turner.	104.00 per month

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Categories of Employees. All inclusive Minimum  
rate of Wages.

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31. Carpenter.	104.00 per month
32. Compounder.	104.00 per month
33. Untrained Creche Attendant.	104.00 per month
34. Jojntzman.	78.00 per month
35. Dispensary Attendant.	78.00 per month
36. Telephone Attendant.	78.00 per month
37. Cook.	78.00per month.

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Note:- The all inclusive minimum daily rates of wages specified in this Schedule are inclusive of the wages for the weekly day of rest.

(Notification No.S0 1933 dated 8 June 1965, the Gazette of India, Part II, Sec.3, sub-sec.(ii), 19 June 1965, pp.2111-2112).

Orissa: Revised Minimum Rates of Wages  
fixed for Certain Scheduled Employments.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Orissa has fixed revised minimum rates of wages with effect from 15 July 1965 for employment in the following Scheduled employments.

(1) Municipalities and Notified Area Councils.-  
Revised minimum rates of wages have been fixed for ministerial employees and employees engaged in tax collection, public health, public works, education, medical and miscellaneous occupations. The wages range from 38 rupees for a peon to 215 rupees for high school headmaster.

(2) Employment in Public Motor Transport.-  
The following are the minimum rates of wages:

Categories of workers.	All inclusive minimum rates of wages.
	Rs.
(1) Station Master.	110.00 per month
(2) Assistant Station Master.	90.00 per month
(3) Traffic Inspector or Checker.	100.00 per month
(4) Senior Clerk.	98.00 per month
(5) Junior Clerk.	80.00 per month
(6) Typist.	80.00 per month
(7) Conductor.	80.00 per month
(8) Driver(driving vehicle up to 5 tons).	95.00 per month
(9) Driver(driving vehicle above 5 tons).	105.00 per month
(10) Mechanic, Grade I.	120.00 per month
Mechanic, Grade II.	85.00 per month
(11) Fitter, Grade I.	120.00 per month
Fitter, Grade II.	85.00 per month
(12) Electrician, Grade I.	120.00 per month
Electrician, Grade II.	85.00 per month
(13) Welder, Grade I.	120.00 per month
Welder, Grade II.	85.00 per month
(14) Helper (Fitter, Mechanic or Electrical).	65.00 per month
(15) Carpenter, Grade I.	120.00 per month
Carpenter, Grade II.	85.00 per month
(16) Painter, Grade I.	120.00 per month
Painter, Grade II.	85.00 per month
(17) Tyreman.	65.00 per month
(18) Watchman.	60.00 per month
(19) Cleaner.	55.00 per month
(20) Peon/Orderly Peon.	50.00 per month
(21) Sweeper.	45.00 per month
(22) Turner, Grade I.	120.00 per month
Turner, Grade II.	85.00 per month

Categories of Workers.	All inclusive minimum rates of Wages.
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Rs.

(23) Any other Category.	45.00 per month or 1.50 per day
(24) Battery Charger.	99.00 per month.

(3) Revised minimum rates of wages for employment in Road Construction or Maintenance of Roads or in building operation, and employment in stone breaking or stone crushing in the State excluding the Notified Area of Rourkela.

Category of Workers.	All inclusive minimum daily rates of wages			
	Zone A		Zone B	
	Urban	Rural	Urban	Rural

	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
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1. Mazdoor.	1.50	1.25	1.25	1.00
2. Thatcher.	1.75	1.25	1.75	1.25
3. Mason.	3.00	2.50	3.00	2.50
4. Carpenter.	3.50	3.00	3.50	3.00
5. Any other category.	1.75	1.25	1.75	1.25

PIECE RATES

(i) Earthwork-

Description of Items.	Minimum Rates			
	ZONE A		ZONE B	
	URBAN	RURAL	URBAN	RURAL

	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
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1. Earthwork for every 1,000 cft. up to 100 ft. lead and 5 ft. lift (in ordinary soil).	15.75	13.12	13.12	10.50
2. Earthwork for every 1,000 cft. up to 100 ft. lead and 5 ft. lift (in hard soil).	18.75	13.62	15.62	12.50
3. Extra lead of 100 ft. or part thereof over the initial lead.	2.87	2.87	2.87	2.87
4. Extra lift of 3 ft. or part thereof over initial lift.	1.47	1.47	1.47	1.47

Note:- Zone A comprises of the P.W.D. Divisions of Bhubaneswar, Cuttack, Balasore, Dhenkanal, Sambalpur, Mayurbhanj and Sundergarh.

Zone B comprises of the P.W.D. Divisions of Koraput, Ganjam, Phulbani and Patna.

(ii) Stone Breaking:-

Category of items.	Minimum rates
	<u>Rs.</u>
(a) Granite chips $\frac{1}{2}$ " to $\frac{3}{4}$ ".	40.00 per 100cft.
(b) Metal $1\frac{1}{2}$ " (not Granite).	15.00 Ditto
(c) Boulder (not granite).	16.00 Ditto
(d) Epidorite Stone Chips $\frac{1}{2}$ " to $\frac{3}{4}$ ".	20.25 Ditto
(e) Granite stone metal $1$ " to $1\frac{1}{2}$ ".	20.25 Ditto.

(Notification No. 7290-IW 19/62 L.E.H. dated  
25 June 1965, Orissa Gazette, Part III,  
9 July 1965, pp. 758-761 )



14

Central Government accepts Recommendations  
of Central Wage Board for Iron and Steel  
Industry.

A Resolution dated 9 July 1965 of the Ministry of Labour and Employment, Government of India, says that the Government in January 1962 appointed a Central Wage Board for the iron and steel industry with Shri G.K. Shinde as chairman. The following were the terms of reference.

(a) To determine the categories of employees (manual, clerical, supervisory, etc.), who should be brought within the scope of the proposed wage fixation;

(b) To work out a wage structure based on the principles of fair wage wages as set forth in the Report of the Committee on Fair Wages.

Explanation.- In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages also take into account:-

- (i) the needs of the industry in a developing economy;
- (ii) the requirements of social justice; and
- (iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill.

(c) To bear in mind the desirability of extending the system of payment by results.

Explanation.- In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back wage) and also to safeguard against over-work and undue speed.

The Wage Board made recommendations for interim wage increase twice. These were accepted by Government by their Resolution No. WB-11(35)/62 dated 13 November 1962 and No. WB-11(4)/64 dated 8 September 1964.

The Board's final report was received by Government on 29 April, 1965. A summary of the recommendations is appended.

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After careful consideration Government has decided to accept the recommendations made in the Board's report and to request the employers, the workers and the State Governments to implement the same expeditiously.

The Government hopes that joint endeavours will be made by the managements of the steel plants and the concerned labour unions to raise the existing level of productivity through technological improvements and a better utilization of the labour force.

~~The Government of India~~

SUMMARY OF RECOMMENDATIONS: Scope.-The scope of the Wage Board extends to six steel plants located at Jamshedpur, Burnpur, Bhilai, Rourkela, Durgapur and Bhadravati.

Vertical Scope.- Workman getting a basic wage upto Rs.500 per month (marginal cases to be included) be included within the scope of enquiry. Apprentices and trainees should be excluded. The special staff of the Indian Iron and Steel Co. Ltd., should be included.

Horizontal Scope.- Employees employed outside the plants in services like, town, medical, educational, municipal, Water Works Departments etc., should be included within the scope of enquiry.

Head Office Staff.- Employees of the Head Office and Scales Offices situated outside the plant town be excluded from the scope of enquiry.

Other Categories of Employees.- All employees who work in the existing plants for production, repairs, alterations, should be treated on par with the employees employed inside the plant.

Administrative Office Employees.- All such employees employed at the plant location and working in administrative offices like those of General Manager's Office, Accounts Office, Works Engineering Office, etc., though located outside the plant will be included within the scope of enquiry.

Minimum Wages for Men(Production and Maintenance).- The Board is of the view that it would be appropriate to fix Rs.125 per month as the need based wage for unskilled men engaged in Works Department of the Steel Plants on production or maintenance jobs. Only in the case of the Mysore Iron and Steel Ltd., slightly lower minimum wage i.e. Rs.115 per month has been recommended.

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Minimum Wage for men (Service and Outside Works).- The minimum wage for men in Service Departments and those engaged outside the works would be Rs.120 per month. Only in the case of Mysore Iron and Steel Limited it would be Rs.110 per month.

Minimum Wage for Women.- The minimum wage for the lowest paid unskilled women will be Rs.115 per month. Only in the case of the Mysore Iron and Steel Ltd., it would be Rs.105 per month (Production and Maintenance) and Rs.104 per month (Service and Outside).

Grades.- The following grades scales have been recommended for the lowest paid workers:-

FOR TISCO, IISCO & H.S.L.:

Men (Production Maintenance) - Rs.125-135.  
Men (Service & Outside Works) - Rs.120-130.  
Women (Production, Maintenance) - Rs.115-135  
(for H.S.L. 115-130).  
Women (Service & Outside Works) - Rs. 115-130.

FOR MYSORE IRON & STEEL LTD.

Men (Production, Maintenance) - Rs.115-125.  
Men (Service & Outside Works) - Rs.110-120.  
Women (Production, Maintenance) - Rs.105-125.  
Women (Service & Outside Works) - Rs.104-120.

Equal pay for equal work.- In fixing the above scales for men and women it is understood that differentiation will be justified only if there is difference in their job content.

Dearness Allowance for the lowest paid unskilled workers.- The revised dearness allowance for the lowest paid unskilled workers will be:-

Tata Iron and Steel Co. Ltd.	-	Rs.64
Indian Iron and Steel Co. Ltd.	-	Rs.64
Hindustan Steel Limited.	-	Rs.45
Mysore Iron and Steel Limited.	-	Rs.50

Split of wages in dearness allowance and basic wage.- The split of the total wages of the lowest paid unskilled worker into basic wage and dearness allowance shall be as under:-

7

PRODUCTION AND MAINTENANCE

Organisation	Basic Pay		D.A. All	Women	Total
	Women	Men		Women	Men.
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
TISCO ) IISCO )	51-2-71	61-2-71	64	115-135	125-135
H.S.L.	70-1-71- 2-85	80-2-90	45	115-130	125-135
MISL.	55-2-75	65-2-75	50	105-125	115-125
SERVICE AND OUTSIDE WORKS					
TISCO ) IISCO )	51-1-85	56-2-66	64	115-130	120-130
	62.10-1.95-66				
H.S.L.	70-71-2-85	75-2-85	45	115-130	120-130
MISL.	54-2-70	60-2-70	50	104-120	110-120

NOTE.- The cash coke subsidy granted by the Tata Iron and Steel Co.Ltd. and cash value of subsidised sale of coke by the Indian Iron and Steel Co.Ltd. which is said to be Rs.9 shall be part of dearness allowance. The coke shall be continued to be supplied to the employees by these companies as at present but at the controlled rates.

- (2) House Rent of Rs.4 in the case of employees of the Indian Iron and Steel Co.Ltd. who are not provided with quarters should be merged in dearness allowance. If, however, the management and the recognised union of the Indian Iron come to an agreement that the present system of supply of coke and payment of house rent allowance should continue, the Board would have no objection to such an arrangement; but in that case the dearness allowance payable would be reduced correspondingly.

Cost of Living Index.- The wages be linked with the All India Consumer Price Index(1949=100). The wages already recommended by the Board are related to the average of the All India Consumer Price Index for the year 1964 which is 152.

Adjustment in dearness allowance.- The dearness allowance should be variable. The rate of increase or decrease should be of Rs.1.50 for every two points rise or fall in the all India Consumer Price Index 1949=100, provided that:

- (i) There will be no change in the dearness allowance, either upward or downward, for the first six months from the time of the introduction of the revised wage structure; and
- (ii) there will be no downward revision unless the index falls below 144.

The dearness allowance should be revised every three months in the months of March, June, September and December, on the basis of the average of all India consumer price index number of the previous quarters, October to December, January to March, April to June, and July to September. It is recommended in Paragraph 12.6 that the revised wage structure should be introduced from 1 April, 1965. This would mean that there will be no change in the dearness allowance for the months, April 1965 to September 1965, upward or downward, and the first change would be made as soon as the figures of the all India Consumer Price Index for October 1965 to December 1965 are available.

Neutralisation.- The adjustment in dearness allowance recommended above gives 100 per cent neutralisation in the rise or fall of the cost of living for the lowest paid worker tapering off gradually as the wages rise.

Production/Incentive Bonus.- For production/incentive bonus schemes bonus earnings will continue to be determined on the same basic wage in each case as applicable prior to these recommendations. The Board recognises that with the change of circumstances the production/incentive bonus can be modified at the appropriate time.

Retiring Gratuity.- The present scheme of paying retiring gratuity in the Tata Iron and Steel Co.Ltd. and the Indian Iron and Steel Co.Ltd. is to continue. The Hindustan Steel Limited has no scheme of retiring gratuity at present. The basic wage and dearness allowance for the calculation of gratuity, shall be those recommended by the Board.

Conversion of daily-rated scales into monthly rated scales.- All the daily rated scales be converted into monthly rated scales. The monthly rated scales are for calendar month with the usual weekly off which must be available to all the workers.

Acting allowance.- After conversion of daily rated scales into monthly rated scales the privilege of the daily rated employees getting acting allowance when they act in higher rated jobs even for a day or part of a day shall continue.

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Leave.- After conversion of daily-rated scales into monthly rated scales the employees of the Tata Iron and Steel Co.Ltd., the Indian Iron and Steel Co.Ltd., and the Mysore Iron and Steel Ltd., should be allowed five days casual leave. The Hindustan Steel Limited will continue to give casual leave as now. No other additional leave benefits for the daily rated employees on being converted into monthly scales shall be available. All the future entrants to these converted scales will continue to get privilege leave at the rate of one day for 20 days work performed as at present and they will not be entitled to any furlough leave in the Tata Iron and Steel Co.Ltd., and the Mysore Iron and Steel Ltd. Wherever these recommendations are at variance with the certified standing orders of the company, the management and the recognised union will approach the Certifying Officer for an amendment of the certified standing orders in accordance with whose recommendations and the implementation of the recommendations will be subject to such certification. Meanwhile the employees should be paid the total emoluments as now recommended by the Board though calculated on daily rated basis.

Practice of taking work in breach of section 51 and 52 of the Factories Act in the Indian Iron and Steel Co. Ltd.- The practice to take work from the employees of the Indian Iron and Steel Co.Ltd. for all the seven days in a week without a weekly off should be stopped. In doing so it must be ensured that no existing worker suffers any reduction in total emoluments (including the amount earned due to his having to work even on the weekly off days in the month) provided the workers are prepared to take on themselves without increase in manning as far as practicable the additional workload arising from the change over to shift cycle and weekly off as required under Factories Act.

National Holidays.- All the Steel Plants should give the following paid national holidays:-

Republic Day	-	26 January
Independence Day	-	15 August
Mahatma Gandhi's Birthday.	-	2 October.

The Tata Iron and Steel Co.Ltd. would continue to give Founder's Day on the 3 March as a paid holiday.

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Scales of Dearness Allowance.- The proposed scales of dearness allowance shall be as per paragraph 8.24, 8.26, 8.27 and 8.28 for the Hindustan Steel Limited, the Tata Iron and Steel Co. Ltd., the Indian Iron and Steel Co. Ltd., and the Mysore Iron and Steel Ltd., respectively.

Wage Structure.- The revised wage structure is given in Schedule I, II, III and IV attached to the report.

Revised scales of the Ministerial Staff.- The revised lowest scales of the Ministerial Staff shall be as under:-

- (1) TISCO - Rs.90-5-100-10-220-15-265.  
(This will give Rs.158 at the minimum and Rs.364 at the maximum).
- (2) H.S.L.- Rs.117-8-149-10-189-Test-12-285-15-300.  
(This will give Rs.162 at the minimum and Rs.355 at the maximum) ~~and in addition Production Bonus~~.
- (3) TISCO - Rs.95-5-125-7-160-EB-8-200.  
(This will give Rs.165 at the minimum and Rs.275 at the maximum and ~~the ad~~ in addition Production Bonus).
- (4) MISL - Rs.85-4-97-5-112-EB-7-140.  
(This will give Rs.140 at the minimum and Rs.200 at the maximum).

Explantation.- In the case of the Hindustan Steel Limited the present lowest two grades of Rs.110 ~~and~~ to Rs.180 and Rs.130 to Rs.280 have been merged into one Rs.117-300.

In the case of the Indian Iron and Steel Co. Ltd existing grades A, A & B and B have been merged into a single grade of Rs.95-200.

In the case of the Mysore Iron and Steel Ltd. the existing lowest three grades, viz. III Division and II Division Clerks and typists have been merged.

In the case of the Hindustan Steel Ltd., the present incumbents on the post of Lower Division Clerk shall be subjected to a test after reaching the stage of Rs.189, only successful candidates will be eligible for the subsequent increments. The present incumbents of the post of Upper Division Clerk in the Hindustan Steel Ltd. and Senior Clerks in the Indian Iron and Steel Co. Ltd., will not be subjected to this test. Similarly, in the case of the Indian Iron and there will be an Efficiency Bar at Rs.160.

For future recruits the managements of the Steel Plants may revise the minimum qualifications for recruitment of ministerial staff.

Scales of Salaries.- Scales of salaries and revised ~~of~~ dearness allowance for Ministerial Staff in each of the Steel Plant shall be as in Schedule V.

Fitment.- The following procedure should be followed in fitting the existing employees in the revised scales:-

Employees would be fitted at a step in the revised scale nearest to their own rate of pay in the existing scale so that the benefit received is not less than one scale increment of the revised scale.

Pro-rata payment.- The existing daily rated employees who have been converted into monthly rated in departments or units in the Plant which work less than 18 shifts in a week will be paid pro-rata as at present.

Weekly Off.- We have already recommended that all the employees should be given one full day's weekly off. Such of the existing daily rated employees in the town and medical departments of the Tata Iron and Steel Co.Ltd. who at present work for half-day on Sundays (but get full day's wages at present) will be given a full day weekly off, on their being converted into monthly rated, and an allowance equivalent to two days' basic wages will be paid as personal to them.

Safeguard.- Merely as a consequences of implementation of the recommendations of the Board, any facility, privilege, amenity, benefit monetary or otherwise, or concession to which an employee might be entitled ~~without~~ by way of practice, or usage shall not be withdrawn, reduced or curtailed without an agreement with the recognised union, unless there is a specific direction to the effect in these recommendations.

Disputes regarding fitment.- If there be any dispute in respect of implementation of the recommendations of the Board regarding the fitment of employees in the proposed scales the same may be resolved by bipartite negotiations between the management of the Steel Plant and its recognised union.

Date from which the recommendations should be given effect to.- The recommendations of the Board shall come into effect from 1 April 1965.



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

INDIA - JULY 1965.

42. Co-operation.

Annual Conference on Community-Development and  
Panchayati Raj, Srinagar, 21-26 July, 1965.

The annual conference on Community Development and Panchayati Raj was held at Srinagar on 24 July 1965. Among other things the conference recommended compulsory imposition of certain taxes, particularly house tax, professional tax and vehicle tax in Panchayat areas. It urged that the entire land revenue proceeds should be earmarked to Panchayat Raj Institutions and that the Centre should provide grants to Panchayati Raj Institutions. ~~bearers of Panchayati Institutions.~~

To guard against mal-administration, the conference stressed the desirability of evolving a code of conduct for the chairmen and office-bearers of panchayati institution. The conference recommended that an incentive scheme be evolved to award prizes to panchayati raj Institutions depending on their performance. They should be given suitable prizes for their contribution to agricultural production, family planning, mobilisation of financial and human resources, welfare of weaker sections of the community and promotion of co-operatives.

(The Hindu, 27 July, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING  
STANDARDS.

INDIA - JULY 1965.

50. General.

A Review of the Working of Legislation  
Governing Conditions of Employments in  
Shops and Commercial Establishments  
during 1963\*.

Introduction.- The employment conditions in shops and commercial establishments in India are governed largely by the State Acts and rules framed thereunder, by State Governments. During the year 1963, all the States and Union Territories except Manipur and Andaman and Nicobar Islands, had either their own Acts, or had adopted or applied to their areas the Act passed by another State. Manipur and Andaman and Nicobar Islands had applied the Weekly Holidays Act to certain areas.- As a result of reorganisation of States in 1956, certain areas of one State were merged with another State. In spite of this merger, the Acts enacted by the erstwhile parent State(s) continued to be in force in those areas. This accounts for the operation of more than one Act in some of the States affected by the re-organisation of States. The various Shops and Commercial Establishments Acts apply to specified areas in each State/Territory and seek to regulate inter-alia daily and weekly hours of work, rest intervals, opening and closing hours of shops and establishments, payment of wages, payment for overtime work, holidays with pay, annual leave, employment of children and young persons, etc.

Besides the State Acts, there is also a Central Act called the "Weekly Holidays Act, 1942" which provides for the grant of weekly holidays to persons employed in shops, commercial establishments etc. This Act is permissive in character and extends only to such States as notify its application to their areas. During the year 1963, certain areas of Bihar, Mysore, Andaman and Nicobar Islands and Manipur remained within the ambit of the Central Act.

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\* Indian Labour Journal, Vol.VI, No.7, July 1965, pp. 537-544.

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Extensions.- During the year under review, various State Governments extended the coverage of their Acts/Rules to certain new areas having regard to the needs of employees in such areas, administrative convenience, etc.

Number of Establishments and workers covered.- The largest number of establishments covered was in Maharashtra (250,641) followed by West Bengal (218,272), Punjab (204,930), Madras (178,671), Andhra Pradesh (133,228), Gujarat (102,325), and Madhya Pradesh (101,988). In the other remaining States, the number was considerably less. The number of workers covered was again, the highest in Maharashtra (520,435). Next in order comes West Bengal (436,944), Madras (206,302), Delhi (155,457), Andhra Pradesh (118,823), Punjab (118,484) and Gujarat (115,219). The number of workers covered in the States of Andhra Pradesh, Madhya Pradesh, Punjab, Rajasthan and Himachal Pradesh are less than the number of establishments. This is due to the fact that some establishments are run without the help of the employees covered by the Acts.

Enforcement.- In the total number of establishments reported i.e., 1,530,271 as many as 2,078,309 inspections were made. ~~This~~ The highest number of 643,770 inspections was recorded for Madras. This was followed, in that order, by Andhra Pradesh (357,984), Maharashtra (325,592), Punjab (148,439), West Bengal (105,160) and Gujarat (102,578). The number of prosecutions launched was the highest in Maharashtra (13,590) followed by Punjab (11,863), Delhi (9,517), Madhya Pradesh (5,087), Andhra Pradesh (3,469), Gujarat (2,777) and West Bengal (2,773). The amount of fines realised, however, was the highest in Maharashtra (Rs.306,113) among all the States and next, in order, came Punjab (Rs.216,558), Gujarat (Rs.151,835) and Delhi (Rs.146,031). As in the previous years, the administering authorities continued to employ educative measures and persuasive endeavours for ensuring maximum compliance with the provisions of the Acts and prosecutions were launched only as a last resort in extreme cases of continuing defaults. Wilful defaulters were, however, brought to book even for the first offence. Irregularities detected during the year pertained to non-payment of wages, arrears, overtime, leave wages, non-maintenance of prescribed records and registers, non-display and non-observance of working hours and weekly holidays, etc. In some States, operation of the Acts was suspended for some specified time, exemptions were granted under the Acts for some specified time to facilitate shopping on the eve of festivals, as was done in earlier years.

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Working of the Industrial-Employment  
(Standing Orders) Act, 1946, during 1963.

An article on ~~the~~ Working of the Industrial Employment (Standing Orders) Act, 1946, during the year 1963 has been published in July 1965 issue of the Indian Labour Journal. The following is a brief review of this article.

Introduction.- The Industrial Employment (Standing Orders) Act, 1946 is a statutory measure adopted to minimise friction between the employers and employees in industrial establishments and to foster harmonious relations between them. Under the Act, the employers are required to frame Standing Orders which define precisely the conditions of employment in industrial undertakings for information of workmen employed therein and thereby remove the vagueness in this behalf, which is frequently the cause of friction in industrial relations. It extends to the whole of the Indian Union except Jammu and Kashmir and covers all industrial establishments wherein 100 or more workers are employed or were employed on any day of the preceding 12 months. The Act came into force on 23 April 1946.

Main Provisions.- The main provisions of the Act relate to (i) procedure for submission of draft standing orders, (ii) conditions for certification, (iii) date of operation and display of these orders, (iv) procedure for modifications, and (v) machinery for the implementation of the Act.

Extension and Exemptions.- By virtue of an amendment made in the Act during 1961 the appropriate Governments were empowered to extend the Act to any class or classes of industrial establishments as they deem fit and also to exempt either conditionally or unconditionally any class or classes of industrial establishments from all or any of the provisions of the Act. Information in this regard is given below:-

According to the information available in the annual returns furnished by the Central Government and State Governments, no notification was issued by any Government extending the application of the Act to any new class of establishments during the year under review.

In Uttar Pradesh all the vacuum pan sugar factories were exempted from the provisions of the Act.

Progress of Certification.- During The total number of establishments coming within the purview of the Act was 14,669 employing 4,656,008 workers in both the Central and State Sphere undertakings. At the beginning of the year the number of establishments having certified Standing Orders in respect of all or a group of employees was 11,219 or 76.5 per cent., of the total establishments covered by the Act. The number of employees in these establishments was 3,862,461 or 83.0 per cent., of the total employees in the covered establishments. The percentages of the establishments having certified Standing Orders to the total number of establishments covered by the Act were 75.8 and 81.3 in the State Sphere and Central Sphere undertakings respectively at the beginning of the year. The percentages of workers employed in establishments having certified certified standing orders to workers employed in covered establishments were 83.5 and 81.2 in the State Sphere and Central Sphere undertakings respectively. At the end of the year, the total number of establishments having certified Standing Orders for all or a group of employees were 83.4 and 90.5 per cent., of the total establishments covered in the State Sphere and Central Sphere undertakings and the percentages of employees therein were 86.6 and 89.0 respectively of the total employees in the covered establishments. It will thus be seen that the year under review has shown improvement in the certification of Standing Orders in both the State and Central Sphere undertakings.

Central Sphere Undertakings.- Seventy three drafts were pending certification at the beginning of the year. During the year 196 applications were received. Out of the total 269 cases, standing Orders were certified in respect of 177 establishments and applications were cancelled in respect of 8 other establishments during the year, leaving 84 applications pending certification at the end of the year.

Application for modification and appeals.- In all 114 applications were received for modifications during the year and 114 cases were brought forward for disposal from the preceding year. During the year under review 109 applications were disposed of, leaving a balance of 119 cases pending at the end of the year.

There were 34 appeals against the orders of the certifying officers pending at the beginning of the year and 34 fresh appeals were received during the year. Out of these, 43 appeals were disposed of leaving the balance of 65 appeals at the end of the year.

(The Indian Labour Journal,  
Vol.VI, No.7, July 1965, pp.545-552).

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Punjab Industrial Establishments  
(National and Festival Holidays  
and Casual and Sick Leave) Act,  
1965 (Punjab Act No. 14 of 1965).

The Government of Punjab gazetted on 22 June 1965 the Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1965, of the Punjab Legislature, which received the assent of the Governor of Punjab on 19 May 1965. The Act provides for the grant of national and festival holidays and casual and sick leave to persons employed in industrial establishments in the State.

The term 'industrial establishments' has been defined to mean -

(i) any factory as defined in clause (m) of section 2 of the Factories Act, 1948 (Central Act 63 of 1948), or any place which is deemed to be a factory under sub-section (2) of section 85 of that Act; or

(ii) any plantation as defined in clause (F) of section 2 of the Plantations Labour Act, 1951 (Central Act 69 of 1951).

National and Festival Holidays.- Every worker shall, in each calendar year, be allowed in such manner and on such conditions as may be prescribed -

(a) three national holidays of one whole day each on the 26th January, 15th August and 2nd October; and

(b) four other holidays on any of the festivals specified in the schedule appended to this Act:

Provided that for purposes of clause (b), where at least ten percentem of the workers of an industrial establishment so desire, they may, in lieu of the festival holiday, avail of two half holidays on any of the festival day of their choice specified in such Schedule after settlement in this behalf has been made between the employers and the representatives of the workers in such manner as may be prescribed. The holidays specified in the schedule are: New Year's Day; Basant Panchmi; Guru Ravi Dass's Birthday; Shivratri; Holi; Holi; Id-ul-Fitr; Ram Naumi; Lord Mahavir's Birthday; Good Friday; Baisakhi; Idul-Zuha; Guru Arjan Dev's Martyrdom Day; Muharrum; Milad-ul-Nabi; Janam Ashtami;

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Dussehra; Maharishi Balmik's Birthday; Diwali; Lala Lajpat Rai's Death Anniversary; Guru Nanak's Birthday; Guru Teg Bahadur's Martyrdom Day; Christmas Day; Jor Mela Fatehgarh Sahib; Guru Gobind Singh's Birthday; Vishwa Karma Jainti; and May Day.

Casual and Sick Leave.- Every worker shall in each calendar year, be allowed by the employer casual leave for seven days and sick leave for fourteen days in such manner and on such conditions as may be prescribed.

Explanation:- For purposes of this section, such conditions may provide that one kind of leave shall not be linked with another kind of leave, whether due under this Act, or under any other law for the time being in force.

Wages.- Notwithstanding any contract to the contrary, every worker shall, for each of the national and festival holidays and of the days of casual or sick leave, be paid by the employer wages at a rate equivalent to his average daily wage:

Provided that -

(a) no worker shall be entitled to be paid such wages for any holiday or leave, other than a national holiday, if his name was not on the rolls of the industrial establishment continuously for a period of one month immediately preceding such holiday or leave;

(b) where a worker is entitled to sickness benefit under the Employees' State Insurance Act, 1948, or sickness allowance under the Plantations Labour Act, 1951, he shall not be entitled to be paid such wages for the days of sick leave allowed to him under this Act; and

(c) where a worker is not entitled to such sickness benefit or sickness allowance, he shall be paid wages for the days of sick leave allowed to him under this Act at a rate equivalent to one-half of his average daily wage.



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Where a worker works on any holiday allowed under section 3, he shall, at his option, be entitled to -

(a) twice his average daily wage for that day, or

(b) his average daily wage for that day and a substituted holiday with his average daily wage on any other day within ninety days from the day on which he so works.

Other provisions of the Act deal inter alia with powers of inspectors, power to recover wages from employers, exemptions, etc.

(Punjab Government Gazette, Extraordinary,  
22 June 1965, pp. 33-38).

West Bengal Shops and Establishments (Amendment)  
Act, 1965 (West Bengal Act VII of 1965).

The Government of West Bengal published on 31 May 1965 the West Bengal Shops and Establishments (Amendment) Act, 1965, of the West Bengal Legislature, which received the assent of the Governor of West Bengal on 31 May 1965. The object of the Act is to amend clause 16 of section 2 of the Act of 1963 with a view to changing the definition of a week so that week may begin at midnight of Tuesday and weekly half holiday and half day closure may be observed on Monday following the day of full holiday and full closure on Sunday.

(The Calcutta Gazette, Extraordinary,  
31 May 1965, page 1167 )

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JULY 1965.

115. Research, Investigation, Study.

53. Women's Work.

Results of Pilot Studies by the National  
Council of Women's Education.

A sub-committee which recently conducted pilot studies in Delhi and Bombay on behalf of the National Council of Women's Education is of the view that most women work only when "necessitated by the economic conditions of the family". Women, who took up or wish to take up employment, generally belonged to families of comparatively low-income groups. Motivations for seeking employment among the higher income groups were utilisation of leisure, application of vocational training and a desire to earn money for themselves.

About one-third of the women contacted in Delhi earned over half their family income. In a majority of cases the relatives of employed women were favourably disposed towards their employment "because of consideration of income, good career and better marriage prospects."

Only 9 per cent. of the employed women, who were interviewed in Delhi, had part-time work. Of the remaining 91 per cent. only 10 per cent. were willing to take up part-time employment.

Lack of interest in parttime work sprang from a feeling that this would make them less eligible for full-time employment and would depress their earnings.

In Bombay, on the other hand 25 per cent. of full-time unmarried women workers wanted to change over to part-time work. This percentage was as high as 45 per cent. in the case of married women.

(The Tribune, 19 July, 1965)

## CHAPTER 6. GENERAL RIGHTS OF WORKERS.

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

India - July 1965.

#### Seventh Conference on Human Relations in Industry held at Coimbatore, 27 July 1965.

The seventh Conference on Human Relations in Industry was held at Coimbatore on 27 July 1965. The Conference was inaugurated by Shri D. Sanjivayya, Union Minister for Labour and Employment. Inaugurating the Conference Shri D. Sanjivayya stressed the need for providing basic amenities to the worker and his dependants for achieving harmonious industrial relations. He said that the amenities should include good working conditions, adequate wages, job security, retirement benefits, medical care and educational and housing facilities. In a country like India, where industrial labour was largely drawn from rural areas an important factor required for good human relations in industry was that the worker's needs should be carefully assessed with a human touch, and industrial life made as pleasant as possible.

He said there had to be a team work in industry and certain conditions should be fulfilled for its attainment. These include incentive payment, frictionless industrial climate, mutual goodwill and understanding. The Minister said the union leadership should be intelligent and the leader should have a thorough grasp of the productivity side of business. On the management side, there should be a willingness to enter into any kind of debate and acceptance, a fair and impartial manner, any criticism.

Shri Sanjivayya said that many of the industrial conflicts in the country could be traced to "lack of timely communication." "For developing good human relations in industry, a channel of communication is a must", he said.

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Referring to the many obstacles standing in the way of a worker, Shri Sanjivayya said that he should be given opportunities to know his rights and duties as also the ways in which he can contribute more effectively for the prosperity of the industry. Besides, the worker should have up-to-date knowledge of the many happenings in the country.

(The Hindustan Times, 28 July 1965).

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Payment of Wages (Andaman and Nicobar Islands  
Amendment) Regulation 1965 (No. 5 of 1965).

The President of India promulgated on 8 July 1965, a Regulation to amend the Payment of Wages Act, 1936, in its application to the Union Territory of the Andaman and Nicobar Islands. The Regulation which comes into force at once extends to the whole of the Union Territory of the Andaman and Nicobar Islands.

In the Payment of Wages Act, 1936, in its application to the Union Territory of the Andaman and Nicobar Islands, in section 5, for subsection (1), the following sub-section shall be substituted, namely:-

"(1) The wages of every person employed upon or in any railway, factory or industrial establishment shall be paid before the expiry of such number of days, after the last day of the wage-period in respect of which the wages are payable, as the State Government may, by general or special order, specify, and different number of days may be specified for different areas; so however that the number of days so specified ~~for~~ shall not exceed the wage-period next following the wage-period in respect of which the wages are payable."

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 8 July 1965, pp.261-262).

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67. Conciliation and Arbitration.

India - July 1965.

Recommendations of the Committee on Labour-  
Management Cooperation.

The committee on Labour-Management co-operation has recommended that recruitment, training, confirmation, seniority and promotion at the level of operatives in industrial undertakings should be decided in consultation with joint management councils. Labour welfare officers might be made conveners of the councils. The committee was of the view that a few well-established industries, like cotton textiles, cement and sugars, should be selected for intensive effort for implementing the scheme of joint management councils. A sub-committee consisting of one representative each of employers, workers and Government should be set up for this purpose.

The committee felt that it should meet once in six months to review the progress of the scheme. The existing pamphlet on joint management councils should be translated into all regional languages and widely circulated. A documentary film should also be prepared.

The committee suggested that the decisions of the meeting should be communicated to all State labour ministers and reports relating to the progress of the scheme should be obtained from State Governments.

It recommended that regional seminars should be organised and members of joint management councils should be invited to participate.

(The Hindustan Times, 19 July 1965).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN  
CATEGORIES OF WORKERS.

INDIA - JULY 1965.

71. Employees and Salaried Intellectual  
Workers.

Madras: Dearness Allowance of Government  
Employees Increased.

Shri M. Bhaktavatsalam, Chief Minister of Madras, announced at Madras on 30 June 1965 grant of increased dearness allowance to the State Government employees with effect from 1 August 1965.

The revised rates are: Pay upto Rs. 89 - the rates will be increased from Rs.28 to Rs.38; Rs.90 to Rs.149 - from Rs.42 to Rs.50; Rs.150 to Rs.209 - from Rs.54 to Rs.65; Rs.210 to Rs.399 - from Rs.66 to Rs. 81; Rs.400 to Rs.599 - from Rs.70 to Rs.90; Rs.600 to Rs.799 - from Rs.80 to Rs.90; Rs.800 to Rs. 999 - from Rs.85 to Rs.90; Rs.1,000 to Rs. 1,200 - there is no change in the existing rates of Rs.90.

The effect of these revised rates is that there is a ceiling of dearness allowance at Rs.90 for all employees drawing over Rs.400. The total annual commitment of the Government consequent on this increased dearness allowance is estimated at 34 million rupees.

The rates are applicable to fulltime employees of all categories. The revision to the existing rates was made from 1 April 1965. As a result of the new revision the State Government employees will now get Dearness Allowance on a par with those received by the Central Government employees.

(The Hindu, 1 July 1965).



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

India - July 1965.

Uttar Pradesh: New Scales of Pay for Government Employees Introduced: Report of the Pay Rationalisation Committee accepted.

The State Cabinet of Uttar Pradesh, at its meeting held in Lucknow on 29 July 1965, approved with slight modifications, the report of the U.P. Rationalisation Committee which was appointed on 13 July 1964. Nearly 550,000 of the U.P. Government employees will be materially benefited.

The additional benefits, which will accrue from 1 August 1965, include house rent allowance for all, a nominal city compensatory allowance (maximum Rs.10 per month) for employees getting up to Rs.500 per month in KAVAL towns, educational allowance for two children at a time for those who have monthly incomes up to Rs.100, and winter allowance ranging from Rs.5 to Rs.35 for those getting up to Rs.900 per month in the hills.

The Committee has raised the lowest scale of pay (Rs.22 to Rs.32) to Rs.55 to Rs.75. But the immediate benefit to employees in this class will be less as the dearness allowance has also been reduced. But despite the fact that basic salaries have been raised largely by the merger of part of the dearness allowance in the pay, the cost of the revision will be in the region of Rs. 150 million this year.

The highest pay scale in the State service has been raised from Rs. 1,800-50<sup>7</sup>1,850-75-2,000 to Rs.2,000<sup>7</sup>75-2,150-100-2,250. This scale applies to such heads of departments as Chief Engineers, the Director of Education and the Director of Medical Services.

The Government has still to take a decision on the committee's proposed pay scales for doctors.

The committee has recommended that if doctors are not to be allowed ~~private~~ private practice their salaries should be the same as those of engineers and provincial civil servants.

The new rates of dearness allowance are: Rs.15 on pay up to Rs.95; Rs.25, between Rs.100 and Rs.255; and Rs.35 between Rs.300 and Rs.900. On salaries above Rs.1,000 the dearness allowance will be the amount by which it falls short of Rs.1,035.

A city compensatory allowance at 5 per cent. of the pay up to a maximum of Rs.10 will be paid on salaries up to Rs.500 in cities with a population of 400,000 and above. The committee had recommended this allowance only on salaries up to Rs.255. All existing city compensatory allowances will be withdrawn.

Salaries between Rs.55 and Rs.80 will carry fixed house rent allowance of Rs.3 and Rs.5 in towns with population of 100,000 to 500,000 and above 500,000 respectively, where Government accommodation is not provided.

For others the house rent allowance will compensate for any rent paid in excess of 10 per cent. of the salary up to 5 per cent. in towns with a population of between 100,000 to 500,000 and  $7\frac{1}{2}$  per cent. in towns of over 500,000 population.

The new pay scales will come into force retrospectively from 1 April, but some other benefits, such as city compensatory allowance and a high altitude allowance and new scales of house rent allowance will be applied from 1 August.

(The Statesman, 30 July 1965;  
The National Herald, 30 July 1965).

## CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1965.

### 81. Employment Situation.

#### Increase in Employment of Women in Delhi: Result of a Survey published.

A survey on employment of women in the capital in 1961-64 conducted by Delhi's Directorate of Employment, Training and Technical Education has revealed that during the third Plan, there has been a substantial increase in the jobs for women. The number of women employed in Delhi increased by 11,990 (about 62.49 per cent.) in 1961-64. There was an increase of about 20 per cent. in the total employment of women during the same period indicating that conditions are more favourable for the employment of women although their number is still comparatively small.

Expansion in administrative units resulted in 5,781 new jobs education for women while development of educational and medical and health services was reasonable for an increase of 3,298 and 494 jobs. "Conditions for employment of women have been more favourable during the third Plan than the second Plan in almost all industrial divisions. The third Plan development schemes were responsible for creating about 7,500 more jobs than the second Plan chiefly because of large-scale expansion in administrative units, educational and health services, telecommunications, growth of industries and construction activity", the survey points out.

On the occupation of women employees the survey report says that of the total 31,204 women employees, both in public and private sectors in the Capital on 31 March 1964, about 58.5 per cent. were professional and technical workers, 1 per cent. administrative, executive and managerial workers, 13.8 per cent. clerks, 0.5 per cent. salesgirls, 3.5 per cent. engaged in transport and communication occupations, 4.6 per cent. crafts-women and production and process workers, 3.4 per cent. service, sport and recreation workers and 14.7 per cent. unskilled workers.

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Public Sector.- According to the survey report, women employees in the private and public sectors formed 7.4 per cent. of the total employment in Delhi on 31 March 1964. Of them, 23,650 were employed in the public sector and 7,554 in the private sector.

The largest number of women were employed in services - 81.3 per cent. Of the 25,267 women employed in services, 13,319 were engaged in educational institutions and scientific services, 7,413 in administrative departments and 3,492 in medical and health services. Next to services the largest number of women were employed in manufacturing concerns. Of the total number of women employed in the public sector, the local body establishments accounted for about 52.7 per cent., Central Government establishments for 25.8 per cent., Delhi Administration departments for 14.5 per cent., and quasi-Government establishments for the remaining 7 per cent.

Referring to unemployment among women, the report says that the number of women on the Live Register of Employment Exchanges in Delhi increased from 2,805 at the end of 1956 to 19,879 at the end of 1964. Women formed 18.7 per cent. of the total Live Registers of the Employment Exchanges on 31 December 1964.

The report also says that of the 15,020 educated women, 6,059 had been on the Live Registers of the Employment Exchanges for less than six months. Most of them were young either below 18 years or above. Nearly 800 jobs seekers were between 35 and 45 years and 52 between 45 and 55 years. About half of the women registered had no professional or vocational training or experience. Of the remaining 50 per cent. about 28 per cent. were professional and technical workers, 7.3 per cent. clerks, and 3.2 per cent. workers in transport and communication occupations.

The report highlights shortage of women for various kinds of jobs: there is dearth of post-graduate trained teachers in English, Mathematics, Science, Domestic Science teachers, graduate physical training instructors, drawing teachers, arts and crafts teachers, nurses, pharmacists, salesgirls, laboratory assistants and stenographers.

(The Statesman, 16 July 1965)

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Problem of Educated Unemployed in Delhi  
to be Investigated.

Employment exchanges in Delhi have become so desperate about the retention of thousands of "educated unemployed" on their live register year after year that they have decided to launch a sociological and psychological investigation of the enrolled cases. This is to be done by means of a long questionnaire which will be sent to all those who registered themselves at employment exchanges in Delhi before 1961 and are still on their lists.

It is not the candidates with scientific or technical qualifications and professional skills who cause concern. These are instantly snapped up by employers. It is the graduates with third class for whom it is most difficult to find employment. Equally difficult to settle are the third-class higher secondary students. Pass in third class generally at any level is coming to mean failure at the employment exchange.

The decision to conduct this investigation was taken at a recent meeting of directors of Delhi employment exchanges.

(The Statesman, 7 July 1965).

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83. Vocational Training.

India - July 1965.

Regional Labour Institutes set up in  
Kanpur and Madras.

Shri D. Sanjivayya, Union Minister for Labour and Employment inaugurated in Kanpur on 5 July 1965, a Regional Labour Institute to facilitate study of training, education and research in labour and allied problems. Speaking on the occasion, Shri Sanjivayya said the institute would fulfil the need for an agency designed to facilitate scientific study of the various aspects of industrial development as relating to the human factor.

Shri M. Bhaktavatsalam, Chief Minister of Madras formally inaugurated the opening of the Regional Labour Institute in Madras on 26 July 1965. The Chief Minister was confident that a productivity wing attached to institute would be set up soon to help small-scale industries in the region. He also assured the assistance of the State Government to the institute.

(The Hindustan Times, 7 July 1965;  
The Hindu, 27 July 1965 )

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CHAPTER 9. SOCIAL SECURITY.

INDIA - JULY 1965.

92. Legislation.

Employees' Provident Funds Act, 1952,  
extended to Agarbatee (Scented Stick)  
Industry.

In exercise of the powers conferred under the Employees' Provident Funds Act, 1952, the Central Government by a notification dated 23 June 1965, has added with effect from 31 July 1965, the agarbatee (including dhoop and dhoppbatee) industry to Schedule I of the said Act.

(Notification GSR 910 dated 23 June 1965,  
the Gazette of India, Part II, Sec. 3, sub-sec. (i),  
3 July 1965, page 964 )

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

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed the 1st day of August, 1965, 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 area of the State of Madras, namely:-

The revenue village of Perur Chettipalayam in the Coimbatore Taluk of Coimbatore District.

(Notification SO 2063 dated 8 July 1965, the Gazette of India, Part II, Sec.3, sub-sec.(ii), 17 July 1965, page 2422).



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Uttar Pradesh Workmens' Compensation  
(Occupational Diseases) Rules, 1964.

The Government of Uttar Pradesh published on 29 May 1965 the text of the Uttar Pradesh Workmens' Compensation (Occupational Diseases) Rules, 1964, made in exercise of the powers conferred under the Workmens' Compensation Act, 1923. The Rules provide for the constitution of Pneumoconiosis Medical Board and prescribe the conditions under which pneumoconiosis may be considered to be an occupational disease. The evaluation of disablement shall be made by reference to the physical and mental capacity for the exercise of the necessary functions of a normally occupied life which would be expected in a healthy person of the same age and sex. For such assessment, recognised cardio-respiratory function tests shall be used to assess the degree of cardio-respiratory function impairment.

(Notification No. 3232(LL)XXXVI(D)-564(LL)-60 dated 5 May 1965, Uttar Pradesh Gazette, Part IA, 29 May 1965, pp. 1108-1110).

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LIST OF THE PRINCIPAL LAWS PROMULGATED DURING -  
THE PERIOD COVERED BY THE REPORT FOR JULY 1965.

INDIA - JULY 1965.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- (a) Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Act, 1965 (Punjab Act No. 14 of 1965) (Punjab Government Gazette, Extraordinary, 22 June, 1965, pp. 33-38).
- (b) West Bengal Shops and Establishments (Amendment) Act, 1965 (West Bengal Act VII of 1965) (The Calcutta Gazette, Extraordinary, 31 May 1965, page 1167).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Payment of Wages (Andaman and Nicobar Islands Amendment) Regulation 1965 (No. 5 of 1965) (The Gazette of India, Extraordinary, Part II, Sec. 1, 8 July 1965, pp. 261-262).

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

- \* "Proceedings of the Thirty-Eighth Annual Session held in New Delhi on the 20th, 21st and 22nd March 1965": Federation of Indian Chambers of Commerce and Industry: Federation House, New Delhi-1 (1965): pp. iv+115.

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

- \* "Report on Survey of Pre-Harvest Estimation of Crop Acreages 1962-1963": Government of Madhya Pradesh: Gwalior: Government Regional Press, 1965: pp. 39.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- \* "Contours of Labour Policy - (Being a Report of the Seminar on Industrial Relations in a Developing Economy, (held at New Delhi in February-March 1965)": Edited by K.N. Vaid: Shriram Centre for Industrial Relations, 5, Pusa Road, New Delhi-5: Price Rs.3.00 or \$1.25: pp.vi+74.

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\* Publications received in this Office.

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The Times of India, Bombay, dated 27th August, 1965.

**TALKS IN DELHI  
NEXT MONTH  
Industrial Safety**

"The Times of India" News Service

NEW DELHI, August 26: The President, Dr. S. Radhakrishnan, will inaugurate a conference on industrial safety here on September 22. Mr. D. Sanjivayya, Minister for Labour and Employment, will preside.

The object of the two-day conference is to stimulate safety-consciousness among labour and management and help provide the necessary public support for a national campaign for the prevention of accidents.

The conference is aimed at bringing together management, workers, and Government representatives, safety and medical officers, and industrial hygienists to exchange views, knowledge and experience and to recommend ways and means for the prevention of accidents in industry.

Prominent leaders from industry and trade unions will address the conference.

The conference is being organised by the Ministry of Labour and Employment with the support of the State Governments and employers' and workers' organisations.

Dr. Parmeggiani,

With compliments from Mr. B.K.S. Jain,  
Bombay.