

Extract from letter No. 25/60-61 dated the 16th September, 1960 from Shri R.N. Sharma, M.L.A. to Shri Abid Alibhai, Deputy Minister for Labour, New Delhi.

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In this connection I have to inform you that it is undoubtedly true that there are some loopholes and technical defects in interpreting the definition of workmen in respect of teachers. This matter was discussed in the meeting of the Vth Session of the Industrial Committee on Coal Mining held on 21-2-59 and have been agreed upon by the parties concerned that teachers will also be allowed to become eligible for the benefit of Coal Mines Provident Fund.

Secondly when the Arbitrator was appointed for further decisions on the Coal Award as modified by the Labour Appellate Tribunal Decision, with the consent of both the parties, i.e. the employers and workmen, it was agreed that although the teachers are not workmen their grades were fixed and the employers waived their technical objections. Therefore, the principle has been accepted by the employers that teachers engaged in the employment of the Coal Industry should not be deprived of all benefits which other workmen are getting in the same industry. The employers now cannot be allowed to take advantage of the technical flaw in the definition of the Industrial Disputes Act and to deprive the teachers of their genuine claims.

.....

13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Immediate.

83  
No. LC-10(52)/60  
Government of India  
Ministry of Labour & Employment  
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From

Shri R.C. Saksena,  
Under Secretary to the Government of India.

To

The State Governments,  
Employers' and Workers'  
Organisations concerned.

Dated New Delhi, the 31st December, 1960.

SUBJECT:- Eighth Session of the Industrial  
Committee on Coal Mining - New Delhi -  
February, 1961.  
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Sir,

I am directed to invite a reference to this Ministry's letter dated the 2nd November, 1960, and to say that the eighth session of the Industrial Committee on Coal Mining will be held at New Delhi on the 18th February, 1961. The meeting may also continue, if necessary, on the 19th February. The following will be the tentative agenda of the meeting :-

- (1) Action taken on the main conclusions/recommendations of the last session of the Industrial Committee on Coal Mining.
- (2) Matters relating to Bonus for Coal Miners.
- (3) Miner's Housing and provision for payment of house rent.
- (4) Review of safety measures suggested by the Safety Conference.
- (5) Revision of the wage structure in the Coal Industry.
- (6) Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme.
- (7) Proposal for enhancing the rate of Coal Mines Provident Fund Contribution from 6 $\frac{1}{4}$ % to 8-1/3%.

Memoranda on these items will be sent separately.

P.T.O.

*Read copy to MWF  
at 11:30 AM  
Present: MWF/10  
M  
M*

Further items on the agenda, if any, will be intimated later.

Yours faithfully,



( R.C. SAKSENA )  
UNDER SECRETARY.

12 U JAN 1961

*T. B. Vittal Rao,*  
MEMBER, LOK SABHA

**P.O. Kothagudem Collieries**  
S. R. Bhadrachellam Road  
(Andhra Pradesh C. Riv.)

Date 18th January '61.

*Ind. Committee  
Central file*

The Secretary,  
All India Trade Union Congress,  
No. 4, Ashok Road,  
N E W D E L H I.

*183*

Dear Comrade,

Herewith enclosed a copy of my brief note on the demand for the constitution of a wage board for Coal Mines. The original copy has been already forwarded to the Secretary to the Govt. of India, to include this in the agenda for Industrial Committee which is expected to take place in February '61. I feel it would be better if you too forward a copy of the same to him and request *him* to include *without fail.* *W.V.*

Yours fraternally,  
encl: one.

*T. B. Vittal Rao*  
(T.B.VITTAL RAO).

---

183

January 21, 1961.

To:

1. Com T.B. Vittal Rao,  
President, I.M.W.F.
2. General Secretary,  
Indian Mine Workers' Federation,  
Dhanbad.

Subject: Eight Session of the Industrial Committee  
on Coal Mining- New Delhi- February, 1961.

Dear Comrade,

Please find enclosed herewith a copy of the letter received from the Ministry of Labour & Employment, Government of India, on the above subject.

Please acknowledge the receipt.

With greetings,

Yours fraternally,

*W.G.*  
( K.G. SRIVASTAVA )

SECRETARY.

Encl: 1.

95  
/

Gindih  
25/1/61

Dear Com. K. G.

At Coimbatore I could not see you last when I was leaving as I had to go to Paris for executive meeting. The name of the Mica concern about which I talked with you is M/S S. Bishwas, Mica Merchant, Makalpur Gindih P.O. Secondly about jeep money ~~can be~~ <sup>is</sup> that it is earlier done.

Thirdly ~~about~~ when you forward the resolution about N.C.D.C to the Govt please pursue that matter <sup>at least C'tor</sup> <sup>for wage provision for coal</sup>

Fourthly have you submitted the memo <sup>for</sup> agenda for the 8th meeting of the industrial committee? It must be done earlier. One item for agenda should be provision for loans from the Coal Mines Provident Fund as it is in the railways or elsewhere. ~~Second~~ Second item - off day work allowance to be doubled instead of one and half <sup>at present</sup> <sup>third</sup> - Joint production Council for fulfillment of ~~coal~~ coal targets. Fourthly - joint committees for the supervision of Housing, Hospital, Sanitation, light, water etc. This is in addition to what SNTUC has submitted and I agree with the SNTUC points mostly.

Regarding verification for recognition of CNU I am sending a letter separately and please advise us immediately.

In Karakurra belt of the N.C.D.C. particularly in Bshurkunda in absence of ~~provision~~ <sup>provision</sup> of wagons ~~the~~ N.C.D.C. is stacking coal in open and it is

likely to catch fire in summer. Please bring this into the  
notice of the Govt. At God after Kolimaran fire and  
flooding of Jubilee ~~at~~ Deep Pit and Saraiyahan Pits  
two days <sup>on</sup> fire has taken place at HB of the Serampore  
Colony. Here, at Gindih due to gross negligence among  
the Superintendent & managers. The things are  
being spoiled. You have already addressed a letter  
to the Govt. <sup>to this effect</sup> and please deal matter with the  
latest developments.

What happened about the organization  
of Coal Department of AITUC? If it is formed  
we may write more things.

Awaiting for your reply

Yours,

Chalivana

3. The General-Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Immediate

NO.LC-10(53)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
\*\*\*\*\*

From

Shri R.C. Saksena,  
Under Secretary to the Govt. of India.

To

The State Governments, Employers'  
and Workers' Organisations etc.

Dated New Delhi, the 27th Jan'61.

Subject:- Eighth Session of the Industrial Committee on Coal  
Mining- March 1961- Composition of the.

Sir,

I am directed to refer to this Ministry's letter  
No.LC-10(52)/60, dated the 31st December 1960 and to say that the  
eighth Session of the Industrial Committee on Coal Mining fixed  
for the 18th February will now be held some time in March '61.  
The venue and date of the meeting will be intimated separately.  
The composition of the Committee would be as follows:-

1. Government

<u>(a) Central Government</u>	<u>No of delegates</u>
(1) Ministry of Labour and Employment. . . . .	1
(2) Ministry of Commerce and Industry. . . . .	1
(3) Ministry of Steel, Mines & Fuel. . . . .	1
<u>(b) State Governments</u>	
(1) The Governments of Bihar West Bengal, Madhya Pradesh, and Andhra Pradesh (one seat each). . . . .	4
(2) The Governments of Orissa and Assam - by rotation (This time to the Government of Orissa) . . . . .	1
	<hr/>
	Total 8

II. Employers

(1) The Indian Mining Association, Calcutta. . . . .	1
(2) The Indian Mining Federation, Calcutta. . . . .	1
(3) The Madhya Pradesh Mining Association, Parasia. . . . .	1
(4) The Indian Colliery Owners' Association, Dhanbad . . . . .	1
(5) The National Coal Development Corporation (Private) Ltd., Ranchi	

Total 5



III. Workers

- |  |   |
|--|---|
| (1) The Indian National Trade Union Congress | 3 |
| (2) The All India Trade Union Congress.      | 1 |
| (3) The Hind Mazdoor Sabha.                  | 1 |

Total 5

IV. Others

- |  |            |
|--|------------|
| (1) The Indian Mine Managers Association..         | 1 Observer |
| (2) The National Association of Colliery Managers. | 1 Observer |

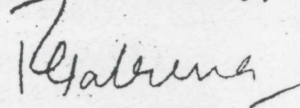
2. The representative of the Government of Orissa may attend the meeting as a delegate and that of the Government of Assam as an adviser. The Government delegates may also bring advisers, if they so desire

3. The Employers' and Workers' delegates may bring an adviser each at their own expense or at the expense of their organisations. The Employers' and Workers' delegates will, however, be paid Travelling Allowance at the usual rates. No. T.A. will be paid to observers who will attend the meeting at their own expense or at the expense of their own organisations.

4. The name, designation and address of the delegate(s)/ and or adviser (s) /Observer may kindly be communicated to this Ministry at an early date, and they may also be advised of their nomination.

5. The receipt of this letter may kindly be acknowledged.

Yours faithfully,



(R.C. Saksena)  
Under Secretary

183

February 1, 1961,

The Secretary,  
Indian Mine Workers' Federation,  
Near Mac & Co.,  
Main Road,  
Dhanbad.

Dear Comrade,

Enclosed please find a copy of a <sup>Agenda</sup> letter from the Labour Ministry indicating the details of the composition of 8th session of the Industrial Committee on Coal Mines which will be held in March, 1961.

You are requested to send the name of the delegate and adviser at the earliest.

With Greetings.

Yours fraternally,

Encl: One.

*K.G.*  
(K.G.SRIWASTAVA)  
Secretary.

C.C. Com. T.B. Vittal Rao.

*See copy given to: branch case by  
Sripati*

1-2 FEB 1961

13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Immediate

No.LC-10(52)/60.  
Government of India  
Ministry of Labour & Employment

6 copies

From

Shri R.C. Saksena,  
Under Secretary to the Govt. of India.

To

The State Governments, Employers' and Workers'  
Organisations concerned.

Dated New Delhi, the 1st February '61

Subject:-Eighth Session of the Industrial Committee on Coal  
Mining - March, 1961.

Sir,

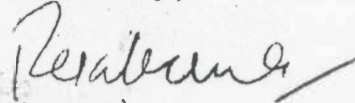
In continuation of this Ministry's letter No.LC-10(53)/60.  
dated the 27th January, 1961, I am directed to say that the  
agenda of the eighth session of the Industrial Committee on  
Coal Mining will be as follows:-

- (1) Action taken on the main conclusions/recommendations of  
the last session of the Industrial Committee on Coal  
Mining.
- (2) Matters relating to Bonus for Coal Miners.
- (3) Miners' Housing and provision for payment of house rent.
- (4) Review of safety measures suggested by the Safety  
Conference.
- (5) Revision of the wage structure in the Coal Industry.

- (6) Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme.
- (7) Proposal for enhancing the rate of Coal Mines Provident Fund Contribution from 6 $\frac{1}{4}$ % to 8-1/3%.
- (8) Question of C.R.O. Labour in Coal Mining Industry.
- (9) Colliery canteens.
- (10) Decasualisation Scheme for Colliery Workers.
- (11) Extension of the various benefits available/workmen under the I.D. Act, 1947, to teachers employed in the Coal Mines pending the amendments of the Act.

Memoranda on these items will be sent separately.

Yours faithfully,



(R.C. Saxena)  
Under Secretary.

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February 2, 1961

Dear Com. Chaturanan,

Thanks for your letter of Jan, 25. Agenda for the Industrial Committee meeting on Coal Mines has been finalised by the Government. So new items cannot be considered at this stage.

Regarding Mines Department in the AITUC, some one has to come. Only ideas will not work. As you know after Coimbatore, all dispersed and they will again meet here only after February 10.

We will have to concretise things and think of the suggestions then. If you have any suggestions in mind, please inform us about them.

With greetings,

Yours fraternally,

*K.G.*

(K.G.Sriwastava)  
SECRETARY.

Febr-February 13, 1961

Dear Com. Chaturanan,

Dear Comrade Kalyan Roy, of Jan, 25.  
Agenda for the Industrial Committee  
meeting. So sorry to learn that you are sed  
by in hospital. It reached here from not  
Baroda after attending Satish's  
Transport Conference on January 30.

Regarding Mines Department in the  
AITUC, I am looking to the piled up deas  
wipapers and will write you later Comba-  
to certain important issues. y will again  
meet here only after February 10.

Meanwhile I am enclosing a  
copy of a letter from the Ministry  
and detailing the Agendas for the session  
of the Industrial Committee on Coalase  
Mines, about them.

With greetings,

Yours fraternally,  
Yours fraternally,

Encl: one

(K.G. Sriwastava)  
SECRETARY.  
(K.G. Sriwastava)  
SECRETARY.

8 FEB 1961

No.8/13/60-N.II  
Government of India  
Ministry of Labour & Employment

From

Shri A.P. Veera Raghavan,  
Under Secretary to the Govt. of India.

To

The General Secretary, All India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the - 7 FEB 1961

Subject:- Re-employment of disabled coal miners - conclusions  
arrived at the 7th meeting of the Industrial Committee  
on Coal Mining held in April 1960.

Sir,

I am directed to invite a reference to this Ministry's  
letter No.RD.177(3)60 dated the 20th May 1960 forwarding a copy  
of the conclusions arrived at the 7th Session of the Industrial  
Committee on Coal Mining held in April 1960 and to refer to  
para 1(iv) regarding re-employment of dis-abled coal miners which  
reads as under:-

"1(iv). Re-employment of Disabled Workers:- The consensus  
of opinion was that the steps so far taken for rehabilitating  
disabled workers were inadequate. It was suggested that a small  
committee be set up to review the position with a view to remov-  
ing the difficulties experienced in the implementation of the  
recommendation of the Industrial Committee. For this purpose the  
organizations concerned agreed to send their views together with  
relevant factual data on this subject."

Your views and the relevant data as mentioned above have not  
yet been received. I am, to request that these may please be  
expedited.

Yours faithfully,

*A.P. Veera Raghavan*  
( A.P. Veera Raghavan )  
Under Secretary

d.a.nil.  
spt-4.2.

yes, agreed. 20  
copy to the I.M.W.A.  
nm  
8 Feb

29 FEB 1961

हिन्दुस्तान खान मजदूर फेडरेशन  
Indian Mine Workers Federation  
DHANBAD ( Phone 2855 )

Ref. No. ....

Dated the 7th Feb. 61

To  
The Secretary,  
All India Trade Union Congress.

Dear Comrade,

Your letter dated 1.2.61 in hand.

I am proposing the name of Com. Kalyan Roy to act as the member on behalf of AITUC in the forthcoming session of the industrial committee on coal. As regards the adviser, the AITUC may name anyone who will be able to attend the session. There is none at Dhanbad.

Can you give us any information about the Industrial Law & Legal Aid Association of Delhi, and if its membership would be in any way useful to us? We will become member if you so advise.

With greetings,

Yours fraternally,

Prasanta Bhowan  
Secretary.

7/2

And see what  
is the use of it  
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ma  
7/2



183

February 9, 1961

Dear Com. Prasanta Burman,

Thank you for your letter of  
February 7, 1961.

The Industrial Law & Legal  
Aid Committee has been formed at  
the initiative of some of our Lawyer  
comrades. That has got nothing to  
do with AITUC organisationally. But  
we might take ~~from help~~ certain help  
if needed. That might be useful.

We have no objection to your  
becoming one of the members.

With greetings,

Yours fraternally,

*ms*

(K.G.Sriwastava)  
Secretary.

183

No.LC-10(52)/60  
Government of India  
Ministry of Labour & Employment  
.....

From

Shri R. C. Saksena,  
Under Secretary to the Government of India

To

The Secretary,  
All-India Trade Union Congress,  
4, Ashok Road, New Delhi.

Dated New Delhi, the 14/2

Subject:- Eighth Session of the Industrial Committee on Coal  
Mining - Agenda for the.

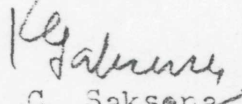
Sir,

I am directed to refer to your letter No.183/A/60, dated the 23rd November 1960 forwarding a list of subjects for inclusion in the agenda of the 8th session of the Industrial Committee on Coal Mining. Of the six items suggested, the following items have already been included in the agenda of the Meeting as intimated vide this Ministry's letter dated the 1st February 1961:-

- (1) The question of C.R.O. Labour in Coal Mining Industry.
- (2) Matters relating to Bonus for Coal Miners.
- (3) Miners' Housing and provision for payment of house rent.

As regards the remaining three items the Government of India have carefully considered the matter. The agenda is already heavy, having eleven items. Further for the reasons stated in the enclosed statement, these items are not considered ripe for discussion at present.

Yours faithfully,

  
( R. C. Saksena )  
Under Secretary

d.a.refd.  
N.Ram/8/2

183

February 16, 1961.

The General Secretary,  
Indian Mine Workers' Federation,  
Near Mac & Co.,  
Main Road,  
Dhanbad.

Dear Comrade,

Enclosed please find copy of a letter  
from the Ministry of Labour & Employment  
on the subject of Re-employment of disabled  
coal miners.

Will you kindly send us your views  
and comments etc. on the subject at your  
earliest ?

With Greetings,

Yours Fraternaly,

*Umo*

Encl: 1

(K.G. SRIWASTAVA)  
SECRETARY.

120 FEB 1961

183

Immediate

No. LC-10(52)/60  
Government of India  
Ministry of Labour & Employment

From

Shri R.C. Saksena,  
Under Secretary to the Government of India.

To

3. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 18th February, 1961.

SUBJECT:- Eighth Session of the Industrial Committee  
on Coal Mining - Agenda of the.

Sir,

I am directed to refer to this Ministry's letter dated the 1st February, 1961, and to forward herewith the ~~with two~~ memoranda on the following items of the agenda of the eighth session of the Industrial Committee on Coal Mining :-  
\*with two spare copies

- Item 4 : Review of safety measures suggested by the Safety Conference.
- Item 6 : Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme.
- Item 11 : Extension of the various benefits available to workmen under the Industrial Disputes Act, 1947, to teachers employed in the Coal Mines pending the amendment of the Act.

2. Memoranda on the remaining items of the agenda will follow.

Yours faithfully,

*R.C. Saksena*  
( R.C. SAKSENA )  
UNDER SECRETARY

*Sent - 1961 to  
Kalyan Roy.  
4th  
20/2/61*

*Notes: Kalyan Roy: Del:  
Sipair Gillis: Adv:*

*Sent*  
*Also one copy to TBV.*

95/27-2-61

183

Immediate.

No. LC-10(52)/60  
Government of India  
Ministry of Labour & Employment  
-----

From

Shri R.C. Saksena,  
Under Secretary to the Government of India.

To

3. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 24th February '61.

Subject:- Eighth Session of the Industrial  
Committee on Coal Mining - Agenda of the .  
-----

Sir,

I am directed to refer to this Ministry's letter dated the 1st February 1961, and to say that it has been decided to include the following subjects as items 12 and 13 in the agenda of the eighth session of the Industrial Committee on Coal Mining :-

Item 12 : Indebtedness of Coal Mine Workers.

Item 13 : Question of the retirement age in the Coal Mining Industry.

\*

with two  
spare copies.

2. Memoranda on the following items are enclosed :-

Item 8 : Question of C.R.O. Labour in Coal Mining Industry.

Item 10: Decasualisation Scheme for Colliery Workers.

Item 12: Indebtedness of Coal Mine Workers.

Yours faithfully,

*R.C. Saksena*  
( R.C. Saksena )  
Under Secretary.

*File enclosed to  
Kalpana Roy & T.P.V.*

*AS  
T.P.V.*

*Sant*

A. I. T. U. C.  
Received... 84/27.2.61  
Replied.....

183

Immediate

No. LC-10(52)/60  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

.....

From

Shri R. C. Saksena,  
Under Secretary to the Govt. of India.

TO

The Secretary,  
All-India Trade Union Congress,  
4, Ashok Road, New Delhi.

Dated New Delhi, the

Subject:- Eighth Session of the Industrial Committee  
on Coal Mining - Agenda of the .

.....

Sir,

I am directed to ~~havite~~ have a reference to your letter No. 183/A/60, dated the 23rd November 1960, suggesting inter alia the following subject for inclusion in the agenda of the eighth Session of the Industrial Committee on Coal Mining:-

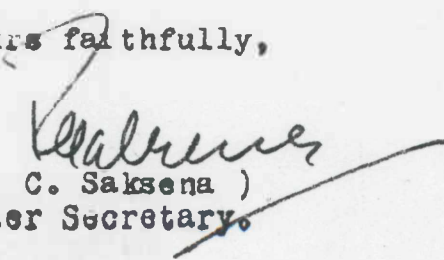
Amendments to Coal Mines Bonus Scheme -

- (i) Weekly payment of bonus to be introduced.
- (ii) The period of lay-off and period of legal strike should be treated as attendances for the purpose of bonus.
- (iii) The allowance of 21 days in a year should be increased to 30 days at least as the period of annual leave with pay has been increased in the Amended Mines Act.
- (iv) The provision of forfeiture of bonus for strike declared illegal should be removed as the workers should not be given double punishment, and as this provision is of discriminatory nature.

As intimated vide this Ministry's letter dated the 1st February 1961, item "Matters relating to Bonus for Coal Miners" has been included in the agenda of the Industrial Committee.

2. I am to request you to forward to this Ministry immediately notes relating to items (i) to (iv) above which the All-India Trade Union Congress may wish to place before the Committee.

Yours faithfully,

  
( R. C. Saksena )  
Under Secretary.

"d.a.nil  
SSB/

2 copies  
L. C. Saksena  
HTRV  
ms  
100 man

37-15

A.I.T.U.C.  
Received... 5.08/23.3.61  
Replied.....

183

IMMEDIATE.

NO.LC\_10(52)/60  
Government of India  
Ministry of Labour & Employment  
-----

From

Shri R.C. Saksena,  
Under Secretary to the Government of India.

To 13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 22nd March, 1961.

SUBJECT:- Eighth Session of the Industrial  
Committee on Coal Mining - New  
Delhi - 25th and 26th April, 1961.  
-----

Sir,

\*with two  
spare copies.

In continuation of this Ministry's letter dated the 9th March 1961, I am directed to forward herewith memoranda on the following items of the agenda of the eighth session of the Industrial Committee on Coal Mining :-

- Item 7 : Proposal for enhancing the rate of Coal Mines Provident Fund contribution from 6 $\frac{1}{2}$ % to 8 $\frac{1}{2}$ %.
- Item 9 : Colliery Canteens.

Yours faithfully,

( R.C. Saksena )  
Under Secretary.

575/29-3-61

Immediate

No.LC-10(52)/60  
Government of India  
Ministry of Labour & Employment.

183

From Shri R.C.Saksena,  
Under Secretary to the Government of India.

To 13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 27th  
March 1961.

Subject:- Eighth Session of the Industrial Committee on Coal  
on Coal Mining- New Delhi - 25th and 26th April, 1961.

Sir,

In continuation of this Ministry's letter dated the 22nd  
March 1961, I am directed to forward herewith memoranda on the  
following items of the agenda:-

Item 1: Action taken on the main conclusions/recommendations  
of the last session of the Industrial Committee on  
Coal Mining.

Item 2: Matters relating to bonus for coal miners.

2. A copy of the summary record of proceedings of the Special  
Committee on Gorakhpur Labour Organisation held on the 14th and  
15th March, 1961, is enclosed in connection with items 8 and  
10 of the agenda.

Yours faithfully,

*R.C.Saksena*

(R.C.Saksena)  
Under Secretary.



A.I.T.U.C.  
Received... 63/4-4-66  
Replied.....

Reminder

No. 8/13/60-MII  
Government of India  
Ministry of Labour & Employment  
.....

**From** Shri A.P. Veera Raghavan,  
Under Secretary to the Government of India.  
**To** The General Secretary,  
All India Trade Union Congress,  
4, Ashoka Road, New Delhi.

30 MAR 1961

Dated New Delhi, the

**Subject:-** Re-employment of disabled coal miners-conditions arrived at the 7th meeting of the Industrial Committee on Coal Mining held in April 1960.  
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Sir,

I am directed to invite a reference to this Ministry's letter of even number dated the 7th February 1961, and to request that your reply may please be expedited. It will be appreciated if two copies of your replies could kindly be sent.

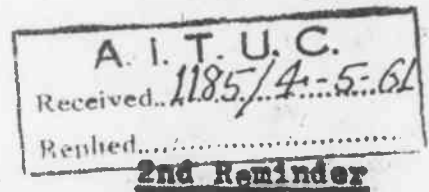
Yours faithfully,

*A.P. Veera Raghavan*

( A.P. Veera Raghavan )  
Under Secretary

What is it?  
ms  
5/4

S.a.nil



No.8/13/60-M.II  
Government of India  
Ministry of Labour and Employment

From

Shri B.R. Khanna,  
Under Secretary to the Government of India

To

1. The Secretary, Indian Mining Federation, 135-Canning Street, Calcutta.
2. The General Secretary, Indian National Trade Union Congress, 17-Janpath, New Delhi.
3. The General Secretary, All India Trade Union Congress, 4-Ashoka Road, New Delhi.
4. The General Secretary, Hind Mazdoor Sabha, Nagindas Chambers (2nd Floor), 167, Frere Road, Bombay-1.
5. The Honorary Secretary, Indian Mine Managers' Association, Sunkeppore Colliery, P.O. Ukhra, Burdwan.
6. The Honorary Secretary, National Association of Colliery Managers, Nigah Colliery, Kalipahari Burdwan.

Dated, New Delhi, the

3 MAY 1961

SUBJECT:- Re-employment of disabled coal miners-  
conclusions arrived at the 7th meeting  
of the Industrial Committee on Coal  
Mining held in April, 1960.

Sir,

I am directed to invite a reference to this Ministry's letter of even number dated the 7th February, 1961 and reminder dated the 30th March, 1961 and to request that your reply may please be expedited. It will be appreciated if two copies of your replies could kindly be sent.

Yours faithfully,

*B.R. Khanna*  
(B.R. Khanna)  
Under Secretary

*15.16*  
*April 8*  
*Is it possible with*  
*in!*  
*15.16*  
*5 May*

A. I. T. U. C.  
Received 302/22-3-61  
Replied.....

183

Immediate

No. LC-10(52)/60  
Government of India  
Ministry of Labour & Employment

...

From

Shri R.C. Saksena,  
Under Secretary to the Govt. of India.

To

13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 9th  
March, 1961

Subject:- Eighth Session of the Industrial Committee on  
Coal Mining - New Delhi - 25th and 26th April 1961.

...

Sir,

In continuation of this Ministry's letter No. LC-10(52)/60,  
dated the 24th February 1961, I am directed to say that the eighth  
session of the Industrial Committee on Coal Mining will be held  
at New Delhi on the 25th and 26th April 1961. The place and time  
of the meeting will be intimated separately.

\*

with 2. Memorandum on item 3, viz. "Miners' Housing and provision  
three spare for payment of house rent" of the agenda of the Committee is  
copies enclosed.

1 copy sent to  
K. Roy

Seen  
T.B.V.  
27/3/61

Yours faithfully,

*R. C. Saksena*  
(R. C. Saksena)  
Under Secretary

183

20/5/61  
Re

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
\*\*\*\*\*

Dated New Delhi, the

EXPRESS LETTER

3 APR 1961

To

The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

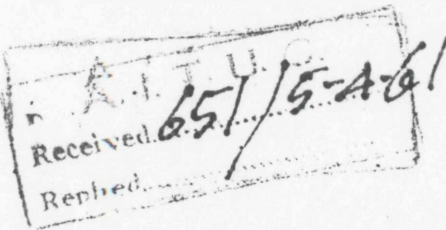
**No. 16-10(53)/60 REFERENCE THIS MINISTRY'S LETTER  
DATED TWENTY-SEVENTH JANUARY 1961 (.) GRATEFUL EXEMPT NAMES  
OF DELEGATE(S) ADVISER(S) ATTENDING EIGHT SESSION INDUSTRIAL  
COMMITTEE ON COAL MINING AT NEW DELHI ON TWENTYFIFTH AND  
TWENTYSIXTH APRIL 1961(.)**

*Nehru*

( Mahindra Kishore )  
Section Officer

*See names:  
Com: Kalyan Raj: Dalesabe.  
Vishal Rao: Advani  
Infor Unit.*

*ms  
5/4.*



No.LC-10(52)/60  
Government of India  
Ministry of Labour & Employment

From

Shri R.C.Saksena,  
Under Secretary to the Government of India.

To

13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the  
3rd April, 1961.

Subject:- Eighth Session of the Industrial Committee on Coal  
Mining - New Delhi 25th and 26th April 1961.

Sir,

In continuation of this Ministry's letter dated the  
27th March, 1961, I am directed to enclose Memorandum  
on item 5 of the Agenda " Revision of the Wage Structure  
in the Coal Industry."

Yours faithfully,

*R.C.Saksena*  
(R.C.Saksena)  
Under Secretary

*Lo paper to L. Reg.  
Wro  
574*

Immediate

No.LC-10(52)/60  
Government of India  
Ministry of Labour & Employment

....

From

Shri R.C. Saksena,  
Under Secretary to the Govt. of India.

To

13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 4th  
April '61.

Subject:- 8th Session of the Industrial Committee on Coal  
Mining - New Delhi - 25th and 26th April 1961.

....

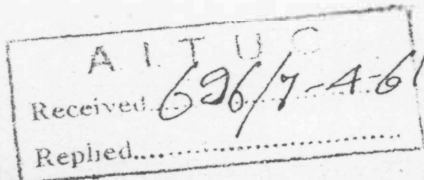
Sir,

In continuation of this Ministry's letter dated the 3rd April, 1961, I am directed to say that it has been decided to include the following subjects as items 14 and 15 in the agenda of the eighth session of the Industrial Committee on Coal Mining:-

Item 14: Welfare of Coal miners and the role of trade unions.

Item 15: Supply of hurricane lanterns to the underground workers in coal mines and deductions from the wages of the workers.

page ... 2/-



EXPRESS

To  
The Secretary,  
All India Trade Union Congress.

4th April, 1961.

Dear Com. Sriwastava,

We have received a letter from Sri Janardan Sharma (Ref. No. 136/61 dated 24.3.61) instructing us to send Rs. 125/- for court expenses in the matter of Supreme Court appeal in Mali's Bonus case of Phowra Colliery.

The union is a small one having very limited means, and already it has incurred and expenditure on this a/c to the extent of 300/-. It is impossible for such small unions to raise so much money for one particular case. You are therefore requested to request Shri Sharma on our behalf not to press us for remitting heavy amounts.

If you think, after having consulted him that the money must be sent then please inform me immediately. It might be possible to send 50/- from here by utmost effort and the rest have to be somehow managed from there. Please also impress upon him our inability to incur more expenses in this case.

I have paid the outstanding phone bills and applied for the restoration of the phone. The application has been sent to the Circle P.M.G for sanction which is now being awaited. We have decided to hold the next Bihar T.O.C. conf. at Dhanbad.

Yours comradely,

Prasanta Basu  
4/4

183  
270

April 5, 1961

BY REGISTERED POST

Dear Com.Kalyan Roy,

We are nominating you as delegate for the Industrial Committee meeting. It is in NEW DELHI, on 24th and 25th April 1961. Please confirm that you will be attending. I hope as you wrote last your health has improved and would not stand in the way of your participation.

Some of the agenda papers have been sent to you earlier. We enclose those received since, viz.:

- 1) Memoranda on Action Taken
- 2) Bonus
- 3) Revision of Wage Structure
- 4) Proceedings of Gorakhpur Committee
- 5) CMPF
- 6) Canteens
- 7) Welfare of Coal Miners & TUs
- 8) Supply of hurricane lanterns

With greetings,

Yours fraternally,

*KMS*

(K.G.Sriwastava)

ENCL: 8

Com.Kalyan Roy,  
47 European Assylum,  
Calcutta 16



No.183/NH/61  
April 5, 1961

Shri R.C.Saksena,  
Under Secretary to the Government of India,  
Ministry of Labour & Employment,  
New Delhi.

Sub: 8th Session of the Industrial  
Committee on Coal Mining

Dear Sir,

With reference to your letter No.IC-10(537)  
/60 dated 27th January 1961, on the above subject,  
we may inform you that the AIUC delegation to  
the 8th Session of the Industrial Committee on  
Coal Mining would consist of:

- 1) Shri Kalyan Roy,  
General Secretary,  
Indian Mine Workers' Federation,  
47 European Assylum,  
CALCUTTA 16 - DELEGATE
- 2) Shri T.B.Vittal Rao, M.P.,  
President, IMWF,  
3 Windsor Place,  
New Delhi - ADVISER

Yours faithfully,

*hm*  
*74*  
(K.G.Srivastava)  
Secretary

182  
April 8, 1961

General Secretary,  
Indian Mine Workers' Federation,  
Dhanbad.

Dear Comrade,

Please refer to our letter of Feb.16 and the copy of the letter from the Labour Ministry re. re-employment of disabled coal-miners.

On this question, we are to send our views and relevant factual data in respect of rehabilitation of disabled miners.

We would request you to send us a short note and whatever facts available with you in this regard, without any delay.

With greetings,

Yours fraternally,

*K.G. Sriwastava*  
(K.G.Sriwastava)  
Secretary

P.S.

Your letter of April 4, re: Mali's bonus case. We have since enquired from Com. Sharma. The amount of Rs.125 is required towards the court fee and the cost of typing and cyclostyling of the statement of case that is to be filed before the Supreme Court. We are sorry that the AITUC is unable to defray any part of that expense. You have to arrange it somehow.

183

A I T U C  
Received... 789/12-4-61  
Replied..... Immediate

No.LC-10(52)/60  
Government of India  
Ministry of Labour & Employment  
-----

From

Shri R.C. Saksena,  
Under Secretary to the Government of India.

To 13. The General Secretary,  
All-India Trade Union Congress,  
4, Ashoka Road, New Delhi.

Dated New Delhi, the 10th April, 1961.

Subject:- Eighth Session of the Industrial Committee on Coal  
Mining - New Delhi - 25th and 26th April, 1961.  
-----

Sir,

In continuation of this Ministry letter dated the 4th April, 1961, I am directed to say that the eighth session of the Industrial Committee on Coal Mining will meet in Committee Room 'D', Vigyan Bhavan, New Delhi, on the 25th and 26th April, 1961. The meeting will commence at 9 A.M. on the 25th April, 1961.

Yours faithfully,

*R.C. Saksena*  
( R.C. Saksena )  
Under Secretary

COPY

No. LC-10(52)/60  
Government of India  
Ministry of Labour & Employment

....

From

Shri R. C. Saksona,  
Under Secretary to the Government of India.

To

The Secretary,  
Joint Working Committee,  
6, Netaji Subhas Road,  
Calcutta - 1.

Dated, New Delhi, the 12th April, 1961.

Subject:- Eighth Session of the Industrial Committee on Coal Mining -  
New Delhi - 25th and 26th April, 1961.

.....

Sir,

I am directed to refer to your letter No. 39/187 dated the 4th April, 1961, and to say that it has been decided to circulate the memorandum on the "Revision of the wage structure in the Coal Industry" prepared by the Joint Working Committee to the interests represented on the forthcoming session of the Industrial Committee on Coal Mining.

2. In order to save time, it is requested that the memorandum may be forwarded by you direct to the State Governments and other organisations represented on the Committee as well as to their delegates and advisers vide list attached. Fifty copies may also be sent to this Ministry.

Yours faithfully,

Sd/-

( R. C. Saksona )  
Under Secretary.

GM:

INDIAN MINING ASSOCIATION  
INDIAN MINING FEDERATION  
INDIAN COLLIERY OWNERS' ASSOCIATION  
MADHYA PRADESH MINING ASSOCIATION

A. I. T. U. C.  
Received.. 8/10/17..A..61  
Replied.....

Industry Committee  
Coal Mining

Tele. 22 - 5638

183

Please reply to :- Secretary,

Joint Working Committee  
6, Netaji Subhas Road

Ref.No. 39/70(8)/232.

Calcutta 1, 15th April, 1961

The Secretary to the (2 copies)  
Government of Bihar,  
Labour Department,  
Patna.

The Secretary to the (2 copies)  
Government of West Bengal,  
Labour Department,  
Calcutta.

The Secretary to the (2 copies)  
Government of Madhya Pradesh,  
Labour Department,  
Bhopal.

The Secretary to the (2 copies)  
Government of Andhra Pradesh,  
Social Welfare & Labour Department,  
Hyderabad.

The Secretary to the (2 copies)  
Government of Orissa,  
Labour Department,  
Bhubaneswar.

The Secretary to the (2 copies)  
Government of Assam,  
Labour Department,  
(Labour Branch),  
Shillong.

The Chairman,  
Indian Mining Association,  
Royal Exchange, Calcutta.

The Secretary,  
Indian Mining Federation,  
135, Canning Street, Calcutta.

The Secretary,  
Madhya Pradesh Mining Association,  
Parasia, Distt: Chhindwara.

The Secretary,  
Indian Colliery Owners' Association,  
I.C.O. Association Road,  
Dhanbad.

The Managing Director,  
National Coal Development  
Corporation (Private) Ltd.,  
Darbhanga House,  
Ranchi.

The General Secretary,  
Indian National Trade Union Congress,  
17, Janpath, New Delhi.

4/10/61  
17/4/61

7.

2.

✓ The General Secretary,  
All India Trade Union Congress,  
4, Ashoka Road, New Delhi.

(1 copy)

The General Secretary,  
Hind Mazdoor Sabha,  
Naginda's Chamber (2nd Floor),  
167, Frere Road,  
Bombay 1.

(1 copy)

The Honorary Secretary,  
National Association of Colliery Managers,  
c/o East Indian Coal Co. Ltd.,  
P.O. Kusunda, Distt: Dhanbad (Bihar).

(1 copy)

The Honorary Secretary,  
Indian Mine Managers' Association,  
Tata's Sijua Colliery,  
P.O. Sijua, Distt: Dhanbad. (Bihar.

(1 copy)

Dear Sirs,

Eighth Session of the Industrial Committee  
on Coal Mining.

.....

I enclose, for your information, a copy of a letter No. LC-10(52)/60 of the 12th April 1961, received by this office on the 13th instant from the Under Secretary to the Government of India, Ministry of Labour & Employment, New Delhi, requesting me to circulate the Joint Working Committee's memorandum on the revision of the wage structure in the Coal Industry vide item 5 of the Agenda.

I accordingly enclose, for your information two/one copies/copy of the Memorandum,

Yours faithfully,

*R. Patkar*  
for Secretary,  
Joint Working Committee.

GM:

Encl:

Copy to:

The Secretary to the Government of Andhra Pradesh,  
Home (Labour) Department, Hyderabad.

The Secretary to the Government of Assam,  
Labour Department (Labour Branch), Shillong.

Shri S.N. Pande, I.A.S.,  
Commissioner of Labour,  
Government of Bihar, Patna.

Shri V.R. Kulkarni,  
Deputy Labour Commissioner,  
Government of Madhya Pradesh, Indore.

Copy to:

Shri D.P. Tripathi, I.A.S.,  
Labour Commissioner,  
Government of Orissa, Cuttack

Shri A.S. Nag,  
Deputy Secretary, Labour Department,  
Government of West Bengal, Calcutta.

Shri P. Prashad,  
Chairman,  
Indian Mining Association,  
Royal Exchange, Calcutta.

Shri R. Lall,  
Deputy Chairman,  
Indian Mining Association,  
Royal Exchange, Calcutta.

W.J. Jameson, Esq.,  
Messrs. Bengal Coal Co.Ltd.,  
Sanctoria, Disergarh P.O.

Shri I.M. Thapar,  
M/s. Karam Chand Thapar ' Bros (P) Ltd.,  
'Thapar House',  
25, Brabourne Road, Calcutta.

Shri S.N. Mullick,  
62-A, Harighosh Street, Calcutta-6.

W. Bright, Esq.,  
Chief Mining Engineer,  
Messrs. Shaw Wallace & Co.Ltd.,  
P.O. Parasia. Distt. Chhindwara (M.P.)

Shri S.R. Mehta,  
Newton Chickli Collierios Ltd.,  
P.O. Parasia,  
Distt. Chhindwara (M.P.)

Shri J.R. Shah,  
Newton Chickli Collierios,  
P.O. Parasia, Distt. Chhindwara (M.P.)

Shri Rasiklal Worah,  
135, Canning Street, Calcutta.

Shri N.M.Chouhan,  
Central Kujama Colliery,  
P.O. Jharia (Bihar).

Shri J.G. Kumaramangalam,  
Deputy General Manager,  
National Coal Development Corporation,  
'Darbhanga House', Ranchi.

Copy to:

Shri Kanti Mehta,  
General Secretary,  
Indian National Mine Workers' Federation,  
9- Elgin Road, Calcutta-20.

Shri R.N. Sharma,  
C/o Colliery Mazdoor Sangh,  
Opp. State Bank of India, Dhanbad.

Shri S. Narayana Reddy,  
President, Andhra Pradesh Colliery,  
Mazdoor Sangh, P.O. Ramavaram (A.P.)

Shri Keshav Bannerjee, President,  
Colliery Mazdoor Union, Asansol.

Shri R.L. Malviya, M.P.  
129, South Avenue,  
NEW DELHI.

Shri S. Das Gupta, Secretary,  
Indian National Mine Workers' Federation,  
9, Elgin Road, Calcutta-20.

✓ Shri Kalyan Roy,  
General Secretary, Indian Mine Workers' Federation,  
47, European Asylum Lane, Calcutta-16.1

✓ Shri T.B.Vittal Rao, M.P.  
President, Indian Mine Workers' Federation,  
3, Windsor Place, New Delhi.

Shri Mahesh Desai,  
Koyala Mazdoor Panchayat, Jharia,  
(Bihar).

Shri Sudhir Rudra,  
Colliery Mazdoor Congress,  
Bengal Hotel, Asansol (W. Bengal).

Shri J.J.T. Keogan,  
Gaslitan Colliery,  
P.O. Sijua, Distt. Dhanbad.

Shri H.K. Banerjee,  
President, Indian Mine Managers' Association,  
P.O. Bhowra, Distt. Dhanbad (Bihar).



183

No.LC-10(52)/60  
Government of India  
Ministry of Labour & Employment  
-----

Immediate.

ALLUC  
Received 9/15/18-4-61  
Replied.....

From

Shri R.C.Saksena,  
Under Secretary to the Government of India.

To

1. The State Governments, Employers' and Workers' Organisations concerned.
2. The Employers' and Workers' Delegates/Advisers.

Dated New Delhi, the 17th April, 1961.

Subject:- Eighth Session of the Industrial Committee on Coal Mining - New Delhi - 25th and 26th April, 1961.  
-----

Sir,

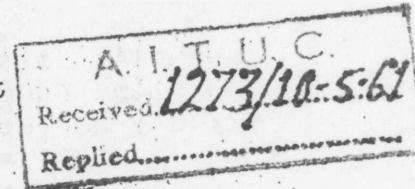
I am directed to say that the meeting of the Industrial Committee on Coal Mining will commence at 3 P.M. on the 25th April, 1961, in Committee Room 'D', Vigyan Bhavan, New Delhi instead of 9 A.M. as intimated earlier in this Ministry's letter dated the 10th April, 1961.

Yours faithfully,  
*R.C. Saksena*  
( R.C. Saksena )  
Under Secretary.

12. The General Secretary,  
All India Trade Union Congress,  
4, Ashoka Road, New Delhi.

IMMEDIATE

No. 21/2/61-M.I  
Government of India  
Ministry of Labour and Employment



From

Shri L. Khanna,  
Under Secretary to the Government of India

To

9 MAY 1961

Dated, New Delhi, the

SUBJECT:- Report of the Mines Safety Equipment  
Committee set up in pursuance of the  
recommendations of the Safety Conference.

Dear Sir,

The Government of India had set up a Committee,  
as recommended by the Conference on Safety in Mines  
(1958-1959), to assess the mining industry's requirement  
for safety equipment and material and to make suggestions  
for the manufacture of those material and equipment which  
were not produced in the country. The Committee has

..2.

-: 2 :-

submitted its report (copy enclosed). I am to request that the comments of your organisation on the report may kindly be furnished to the Government of India as early as possible and in any case within a month of the date of this letter.

Yours faithfully,



( B. D. Khanna )

Under Secretary

Copy forwarded to the Chief Inspector of Mines, Dhanbad with reference to his letter No. 5133 G, dated the 16th February, 1961.

for Under Secretary

No. RD: 177(4)/61  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT

183

A. I. T. U. C.  
Received. 1351/15-5-61  
Replied.

From

Dr. B. R. Seth,  
Deputy Secretary to the Government of India.

To

The General Secretary,  
All India, Trade Union Congress,  
4, Ashok Road, New Delhi.

Dated, New Delhi, the 11<sup>th</sup> May, 1961.

Subject: - Conclusions of the 8th Session of the  
Industrial Committee on Coal Mining  
(New Delhi, 25th-26th April, 1961).

Sir,

I am directed to forward herewith a copy of the  
statement of Conclusions reached at the 8th Session of the  
Industrial Committee on Coal Mining held on the 25th-26th  
April, 1961 for information and necessary action.

Yours faithfully,

*B. R. Seth*  
12-5-61  
(B. R. Seth)  
Deputy Secretary

Copy with a copy of the enclosure for information  
and necessary action to:-

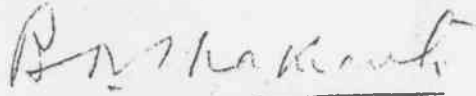
1. P.S. to Minister for Steel, Mines and Fuel,  
New Delhi.
2. Shri Qadir, Director General, Employment  
& Training, New Delhi.
3. Shri S.P. Mukherjee, Chief Labour Commissioner(C),  
New Delhi.
4. Dr. A.M. Lorenzo, Director, Labour Bureau, Simla.
5. Shri G.S. Jabbi, Additional Chief Inspector of  
Mines, Dhanbad.
6. Brig. K. Bag Singh, Coal Mines Welfare Commissioner,  
Dhanbad.
7. Shri S.N. Mubayi, Central Provident Fund  
Commissioner, New Delhi.
8. Shri P. Chandra, Coal Mines Provident Fund  
Commissioner, New Delhi.
9. Shri S.N. Channa, Director, Employment Exchanges,  
D.G.E.&T., New Delhi.

*Pt. Chandra, further  
article by Kagan Raj  
J. Lalit, into this m...*

*1015*

10. Shri A.S. Grewal, Deputy Secretary, Ministry of Steel, Mines & Fuel, New Delhi.
11. Shri A.B. Guha, Coal Mining Adviser, Ministry of Steel, Mines & Fuel, New Delhi.
12. Shri D. Hejmadi, Deputy Secretary, Ministry of Steel, Mines & Fuel, New Delhi.
13. \*Dr. S.T. Merani, International Labour Adviser, Consulate-General of India, Geneva (Switzerland).
14. The Director, I.L.O. (India Branch), Mandi House, New Delhi.
15. Shri U.C. Tewari, Information Officer, New Delhi.

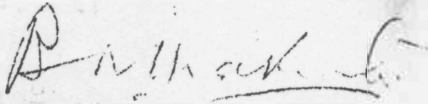
\*By Diplomatic Bag.

  
(B.N. Chakravorti)  
for Deputy Secretary

Copy with a copy of the enclosure for information

to:-

1. P.S. to L.M.
2. P.S. to D.L.M.
3. P.S. to D.L.M.(E).
4. P.S. to Secretary.
5. P.A.s to J.S.(G) & J.S.(E).
6. L.E.A.
7. All Deputy Secretaries.
8. A.E.A.
9. A.L.E.A.

  
(B.N. Chakravorti)  
for Deputy Secretary

MAIN CONCLUSIONS

Item 1: Action taken on the Conclusions of the Seventh Session of the Committee

The statement of action taken was noted by the Committee subject to the following observations:-

- (i) Abolition of Contract Labour - It was reiterated that the appointment of the Court of Inquiry did not in any way invalidate the decisions of the earlier sessions of the Committee. Therefore, pending completion of work by the Court of Inquiry, the contract system should not be extended to any new category of labour, and in all cases of such extension after August, 1956, the position should be rectified.
- (ii) Standing Orders for the Coal Industry - The Revised Standing Orders should be made applicable to the industry as early as possible. It was agreed that individual employers would get Revised Standing Orders certified by the proper authority without delay.
- (iii) Inclusion of teachers within the scope of the Coal Mines Provident Fund Scheme - Fuller information regarding teachers who have been excluded from the benefits of the Scheme should be collected and suitable action taken in the light of the facts thus ascertained.
- (iv) Water Supply in the Coal fields - A Special Board of Inquiry should be set up to examine the whole position and make appropriate recommendations for solving the problem expeditiously. The Board should consist of 3 members - an engineer, an administrator and an eminent person from public life.
- (v) Implementation of the Recommendations of the Miners' Boots Committee - The Coal Mines Welfare Organisation should expedite arrangements for the supply of boots and uniforms to workers as also for appropriate display of the recommendations of the Miners' Boots Committee in regional languages.

Item 2: Matters relating to Bonus for Coal Miners

- (i) Weekly payment of Bonus - It was agreed that the present system of quarterly payment should continue. The employers agreed to introduce a system of bonus cards in which the workers' attendance would be recorded once every week and which would thereafter be handed over to them. Such cards would be introduced with effect from the 1st July, 1961.
- (ii) Idleness during illegal lock-outs to be treated as attendance for purposes of bonus - The workers should have the right to approach the industrial relations machinery for getting a lock-out declared illegal. Whenever a lock-out is so declared, the period of idleness should be counted as attendance for the purposes of entitlement to bonus.
- (iii) Counting the leave period as days of attendance for earning bonus - It was agreed that the period of leave to be counted as attendance for the purpose of bonus would be 21 days in a year, or where earned leave was accumulated, the actual number of days of earned leave availed of (including accumulations) plus 5 days.

Item 3: Miners' Housing Scheme

It was agreed that the existing programme of construction of 30,000 <sup>houses of the</sup> conventional type under the New Housing Scheme should be completed. In addition, the Coal Mines Welfare Organisation should undertake the construction of one lakh "cheap" houses <sup>either directly or otherwise</sup> during the Third Five Year Plan. For the purpose of financing these schemes an increase in the rate of welfare cess upto a maximum of one rupee was agreed to in principle. The actual increase would, however, be made as and when the existing accumulations in the housing account of the Fund had been effectively earmarked.

Item 4: Review of Safety Measures suggested by the Safety Conference

The position as stated in the memorandum on the subject was noted. The decisions of the Committee now formulating Training Schemes for coal mine entrants would be made available

to the Trade Union Organisations as and when they are ready. The workers' representatives felt that the Standing Safety Advisory Committee should work under more precise terms of reference.

Item 5: Revision of the wage structure in the Coal Mining Industry

The Committee was of the view that all aspects of the question of wage revision in the coal mining industry should be gone into by a Bipartite Committee of Employers & Workers on the basis of facts already available. The parties would jointly explore possibilities of adjustment of wages within the existing price structure. The question of setting up any machinery for going into the wage question would be considered if the efforts of the parties to reach an amicable settlement proved unsuccessful.

Item 6: Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme

The proposal to delink the Coal Mines Provident Fund Scheme from the Bonus Scheme was accepted. It was agreed that for underground workers the qualifying period for entitlement to membership of the Provident Fund should be 105 days' attendance within a period of 6 months from the date of employment. The corresponding period for all others should be 130 days.

Item 7: Proposal for enhancing the rate of Coal Mines Provident Fund Contribution from 6 1/2% to 8 1/3%

While the workers' representatives were in favour of raising the rate of contributions from 6 1/2% to 8 1/3%, the employers' representatives were opposed to any such change. The matter was left to the Government for decision.

Item 8: Question of C.R.O. Labour in Coal Mining Industry

The decisions taken by the Tripartite Committee at its meeting on the 24th January, 1961 and the report of the Special Committee <sup>(14<sup>th</sup>-15<sup>th</sup> March, 61)</sup> set up for implementing them were approved. It was reiterated that no differential treatment should be given in any form to any particular type of labour at the work sites.



Item 9: Colliery Canteens

All colliery canteens, wherever run by contractors, should be taken over and run departmentally. For this purpose the employers should appoint the required staff as laid down in the Mines Rules.

Doubts were expressed on the propriety of the employer's recovering the charges incurred on staff, etc., from the sales. Reference was made to a recent Award of the Labour Appellate Tribunal, Calcutta in which it had been laid down that the wages of canteen staff as well as the cost of equipment should not be debited against the running cost of the canteens. It was agreed that the practice followed in factories in this regard should be followed in the mines also.

Item 10: Decasualisation Scheme for Colliery Workers

The Decasualisation Scheme proposed to be introduced was agreed to in principle. On a suggestion made by the workers' representatives, it was accepted that suitable provision should be made in the Scheme requiring employers to send advance information to the Employment Exchanges about labour likely to be rendered surplus. It was also agreed that the Scheme would be introduced after Employment Exchanges have been successfully set up in the mining areas.

Item 11: Extension of Benefits under the Industrial Disputes Act, 1947 to teachers employed in coal mines

After full discussion it was considered that there were some practical difficulties in adopting the suggestion.

Item 12: Indebtedness of Coal Mine Workers

It was agreed that all encouragement should be given to the promotion of co-operative societies and efforts made to overcome procedural difficulties in the formation of such societies. It was considered desirable that (i) loans should be made available to workers' cooperatives directly by the Welfare Fund Organisation and the rate of interest should be 5% per annum; (ii) the rates of interest to be charged by the co-operative societies may be subject to the ceilings fixed

by the State Governments and (iii) the Fund should also render some financial assistance to the co-operative societies for administrative purposes at the initial stage. These proposals should be pursued expeditiously. It was agreed that private money lending within the precincts of a colliery whether by agents or employees of a mine or by outsiders should be prohibited. The Standing Orders should also be amended for this purpose; and the State Governments should be approached for declaring the days of payment in collieries as "dry days".

Item 13: Retirement age in the Coal Mining Industry

Persons thrown out of employment due to the enforcement of Regulation 28 of the Coal Mines Regulations, 1957 should, as far as possible, be provided with alternative jobs. The Chief Labour Commissioner would look into the matter and settle cases of re-employment in consultation with the employers. Meanwhile, the employers agreed to consider such cases with sympathy and examine the possibility of providing appropriate financial assistance.

Item 14: Welfare of Coal miners and the Role of Trade Unions

The proposals made in the Memorandum were approved.

Item 15: Supply of hurricane lanterns

While there was no dispute about the supply of hurricane lanterns to the workers going underground, there was some divergence of opinion about the life time of a lamp, the frequency at which the bulbs should be supplied etc. The Chief Inspector of Mines was authorised to settle these issues. The employers agreed that wherever the cost of such lanterns and the oil used had been deducted from the wages of workers after the 1st May 1960, the amount deducted should be refunded.

No.183(A)/61  
May 19, 1961

Shri B.R.Khanna,  
Under Secretary to the Government of India,  
Ministry of Labour & Employment,  
New Delhi.

Sub: Re-employment of disabled coalminers  
- conclusions arrived at the 7th meeting  
of the Industrial Committee on Coal Mining

Dear Sir,

Please refer to your letter No.8/13/60-M,II  
dated February 7, 1961 and subsequent reminder, on  
the above subject.

Our organisation is of the opinion that the  
small tripartite committee to review the position  
of re-employment of disabled miners, envisaged by the  
Industrial Committee should be set up without delay.

As for the data on this question, trade unions,  
as you will appreciate, are at a disadvantage in  
compiling the data for submission to the Committee.  
While efforts are being made by our unions to obtain  
and collate the data, we think that the setting up  
of the Committee should not be delayed on this score.  
The trade unions could assist the Committee in its  
work once it starts functioning.

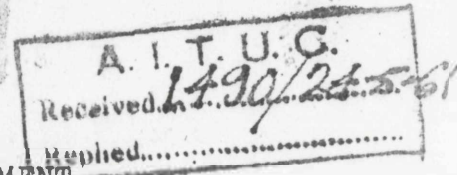
As desired, this reply is being sent in  
duplicate.

Yours faithfully,

*KMP*  
*- rps*  
(K.G.Sriwastava)  
Secretary

11. The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road, New Delhi.

No. 27/1/61-41  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT



From

Shri B.R. Khanna,  
Under Secretary to the Government of India.

To

Dated New Delhi, the

23/5/61

Subject:- Report of the Meeting of Experts on Major Mine  
Disasters.

Sir,

I am directed to forward herewith a copy of the report of  
the Meeting of Experts on Major Mine Disasters held in Geneva from  
13th to 24th March 1961 with the request that comments of the  
Association if any, may kindly be furnished to this Ministry by the  
1st July 1961. If no comments are received by that date, it will  
be presumed that the Association have no comments to furnish.

Yours faithfully,

  
( B.R. Khanna )  
Under Secretary

1.a.refd.to  
sps 16.5.61

*Del copies to Secy  
to Govt of India &  
Ministry of Labour & Employment*  
*15/5/61*

Copy forwarded to the Chief Inspector of Mines,  
Dhanbad with reference to his letter No.10407 G dated the  
7th April 1961.

*B.R. Khanna*  
( B.R. Khanna )  
Under Secretary

183  
No.172/A/61  
May 25, 1961

Shri B.R.Khanna,  
Under Secretary to the Govt of India,  
Ministry of Labour & Employment,  
New Delhi.

Sub: Report of the Meeting of Experts on Major  
Mine Disasters

Dear Sir,

With reference to your letter No.27/1/61-  
MI dated May 23, 1961, on the above subject,  
we would request you to kindly send us two more  
copies of the Report of the Meeting of Experts  
on Major Mine Disasters (Geneva, 13-24 March 1961).

Thanking you,

Yours faithfully,

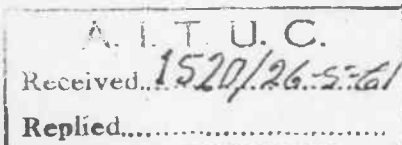
*Kmo*  
*25/5*  
(K.G.Sriwastava)  
Secretary

हिन्दुस्तान खान मजदूर फेडरेशन  
Indian Mine Workers Federation  
DHANBAD (Phone 2855)

Ref. No. ....

Dated the 24th May 1961.

The Secretary,  
All India Trade Union Congress.  
(Re-employment of disabled miners)



Dear Comrade,

Your letter dated 19.5.61.

The biggest problem experienced by us in this matter, is the inability and unwillingness of the employers of both sectors to provide suitable employment to the partially disabled miners.

The Central Hospitals in the coalfields always recommends in case of the partially disabled miners, to provide 'light work' or 'only surface work'. The employers in 95% cases have not done anything on the ground of non-availability of suitable vacant places for them.

In fact, as 95% of the colliery hands are engaged in the manual work, it is very difficult to find light work for the deserving cases. Such vacancies cannot be created without retrenching others.

Even if a system is evolved to reserve light jobs for the disabled miners, there will always be a backlog, because the vacancies created in the normal course will always be short, than the number of disabled miners daily created through the accidents.

This can be partly solved only if ;

- a) a retraining institution is created to provide training free of cost & subsistence allowance during training;
- b) the suitable post are kept reserved to filled in by the retrained workers, listed in govt. register;
- c) employers are debarred to fill up reserve posts from outside the registered workers;
- d) all this should be done under the guidance of IMEX a tripartite body.

Yours fraternally,

P. S. R. R. R. R. R.  
Secretary

Comrade  
Di. not. in part.  
MS  
27 May

24/5

1720/7.6.61

123

No.4/8/59-LRII  
Government of India  
Ministry of Labour & Employment

Dated New Delhi, the

From

Shri A.L. Handa,  
Under Secretary to the Government of India.

To

1. The Deputy Chairman,  
Indian Mining Association,  
Royal Exchange,  
Calcutta.
2. The Secretary,  
Indian Mining Federation,  
135, Canning Street,  
Calcutta.
3. The Deputy Secretary,  
Indian Colliery Owners' Association,  
I.C.O. Association Road,  
P.O. Dhanbad.
4. The Secretary,  
Madhya Pradesh Mining Association,  
Parasia (Chhindwara District).
5. The Managing Director,  
National Coal Development Corporation Ltd.,  
Ranchi.

Subject:- Standing Orders for the Coal Industry.

Sir,


I am directed to invite your attention to the following conclusions of the 8th Session of the Industrial Committee on Coal Mining (New Delhi - 25th/26th April, 1961), on the above subject:-

"Standing Orders for the Coal Industry:

The Revised Standing Orders should be made applicable to the industry as early as possible. It was agreed that individual employers would get Revised Standing Orders certified by the proper authority without delay."

2. It is requested that the employers in the coal mining industry may be advised to get the Revised Standing Orders, which will be as far as possible in line with the Model Standing Orders for the coal mining industry circulated by this Ministry, certified by the proper authority without delay. This Ministry may kindly be informed in due course of the action taken.

Yours faithfully,

  
( A. L. Handa )  
Under Secretary

P.T.O.



No.183/SM/61  
June 7, 1961

Com. Prasanta Burman,  
Indian Mine Workers Federation,  
Dhanbad.

Sub: Re-employment of disabled miners.

Dear Comrade,

...  
Your letter of May 24 on the above subject. The suggestions which you have supplied are of not immediate use. What the Ministry has asked for in this connection is concrete facts and cases.

In our letter of February 16, we had made the position clear. The position is that in the 7th meeting of Industrial Committee on Coal Mining, it was agreed that the organisations concerned will supply relevant factual data as the Committee was of the opinion that the steps taken to rehabilitate the disabled miners were inadequate.

Will you please therefore send us concrete instances in regard to difficulties experienced in this field taking only a few mines as samples ?

Please reply at the earliest as we shall have to send our Comments by June 25, latest.

With greetings,

Yours fraternally,

U.K.  
(K.G.Sriwastava)  
SECRETARY

No.4/96/61-LRII  
Government of India  
Ministry of Labour & Employment

A. I. T. U. C.  
I. E. No. 18.93 Pat. (16.4.61) ...  
File No. .... Registered on.....

Dated New Delhi, the

15 JUN 1961

From

Shri A.L. Handa,  
Under Secretary to the Government of India.

To

1. The Deputy Chairman,  
Indian Mining Association,  
Royal Exchange,  
Calcutta.
2. The Secretary,  
Indian Mining Federation,  
135, Canning Street,  
Calcutta.
3. The Secretary,  
Madhya Pradesh Mining Association,  
Parasia (Chhindwara District).
4. The Deputy Secretary,  
Indian Colliery Owners' Association,  
I.C.O. Association Road,  
P.O. Dhanbad.
5. The Managing Director,  
National Coal Development Corporation Ltd.,  
Ranchi.
6. The General Secretary,  
Indian National Trade Union Congress,  
17, Janpath, New Delhi.
7. The General Secretary,  
All-India Trade Union Congress,  
4, Ashok Road, New Delhi.
8. The General Secretary,  
Hind Mazdoor Sabha,  
Naginadas Chamber (2nd Floor),  
167, Frere Road,  
Bombay-1.

SUBJECT:- Revision of the wage structure in the  
coal mining industry.

Sir,

I am directed to invite the attention of your organisation to Item No. 5 of the main conclusions of the 8th Session of the Industrial Committee on Coal Mining held at New Delhi on the 25th-26th April, 1961 (copy enclosed) and to enquire whether any action has been initiated by your organisation to arrange for bipartite discussion. If not, to avoid further delay it is proposed that Government should make necessary arrangements for the same. For this purpose I am to request you kindly to let this Ministry

P.T.O.

have the name and address of the person who would be representing your organisation on the proposed Bipartite Committee. An early reply is requested.

Yours faithfully,

*A. L. Handa*

( A. L. Handa )  
Under Secretary

Copy forwarded for information to:-

1. Chief Labour Commissioner (Central), New Delhi.
2. Regional Labour Commissioner (Central), Dhanbad.
3. Research Division.

*S. S. ...*  
for Under Secretary

-----  
Extract from the main conclusions of the 8th Session of the Industrial Committee on Coal Mining held at New Delhi on the 25th-26th April, 1961.  
-----

Item 5: Revision of the wage structure in the Coal Mining Industry

The Committee was of the view that all aspects of the question of wage revision in the coal mining industry should be gone into by a Bipartite Committee of Employers & Workers on the basis of facts already available. The parties would jointly explore possibilities of adjustment of wages within the existing price structure. The question of setting up any machinery for going into the wage question would be considered if the efforts of the parties to reach an amicable settlement proved unsuccessful.  
-----

Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner (Central)

IMMEDIATE  
EXPRESS DELIVERY

No.Con.IV.2(1)/61

New Delhi, the 14th June, 1961.

To

1) The General Secretary,  
Indian National Trade Union Congress,  
17, Janpath,  
New Delhi.

2) The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road,  
New Delhi.

3) The General Secretary,  
Hind Mazdoor Sabha,  
Nagindas Chamber,  
167, Frere Road, B o m b a y - 1.

A. I. T. U. C.  
I.R. No. 1865 Date 15.6.61 ...  
File No. .... Replied on .....

Subject: Retirement age in the Coal Mining Industry.

Sir,

I have to invite attention to the main conclusions of the 8th session of the Industrial Committee on Coal Mining held at New Delhi on 25th and 26th April, 1961 and to state that under Item 13 bearing the above mentioned subject, it has been decided by the Committee that the Chief Labour Commissioner would look into the question of re-employment of workmen superannuated in coal mines under Regulation 28 of the Coal Mines Regulations '57 in suitable alternative jobs and the provision of appropriate financial assistance to such workmen. I shall discuss these matters with the Representatives of employers and workers at 11.30 A.M. on 26th June, 1961 in the office of the Regional Labour Commissioner, Calcutta.

I, therefore, request you kindly to depute your representative to attend the meeting.

Receipt of this letter may kindly be acknowledged and particulars of your representative who will be attending the meeting may also be intimated.

Yours faithfully,

*(O.Venkatachalam)*  
(O.Venkatachalam)  
Chief Labour Commissioner

Copy for information, etc. to the Regional Labour Commissioner, Calcutta.

Kalyan Roy  
informed

15/6

15/6

A. I. T. U. C.

F.R. No. 20.15 Date. 26.6.61...

STATE

File No. .... Registered at ..... EXPRESS

1. ALL INDIA TRADE UNION CONGRESS,  
4, ASHOK ROAD  
NEW-DELHI.
2. NATIONAL COAL DEVELOPMENT CORPORATION,  
DARBHANGA HOUSE  
RANCHI
3. COAL COMMITTEE  
M.P. MINING ASSOCIATION  
PARASIA
4. DAS GUPTA  
COLLIERY MAZDOOR SANGH  
DHANBAD
5. MAHESH DESAI,  
KOYLA MAZDOOR PANCHAYAT  
JHARIA.

MEETING PROPOSED FOR 26TH INSTANT AT  
CALCUTTA TO CONSIDER REEMPLOYMENT AND FINANCIAL  
ASSISTANCE FOR SUPERANNUATED COAL MINE WORKERS POST-  
PONED TO SIXTH JULY STOP LETTER FOLLOWS

CHIEF LABOUR COMMISSIONER

\*\*\*\*\*

Government of India  
Ministry of Labour & Employment.

Camp:-CALCUTTA.

No. CON-IV/2(1)/61.

Dated 22nd June, 1961.

Copy by post in confirmation forwarded to:-

- (1) General Secretary, A.I.T.U.C.,  
4, Ashok Road, New-Delhi.
- (2) Sri Mahesh Desai,  
Koila Mazdoor Panchayet, Jharia.
- (3) The Dy:General Manager,  
National Coal Development Corporation,  
Darbhanga House, Ranchi.
- (4) The Secretary,  
Coal Committee, M.P. Mining Association,  
P.O. Parasia, Dist. Chhindwara, M.P.
- (5) Sri Das Gupta,  
Colliery Mazdoor Sangh, Dhanbad.

*H. Chandra 22/6*  
for Chief Labour Commissioner (Central).

Government of India  
Ministry of Labour & Employment  
Office of Chief Labour Commissioner (Central)

No. CON.IV-2(1)/61.

CAMP : CALCUTTA,  
Dated the 27th June, 1961  
6th Asadha, 1883 (Saka)

To

- 1) The Secretary,  
Indian Mining Association,  
Royal Exchange,  
Calcutta.
- 2) The Secretary,  
Indian Mining Federation,  
135, Canning Street,  
Calcutta.
- 3) Sri Rasiklal Worah,  
President,  
Indian Colliery Owners Association,  
135, Canning Street,  
Calcutta.
- 4) The Secretary,  
Coal Committee,  
Madhya Pradesh Mining Association,  
Parasia (Distt: Chhindwara, M.P.).
- 5) The Deputy General Manager,  
National Coal Development Corporation,  
Darbhanga House,  
Ranchi.
- 6) Sri Kanti Mehta,  
General Secretary,  
Indian National Mineworkers' Federation,  
9, Elgin Road,  
Calcutta-20.
- 7) The General Secretary,  
All India Trade Union Congress,  
4, Ashok Road,  
New Delhi.
- 8) Sri Mahesh Desai,  
General Secretary,  
Koyala Mazdoor Panchayat,  
JHARIA, Dhanbad.

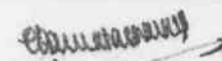
Subject:- Retirement age in the coal mining industry.

Dear Sir,

In continuation of this office communication of even number dated the 22nd June, 1961 issued from my Calcutta Camp, I have to inform you that as some of the representatives have preferred to have the meeting in the later part of July, 1961, the discussions on the question of re-employment of workmen superannuated in coal mines in suitable alternative jobs and the provision of appropriate financial assistance to such workmen, will be held in the Committee Room of Bengal Chamber of Commerce & Industry, Royal Exchange, 6-Netaji Subash Road, Calcutta at 11.30 A.M. on Tuesday, the 18th July, 1961 (instead of the 6th July).

2. The inconvenience, if any, caused to you is regretted.
3. Kindly acknowledge receipt of this letter.

Yours faithfully,

  
(O. Venkatachalam)  
CHIEF LABOUR COMMISSIONER

No.183/A/61  
June 28, 1961

The Chief Labour Commissioner (Central),  
Ministry of Labour & Employment,  
18 Gurdwara Rakabganj Road,  
New Delhi

Sub: Retirement age in the coal-mining industry

Dear Sir,

We acknowledge receipt of your letter No.CON-IV-2(1)/61 dated 27th June, 1961 sent from your Calcutta camp on the above subject.

The change in the date of the meeting to discuss the question of re-employment of workmen superannuated in coalmines, etc., has been noted.

We hereby nominate Shri Kalyan Roy, General Secretary, Indian Mine Workers' Federation, to represent us at the meeting in Calcutta referred above. The address of Shri Roy is given below:

Shri Kalyan Roy,  
C/o Colliery Mazdoor Sabha,  
G.T.Road,  
ASANSOL, W.Bengal

Yours faithfully,

*U.S.*  
(K.G.Sriwastava)  
Secretary

No.183/A/61  
July 8, 1961

Shri A.L.Handa,  
Under Secretary to the Govt of India,  
Ministry of Labour & Employment,  
New Delhi.

Sub: Revision of the Wage Structure in  
the Coal Mining Industry

Dear Sir,

With reference to your letter No.4/96/61-  
LRII dated June 15, 1961, on the above subject,  
we hereby nominate Shri Kalyan Roy, General Secretary,  
Indian Mine Workers' Federation, to represent our  
organisation in the proposed bipartite discussions  
being initiated by Government in connection with  
revision of wage structure in the coalmining industry.  
The address of Shri Roy is given below:

Shri Kalyan Roy,  
General Secretary,  
Indian Mine Workers' Federation,  
C/o Colliery Mazdoor Sabha,  
G.T.Road,  
ASANSOL, W.Bengal

Please acknowledge receipt of this letter.

Yours faithfully,

*mg.*  
(K.G.Srivastava)  
Secretary

copy to: Com.Kalyan Roy



# COLLIERY MAZDOOR CONGRESS

REGISTERED No. 965

( The Union is affiliated to the H. M. S. )

President :-

DEVEN SEN, M.L.A.

General Secretary :-

B. P. JHA, M.L.A.

BENGAL HOTEL

ASANSOL, E. Rly.

Ref. No. ....

Dated 10<sup>th</sup> July 1961

From:- Deven Sen, M.L.A.  
President,  
Colliery Mazdoor Congress,  
Bengal Hotel, Asansol  
West Bengal.

A. I. T. U. C.

I.R. No. 2274 Date 13 JUL 1961

File No. .... Replied on .....

Sub:- Revision of wage structure in the  
Coal Mining Industry.

-----

Dear Sir,

You are certainly aware of <sup>the</sup> decision of the 8th Session of the Industrial Committee on the Coal Mining Industry held in New Delhi on the 25th & 26th April 1961 to the effect, "the question of wage revision in the Coal Mining Industry should be gone into by a Bipartite Committee of Employers & Workers on the basis of facts already available. The parties would jointly explore possibilities of adjustment of wages within the existing price structure."

In order to implement this decision I venture to suggest that an immediate joint meeting of the Representatives of the Employers Associations and the workers organisations be held in Calcutta.

I have sent a copy of this letter to the workers ~~ASKEE~~ Organisations also.

I would request you to kindly convey your opinion on this proposal and suggest a probable date for the meeting

I find that the Coal mine workers have become very

p.t.o.

very restive. Any delay in settling the question would go to intensify that restiveness more.

Thanking you,

Yours sincerely,

*Deven Sen*

Copy to:-

(Deven Sen, M.L.A)

- 1) I.M.A.
- 2) I.M.F.
- 3) I.C.O.A.
- 4) M.P.M.A.
- 5) A.I.T.U.C.
- 6) I.N.T.U.C.
- 7) H.M.S.
- 8) Labour Minister,  
New Delhi.



No.183/A/61  
July 13, 1961

Shri A.L.Handa,  
Under Secretary to the Govt of India,  
Ministry of Labour & Employment,  
New Delhi

Dear Sir,

Our letter of even number dated July 8, 1961, addressed to you was mislaid by the Post Office. In fact, the envelope with the postmark was found on the streets by a pedestrian and he had been good enough to return it to us. The same is being forwarded herewith.

Yours faithfully,

*Uha*  
*13/7/61*  
(K.G.Sriwastava)  
Secretary

Encl:

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
COAL MINES LABOUR WELFARE ORGANISATION

Regd

JAGJIVAN NAGAR

No.P.2(5)61

THE  
I. R. N. S. R.

18 JULY, 1961.

183

To

file

The General Secretary,  
All Indian Trade Union Congress,  
Care Shri S.A.Dange, M.P.  
4, Ashoka Road, New Delhi.

Sub:- Welfare of coal miners and the role of Trade Unions- Conclusions of the 8th meeting of the Industrial Committee on coal mining.

Dear Sir,

As you are aware, the welfare of coal miners and the role of Trade Unions in playing a constructive role in bringing about improvements was discussed at the recent tripartite meeting of the Industrial Committee on Coal Mining held at New Delhi on the 25th and 26th April, 1961 and the Committee approved of the proposals made in the Memorandum on this item. A copy of the Memorandum showing inter-alia some of the specific spheres in which the Trade Unions can play a constructive role and how their active co-operation will go a long way in bringing about better results in various welfare measures implemented by the Coal Mines Labour Welfare Organisation is enclosed. The Government of India in the Ministry of Labour and Employment have now desired that a bi-monthly report on the role played by the Trade Unions in this regard should be submitted to them.

I am, therefore, directed by the Coal Mines Welfare Commissioner to request you to be so kind as to bring the contents of the above Memorandum to the notice of all the constituent branches of your Union functioning in the different coalfields with the request to offer their valued co-operation in this regard as envisaged in the Memorandum referred to above

Receipt of this communication may kindly be acknowledged and the action taken by you thereon intimated to this office in due course.

Thanking you,

A. I. T. U. C.  
I. R. No. 2395 Date 12 JUL 1961  
File No.....Replied on.....

Yours faithfully,

J. P. B. N. M.

SECRETARY  
COAL MINES WELFARE COMMISSIONER

Encls:- as above

MAK/17/7  
Compd:

183

Indian Mines' Workers' Federation.  
Camp. Asansol

A. I. T. U. C.  
I.R. N 2418 Date. 22 JUL 1961  
File No. .... Registered .....

Dt: 21-7-61

Com. K. G. Sriwastava,  
Secretary,  
All India Trade Union Congress.

Dear Com. Sriwastava,

1. This is to report what happened on the 18th July meeting called by the C.L.C. at calcutta. I hope you will publish it in the T.U.Record. The representatives of the employers' organisations refused to give any financial assistance in any form, either gratuity or pension, or anything, for those workers, like Overmen, Mining Sirdar, Electricians, Fitters who are to be retired under the Mines Regulations, 1957, at the age of 60. They said that unless the price increase is given, they are unable to give anything. So the meeting ended in failure. However, the employers said that the Govt, may give financial assistance to those retired persons from the Coal Mines Welfare Fund. We did not object to this. But the matter is to be decided by the Govt.

2. Secondly, I want you to take up with the Govt, the question of T.A. for attending this meeting called by the C.L.C. I do not know ~~why~~ why we should not be paid T.A. This is wrong and the Govt must pay T.A. For this meeting on the 18th July, which was called by the Govt, there was no arrangement for T.A.

3. Thirdly, the case of 13 Heavy Tyndals of the Chapul Khas colliery has been referred for adjudication. But the most important cases of dismissals of the East Nimcha colliery are still pending; and I request you to take it up with the Ministry.

Yours fraternally  
*Kalyan Roy*  
(Kalyan Roy)

E. datta: TUB  
note  
from

file

Committee  
Coal Mines

28. The General Secretary, The All India Trade Union Congress,  
4, Ashok Road, New Delhi.

No. Fac. 535/14/61  
Government of India  
Ministry of Labour & Employment  
...

183

A. I. T. U. C.  
I.R.N. 2698 Date 7 AUG 1961  
File No..... Replication.....

From

Shri P.D. Gaiha,  
Under Secretary to the Government of India.

To

1. All State Govts. and the Centrally Administered Areas.

Dated New Delhi, the 5-8-61.

Subject:- Amendment of Form VII of the Payment of Wages (Mines)  
Rules, 1956.

Sir,

I am directed to forward a copy of this Ministry's  
notification of even number dated the 24th July 1961, on the  
above subject, with the request that your comments if any,  
may kindly be communicated to this Ministry by the 31-10-61.

*for*

Yours faithfully,

*[Signature]*

for Under Secretary.

Copy, with copy of the enclosuro, forwarded to:-<sup>51</sup>

*L. J. ...*  
*1/10*

for Under Secretary.

d.a.refd.to  
sks.3.8.

A. I. T. U. C.

J. R. No. 2716 Date 8 AUG 1961

File No. ....

GOVERNMENT OF INDIA

MINISTRY OF LABOUR AND EMPLOYMENT

No. RD.177(4)/61. Dated New Delhi, the 7th August, 1961.

From

Dr. B.R. Seth,

Deputy-Secretary to the Govt. of India.

To

8. The General Secretary,  
All India, Trade Union Congress,  
4, Ashok Road, New Delhi.

SUBJECT:- Conclusions of the 8th Session of the Industrial  
Committee on Coal Mining (New Delhi, 25th-26th  
April, 1961).

Sir,

I am directed to refer to this Ministry's letter of even number dated 12th May, 1961 on the above subject and to say that the Conclusion in respect of item 2(iii) Counting the leave period as days of attendance for earning bonus may be amended to read as follows:-

"It was agreed that the period of leave to be counted as attendance for the purpose of bonus would be 21 days in a year, or the actual number of days of earned leave availed of (including accumulations) plus 5 days".

Yours faithfully,

*B. R. Seth*  
7861  
( B. R. Seth )  
Deputy Secretary

Copy with a copy of the enclosure for information and necessary action to :-

1. PS to Minister for Steel, Mines and Fuel, New Delhi.
2. Shri Qadir, Director General, Employment & Training, New Delhi.
3. Shri S.P. Mukherjee, Chief Labour Commissioner(C), New Delhi.
4. Dr. A.M. Lorenzo, Director, Labour Bureau, Simla.
5. Shri G.S. Jabbi, Additional Chief Inspector of Mines, Dhanbad.



7. Shri S.N. Mubayi, Central Provident Fund Commissioner,  
New Delhi.

8. Shri P.Chandra, Coal Mines Provident Fund Commissioner,  
New Delhi.

9. Shri S.N. Channa, Director, Employment Exchanges,  
D.G.E.&T., New Delhi.

10. Shri A.S. Grewal, Deputy Secretary, Ministry of Steel,  
Mines & Fuel, New Delhi.

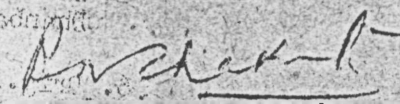
11. Shri A.B. Guha, Coal Mining Adviser, Ministry of  
Commerce and Industry, New Delhi.

12. Shri D. Hejmada, Deputy Secretary, Ministry of Steel, Mines  
and Fuel, New Delhi.

\* by Diplomatic Bag. 13. \* Dr. S.T. Merani, International Labour Adviser, Consulate  
General of India, Geneva (Switzerland).

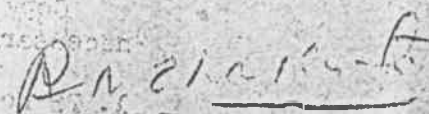
14. The Director, I.L.O. (India Branch), Mandi House, New Delhi.

15. Shri U.C. Tewari, Information Officer, New Delhi.

  
( B.N. Chakravorti )  
for Deputy Secretary

Copy with a copy of the enclosure forwarded in continuation  
of Research Division note on the subject dated 11th May, 1961  
to the following sections :-

Mines I, Mines II, Mines III, LRII,  
PFI and Factories.

  
( B.N. Chakravorti )  
for Deputy Secretary

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
COAL MINES LABOUR WELFARE ORGANISATION

JAGJIVAN NAGAR

No.P.2(5)/61

THE 8 AUGUST, 1961.

183

To

A. I. T. U. C.  
I.R. No. 203 Pats. 1-2-AUG-1961  
File No.....Replied on.....

The General Secretary,  
All India Trade Union Congress,  
C/O Shri S.A. Dange, M.P.  
Ashoka Road, New Delhi.

Sub:- Welfare of coal miners and the role of Trade Unions -  
Conclusions of the 8th meeting of the Industrial  
Committee on coal mining.

Dear Sir,

I am to invite a reference to this office letter of even number dated the 18th July 1961 forwarding therewith a copy of the memo on the subject mentioned above and to request that receipt of the letter may kindly be acknowledged and action taken thereon intimated, at an early date.

Yours faithfully,

*Jagan Mohan Das*  
ASSISTANT SECRETARY (PLANNING)  
COAL MINES WELFARE COMMISSIONER

MAK/8/8  
Compdn

183

A. I. T. U. C.	
I. R. No. 251	Date: 10.4.8.1961
File No.	Replied on.....

No. 540/60/61-Fac.  
 Government of India  
 Ministry of Labour & Employment

From Shri P.D. Gaiha,  
 Under Secretary to the Govt. of India.

To All State Governments and the Centrally  
 Administered Areas.

Dated New Delhi, the 11-8-61

Subject:-Approval under Sec.7(2)(e) of the Payment of Wages Act, 1936, for deductions from the wages of the mine workers for the recovery of 50% cost of the footwear supplied by the employers. Issue of a general notification.

Sir,

I am directed to enclose a copy of this Ministry's notification of even number dated the 5th August 1961, on the above subject, for information.

Yours faithfully,  
*[Signature]*  
 for Under Secretary.

28. The General Secretary, The All India Trade Union Congress,  
 4, Ashok Road, New Delhi.

-2-

Copy, with a copy of the notification, forwarded to:-

for information.

*L. Swan*  
10/10

for Under Secretary.

'D.A. Refd. to'  
J.S. 9/8/61.

File 183

A. I. T. U. C.  
I. R. No. 2202 Date 10/11/1961  
File No. 183. Reply on.....

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES

C.I.M. Circular No. |

of 1961

Dated, DHANBAD, the 20<sup>th</sup> JANUARY, 1961.

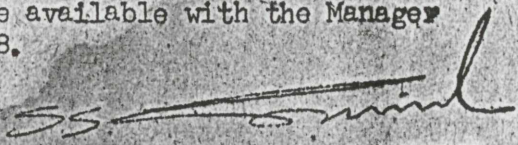
To

Owners, Agents & Managers  
of All Mines.

Subject:-

Diglot (English-Hindi) edition of the Mines Maternity  
Benefit Act, 1941 ( 19 of 1941 ).

This is to inform you that the Mines Maternity Benefit  
Act, 1941 ( 19 of 1941 ) has been published in diglot (English - Hindi)  
edition and that copies of the same are available with the Manager  
of Publications, Civil Lines, Delhi - 8.

  
CHIEF INSPECTOR OF MINES

B.N. Rajan.  
2/1/1961.

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES

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CIM's Circular No. 2 of 1961. Dated, DHANBAD, the 31 January, 61.

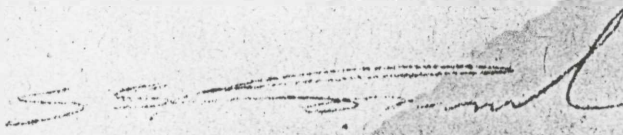
To  
The Owners, Agents & Managers  
of all Coal Mines.

Subject : List of approvals under  
Regulation 145(1)(a).

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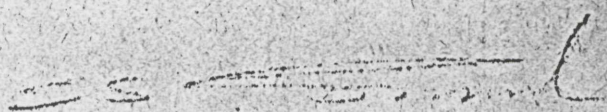
In continuation of this office Circular No. 29 of 1959 the following type of apparatus for the determination of the percentage of inflammable gas is hereby added to the list of the apparatus already approved vide circular No. 21 of 1958 and Circulars No. 13 & No. 29 of 1959 :

<u>Name of apparatus</u>	<u>Type of apparatus</u>	<u>Conditions attached to the approval</u>
Zeiss Fire-Damp Interferometer.	ZGG Carl Zeiss.	Instructions for the operation and maintenance of the instrument and also its limitations shall be inscribed on the casing of each instrument.

  
CHIEF INSPECTOR OF MINES

Memo No. Dated, DHANBAD, the January 1961.

Copy forwarded to M/s. Adair, Dutt & Co. (India) Private Ltd., 5, Dalhousie Square, East, Post Box No. 2009, Calcutta-1.

  
CHIEF INSPECTOR OF MINES

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES

\*\*\*

CIM Circular No. 3 of 1961. DHANBAD, the 8<sup>th</sup> February, 1961.


To  
Owners, Agents & Managers  
of all Coal Mines.

Subject : Overman Certificate.

=O=

According to Sub-regulation (1) of Regulation 195 of the Coal Mines Regulations, 1957, read with Government of India Notification No. S.O. 1708, dated the 4th July, 1960, a literate person holding a Sirdar's Certificate endorsed for Gas-testing may be employed in a position which requires him to hold an Overman's Certificate - until 24th October, 1961. You are hereby advised to take action to see that, after that date, only such persons who hold Overman's Certificate are employed in such positions.

~~This may also be brought to the notices of all persons concerned.~~

  
CHIEF INSPECTOR OF MINES

Naresh  
4.2.

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES

\*\*\*

CIM Circular No. 4 of 1961. DHANBAD, the 14 February, 1961.

To  
Owners, Agents & Managers  
of all Coal Mines.

Subject : Gas-testing Certificate.

=O=

According to Sub-regulation (2) of Regulation 195 of the Coal Mines Regulations, 1957, read with Government of India Notification No. S.O. 1707, dated the 4th. July, 1960, a person holding a Sirdar's Certificate endorsed with Gas-testing may be employed in a position which required him to hold a Gas-testing Certificate - until 24th October, 1961. You are, hereby advised to take action to ensure that, after that date, only such persons who hold a valid Gas-testing Certificate are employed in such positions.

All persons concerned may also be advised of this.



CHIEF INSPECTOR OF MINES

Naresh  
4.2.



GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES  
\*\*\*\*\*

2511-

C.I.M. Circular No. 5 of 1961. Dhanbad, the February, 1961.

To

The Owners, Agents and Managers,  
of all Coal Mines.

Sub:- Replacement of 'Mug butties' and other similar  
lights of open lights in Coal Mines.

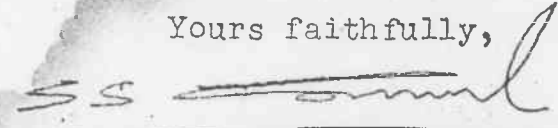
Dear Sirs,

Vide this Office Circular No. 17 of 19th May, 1959 you were advised to withdraw all 'Mug butties' and similar types of open lamps from your mine at an early date. It was also stated that no 'Mug butties etc. would be permitted for use below ground in mines after 30th April, 1960.

Will you please submit the following information in this respect at an early date:

1. Whether Mug butties etc. have been withdrawn from your mine.
2. If not, the reason for the same.
3. If so ;
  - a) The date of withdrawal.
  - b) Type of lamp now in use.
  - c) Number of lamps of the new type, that have been provided.

Yours faithfully,

  
CHIEF INSPECTOR OF MINES

B.N.Rajan.  
17/2/1961.

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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CIM Circular No. 6 Dated, DHANBAD, the 13th March, 1961.

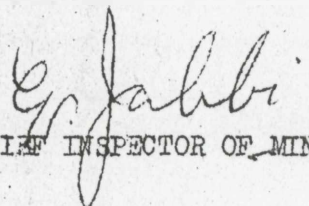
To  
The Owners, Agents & Managers  
of all Metalliferous Mines.

Subject : New code of Metalliferous Mines Regulations 1961.

It is hereby notified for the information of all concerned that the Metalliferous Mines Regulations, 1961, came into force on 11th March, 1961, vide Ministry of Labour & Employment notification GSR 337, dated 18th October, 1960 in supersession of the Indian Metalliferous Mines Regulations, 1926, and the Mysore Gold Mines Regulations, 1953. All acts done or orders issued under any of the said Regulations shall, however, be deemed to have been granted or renewed under the corresponding provisions of the new Regulations.

Copies of the Gazette of India No.10, dated the 11th March, 1961 in which the said notification was published may be had from the Manager of Publications, Government of India Publications Branch, Civil Lines, Delhi-8.

Naresh

  
CHIEF INSPECTOR OF MINES

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES

\*\*\*

CIM Circular No.7 Dated, DHANBAD, the 15th March, 1961.

To  
The Owners, Agents & Managers  
of all Metalliferous Mines.

Subject : Metalliferous Mines Regulation 1961  
New Provisions

==

As notified in my Circular No.6 dated the 13th March 1961, the new Metalliferous Mines Regulations 1961 came into force on the 11th March 1961. Immediate steps should therefore be taken to comply with the provisions thereof.

For your information, a statement of the main changes from the provisions previously in force vide the Indian Metalliferous Mines Regulations 1926, is attached. It would be seen that, of the operational regulations - mainly contained in Chapters VI to XVII, whole of Chapter VII (Means of Access and Egress), Chapter VIII (Ladders and Ladderways), Chapter IX (Winding), Chapter XIII (Ventilation), Chapter XIV (Lighting etc.) - except one clause, and many provisions of Chapter VI (Plans and Sections), Chapter XI (Mine Workings), Chapter XII (Precautions against dangers from Fire, Dust, Gas and Water) relate only to workings belowground in mines. Certain of these provisions i.e. those relating to ventilation (Regulations 142 and 143), Safety Lamps (Regulations 149 to 152), Blasting (Regulation 165), relate to only such workings belowground as contain or are likely to contain inflammable gas.

It must be clearly understood, however, that these notes are not exhaustive and are meant only for guidance. They do not necessarily include details of the various requirements, and the wording used is a general one. This circular therefore does not preclude the necessity for a careful study of the new code of Metalliferous Mines Regulations for the obtaining of a clear picture about the precise nature of the statutory requirements.

  
CHIEF INSPECTOR OF MINES

Enclo:d.a.refd.to  
Naresh  
6th

Government of India  
Ministry of Labour & Employment  
OFFICE OF THE CHIEF INSPECTOR OF MINES.

\*\*\*\*\*

Circular No. 8

Dated, Dhanbad, the 14<sup>th</sup> April 1961.

To

Owners, agents and managers of all mines.

Subject:- Appointment of women workers  
after 7 P.M.

Cases have come to my notice where women workers are being employed in mines above ground beyond 7 P.M.

In this connection, your attention is invited to the provisions of Section 46 of the Mines Act, 1952 read with Notification No. GSR 975, dated the 11th August, 1960 — according to which women workers are permitted to be employed above ground in a mine only between hours of 6 a.m. and 7 p.m. so however that women 'employed on the surface in loading or unloading railway wagons or of sand and in screening and washing plants'. (but not in loading or unloading mine cars, mine locomotive - wagons or trucks within the premises of the mine) after 7 p.m. but not beyond 10 p.m. All concerned are hereby advised to examine their practice of employing women in the mine, and to take steps to ensure that such employment is made in accordance with the provisions of law.

*G. J. J. J.*  
CHIEF INSPECTOR OF MINES.

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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CIM CIRCULAR NO. 3 of 1961. Dated, DHANBAD, the 2<sup>nd</sup> April, 1961.

To  
The Owners, Agents & Managers  
of all mines.

In accordance with the provisions laid down in sub-section (2) of Section 6 of the Mines Act, 1952, I am to say that consequent upon commencing mining operations, you are required to carry out the provisions of the following Acts, Rules and Regulations :

All Mines

1. Mines Act, 1952
2. Mines Rules, 1955
3. Mines Creche Rules, 1959
4. Mines Maternity Benefit Act, 1941
5. Mines Maternity Benefit Rules, 1943

Coal Mines only

6. Coal Mines Regulations, 1957
7. Coal Mines Rescue Rules, 1959
8. Coal Mines Pit-head Bath Rules, 1959

Metalliferous Mines only

9. Metalliferous Mines Regulations, 1961

Oil Mines only

10. Indian Oil Mines Regulations, 1933:

Copies of the same are obtainable on purchase from the Manager of Publications, Civil Lines, Delhi. Copies of Abstracts of the Acts, Regulations and Rules are obtainable from the Superintendent, Government Printing, of the respective States on payment.

*G. S. Jabbi*

( G. S. JABBI )  
CHIEF INSPECTOR OF MINES

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines  
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CIM Circular No. 17 of 1961. DHANBAD, the 5<sup>th</sup> May, 1961.

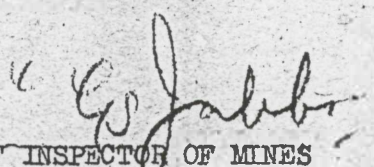
To  
Owners, Agents & Managers  
of all coal mines.

Subject : Prohibition of the use of 'mug butties'  
and other similar lamps of open  
type in mines.

In this Office Circular No. 17 of 9th May, 1959,  
it was required that 'mug butties' and similar open lamps should  
be withdrawn from all underground workings by the 30th April, 1960.  
~~In this connection, please let this Office have the following~~  
information :

- (a) Type of lamp issued in replacement of 'mug butties'  
etc. (e.g. hurricans, lantern etc.);
- (b) Number of such lamps issued; and
- (c) Number of 'mug butties' and other  
similar open lamps still in use.

This information should be sent so as to reach this  
Office by the 30th May, 1961 at the latest.

  
CHIEF INSPECTOR OF MINES

Naresh  
4th.

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines  
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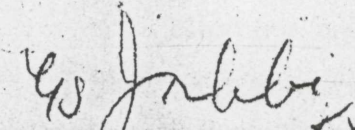
CIM Circular No. 11 of 1961. Dated, DHANBAD, the 9th May, 1961.

To  
Owners, Agents & Managers  
of all mines.

Subject : Hours of blasting in open-cast mines.

It has been brought to my notice that blasting operations in opencast workings are often carried out during the whole shift while other work is also being done in the area. This is a dangerous practice and should be avoided - for, under such circumstances, it is difficult to ensure that all persons within the safe distance (i.e. 300 metres from the place of firing shots) have taken adequate shelter as required under Regulation 170 of the Coal Mines Regulations, 1957 and Regulation 164 of the Metalliferous Mines Regulations, 1961.

It is highly desirable that all blasting operations (including carrying of explosives into the working areas, preparation of priming cartridges including soaking LOK cartridges, charging of shot-holes, stemming of shot-holes, and firing) in opencast workings should be restricted to periods when the workings are generally clear of other work-persons, i.e. the period between two adjacent shifts, or at the beginning or end of a working shift. Where blasting is carried on in adjacent blocks or areas, the minimum distance between such blocks should not be less than 300 metres.

  
CHIEF INSPECTOR OF MINES

Naresh  
2nd.

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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CIM Circular No. 12 1961. Dated, DHANBAD, the 10th May 1961

To  
Owners, Agents & Managers  
of all mines.

Subject: Prohibition on use of 'bent wire' type  
capels for winding purposes.

In a recent case, while material was being wound to a shaft, one of the winding ropes snapped at the large end of the capel and was pulled out of the same. As a result the loaded cage, along with the suspension gear and the capel, fell down the shaft. The capel was of 'bent wire' type and had been fitted on a new rope only four months previously. The capping had been done by an experienced blacksmith who had been doing this work all along at the mine. The rope was of a reliable make.

The length of the tapered portion of the capel was about 45 cm., and three grip rings were fitted on it. To prepare the capel, about 25 cm. of the rope had been opened out at the end and, at the portion where the wires were bent back, a steel spring-coil shaped ring was fitted over the rope and kept in position by a seizure of soft iron wire. The bent wires were again seized with a layer of soft binding wire. The rope wires broke where they were bent.

The accident indicates that the 'bent wire' type rope capel is not suitable for winding purposes. To make a proper job, this type of capping requires exceptional care which can usually not be given in a mine. As a result, this type of capel is not used for winding in any other country in the world. It is therefore recommended that wherever a 'bent wire' type capel is used with a winding rope in any mine, it should be replaced with a proper white metal capping of either the tapered block type or the Reliance wedge type at an early date. Till this has been done, the 'bent wire' type capel should be recapped at intervals of not exceeding 2 months.

*G. S. Jalil*  
CHIEF INSPECTOR OF MINES

Naresh  
2nd.



Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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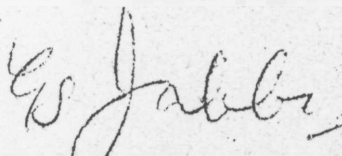
CIM Circular No. 13 of 1961 Dated, DHANBAD, the 11th May, 1961.

To  
Owners, Agents & Managers  
of all mines.

Subject: Fixing of the detaching plate or bell  
of a safety hook in the head gear.

In a recent case two persons working at the bottom of a sinking shaft lost their lives due to the safety hook operating before it had passed through the detaching plate. This happened because the distance between the two girders over which the detaching plate was fixed, was less than the span between the two wings of the safety hook.

The attention of all concerned is drawn to this source of danger, particularly where guides are not fitted. It is necessary always to support the detaching plate or bell in such a manner that, before its passage into the detaching plate or bell, the safety hook is not obstructed and is not liable to be fouled by any supporting joist or rail. In particular, the gap between the joists or rails supporting a detaching plate or bell should be considerably wider than the overall span between the wings of the safety hook.



CHIEF INSPECTOR OF MINES

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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CIM Circular No. 14 of 1961 Dated, BHANBAD, the 12, May, 1961.

To  
Owners, Agents & Managers  
of all mines.

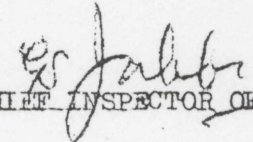
Subject : The St. John Ambulance Association (India)  
Booklet on "First Aid in Coal Mines".

Copies of the booklet "First Aid in Coal Mines" of the St. John Ambulance Association (India) in English are now available at 80 nP. each. (~~packing and forwarding charges extra~~) from the following address :

The Stores Officer,  
St. John Ambulance Stores Depot,  
1, Red Cross Road, New - Delhi.

The booklet is also under translation into Hindi and Bangali, and the Association expect to place copies of the booklet in these languages; for sale in due course.

Though the title of the booklet refers to coal mines, the booklet contains useful information about rendering first-aid in mines of all types, and would be found useful by all mines and all persons connected with or training for first-aid in mines.

  
CHIEF INSPECTOR OF MINES

Naresh  
4th.

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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CIM Circular No. 11 of 1961. Dated, DHANBAD, the 25<sup>th</sup> May, 1961.

To  
Owners, Agents & Managers  
of all coal mines.

Subject : Taking samples for ascertaining  
atmospheric conditions behind  
stoppings built to seal off  
heating etc.-Coal Mines  
Regulation 122(3).

-.-.-

Sub-regulation (3) of Regulation 122 of the Coal Mines Regulations, 1957 requires that in every mine where a fire exists belowground and in every gassy mine, arrangements shall be made once at least in every 30 days to ascertain the atmospheric conditions behind the stoppings built to seal off an area of whole workings or a fire or spontaneous heating unless such stoppings are capable of resisting the force of an explosion. It has come to my notice that samples for this purpose are often collected indiscriminately without regard to the barometric conditions. It would be apparent that such samples would reflect the true state of affairs only if they are taken during periods of low barometric pressure, such as between the hours of 12 A.M. and 2 P.M.

It is also important for comparison purposes that, as far as practicable, the sample from a particular stopping should be collected on every occasion at the same time.

CHIEF INSPECTOR OF MINES

Naresh  
23rd

GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
OFFICE OF THE CHIEF INSPECTOR OF MINES

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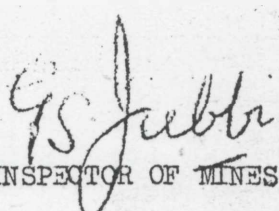
CIM Circular No. 16 of 1961. Dated, DHANBAD, the 13th June, 1961.

To  
Owners, Agents & Managers  
of all Coal Mines.

Subject : Supply of footwear to miners in coal mines -  
Regulation 191.

Vide this Office Circular No.2 of 1958 you were required to provide reinforced leather safety boots to certain categories of persons employed in mines. The question of the type of boots to be provided was later on referred, by the Central Government, to a Boots Committee who made certain recommendations in the matter. The question of purchasing these boots was left to a Joint Purchase ~~Advisory Committee~~.

I am now given to understand that the Joint Purchase Advisory Committee have selected the firm to be entrusted with the supply of boots, and have fixed the rates and other terms and conditions of supply thereof. Will you, therefore, take early action to ensure that the orders contained in this Office Circular No.2 of 1958 are complied with immediately.

  
CHIEF INSPECTOR OF MINES

Naresh  
13th

Government of India  
Ministry of Labour and Employment  
OFFICE OF THE CHIEF INSPECTOR OF MINES.

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CIM Circular No. 17 of 1961

DHANBAD, the 15/11 JUNE, 1961.

To

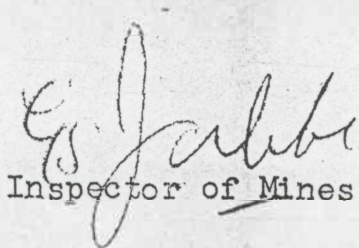
Owners, Agents and Managers of all Coal Mines.

Sub : MINERS SAFETY HELMET.

Vide this office Circular No.2 of 1958, you were required to provide (with effect from the 1st June, 1958) hard safety hats to all persons employed in depillaring areas, to all timbermen, to all members of supervisory staff and to all persons employed in sinking shafts. It has been decided that these hats should comply with British Standards Specification 2826 of 1957.

The following type of miners' hard hats have been tested at the Central Mining Research Station and found to comply with the requirements of BSS 2826 - 57.

Type of miners' safety hard hats.	Name of manufacturers and address.	Place from where available
1	2	3
'Duraloy' Miners' Safety Helmets.	Manufactured by M/s. Industrial Plastics (India), 17, Park Street, P.O.Box No.9072, Calcutta-16.	Available from Mines Service Corporation, Electrical and Mechanical Engineers, Murgasal, Asansol P.O. Burdwan-Dist. W.Bengal.

  
Chief Inspector of Mines.

Government of India  
Ministry of Labour & Employment  
OFFICE OF THE CHIEF INSPECTOR OF MINES.  
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CIM's Circular No. 17 of 1961 DHANBAD, the 21<sup>st</sup> JUNE, 1961.

To

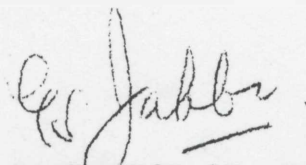
Owners, Agents & Managers  
of Metalliferous Mines.

Recently an accident occurred in a mica mine when three workmen were seriously injured due to ignition of inflammable gas in a drive.

Instances are on record when pockets of inflammable gas have been ignited by naked lights, while driving headings approaching old water-logged workings in metalliferous mines. Firedamp or marsh gas can be formed by the decomposition of timber or vegetable matter. Accumulations of such gas can thus be encountered in blind headings in mines which are being dewatered after being abandoned for some time.

The attention of all owners, agents and managers is drawn to the provisions of Regulation 140 of the Metalliferous Mines Regulations, 1961 which require that the first inspection of a mine or part which is reopened after a discontinuance of a period of seven days, shall be made with an approved flame safety lamp.

The same regulation requires that during dewatering operations only approved safety lamps or torches shall be exclusively used.



CHIEF INSPECTOR OF MINES.

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

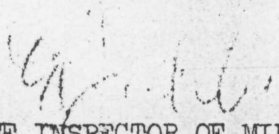
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CIM Circular No. 15 of 1961. Dated, DHANBAD, the 5th June, 1961.

To  
Owners, Agents & Managers  
of all Coal Mines.

Subject : Gas-testing Certificate.

Vide this Office Circular No. 4 dated the 9th February, 1961, all concerned persons were advised that, after the 24th October, 1961, the gas-testing endorsement will cease to have any standing under the Coal Mines Regulations, 1957. All concerned may, therefore, be advised again to obtain a proper gas-testing certificate before the date aforesaid - failing which they would not be qualified to hold any position which requires the possession of a gas-testing certificate under the Coal Mines Regulations.

  
CHIEF INSPECTOR OF MINES

Naresh  
23rd

Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines  
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CIM Circular No. 210 of 1961. Dated, DHANBAD, the 29th June, 1961.

To:  
Owners, Agents & Managers  
of all Coal Mines.

Subject : MINERS SAFETY HELMET.

In continuation of this Office Circular No. 17, dated the 15th June, 1961, it is hereby notified that the following additional type of Miners' Hard Hat has been tested at the Central Mining Research Station, Dhanbad and found to comply with the requirements of BSS 2826 - 57.

Type of Miners' safety hard hats.	Name of manufacturers and address	Place from where available.
'Kilburns Fibre Helmets'	M/s. Indian Cardboard Industries Limited in collaboration with M/s. Helmets Ltd., U.K.	M/s. Kilburn and Company Limited.

*G. J. ...*  
CHIEF INSPECTOR OF MINES

Naresh  
29th



Government of India  
Ministry of Labour & Employment  
Office of the Chief Inspector of Mines

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CIM Circular No.21 of 1961.Dated,DHANBAD,the 30th June,1961

To  
Owners,Agents & Managers  
of all mines.

Subject : Management of canteens provided under  
Mines Rules, 1955.

It has been brought to the notice of the Government of India that, at some mines, canteens are not being run departmentally but through contractors. This practice is not in accordance with the provisions of Rule 68 of Mines Rules, 1955 which clearly specifies "that the owner, agent or manager shall appoint supervisory and other staff sufficient for the proper working of the canteens". In view of this specific requirement, management of every mine where canteens are being run by contractors are hereby advised to immediately stop the practice and made necessary arrangements to run the canteens departmentally.

2. Rule 70 of the Mines Rules also provides that "food, drink and other items served in a canteen shall be sold on a non-profit basis". In this connection, the attention of the management of all mines is drawn to the following ruling of the labour Appellate Tribunal, Calcutta :

" Expenditure on the following items which are not to be taken into account in fixing the cost of meals, should be charged to the employer :

- (a) the cost of utensils including cooking vessels, plates, glasses and other article which would be necessary to serve the meals to the workmen,
- (b) the cost of furniture,
- (c) the cost of coal, fuel and electricity, and
- (d) the salaries of the cooks and of the canteen staff."

-(2)-

The management of all mines are, therefore, advised that, in calculating the prices of food, drink and other items served in the canteens, the expenditure incurred on items (a) to (d) above should not be taken into consideration.

I may add that the above decisions were also agreed to at the Eighth Session of the Industrial Committee on Coal Mines:

*E. S. J. Public*  
CHIEF INSPECTOR OF MINES

Nareah  
30th

183

INDIAN MINE WORKERS' FEDERATION  
(A. I. T. U. C)

84

CIRCULAR ON THE INDUSTRIAL COMMITTEE MEETING ON COAL MINING:

Agenda: -----

Decision

1. Payment of Weekly bonus to workers.

There was no agreement. The employers refused to pay weekly bonus. However, it was agreed that the owners will introduce BONUS CARDS to workers soon.

2. Miners' housing & House Rent.

The employers refused to pay any house rent. Practically nothing came out of it. The Coal Mines Welfare Organisation will build 30,000 houses in the course of the III Plan. It was found that the employers have not taken any advantage of subsidised Housing Scheme under which colliery owners are getting a subsidy of 25 per cent of the cost of construction or subsidy-cum-loan scheme under which colliery owners are getting a subsidy of 25 per cent & a loan of 37½ per cent of ~~loan~~ cost of ~~construction~~ construction, or New Housing Scheme under which colliery owners get cent per cent subsidy for construction of houses. The Govt. will consider the suggestion to increase the cess to Rs. 1 per metric tonne.

3. Review of Safety measures suggested by the Safety Conference.

There were strong criticisms that the cooperation between the Mines Dept & workers' organisation is lacking and little attention is being paid to safety.

4. Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme.

It ~~will~~ was agreed to delink it & change the qualifying attendance from Quarterly to half-yearly basis. In other words, it was decided that attendance qualification for becoming members of the CMPF will be 105 ~~days~~ (two successive quarters for underground workers and 130 days for surface workers).

5. Question of C.R.O. Labour.

The decision of the tri-partrite meeting on this on the 24th Jan, 1961 was accepted. This decision will be given a trial-.

Agenda.

...

Decision

6. Proposal to enhance the rate of C.M.P.Fund contribution from 6½% to 8½%.

Employers refused. Although they said it would only cost them 14 np per ton.

7. Colliery Canteens.

The owners will have the same responsibility to canteens as that of factory owners.

8. Decasualisation scheme for colliery workers.

Nothing definite.

9. Question of retirement age.


Nothing came out of it as the employers refused to consider the question of gratuity or pension. Only in relations to those who will be forced to retire under the Coal Mines Regulation, the employers agreed to consider the suggestion to pay them gratuity.

10. Supply of hurricane lanterns to the underground workers and deductions from the wages of the workers.

Whatever has been deducted from wages for lanterns will be returned in the month of May & employers will supply lanterns free of cost.

11. Question of Revision of Wage Structure:

Both the employers and the Govt were against any revision of Wage Structure. After much discussion, it was decided to set a Committee which will examine the problem and come to a decision within a short time. It will be mainly a bi-partrite committee; although the Govt. officers will be assisting it. The details will be announced by the Govt.

  
(Kalyan Roy)  
General Secretary  
27th April, 1961  
New Delhi.

(COPY)

No. LC-10(52)/60  
Government of India,  
Ministry of Labour & Employment.

From

Shri R.C. Saksena,  
Under Secretary to the Govt. of India.

To The State Governments, Employers' and Workers'  
Organisations concerned.

Sub:- Eighth Session of the Industrial Committee on Coal  
Mining - March, 1961.

Sir,

In continuation of this Ministry's letter No. LC-10(53)/60 dated the 27th January, 1961, I am directed to say that the agenda of the eighth session of the Industrial Committee on Coal Mining will be as follows:-

- (1) Action taken on the main conclusions/recommendations of the last session of the Industrial Committee on Coal Mining.
- (2) ~~Mine~~ Matters relating to Bonus for Coal Miners.
- (3) Miners' Housing and provision for payment of house rent.
- (4) Review of safety measures suggested by the Safety Conference.
- (5) Revision of the wage structure in the Coal Industry.
- (6) Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme.
- (7) Proposal for enhancing the rate of Coal Mines Provident Fund Contribution from 6½% to 8-1/3%.
- (8) Question of C.R.O. Labour in Coal Mining Industry.
- (9) Colliery canteens.
- (10) Decasualisation Scheme for Colliery Workers.
- (11) Extension of the various benefits available to workmen under the I.D. Act, 1947, to teachers employed in the Coal Mines pending the amendments of the Act.

Memoranda on these items will be sent separately.

Yours faithfully,

R.C. Saksena  
Under Secretary.

INDUSTRIAL COMMITTEE ON COAL MINING  
(8th Session, April 1961).

Item I:- Action taken on the main conclusions/recommendations of the 7th Session of the Industrial Committee on Coal Mining (New Delhi, 28th April, 1960)

Conclusions

Action taken

Item 1

(i) Abolition of contract Labour:

A Court of Inquiry should be constituted under the Industrial Disputes Act, 1947 and the Court requested to report its findings at an early date.

A single member Court of Inquiry was constituted with Shri G. Palit, Presiding Officer, Industrial Tribunal, Dhanbad, to enquire into the question of abolition of contract labour in the coal mining industry. Shri Palit has since expired. The question of filling the vacancy is under consideration.

(ii) Continuance of Gorakhpur Labour Organisation:

The Report of the Informal Committee of Members of Parliament set up to draw up a Scheme for implementing the decision to abolish the Gorakhpur Labour Organisation should be circulated.

The Report of the Informal Committee was duly circulated.

(iii) Revision of Standing Orders for the Coal Industry

The draft Model Standing Orders should be published within 3 months.

The Model Standing Orders have been finalised and copies supplied to the Central Organisations concerned.

(iv) Re-employment of Disabled Workers:

A small Committee should be set up to review the position and remove the difficulties experienced in implementing this recommendation. For this purpose the organisations concerned agreed to send their views together with relevant data on this subject.

As no information was received from the organisations concerned, they were reminded. Replies have just started coming in.

(v) Inclusion of malis etc., within the scope of the Coal Mines Provident Fund Scheme.

As the proposed amendment to the Coal Mines Provident Fund Scheme would take some more time, the employers' organisations agreed to extend the benefits of provident fund to malis, school teachers etc., on a voluntary basis, provided, there was no liability on them in regard to payment of bonus in respect of these workers.

The employers' organisations were requested to extend the benefits of provident fund to these categories of employees with immediate effect. According to the latest information available, the benefits of provident fund have already been extended to the malis, teachers etc., in a number of establishments.

Conclusions

Action taken

(vi) Water Supply in the coal fields:

The whole question of water supply should be examined by the Industrial Committee at its next session. To enable the Government to circulate a note on the subject in good time, the parties concerned agreed to furnish necessary data.

(Board for improving their water)

Necessary data on the position of water supply have not been received from the parties concerned. The questions of giving financial assistance from the Coal Mines Welfare Fund to the Jharia Water supply scheme and of devising ways and means of financing an integrated water supply scheme for the Raniganj Coalfields are, however, being examined.

(vii) Provision of pit-head baths and creches at the coal mines:

The employers' representatives were requested to persuade the employers not to close down creches which were being adequately used and also to use their good offices to find alternative employment for such of the creche attendants as could not be continued in employment.

The position in regard to the re-employment of retrenched creche personnel in suitable occupations was not encouraging. However, the Mines Creche Rules, 1959 have been amended so as to make it obligatory on the managements to provide creches in every mine where women are employed.

Item 2:- Acceptance and effective implementation of the recommendations of the Miners' Boots Committee:

While generally accepting the recommendations of the Miners' Boots Committee, the Committee made the following observations:-

1(a) A Central Purchase Committee should lay down the general procedure and directions and make arrangements to ensure that boots were of the requisite quality and reasonably priced.

The same organisation should also ensure the quality of cloth required for the supply of uniforms.

Workers should be associated with the steps taken for actual supply of boots at all stages. The precise manner and type of association at the unit level should be left for mutual adjustment between employers and Workers.

(2) In the matter of maintaining repair shops, efforts should be made to sponsor and develop co-operative institutions. Until such institutions were developed, employers should consider what arrangements should be made to set up repair shops, it being understood that workers were to bear the cost of repairs in full.

A joint Purchase Advisory Committee set up by the employers' organisations in November 1960 had held a number of meetings. Government has since reviewed the position and reconstituted the Committee with the Coal Mines Welfare Commissioner as Chairman

The workers are represented on the Joint Purchase Advisory Committee.

These recommendations have been brought to the notice of the employers' organisations. The officers of the Central Industrial Relations Machinery have also been requested to watch the progress made in implementing these recommendations.

Conclusions

(3) The main recommendations should be translated in various languages and put on the notice boards of collieries.

Item 3: Continuation of the Coal Award:

The Coal Award should be extended pending examination of the workers' demand for a Wage Board in the coal mining industry.

The case for constituting a Wage Board might be considered at the next meeting of the Industrial Committee. For this purpose, the employers and workers were requested to send their views, together with supporting facts.

Item 4: Amendment of the Mines Act, 1952 arising out of the recommendations of the Safety Conference:

The proposed amendments should be finalised by Government after taking into consideration the views expressed at the meeting.

Item 5: Separate Representation to Mine Managers on the Industrial Committee on Coal Mining:

The existing practice of inviting representatives of mine managers as special invitees, advisers and observers whenever it was considered necessary was adequate and should be continued.

General:

- (i) Social Security measures for people thrown out of work by the Amended Coal Mines Regulations.

The matter might be further examined by Government with a view to providing relief to persons thus rendered unemployed.

Action taken:

The workers' and employers' representatives agreed voluntarily to abide by the terms of the Coal Award for a further period. The question of revising the wage structure in the coal industry has been included in the agenda of the present session of the Committee.

The proposals for amendment were examined in the light of the views expressed by the Committee. As these did not warrant a separate amending Bill, it has been decided to wait the reports of the Committees set up on the basis of conclusions of the Safety Conference, so that other proposals, if any, for amending the Act arising out of these reports, might also be incorporated in the amending legislation.

No action is called for.

The employers' organisations are being requested to see that persons affected by Regulation 28 of the Coal Mines Regulations are as far as possible absorbed in suitable alternative capacities.



Conclusions

Action taken

(ii) Overtime rules for Excluded Categories:

In reply to a reference made by a workers' member, it was explained that the matter of bringing in certain excluded categories of employees like clerks, assistants and time-keepers under the purview of the Mines Act, 1952 was already under the consideration of Government.

Certain excluded categories of persons have already been brought under the purview of Section 33 of the Mines Act, 1952.

(iii) Gratuity and Old age pensions:

The question of gratuity and old age pension for miners could be considered along with the Integrated Social Security Scheme.

The Report of the Study Group containing the recommendation for an integrated social security scheme is under consideration in consultation with the interests concerned.

(iv) Training Schemes for Coal Mines Entrants:

In reply to a reference made by the workers' organisations, it was explained that the Report of the Committee was in its final stages.

The Committee had already finalised its recommendations on the original terms of reference on the assumption that the miners' institutes of the Coal Mines Labour Welfare Fund would be available for the purpose of training. As it was learnt that these buildings would not be available, the Committee has had to examine the whole position afresh and formulate entirely new proposals. It is expected that these proposals will be finalised shortly.

(v) Leave Provisions in the amended Mines Act:

The view expressed on behalf of the government was that prima facie the workers' claim that the benefit of the revised provisions should be given to them with effect from 16th January, 1960 was tenable and that the employers should consider the matter urgently.

The employers were informed in August, 1960 that persons employed in mines would be entitled to the benefit of the amended section 52 of the Mines Act, even during the year 1960. The Act is being enforced accordingly.

INDUSTRIAL COMMITTEE-ON COAL MINING--(EIGHTH SESSION)

ITEM No.2:- MATTERS RELATING TO BONUS FOR COAL MINERS.

Part - I

(Memorandum submitted by the A.I.T.U.C) Amendments to the Coal Mines Bonus Scheme.

Certain amendments in the Coal Mines Bonus Scheme are necessitated. The following points should be covered by amendments:-

- i). Weekly payment of bonus to be introduced.
- ii). The period of lay-off and period of legal strike should be treated as attendances for the purpose of Bonus.
- iii). The allowance of 21 days in a year should be increased to 30 days at least as the period of annual leave with pay has been increased in the Amended Mines Act.
- iv) The provision of forfeiture of bonus for strike declared illegal should be removed as the workers should not be given double punishment, and as this provision is of discriminatory nature.

(Memorandum submitted by the H.M.S) Merger of Quarterly Bonus with wages.

This matter is under consideration for a long time and the steering Group on Wages had also recommended this merger. The purpose of securing regularity in attendance can no longer be used as an argument against it. After twelve years the continuance of malpractices on the part of colliery managements in this respect calls for immediate merger.

(Memorandum submitted by the Indian National Mine workers' Federation - I.N.T.U.C).

Weekly Bonus.

The survey committee on behalf of the Steering Group on wages has recommended that the present system of quarterly bonus should be converted into a weekly bonus scheme.. We suggest that this recommendation should be accepted and implemented.

Part II - Supplementary note by the Ministry of Labour & Employment.

(i) Weekly payment of Bonus

A separate note is attached.

(ii) The period of lay-off and period of legal strike should be treated as attendances for the purpose of Bonus.

The Coal Mines Bonus Schemes have been amended to provide that days of lay-off as defined in section 2(kkk) of

the Industrial Disputes Act, 1947 should count as qualifying attendance for the purposes of bonus under the Bonus Schemes.

Under the existing provisions of the Coal Mines Bonus Schemes, if a strike takes place in a coal mine and if it is decided by the Regional Labour Commissioner concerned that the strike is illegal, no bonus is payable to the workers, who participate in the strike, for the quarter in which the strike takes place, provided that where any such illegal strike is called off within 48 hours of its commencement, the amount of bonus that would have fallen due to the employees but for such participation shall be paid by the employer for credit to the "Reserve Account" established under the Coal Mines Bonus Schemes.

The period of idleness caused by any lock-out which is illegal under section 24 of the Industrial Disputes Act, 1947, counts as attendance for the purposes of bonus.

Participation in a legal strike by itself does not forfeit the workers' claim for bonus but the period of legal strike does not count as days of attendance and accordingly if the required attendance is not put in by the workers, they cannot get bonus for the quarter in which the strike takes place.

A strike even if it is a legal one is not necessarily a justifiable strike. A legal strike is a voluntary action on the part of the employees and the reward for such a strike is the attainment of the objective for which the strike is launched and nothing else. A strike, illegal or legal, entails loss of production and brings consequential hardship to the community and as such it will have to be considered whether there is any justification for counting the period of legal strike as attendance for the purpose of bonus.

- (iii) The allowance of 21 days in a year should be increased to 30 days at least as the period of annual leave with pay has been increased in the amended Mines Act for purpose of bonus under the Coal Mines Bonus Scheme (s)

The Bonus Schemes provide for counting leave (including sick leave) upto an aggregate of 21 days in a calendar year as days of attendance. The maximum leave admissible under the amended Mines Act cannot exceed 21 days. The amendment regarding the quantum of leave does not, therefore, call for any enlargement of this limit.

- (iv) The provision of forfeiture of bonus for strike declared illegal should be removed as the workers should not be given double punishment, and as this provision is of discriminatory nature.

Under the existing provisions of the Coal Mines Bonus Schemes if a strike takes place and if it is declared illegal no bonus is payable for the quarter in which such strike takes place. It is felt that illegal strikes are harmful not only to the workers and employers but also to the community as a whole. The Bonus Schemes are intended to reduce the incidence of illegal strikes.

- (v) Merger of quarterly bonus with wages.

The Coal Mines Bonus Schemes are mainly designed to encourage attendance and payment of bonus is, therefore, linked with attendance. If attendance qualification is removed the whole purpose of the bonus schemes would be defeated, resulting in more absenteeism and loss of production.

INDUSTRIAL COMMITTEE ON COAL MINING  
(EIGHTH SESSION)

Item No.2:- Matters relating to Bonus for Coal Miners.

Supplementary note

Subject:- Weekly payment of Bonus.

The Board of Conciliation (Colliery Disputes) constituted by the Government of India in 1947, under the Trade Disputes Act, 1929, for settlement of the disputes in the coalfields of Bengal and Bihar recommended inter alia the payment of bonus with the object of ensuring regularity of attendance and thereby providing a stable labour force in the coal mining industry. In order to implement this recommendation, the Coal Mines Bonus Schemes mentioned below were framed under section 5 of the Coal Mines Provident Fund and Bonus Schemes Act, 1948, to provide lump sum payments to workers in addition to their wages every quarter as an incentive to greater regularity in attendance and to reduction of the incidence of illegal strikes.

<u>Schemes</u>	<u>States to which applicable.</u>
(1) The Coal Mines Bonus Scheme, 1948.	West Bengal, Bihar, Orissa, Madhya Pradesh and Maharashtra.
(2) The Andhra Pradesh Coal Mines Bonus Scheme, 1952.	Andhra Pradesh.
(3) The Rajasthan Coal Mines Bonus Scheme, 1954.	Rajasthan.
(4) The Assam Coal Mines Bonus Scheme, 1955.	Assam (excluding the tribal areas).

2. These Schemes are applicable to employees in coal mines whose basic earnings do not exceed Rs.300/- per month. But they are not applicable to persons employed -

- (i) as malis, sweepers or domestic servants;
- (ii) in the State collieries (now under the Control of the N.C.D.C. Ltd.) on pay and under conditions of service which are similar to those obtaining in Railway establishments or under conditions of service which entitle them to pension under the Civil Rules; and
- (iii) as labourers of a contractor for building, brick making or tile making.

3. The employees covered by these Schemes are entitled to be paid every quarter a bonus equal to 1/3rd of their basic earnings in the quarter provided certain conditions relating to minimum attendance and strikes are fulfilled. The bonus is payable within two months of the expiry of the quarter. However, under the Assam Coal Mines Bonus Scheme, the daily rated employees are entitled to both weekly and quarterly bonus while the monthly rated employees are entitled to quarterly bonus only. The minimum attendance necessary for earning bonus varies in different States as set out below:-

<u>States</u>	<u>Attendance Qualification</u>
(1) West Bengal and Bihar	(a) Underground miners and piece workers. 54 days in a quarter.
	(b) Other workers -- 66 days in a quarter.

<u>States</u>	<u>Attendance Qualification</u>
(2) Madhya Pradesh, Orissa and Rajasthan.	(a) Underground miners and piece workers. 60-days in a quarter. (b) Other workers. - 65 days in a quarter.
(3) Andhra Pradesh.	(a) Coal-cutters, fillers and drilling and pressing teams on hand-held electric and compressed air drills. 52 days in a quarter. (b) Underground miners and piece workers. - 60 days in a quarter. (c) Others. -65 days in a quarter.
(4) Assam.	(a) Daily rated underground miners and piece workers. 4 days in a week. (b) Other daily-rated employees - 5 days in a week. (c) Daily rated employees are also entitled to an additional (deferred) bonus equivalent to 50% of the total amount of weekly bonus earned by them during a quarter and this bonus is paid within two months from the close of the quarter. (d) Monthly rated employees - 66 days in a quarter.

4. The Labour Appellate Tribunal, 1957, in the Colliery Dispute case recommended the amendment of the Coal Mines Bonus Schemes to eliminate some defective features of the Scheme. One of the recommendations of the Tribunal was that Bonus Schemes based on production should be devised in place of the existing Bonus Schemes based on attendance. This recommendation was examined in consultation with the Coal Mines Provident Fund Commissioner, the Chief Labour Commissioner and the Ministry of Steel, Mines and Fuel, but it was not considered feasible to introduce Bonus Schemes linked to production, as recommended by the Tribunal. Thereafter it was decided to examine whether a system of weekly/monthly payment of bonus instead of quarterly bonus could be adopted to ensure better attendance and enhanced production. It was also decided that the Steering Group on Wages should study the problem and advise whether the nature of absenteeism in coalfields was such as could be best tackled by a bonus system based on quarterly, monthly or weekly instalments. Before the Steering Group on Wages could consider this matter, the Director, Labour Bureau, Simla was asked to undertake a study of absenteeism in Jharia Coalfields and make recommendation in the matter. The Director Labour Bureau, Simla, made a study of absenteeism in Jharia Coalfields and the conclusion reached by him in his report (copy attached) is as follows:-

" On a study of the relative advantages and disadvantages of switching over from quarterly system of payment of bonus to weekly payment, it appears that the weekly system of payment of bonus to weekly-paid employees and quarterly system of payment of bonus to P.T.O.

monthly paid employees will be beneficial to the employers, as well as the employees."

5. The Director Labour Bureau's Report was examined by the Steering Group on Wages in September, 1960 and the consensus of opinion among the members was that the weekly payment of bonus would be preferable. The Steering Group on Wages has not given any specific reasons for its recommendation. The main reasons advanced by the Director Labour Bureau, Simla, in favour of weekly bonus are:

- (i) A higher pay packet at the end of every week. It has been argued that prospects of a higher pay packet at the end of every week is likely to induce the workers to put in more work resulting in higher production. The amount of bonus can be more usefully utilised for meeting requirements of the workers if they receive it weekly. If the amount is received after three months in lump sum it is likely to be spent wastefully.
- (ii) If any illegal strike takes place in any quarter the workers are deprived of bonus and thus they lose all incentive for regular attendance and work in that quarter. The workers appointed in the middle of a quarter also cannot put in required attendance in that quarter and cannot get any bonus. This is another reason for prescribing weekly bonus.
- (iii) More workers will qualify for bonus if it is paid weekly.
- (iv) The workers can easily remember the days of attendance in a week and thus mal-practices and manipulations of attendance registers will be considerably reduced, if weekly bonus is prescribed.

6. Arguments can be advanced both in support of the present system of payment of bonus on the basis of quarterly attendance and in support of the recommendation to change the system and base it on weekly attendance. In the case of the weekly paid workers who are in the majority and are also generally illiterate, it can be argued that there is a good case for paying weekly bonus on the basis of the prescribed weekly attendance as this may serve as an incentive for good attendance and there will be less chances of the illiterate worker being deprived of the benefits of bonus by unfair means as workers can easily remember the number of days of attendance they put in every week. There are also disadvantages in the payment of a bonus weekly as this may discourage saving and may not serve the main purpose for which bonus is meant. It is therefore for the consideration of the Industrial Committee whether the present system of quarterly bonus for weekly paid workers based on a prescribed quarterly attendance should be retained or whether it should be changed to weekly payment based on a prescribed weekly attendance. So far as monthly paid employees are concerned, no change has been recommended in the present system of quarterly bonus, and the workers have also not desired any change. Accordingly no change seems called for so far monthly paid employees are concerned.

**INDUSTRIAL COMMITTEE ON COAL MINING**  
( EIGHTH SESSION )

Item 3: Miners' housing and provision  
for payment of house rent.

....

MEMORANDUM

Existing housing conditions:- It is an admitted fact that housing conditions in the coalfields are far from satisfactory. For example, in the Jhaira mining settlement area which employs about 1.3 lakhs of mining labour (of whom about 1 lakh are resident in the mining area), there are only about 35,000 licensed dhowrahs, most of which are single-tenements. This shows that there is some sort of accommodation in the Jharia mining settlement area only for about 27 per cent of the total labour force and about 35 per cent of the resident labour force.

2. A sample survey conducted recently by the Coal Mines Welfare Organisation in the coalfields of Jhaira and Raniganj has also revealed that only 20 per cent of the working population is housed and that even out of this, 84 per cent live in one-room tenements, each tenement accommodating 5.8 persons on an average. In some of the tenements as many as 15 to 20 persons live in shifts. Most of the tenements are bereft of basic requirements like lighting, water supply, drainage, or latrines. Male adults account for about 58 per cent of the population, and female adults 16 per cent. One of the causes for this disparity between the sexes seems to be the acute shortage of accommodation. This in turn gives rise to many social vices like drinking, gambling, and indebtedness, which are rampant in the coalfields.

3. What is stated above shows that the conditions regarding housing are deplorable even in those coalfields where mines boards of health are functioning. The position in other coalfields where there are no mines boards of health will be worse. The most optimistic summing up would be to say that about 10 to 15 per cent of the working population live in neighbouring villages, about 10 per cent are fairly properly housed and that about 10 to 15 per cent have some sort of accommodation. The remaining 60 to 70 per cent are in need of accommodation. As the working population in the coalfields is about 3.8 lakhs, this means that houses have to be provided for about 2.5 lakhs of workers.

4. What the Welfare Fund has done: The Coal Mines Labour Welfare Fund has been alive to the problem of housing, and ways and means of securing better housing conditions have been engaging its attention from its inception. In the beginning a scheme was started for constructing townships and a total of 2153 houses were constructed. The scheme, however, did not find favour with the owners.

5. A subsidised housing scheme was, therefore, introduced in 1950 under which colliery owners who constructed houses according to the prescribed standards were granted a subsidy equal to 20 per cent of the cost of construction. This subsidy was subsequently raised to 25 per cent. As a measure of further encouragement, a loan equal to 37½ per cent of the cost of construction was also offered.

6. As the response to all the schemes was not sufficiently satisfactory, a New Housing Scheme was introduced in 1956 for the construction of 30,000 houses at the cost of the Fund. Land is to be leased out on a nominal rent by colliery owners. They would take over all the houses constructed at their instance and pay rent at Rs.2/- per house per month and be responsible for their maintenance, and for supply of water and other services. There are difficulties in the way of effective implementation of this scheme also, such as non-availability of suitable non-coal-bearing land, expiry of mining leases before 40 years, difficulties in leasing out surface rights, and lack of sufficient response from colliery owners. Efforts are being made to remove these difficulties.

7. A statement showing the progress of the various housing schemes so far introduced by the Fund is given below:-

Position as at the end of December 1960.

<u>Scheme</u>	<u>Number of houses</u>	
	<u>Con- structed</u>	<u>Under con- struction</u>
(1) Township Scheme under which houses were constructed direct by the Fund ....	2,153	Nil.
(2) Subsidised housing scheme under which colliery owners are getting a subsidy of 25 per cent of the cost of construction. ... ..	1,638	12
(3) Subsidy-cum-loan scheme under which colliery owners are getting a subsidy of 25 per cent and a loan of 37½ per cent of the cost of construction. ... ..	2,060	103
(4) New Housing Scheme, under which colliery owners get cent per cent subsidy for construction of houses ....	7,683	4,381
Total:-	<u>13,534</u>	<u>4,496</u>

8. Requirements for the future: It has been stated in para 3 above that about 60 to 70 per cent of the existing working population of 3.8 lakhs, i.e. about 2.5 lakhs of workers are in need of housing accommodation at present. During the Third Five Year Plan, an additional labour force of at least 1.5 lakhs will have to be employed to achieve the target of production of 97 million tons of coal. With the construction by the end of 1963-64 of 30,000 houses under the New Housing Scheme of the Welfare Fund, housing accommodation will be required for about 2.7 lakhs of workers. Assuming

that .....



that about a third of them will be bachelors, about 2.5 lakhs more houses will be necessary to solve the housing problem. The cost of construction of 2.5 lakhs of two-roomed tenements of the conventional type would be about Rs.75 crores.

9. Methods of financing: The opening balance in the housing account of the Welfare Fund on the 1st April 1961 will be about rupees six crores. The income from cess during the Third Plan period is expected to be about Rs.8 crores. Out of the total of about Rs.14 crores likely to be available for expenditure on housing during the Third Plan period, a sum of Rs.8 crores will be spent for completing the programme for the construction of 30,000 houses under the New Housing Scheme. The balance of Rs.6 crores will be left for construction of additional houses. This will enable construction of only about 20,000 conventional houses of the type now under construction.

10. In order to get the maximum number of houses built in the shortest possible time, the Welfare Fund has thought of a scheme for the construction of cheap houses at a cost of about Rs.1100/- per house as against a cost of about Rs.3000/- for a conventional house. As it would not be desirable to have cheap houses alone for the future, the Housing Board has expressed the view that both conventional houses and cheap houses should be constructed, but in the ratio of 2 : 5. Under this arrangement, about 60,000 conventional houses and about a lakh and a half of cheap houses at a total cost of about Rs.35 crores will have to be constructed to meet the requirement of about 2.5 lakh houses referred to in para 8 above. As against this, the housing account will have only a sum of Rs.6 crores which will be sufficient only for the construction of about 6000 conventional houses and 40,000 cheap houses. One method of making up this deficiency would be to increase the welfare cess beyond the existing rate of 49.21 naye paise per metric tonne, and to earmark the entire increase for purposes of housing. Increase in the cess to Re.1/- per metric tonne would bring in an additional income of about Rs.16 crores during the Third Plan period.

11. Even if the cess is raised to Re.1/- per metric tonne as proposed above, there will be a deficit of about Rs.13 crores in the housing account. It is for consideration whether this deficit or a part of it cannot be met by the colliery owners by earmarking for housing purposes a certain percentage of the capital investments which they have to make for expanding the industry during the Third Plan period. The Funds so earmarked could be utilised, say, for constructing more houses under the subsidy scheme or the subsidy-cum-loan scheme referred to in para 7 above. If necessary the question of raising the subsidy to (say) 33-1/3 per cent of the cost of construction may also be considered.

12. Question of statutory compulsion: As has already been indicated, one of the reasons for the lack of adequate progress in the construction of houses is the absence of sufficient response from the colliery owners to the subsidy scheme and the subsidy-cum-loan scheme of the Fund. The following extract from the 20th report of the Public Accounts Committee may please be seen in this connection:-

"The Committee are distressed over the appalling conditions in which the coal miners are living. They regret that the successive efforts of the Organisation for providing minimum housing facilities to miners

have not met with the desired response. As this is a matter in which the State is vitally interested, the Committee suggest that by suitable legislative provision Government should consider the feasibility of making it obligatory on the owners of collieries to provide housing facilities of prescribed standards to their workers, as in the case of plantation labour (C.F. Section 15 of the Plantations Labour Act)."

13. The Estimates Committee has fully agreed with the recommendation above of the Public Accounts Committee, as the following extract from its 90th Report will show:-

"The Committee are in entire agreement with the observations of the Public Accounts Committee contained in para 28 of their 20th Report (Second Lok Sabha) and suggest that the question of making it obligatory on the owners of coal and mica mines to provide housing facilities to their workers as in the case of the plantation labour may be decided early."

14. It may be mentioned here that the Mines Boards of Health in Jhansi, Asansol and Hazaribagh have statutory powers to frame bye-laws, so as to enable them to compel colliery owners to provide adequate housing and sanitary and water supply arrangements for their labour, and in default, to provide them themselves and to recover the cost from the colliery owners as arrears of land revenue. It is for consideration whether it would be sufficient if the State Governments are requested to ensure that these powers are assumed by the Mines Boards of Health and exercised by them or whether the Central Government should bring forward a separate piece of legislation on the lines of section 15 of the Plantations Labour Act, 1951, so as to require mine owners to provide and maintain necessary housing accommodation for the workers and their families.

15. House rent: The All India Trade Union Congress have suggested that till the problem of housing is solved, workers in the coal mines must be paid house rent. This was one of the issues raised before the All India Industrial Tribunal (Colliery Disputes). Since the Tribunal had taken into account "house rent" as an item in assessing the minimum wages payable to the workmen employed in the coal mining industry (vide para 480 of the Coal Award), the workers' claim for a separate house rent allowance was not conceded by the Tribunal, which observed as follows:-

" We do not propose to deal with this demand in detail as we agree with the decisions and reasons given in support by the Tribunals which have consistently held that there is no obligation on the part of the employers to provide free quarters or pay any allowance in lieu thereof, though the factor of house rent would have to be necessarily taken into account in fixing the wage".

16. The Labour Appellate Tribunal which considered the appeal against this Award did not interfere with this decision. It will thus be seen that the question of house rent allowance to the workers employed in the coal mining

industry ....

industry is linked up with the general question of revision of their wages. The question of revision of the wage structure is one of the items on the agenda of the 8th Session of the Industrial Committee on coal mining.

17. The following points are accordingly for consideration:-

- (1) Whether the welfare cess on coal and coke should be raised beyond the existing rate of 49.21 naya paise per metric tonne and if so to what limit.  
(Para 10)
- (2) Whether the industry could earmark a percentage of their capital investment for construction of miners' houses, and if so at what rate (Para 11)
- (3) Whether the rate of subsidy offered by the Fund under the Subsidy Scheme and the Subsidy-cum-Loan Scheme should be raised from 25 per cent to say, 33-1/3 per cent. (Para 11)
- (4) Whether it would be sufficient if the State Governments ensure that the Mines Boards of Health assume and exercise powers for compelling mine owners to construct houses of the requisite standard, and in cases of default for constructing the houses themselves and for recovering the cost thereof from the mine owners, or whether the Central Government should bring forward a separate legislation on the lines of section 15 of the Plantations Labour Act, 1951. (Para 14)

Industrial Committee on Coal Mining  
( Eighth Session )

Item 4:- "Review of Safety measures suggested by the Safety Conference".

.....

MEMORANDUM

The recommendations of the Safety Conference relate to recruitment, education and training of workmen, safety education and propaganda, technical aspects of accident prevention, and the role of management and of the enforcement agency.

2. Broadly, the recommendations fall into the following categories:-

- (i) those involving amendment of the Mines Act, regulations and rules. Some of the necessary amendments to the Act were carried out by the amendment Act of 1959 and others will be made when the Act is next amended. The outstanding proposals for amendment were considered by the Industrial Committee on Coal Mining at its seventh session. As these amendments do not warrant a separate bill, it has been decided to wait for the reports of the Committees [item (ii) below], in the light of which further amendments may become necessary.

As for regulations and rules, further amendments to these also may become necessary in the light of the reports of these Committees;

- (ii) those involving the setting up of ad hoc Committees to probe into specific problems. All such Committees were set up during September-November, 1959. The report of one of the Committees (namely, Committee on Safety Education and Propaganda) has been received and necessary action is being taken. The other reports are awaited. The Statement in Annexure I indicates the progress of work of these Committees; and
- (iii) those involving the issue of directives to mine managements for compliance. All such circulars have been issued by the Chief Inspector of Mines.

3. The implementation of the different recommendations of the Safety Conference is kept constantly under review by a tripartite Standing Safety Advisory Committee which has been constituted, as suggested by the Safety Conference, under the chairmanship of the Chief Inspector of Mines. The Committee has held three meetings so far.

4. A Statement showing the action taken so far on the relevant recommendations is attached ( Annexure II ).

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Annexure I

Progress of Committees/Sub-Committees set up under recommendation of the Safety Conference.

.....

1. Training Sub-Committee.

- a) The Sub-Committee has met thrice. It has held detailed discussions about its original terms of reference (i.e., training schemes for coal mines entrants), and is preparing its report on the same.
- b) Regarding the additional terms of reference (i.e., to examine all training schemes for mining), information is being collected from the Departments/Governments concerned.

2. Technical Committee on Standards of Ventilation, Lighting, accuracy of mine plans, rail tracks.

- a) The Committee has finalised a programme for survey of ventilation and lighting conditions in India mines:
  - i) Regarding ventilation, conditions at two mines have already been surveyed by scientific staff of the Central Mining Research Station. Three more mines are to be taken up.
  - ii) Regarding lighting, considerable data have been obtained from foreign countries, but it indicates that no country lays down lighting standards. Lighting survey of a representative Indian mine has been started by the scientific staff of Central Mining Research Station under the guidance of the Committee. This is to be followed up by survey of lighting conditions of two other mines.
- b) A Sub-Committee of Chief Surveyors was set up to enquire into the standard of mine plans and to make recommendations. The Sub-Committee has already got some mine plans (obtained through random sample) checked and has also collected considerable data regarding standards of accuracy. It is now considering these data for finalising its recommendations.
- c) A Sub-Committee has been set up to draw up a code for tracklaying. The railways are being approached for up-to-date information on this subject. Other relevant information is also being collected.

3. Technical Committee on Problems of Dust in Mines.

The Committee has finalised the programme of research work necessary to advance its objectives. This programme is, however, a long-term project. The Committee meets at 3-4 month intervals to review progress in this respect. The last meeting was held in Kolar to study the conditions at the Kolar Gold mines.

4. Technical Committee on Mine Safety Equipment.

The Committee has issued questionnaires to:

- i) Mine managements, enquiring as to their requirements;
- ii) Manufacturers, enquiring about their programme of manufacture
- iii) Development wing of Commerce and Industries Ministry, enquiring about manufacturing potentials in the country; and

- iv) Import authorities, about quantities etc. and the procedure to be adopted for importing.

and has collected a considerable amount of data. It is at present tabulating these data, prior to drafting its report.

5. Safety Education and Propaganda Committee.

The Committee submitted its report in August, 1960.

- 6. Fatigue Committee: The Committee has met twice to consider the various aspects of the problem referred to it, and has approved a draft outline of programme of work.

Actual work of investigation can, however, start only after necessary staff and equipment are available. Action in this regard is being taken.

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Annexure II

Safety in Mines Conference (January - 1959)

<u>Recommendation No.</u>	<u>Action taken.</u>
<u>General Technical Measures.</u>	
B. 1 1. Standards of lighting and ventilation should be specified.	A technical committee has been set up to recommend standards of lighting, ventilation tracks, accuracy of plans etc.
B.2 2. Track standards should be specified.	This question has been referred to the technical committee set up under 1 above.
3. Arrangements to be made for training track-layers.	This question has been referred to the sub-committee set up to consider the scheme of vocational training of mine workers.
4. A competent person should be appointed for maintenance of haulage track.	A circular (26 of 1959) has been issued to all mines.
B.3 5. Electricity regulations should be made under the Mines Act.	An enabling provision has been made in the Mines Act. Regulations are being framed in consultation with the Electrical Board.

DANGER OF INUNDATION.

BA.1. 6. Training of Mine Surveyors	
7. A Senior Surveyor's certificate to be instituted.	See 39 below.
BA.2 8. Standards of accuracy of mine-plans should be specified.	The matter has been referred to the committee set up under 1 above.
9. Maintenance of a separate Water Danger Plan.	A circular (13 of 1958) has been sent to all coal mines.
BA.4 10. Supervision during construction of Water dams.	A circular (24 of 1959) has been issued to all mines.

Problems of inflammable gas.

CA.3 11. Research is necessary into the methods of ventilating headings in bord and pillar workings.	This recommendation has been brought to the notice of the Central Mining Research Station.
CA.4 12. Only specially trained persons to be employed for analysing mine air.	Arrangements have been made at the Central Mining Research Station for training persons in the work of analysing mine air.
13. "Spiralarms" may be tried in India for giving warning of gas.	The recommendation has been brought to the notice of the managements of all large gassy mines.

- CA.5 14. One in every ten face workers to be trained in gas testing. A circular (32 of 1959) has been issued.
- CA.6 15. Better types of lamps to be provided to supervisors. This question has been referred to the technical committee set up under 1 above.
- CA.7 16. Mug lamps to be withdrawn. A circular (17 of 1959) has been issued.
- CA.8 17. Better maintenance of safety lamp cabins etc. A circular (16 of 1959) has been issued to all gassy mines.
- CA.9 18. Research is necessary on the subject of fire-damp danger and the causes of outbursts of gas. This has been brought to the notice of Central Mining Research Station.

Problem of Coal Dust.

- CB.1 19. Improvement of the Organisation for cleaning and treating Coal dust. A circular (34 of 1959) has been issued.
- CB.2 20. Consolidation of roadways to be tried. The recommendation has been brought to the notice of managements of all large gassy mines.
21. Watering to be done for suppressing mine dust. A circular (2 of 1959) has been issued to all coal mines.
- CB.3 22. Considerable research work is necessary on various methods of dust suppression, road-way treatment etc. A technical committee has been set up to consider the matter and make recommendations.

Problem of heat and humidity.

- CC. 23. Where heat and humidity are above a specified level, duration of the shift should be reduced or other suitable procedure adopted to meet the situation. This recommendation has been brought to the notice of the Technical Committee set up under 1 above, for examination and recommendation.

Problem of Roof Control.

- CD.1 24. The problem of controlling strata stresses at greater depths required detailed investigation. This recommendation has been brought to the notice of the Central Mining Research Station.

Problem of Mechanisation.

- CE.1 25. A Mines Mechanisation Training centre has to be set up. The recommendation has been brought to the notice of Ministries of Steel, Mines & Fuel and S.R. & C.A. for necessary action.
- CE.2 26. Institution of statutory certificate of competency for persons on engineering side. The regulations are proposed to be amended.
- CE.3 27. Better supervision required on afternoon and night shifts. This recommendation has been brought to the notice of all mines vide Circular 19 of 1959.
- CE.4 28. More attention to be paid to support of strata in mechanised mines. This recommendation has been brought to the notice of all mines, vide Circular 15 of 1959.



Greater use of explosives.

CF.1 29. Standard of handling and use of explosives to be improved.

A Circular (25 of 1959) has been issued to all mines.

CF.2 30. Shotfirers should be properly trained.

This question has been referred to the Sub-Committee to consider the Scheme of Vocational training of mine workers. The matter has also been brought to the notice of the Ministry of Steel Mines & Fuel for necessary action.

CF.3 31. Maximum number of shots to be fired by a shotfirer to be fixed after full consideration.

A circular (25 of 1959) has been issued to all mines.

CF.4 32. Possibility of use of substitute for explosives for breaking coal in gassy mines may be explored.

The recommendation has been brought to the notice of the managements of all large gassy mines.

Organisation of large and/or gassy mines.

D.2 33. Appointment of experienced managers and safety-officers in large and/or gassy mines.

Two circulars 18 of 1959 (Coal mines) and 28 of 1959 (metalliferous mines) have been issued.

Need for research work.

DA.1. 34. There is need for research work into methods of working of thick seams.

This recommendation has been brought to the notice of Central Mining Research Station.

Management Practices.

E.1 35. Definition of 'agent' to be amended.

E.2 36. Owner to take direct responsibility where he takes part in management in the mine.

E.3 37. All instructions regarding technical matters should be routed through the manager.

E.4 38. There should be provision in the law for transferring or delegating the responsibility of the manager in regard to non-technical matters to specified officials.

The Mines Act is proposed to be amended to provide for these.

E.5 39. Standard of surveyors and other supervisory officials should be improved.

The recommendation regarding more facilities for training of surveyors and other officials and training in gas-testing etc. were brought to the notice of the Ministry of Steel, Mines & Fuel, and the Ministry of Scientific Research & Cultural Affairs.

To attract trained personnel to mining industry, degrees/diplomas/Certificates in Civil Engineering have been approved for purposes of granting concession in respect of period of practical training required from candidates for the mines surveyors examination.

Proposals for opening 14 mining institutes to train surveyors and overmen etc. (with a total annual intake of 700) have already been approved by the Joint Committee of the All India Council of Technical Education and the Coal Council of India. The course is a 3 year post-matriculation one, and is drawn up on a 'Sandwich' system of 6 months studies and 6 months practical training every year.

Proposals for amendment of Regulations for the institution of a Senior Surveyors' Certificate are being framed.

40. Gas-testing certificates should be revalidated, after a test, at intervals of five years, and not three years as at present provided for in the regulations. Regulations are proposed to be amended.
41. Facilities for refresher course in Gas-testing should be made available. See 61 below.
42. Procedure for suspension of Overmans' and Sirdars' certificates to be re-revised. Regulations are proposed to be amended.
- E.6 43. Standard of winding enginemen to be improved. Action is being taken for holding examinations for winding enginemen, for which provision already exists in the regulations.
- E.7 44. Provisions to be made relating to size of overmens' district. Regulations are proposed to be amended.
- E.8 45. No Safety Official shall be dismissed on matters of safety unless his case has been discussed in the Pit Safety Committee. To be examined with 47 below.

#### Role of Workmen.

- F.2 46. Provision for inspection of mines by workers' representatives. Relevant provision is proposed to be made in the Mines Act.
- F.3 47. Regional Inspector might supply portions of violation letters to trade unions in the interest of safety. Action being taken accordingly.

- F.5 48. Pit Safety Committees to be set up in mines. Types of cases to be referred to such Committees.
- F.6 49. Enquiry to be made into all aspects of labour relations in mining areas, including cases of lawlessness and indiscipline.
- F.7 50. Deterrant action should be taken against violations of Safety Laws.
- A circular (33 of 1959) has been issued to mine managements. The Act is also proposed to be amended.
- The Industrial Committee on Coal Mining (February, 1959) which considered a similar question did not favour the appointment of a Commission of Inquiry but recommended that a Special Officer should be stationed in the area to ensure smooth implementation of the Code of Discipline. This has since been done.
- In the model standing orders for Coal Mining Industry, it has been provided that "any breach of the Act 1952 etc." is an act of misconduct.

#### Methods of Recruitment.

- GA.1 51. The existing system of recruitment should be improved to have a stabilised and permanent labour force. Local labour, if otherwise suitable, should get preference over outside labour. Retrenched workers should have first claim on future vacancies in the Industry.
- GA.2
- GA.3
- Two employment exchanges have been opened on a pilot basis in coal mining areas, one at Raniganj and the other at Jharia and have already started functioning. These exchanges register surplus retrenched coal mine workers and their relations, and nominate them to vacancies (permanent as well as temporary) as and when notified to them by mine managements. The scheme ensures that local surplus workers get primary consideration.

#### Hours of work.

- GB. 52. Investigation to be made into the fatigue factor amongst mine workers.
- An expert committee has been set up to make the necessary investigations.

#### Fitness of Workers.

- GC.1 53. All mine workers should be medically examined before entering the mining profession and at intervals thereafter. Arrangements to be made in this regard.
- GC.3
- An enabling provision has been made in the Mines Act. Draft Rules have been framed and are under consideration.
54. In the interest of safety work groups should not be changed frequently.
- A circular (No.52 of 1959) has been issued.
- GC.2 55. Housing to be given top priority.
- The recommendation has been brought to the notice of the Coal Mines Welfare Organisation. As a result of further liberalisation of terms of housing schemes better results are now being obtained.

Enforcement Agency.

- HA.1 56. General principles in respect of frequency of inspections. Being followed to the extent possible with the present strength.
- HA.3
57. Of surprise inspections majority to be made on afternoon and night shifts. Inspections are now made increasingly during afternoon and night shifts.
- HA.4 58. Enforcement of rules relating to non-technical matters should be taken away from the Mines Department. The matter was examined. It has been decided that, for the time being at least, the status quo may be maintained.
- HA.5 59. The Office of the Chief Inspector of Mines should be strengthened suitably. The Office is being strengthened from time to time by sanctioning additional posts when necessary. Some of the sanctioned posts are vacant owing to paucity of suitably qualified candidates.
- HA.6 60.

Problems of Enforcement.

- HB.2 61. Special Mining Courts should be appointed. State Governments have been requested to allot Mines Act cases to particular magistrates. The matter is being pursued.
- HB.5 62. Section 22 to be amended to cover cases of persistent violations of Mines Act. The Mines Act is proposed to be amended.
- HB.6 63. Mining Lease may be cancelled for bad management. The matter is being examined in consultation with Ministry of Steel, Mines and Fuel.
- HB.7 64. Contravention of an order under Section 22(3) should be punishable with imprisonment. The Mines Act has been amended to provide for this.
- HB.10 65. When an Inspector of Mines has started an enquiry into a mining accident, no police officer should start a fresh enquiry until the enquiry in progress has been completed and he had seen the report. The matter has been examined in consultation with the State Governments. In the light of the view points expressed by them, they have been requested to issue necessary instructions in the matter.
66. A Standing Safety Advisory Committee should be set up to watch the progress in the implementation of the recommendations of the Conference. A Committee has been set up accordingly. It has held three meetings so far.

Education and Training.

- J. 67. Workers and officials should be properly educated and trained for their work. A sub-committee has been set up to examine the schemes for training of mine workers. The need for proper co-ordination in respect of schemes for training of supervisory and

managerial staff etc., has been brought to the notice of Ministries of Steel, Mines and Fuel and Scientific Research and Cultural Affairs.

Safety Education and Propaganda etc.

KA 68. There should be suitable  
KB schemes of Safety education  
and propaganda.

A Committee was set up to examine the matter and make detailed recommendations. The Committee submitted its report in August, 1960, on which action is being taken.

Rescue in cases of inundation.

LA.1 69. Lists of available pumping  
LA.2 equipment and heavy load  
carriers to be prepared and  
furnished by mine managements.

Proposal for amendment of Coal Mines Rescue Rules has already been published for comments.

LA.3 70. Managements of a mine having  
emergency should provide  
canteen and resting facilities  
for the outside workers  
called for need.

The requirement contained in rule 32 of the Coal Mines Rescue Rules, 1959 is considered sufficient for the present.

Rescue from behind irrespirable atmosphere.

LB.1 71. Rescue workers should be  
LB.2 paid suitable allowances.

Proposal for amendment of Coal Mines Rescue Rules has already been published for comments.

72. All rescue workers called  
in emergency must turn up.

Rule 28 of the new Rescue Rules provides for this.

Health Hazards in Mining.

M. 73. A medical inspectorate of  
mines should be set up to  
undertake Industrial  
Hygiene Surveys.

There are already an Inspector of Mines (Medical) and Junior Labour Inspectors with medical qualifications under the Chief Inspector of Mines. A survey into the incidence of pneumococcosis has already been conducted with the assistance of the office of the Chief Adviser Factories.

Compensation for Accidents.

NA.1 74. Compensation cases  
should be dealt with  
expeditiously.

State Governments have been requested to ensure that such cases are dealt with expeditiously. In order to discourage delay in payment of compensation the Workmen Compensation Act has been amended (by Act 8 of 1959) to provide for penalty for default in making payment of compensation when due.

NA.2 75. There should be a scheme  
of Supplementary Compensation  
for mine workers.

The matter is under examination in consultation with Indian Insurance Companies' Association.

It is proposed to double the existing rates of compensation for permanent disablement and death and to replace the lump sum payments by pension payments. The rates of compensation for temporary disablement are also proposed to be increased by 25% provided the total amount of compensation payable does not exceed the rates of wages for the same period.

76. Managers and other supervisory staff should be covered by the Workmen's Compensation Act if there was no proper insurance scheme evolved by the owner.
- Factual data in the matter are being collected from the organisations concerned.

#### Compensation of Industrial Diseases.

- NB. 77. Miners Industrial diseases which are notifiable under the Mines Act should be compensable.
- Silicosis and Pneumoconiosis have been notified as compensable diseases. The question whether Manganese Poisoning should also be notified as compensable disease under the Workmen Compensation Act is under consideration.

Action is also being taken towards preparing suitable rules (to be framed under the Workmen's Compensation Act) for the guidance of State Governments.

- NC. 78. Rehabilitation of accident victims of non-coal mines.
- The Governments of Bihar, Orissa, Madhya Pradesh, Andhra Pradesh, Madras, Mysore, Bombay and Rajasthan, have been requested to furnish their views in the matter. The Chairmen of the Mica Mines Labour Welfare Funds, Bihar, Rajasthan, and Andhra Pradesh have also been requested to draw up separate schemes.

#### Collection of Statistics.

- O.1 79. Definition of "serious injury" should be altered in lines with any recommendations on the subject of the International Labour Organisation.
- The question of defining "serious injury" is still under consideration of an International Labour Organisation Committee of Expert Statisticians.
- O.2 80. Manshift basis is the most representative basis for calculating accident rates. Rates based on production basis may be used for comparisons over short periods.
- Action being taken accordingly.

Protective Equipment.

- QA. 81. Mine workers should be supplied with safety hats. A circular (2 of 1958) has been issued.
82. Further statistical studies are required to indicate the necessity of use of other protective equipment. Pilot studies have already been started.

Safety Material and Equipment.

- QB.1 83. Steps should be taken to manufacture safety equipment in the country. A Standing Committee should be set up to assess the industry's requirement for safety equipment and to promote their manufacture in the country. A technical Committee has been set up to examine the whole question and to make proposals.
- QB.2
- .....

INDUSTRIAL COMMITTEE ON COAL MINING

(Eighth Session - New Delhi - April 1961)

.....

ITEM 5

Subject:- Revision of the wage structure in the coal mining industry.

The conditions of service of the workmen employed in the coal mines have been stabilised since May 1956 on the basis of the Award of the All India Industrial Tribunal (Colliery Disputes) as modified by the decision of the Labour Appellate Tribunal. The maximum period of three years laid down in the Industrial Disputes Act for the operation of the Award of a Tribunal expired on the 26th May, 1959. The representatives of the employers in the coal mining industry and the Central Trade Union Organisations, however, agreed, at a tripartite meeting held on the 29th May, 1959 to the continuance of the Coal Award for a further period of one year, i.e., upto 26th May, 1960. It was decided that neither party would give notice terminating the Award during that period. (This decision was not, however, applicable in respect of the coal mines in Assam & Andhra Pradesh). This matter was discussed again at the 7th Session of the Industrial Committee on coal mining held in April 1960. At that meeting, it was agreed that the Coal Award should be extended pending examination of the workers' demand for a Wage Board in the coal mining industry. It was also agreed that the case for setting up a Wage Board might be considered at the next meeting of the Industrial Committee and for this purpose the workers' and employers' representatives were requested to send their views together with supporting facts. The Indian National Mine Workers' Federation and the Indian Mine Workers Federation have since furnished memoranda on this subject - copies of which are enclosed.

2. At the tripartite meeting held on 29th May, 1959, it was also decided to refer certain points of dispute arising out of the implementation of the Coal Award to the arbitration of Shri A. Das Gupta. The Arbitrator's Award, which was announced on 30th December, 1959, granted certain additional benefits to the workmen employed in the coal mines. One of its important recommendations is the fixation of incremental scales of pay for the daily-rated workmen. Grades of scale have also been prescribed for a number of categories of workmen like teachers, senior overmen, etc. The rates of sick khoraki and maternity benefits were also increased. The result is that certain minimum standards have now been prescribed for governing service conditions of the workmen employed in the coal mines on an all-India basis.

3. As the sale price of coal is statutorily fixed, the Government of India have been allowing increases in its price whenever there has been rise in the wages payable to the workmen employed in the coal mining industry as a result of labour awards etc. Since the publication of the Coal Award in May, 1956, the price of coal had been increased by Rs.6.37 per ton upto August 1960, in the case of collieries in Bengal-Bihar and by slightly different amounts elsewhere. The entire amount of increase, barring an element of 50 nP. per ton which was on account of the recommendation of the Coal Price Revision Committee, is in respect of the addition to the wage bill of the coal industry. Thus, whenever there has been an increase in the wages and other amenities of the workmen employed in the coal mines, as a result of labour awards, etc., the burden thereof has been



passed on to the consumers. This aspect of the matter is to be kept in view while discussing the question of revising the wage structure of the workers in the coal mining industry, as it is closely linked with the general economic conditions in the country.

4. The decision of the Labour Appellate Tribunal on the Coal Award is not applicable to the collieries in Assam. In respect of these collieries, the Labour Appellate Tribunal had given a decision in terms of an agreement entered into between the workmen and the employers. In view of the disparity in the terms and conditions of service of the workmen employed in the coal mines in Assam and those employed in the rest of the country, the workers employed in the coal mines belonging to the Assam Railways & Trading Co. Ltd. raised an industrial dispute. This dispute has since been referred to a Tribunal for adjudication.

WAGE BOARD FOR THE COAL INDUSTRY

Memorandum on behalf of the Indian National Mineworkers' Federation (INTUC)

It can be said without fear of contradiction that until 1939 social conscience had not permeated the coal areas. As the War progressed and the demand for coal increased, and simultaneously the cost of living began to mount, it became obvious that something had to be done to allay discontent and secure an increase in output. Certain measures were devised and brought into existence to help the miners to meet the additional cost of living. But it was not until 1947 that an attempt for the first time was made to improve the working and living conditions of the coal-mines workers in India. The minimum wage in Bengal and Bihar was : raised from 0-6-0 in 1939 to Rs.1-4-0 per day exclusive of foodgrain concessions and attendance bonus. The wages fixed for workers in other States excepting Assam were still lower.

In August 1952 the Indian National Mineworkers' Federation demanded a revision in the wage structure and it was after prolonged agitation and a threat of General Strike from 1st March 1954 that the Government referred the matter to a Tribunal on 22nd February 1954. The proceedings before the Tribunal were delayed due to its reconstitution on 25-2-55. The Award of the Tribunal was published on 26th May 1956. As a result of appeals against the Award it was modified and improved by the Labour Appellate Tribunal.

The Coal Award had many defects, the main being the inability and reluctance of the Tribunal to raise the minimum wages to a level that they considered to be fair. The Tribunal have themselves admitted: "We have given the workmen a fair minimum wage. We have raised the wages to a level considered fair by us at the present juncture, though that is not all that we would have desired it to be." Further they have remarked that "Labour has lived on a low wage for a long time and may have deserved better; yet any sudden increase in wages may give a jerk to the industry which it may not be able to stand."

The other major defect in the Award has been in the matter of differentials. While the majority of workmen were on a low level of wages before the Award, there were some skilled and highly skilled categories as also members of the mining, survey, clerical and other staff whose wages were comparatively better due to the nature and responsibility of their work. The Tribunal was conscious of this and therefore they repeatedly stressed the fact that the wages and scales of the pay they fixed were minimum "below which no unit can go." They laid down the All-India minimum for the different categories of workmen. They, however, left it to the employers to do justice to their employees and give higher and better scales. As they have said at one place: "After all, we are laying down only the minimum scales. That does not mean that large collieries with ample resources should not pay more when they can very well afford to." Further they have remarked that the "scales laid down by us are the minimum and we have no doubt that the managements, wherever they should grant higher and better scales, would introduce them of their own accord." They were conscious that there were units which could pay more and were sure that they would do so. Unfortunately the Coal Industry belied their hopes and consequently a large number of employees including miners and loaders, especially those in the larger collieries, were neutralised with the result that they received very little or no increase in their wages. The abolition of foodgrain concessions and the abnormal rise in the cost of living in these circumstances has not only nullified the benefit in money wages that many workers in the coalmines had received but reduced the

real wages of these neutralised employees.

Another important defect in the Award was with regard to work-load and piece-rated workers. The rate of loading coal in tubs in Madhya Pradesh is nearly half of that prevailing in Bengal and Bihar without any justification. The piece-rated workers, especially miners and wagon-loaders, require a daily guaranteed wage like the trammers. The piece-rated workers have not received any benefit corresponding to the yearly-increment given to the time-rated workers. In short the piece-rated workers did not receive a fair deal from the Tribunal and their rates and wages require reconsideration.

There are a number of other provisions in the Award which require revision. The Dearness Allowance which is nearly 200% of the basic wage requires to be merged in the basic wage. The categorisation requires a complete revision and the number of categories will have to be reduced. The provisions for leave, holidays and social security need to be improved. In short the Coal Award requires an urgent and thorough revision.

An attempt is being made to oppose this demand for revision. There is an erroneous impression in the country that the Coal Awards has given long term relief to the colliery workers. It must not be forgotten that the wages of the coalmine workers had been abnormally low in the pre-independence era. The Conciliation Board's Award of 1947 was the result of a hurried attempt to stem the rising tide of discontent against exploitation and denial of social justice for decades and at best a make-shift arrangement. The Coal Award of 1956 was a belated attempt to give to the coalmine workers what was due to them in 1947. But even in this case the abolition of food-grains at concessional prices took away with the left hand what was given by the right hand; paradoxically the Award has given more relief to the Industry than to the workers.

It is a matter of concern that even after thirteen years of Independence the wages of the coalmine workers are still far below the minimum wages, as defined in the Fair Wage's Committee's Report. In all progressive countries, whether socialist or capitalist, the hazardous and arduous nature of his work has entitled the coalmine worker to the highest salary amongst the industrial workers. It is now generally accepted that wage rates for underground workers should be better than wage rates in any other industry and wage rates for surface workers in the mines should be equal to the best wages rates in other industries. In our country due to the late development and consequent weakness in the miners' movement the wages of mineworkers have lagged far behind those of other industrial workers. Even to-day the minimum monthly wage of a Textile worker varies from Rs.125/- to Rs.130/- as compared to Rs.78.81 of a coal-mine worker.

The real wages of the coalmine workers have been further progressively reduced since the Award due to the abnormal rise in the cost of living. It was the misfortune of the workers in the coal industry that the cost of living in 1955, when the Tribunal was adjudicating the wage structure, was the lowest during the last ten years and immediately after the Award the cost of living began to show an abnormally high trend. The plight and hardships of the workers can be imagined from the fact that workers to-day have to pay Rs.25/- to 30/- per maund for rice as against Rs.13-5-3 per maund before the Award. The All-India average consumer price index number for working class rose from 96 in 1955 to 105 in 1956, 111 in 1957, 116 in 1958, 121 in 1959 and 126 in July 1960, with 1949=100. For full neutralisation of the minimum paid workers there should have been an increase of Rs.22/- in the minimum wage. In those circumstances the increase in the variable dearness allowance by Rs.9-12-0 could not give any appreciable relief even to the minimum paid workers, leave alone to other workers who had received very little or no increase in their emoluments as a results of the Coal Award.

The coalmine workers have not received any benefit from increased productivity either. It will not be out of place to mention that without any appreciable increase in the number of persons employed production is expected to go up from 30 million tons in 1947 to 50 million tons in 1960. The output per man-year has gone up from 85 tons on 1946 to 118 tons in 1958 i.e. by nearly 40% and the latest available figure for April 1960 shows a further increase of 10% in productivity since 1958. It is unfortunate that the Industry should have monopolised the benefits of this increased productivity.

There is another aspect of the problem to which we would like to draw attention. The wage cost in the Coal Industry is regarded as a major item of cost and the employers before the Coal Tribunal had pleaded that "80% of the costs of production of the Coal Industry go to the payment of wages." In U.K. where the mines are highly mechanised the wage cost varies from 60% to 70% of the total cost and it stands to reason that the percentage in India should be higher. If this is kept in view it will be seen that overheads are abnormally high in this country and the workers are consequently deprived of higher wages. This will also be evident from the ratio of the minimum and the maximum salaries in the Coal Industry which is higher than in many other industries in this country and much higher than in the Coal Industry in other countries.

The profits in the Coal Industry have also improved. The latest index available of Industrial profits for the Coal Industry is 141.1 in 1957 with 1950 as 100. The rate of dividends has shown an upward trend since the Coal Award and dividends as high as 70% have been paid by some companies. The Price of coal fixed by the Coal Price Revision Committee has not only given a fair margin of profit to the industry but it has made certain assumptions in favour of the employers, especially with regards to wages, amenities and benefits to workers.

We have mentioned about the increase in production, productivity and profits to prove that even the present price-structure is capable of giving higher wages. With greater economy and reduction in overheads some more money could be available for improving the living conditions of the workers. But this should not be construed to mean that we would be satisfied by an increase in our total emoluments to the extent that the present prices of coal permit. We would like to state with all the emphasis at our command that the question of cost should not come in the way of satisfying the minimum human requirements of the workers. No civilised society has any right to live on or to take advantage of sweated labour. It is all the more so when it is a key industry like the coal industry and when its product is the cheapest in the world.

The Report of the Indian Coalfields Committee (1946) has rightly observed that "if, however, it is granted that a miner as an individual is entitled for his toil to receive the equivalent of his basic needs, as we think he is, then, in framing the price level of his product, such basic needs must be translated into a minimum wage." It further says that "it is not merely a question of "Fair" wages or "fair" prices; we have stated that both prices and wages are functional and therefore if wages form the starting point for determining the price level, there is in this proposal a dynamic feature which implies a conscious attempt to improve the status as well as the productivity of the miner."

This advocacy of the transformation of the hitherto accepted price-wage relationship into a wage-price one is nothing new. It is now an accepted principle in all the leading coal-producing countries of the world. As the Report of the First Committee of the I.L.O. Coal Mines Committee pertinently points out that "it is prices that this time should give way before social considerations, and wages should take first place". It further advocates "the adoption of

a new method of calculation which would make the selling price of coal dependent on miners' wages and would base those wages on social considerations."

The Indian Coalfields' Committee also felt that the present time demanded the adoption of the above method not merely as a concession to the new time spirit but because they felt that in their efforts to introduce healthy and stable conditions in the industry they must make sure that the prime instrument of production was "treated with dignity and shared respect, thereby engendering a cycle of increased productivity, better real wages and dynamic stability." It further rightly pointed out to critics who would say that giving priority to social considerations in a country like India was a futile ambition, that because of the economic and social poverty prevailing in India, it was more necessary and urgent that they should not "experiment with the exploded doctrines of the pre-1914 era but, recognising the importance of social considerations, model our economy on a more enlightened and humane basis."

It is said that as coal is a basic industry, any increase in its price will have adverse effects on the general economy of the country. The Coal Tribunal went into this question in great detail and came to the conclusion that "coal and coke account for a very small percentage only of other industries' production costs" and that "the ultimate effect on the cost of production of the producer industries is small". It will thus be appreciated that increase in the cost of coal and coke will only raise the production costs of other industries by a very small percentage or a fraction in some cases.

In conclusion we would like to remind all concerned that the Coal Industry has got to reach the target of 97 million tons of coal by the end of the Third Five Year Plan. The coalmine workers have played a creditable role in the fulfilment of the First and Second Five Year Plans and it is right and proper that their claim to a minimum wage and demand for an equitable share in the increased wealth of the country are given due consideration before they are asked to continue and increase their efforts for the success of the Third Five Year Plan.

MEMORANDUM ON BEHALF OF THE INDIAN  
MINE WORKERS' FEDERATION.

"The wages of the coal miners are governed by the Award of All India Industrial Tribunal (Colliery Disputes) as modified by the decision of the Labour Appellate Tribunal. These are in force since 26th, May 1956. After this in July 1957, at the 15th session of Indian Labour Conference, the need based minimum wage was decided. The wages at present obtaining for the coal miners is far short of the minimum computed under the formula recommended by Indian Labour Conference. It may be argued that there is statutory bonus for the workers in the coal industry. But, it must be noted that there is no profit sharing bonus in this industry. It may be mentioned in this connection, the officers of Singareni Collieries get profit sharing bonus equivalent to three months salary every year, while it is denied to workers. So, the argument that there exists statutory bonus which should be treated as part of wages is not tenable. Nearly forty percent of workers in Jharia/Raniganj regions do not qualify themselves for bonus.

2. The minimum wage of Rs.69-1-0 obtaining in the Coal Industry is less than the wages of the Textile Industry where the minimum is Rs.119-58, including Dearness Allowance. Of course, the wages obtaining in some other regions are less than this. Bombay is taken because the largest number of Textile workers are employed in this region.

3. The lowest wage recommended by the Central Wage Board for Cement Industry is Rs.94 per month including Dearness Allowance on the basis of the All India Consumer Price Index for working class at 123. The miners get Rs.79-13-0 (Rs.69-1-0 plus enhanced Dearness Allowance Rs.9-12-0). It is clear that the wages of the coal miners is less than what the workers in Cement Industry are getting.

4. The present wage structure does not bear any relation to the arduous and hazardous nature of the work involved. The production of coal has increased from 36 million tons in 1953 to 47 million tons in 1959 and the productivity per worker has risen from .36 in 1953 to .41 tons in 1958 (P.11, India Coal Statistics 1958). The Coal Price Revision Committee did not take into consideration the huge sum of 5.33 crores earned by the industry by exporting a quantity of only 1.7 million tons which works out to Rs.31/- per ton. This is much more than the price recommended and fixed by the Government of India. It is worth mentioning in this connection that the wages of the Coal miners in the advanced industrial countries are the highest among the industrial workers and hours of work are less than in our country. But the miner though received some wage increase during the course of last few years is still lagging behind the other industrial workers.

5. The All India Industrial Tribunal (Colliery Disputes) while fixing the wages of the miners were of the opinion that any increase, however, justified could not be made at that juncture. The reasons advanced are that would result in the increase of Coal Price which would affect all the coal based industries. Let us examine this aspect. The coal price has been increased on four occasions and all these increases were adduced to the increase in the cost of production as a result of increases in wages and amenities provided to the workers. Again the Railways have increased the freight charges on coal from 1-4-1960 by 5 percent. The railways earn annually about Rs.40 crores on account of transport of coal. In other words

the industries using coal have to incur an additional liability of Rs.2 crores. Therefore, the argument that industries can not bear any further burden is not tenable.

6. Under the above circumstances it is necessary to constitute a Wage Board to go into the wage structure in the Coal Industry. Only then sufficient enthusiasm can be aroused among the miners for the achievement of 97 million tons per annum during the Third Plan Period. .

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INDUSTRIAL COMMITTEE ON COAL MINING  
(EIGHTH SESSION)

ITEM 6:- DELINKING OF THE COAL MINES PROVIDENT FUND SCHEME  
FROM THE COAL MINES BONUS SCHEME.

MEMORANDUM

At present a worker in a coal mine has to earn a bonus under the Coal Mines Bonus Scheme to become eligible for the membership of the Coal Mines Provident Fund. To earn a bonus a worker in a coal mine in the States of Bihar and West Bengal has to put in an attendance of 66 days in a quarter if he is a surface worker (category-II) and 54 days if he is an underground worker (category-I). For coal mines in other States the attendance qualification is 65 and 60 days in a quarter for surface and underground workers respectively. If a member fails to earn bonus in four consecutive quarters, the employer, in accordance with the provisions of para 27(1) of the Coal Mines Provident Fund Scheme, may, if he so desires, cease paying Provident Fund contribution for him. If an employer, under this rule, stops payment of contribution, the member also shall cease to pay his share of contribution during the period of his non-contributory membership. It will, however, be obligatory on the part of the employer to start paying contribution again after the end of the quarter immediately following the quarter in which the member concerned again qualifies for bonus. This adversely affects the savings of a large number of low paid employees, and such cases are not inconsiderable. This provision regarding non-contributory membership, however, does not apply to those whose basic wages exceed Rs.300/- per month.

2. Since earning of bonus makes an employee eligible for the membership of the Fund, whenever any dispute arises regarding the application of the Coal Mines Provident Fund Scheme to any particular class of workers the Fund has to depend upon the Industrial Relations Machinery for a decision whether those workers are entitled to bonus. This not only delays the implementation of the Coal Mines Provident Fund Scheme but also makes realisation of arrears difficult. There have been many such cases in the past and the possibility of such cases in the future cannot be totally ignored. These delays and difficulties would be obviated if qualification to join the Coal Mines Provident Fund is made independent of earning a bonus under the Bonus Scheme(s).

3. It cannot be denied that the present method of assessing eligibility for membership as the earning of a bonus in one quarter is too low and has resulted in the Fund being burdened with an undue number of dead accounts. At their 18th meeting, held on the 5th February, 1958, the Board of Trustees of the Coal Mines Provident Fund considered the question of delinking the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme as well as a suggestion for raising the present qualifying period of a quarter to that of two consecutive quarters. The chief reason for enhancing the qualifying period was to reduce the dead and suspended accounts of the Fund. The Board agreed to the principle of making the Coal Mines Provident Fund Scheme independent of the Coal Mines Bonus Scheme but recommended that the status quo be maintained with regard to the attendance qualification for the membership of the Fund, i.e., that it would should continue to be based on the quarterly attendance.

4. The question was examined in detail and it was felt that the proposed delinking would achieve nothing beyond a mere technical break-up, unless the qualifying period for the membership of the Fund was raised to some extent. The question



was again placed before the Board of Trustees of the Coal Mines Provident Fund at their 21st Meeting held on the 22nd September, 1959. The Board recommended that the proposal for raising the qualifying period should be held in abeyance for the time being and that the question of delinking the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme proceeded with in accordance with the earlier decision of the Board. The matter has been further examined by the Government of India and it has been decided to place the issue before the Industrial Committee on Coal Mining, for its views.

5. While considering what should be the qualifying period for the membership of the Fund, it may be mentioned that the present attendance qualification for entry into the Fund is very low, with the result that the most casual employees, who qualify for even one bonus in their life-time, also become members of the Fund. They work for a short time, contributing to the Fund for a few weeks, never to come back to the coal industry or, in most cases, even to take back the amount contributed by them. Thus, the Coal Mines Provident Fund becomes inundated with non-effective accounts. This is evident from the fact that upto the end of March/60 Contributions have been received in respect of about 12,58,051 workers when there are hardly 3.5 lakhs of employees in the industry and out of these only 93,305 have received refund of their accumulations in the Fund. It would, therefore, be observed that the live members for whom and the remaining 9 lakhs are non-effective accounts for all practical purposes as no credit is being received in their accounts. Maintenance of these non-effective accounts involves considerable work and expenditure for the Coal Mines Provident Fund Organisation. These accounts have to be reviewed periodically and efforts have to be made to trace the whereabouts of these members with a view to inviting claims for refund, or, if any of them happen to be working in other coal mines, collating their accounts. The response to this effort has been very poor and practically the entire labour is wasted. Apart from this, according to a recent amendment of the Coal Mines Provident Fund Scheme, interest has now to be credited every year to all these non-effective accounts. The larger the number of ledger cards, the greater is the time of annual posting of credits. Further, for verification of the correctness of postings, long lists of outgoing non-effective accounts have to be prepared every year before the balances can be proved and postings made in the accounts of active members. All these only delay the posting of credits in the accounts of active members and issue of annual statements of account to them. Moreover, so many lakhs of people who have contributed something or other to the Fund would virtually lose those amounts if they do not claim refund or make any further attempt to become effective members. The average accumulation of these persons is very low. The membership of the Fund obviously does no good to these persons since they are illiterate and too ignorant to claim the amount lying in the Fund at their credit. It is, therefore, desirable to avoid enrolling such workers to the Coal Mines Provident Fund especially in view of the fact that larger interest of the Fund lies in the permanent workers and it is the regular worker who can derive benefit from membership of the Fund.

6. The main objects of the Coal Mines Provident Fund Scheme have been to organise a stabilised labour force for the coal industry and to give them a sizeable amount on retirement. If these objects are taken to be the deciding factors, these go to justify enhancement of the present qualifying attendance as stabilisation cannot be achieved through attendance in one quarter only, but that regularity has to be sustained over a prolonged period. The attendance qualification prescribed in the case of Employees' Provident Fund is 240 days in a year.

A more or less similar proposal was discussed by the Board of Trustees, Coal Mines Provident Fund at its 12th meeting held on the 14th February, 1955 when it was revealed that the annual attendance qualification of 240 days would prevent about 80% of the new employees from joining the Fund. Since it would not be desirable to place the membership of the Fund beyond the reach of the majority of colliery workers, the best thing would be to adopt a via media by changing the qualifying attendance from quarterly to half-yearly basis.

7. For the sake of simplicity, the existing slight difference in the qualifying attendance for bonus from State to State may be ignored and a uniform qualifying period for the membership of the Fund prescribed in all States. However, the difference that now exists in the case of underground workers and surface workers may be maintained. Work underground is no doubt more arduous than that on the surface and underground workers do deserve some preference. The existing definitions of 'Category I employees' and 'Category II employees' contained in the Coal Mines Bonus Scheme, differentiate between underground workers on piece rates and time rates, as some of the time rated employees have to work both on the surface as well as below ground. If workers are broadly classified as underground and surface workers these categories of workers will present some difficulty and it is, therefore, suggested that the present classification in categories I and II may be retained in the Coal Mines Provident Fund Scheme also. This can be done by incorporating in the Coal Mines Provident Fund Scheme the definitions of 'Category I' and 'Category II' employees as contained in the Coal Mines Bonus Scheme. In this connection, it may also be recalled that mine managers and other supervisory staff on basis rates of pay exceeding Rs.300/- per month are not entitled to bonus and consequently in their case 75 days' attendance in a quarter was prescribed as the condition precedent to joining the Fund. If half-yearly attendance is prescribed for all other categories of workers, there is no reason for retaining the quarterly basis in their case alone and they, too, may be allowed to join the Fund by putting in the attendance prescribed for Category II employees. In the circumstances the following revised attendance qualifications for becoming members of the Coal Mines Provident Fund are suggested :-

- |   |                                      |
|---|--------------------------------------|
| i) Under groundminers and other underground piece worker. | 105 days in two successive quarters. |
| ii) Others.   | 130 days in two successive quarters. |

8. While deciding eligibility to join the Coal Mines Provident Fund, it will however, be necessary to give an allowance for authorised leave, maternity, enforced idleness etc., at the existing scale i.e., as is being allowed now in the case of bonus entitlement. This means less than 4 days' attendance in a week for category I employees and less than 5 days' for category II employees. Thus any worker who works in coal mines for six months should stand a reasonable chance of being able to complete this qualifying attendance. It is only those extremely casual workers who do not stay in the industry for more than a few months and earn just one bonus in their life-time that would not complete the proposed attendance qualification.

9. At present the workers who take up colliery service in the second month of a quarter cannot qualify in that quarter and have perforce to take their chance in the next quarter. These workers and those who for reasons beyond their control cannot put in the prescribed attendance in any particular quarter will have a better chance for qualifying in the next quarter as their

attendance in the preceding quarter will be taken into account under the proposed qualifying period of two successive quarters. Thus the deficiency of one quarter can be made good in the following quarter. Further, employees who normally miss bonus by a narrow margin of a day or two will be benefited as they would be able to become members of the Coal Mines Provident Fund even though they may not earn bonus for a number of consecutive quarters.

10. There are certain further considerations which go to compensate the workers to some extent for the slightly more difficult qualifying attendance now proposed. As per provisions contained in para 27(i) of the Coal Mines Provident Fund Scheme 1948 (copy of para 27(i) of the Coal Mines Provident Fund Scheme 1948, enclosed) an employer has not to contribute for a member who fails to earn bonus in four successive quarters. With the advent of the proposed qualifying period this restriction will be done away with and a worker having once become a member, shall contribute during his entire period of service without any break. Further, the existing attendance qualification for category I employees in the States other than West Bengal and Bihar is slightly higher. Under the proposed qualifying period of two quarters their attendance qualification will be fixed at a level lower than in Bihar and West Bengal, i.e., 105 days in two quarters against 54 plus 54 i.e., 108 days. This lower attendance is a weightage for a longer qualifying period.

11. To sum up, the proposed attendance qualification will be desirable for the following reasons:-

- i) It will reduce the number of non-effective accounts by preventing casual workers from becoming members of the Fund;
- ii) The large membership as at present is doing no good to any one and is creating a lot of avoidable and unprofitable work for the organisation;
- iii) It will result in sustained better attendance and give a stable labour force, which is so vital in an important industry like coal;
- iv) The qualifying period being made larger, workers who have to be absent in a particular quarter for reasons beyond their control, will make it up during the next quarter.

12. From the foregoing paras it will be observed that there is no point in formally delinking the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme if casual workers are allowed to become members of the Fund as a result of status quo being maintained about the qualifying period. The object of delinking is to reduce the number of non-effective accounts with which the Fund is cluttered and that can only be achieved by fixing the qualifying period at least on a half-yearly basis in order to avoid administrative inconvenience all along the line. The Industrial Committee on Coal Mining is, therefore, requested to consider whether they would like to recommend to the Central Government that:-

- a) the Coal Mines Provident Fund Scheme be delinked from the Coal Mines Bonus Scheme and a revised attendance qualification of 105 days in two successive quarters in the case of Category I employees and 130 days in the case of Category II employees subject to reduction for leave, enforced idleness, etc. (as laid down in the Coal Mines Bonus Scheme) be prescribed for eligibility of membership of the Coal Mines Provident Fund; and

b) attendance qualification of 130 days in two successive quarters be also prescribed for the eligibility of membership of the Fund in the case of mine managers and other supervisory staff on basic rates of pay exceeding Rs.300/- per month if the revised attendance qualification for other categories of workers is accepted.

COAL MINES PROVIDENT FUND SCHEME, 1948

27(I) Contributions shall be payable under this Scheme in respect of every member, whether an initial member or not, employed directly or indirectly in any coal mine to which this Scheme applies in respect of each month or week, as the case may be, for the whole or part of which he is so employed after the 31st December 1948 and shall comprise contribution by the member and contribution by the employer at the rates specified in the following tables:

Provided that in respect of every member who may qualify for membership of the Fund under sub-paragraph (3) of paragraph 25, contributions shall be payable under this Scheme in respect of every month for whole or part of which he is so employed after the 31st December 1956 and shall comprise contribution by the member and the employer at the rates specified in Table I below till the 31st December 1957 and thereafter in accordance with Table IV below.

Provided further that an employer may cease to pay contribution in respect of a member if the member, not being a member whose wages exceed three hundred rupees per month, fails to earn a bonus in any coal mine for four successive quarters. If he does not pay the contribution as aforesaid, the election shall continue to be effective only upto the end of the quarter immediately following the quarter in which he again qualifies for a bonus under paragraph 4 or paragraph 5 of the Coal Mines Bonus Scheme. In the meantime, such a member shall continue as a non-contributory member so long as he does not withdraw from membership under paragraph 63.

INDUSTRIAL COMMITTEE ON COAL MINING  
(EIGHTH SESSION)

Item No. 7:- Proposal for enhancing the rate of Coal Mines Provident Fund Contribution from  $6\frac{1}{4}\%$  to  $8\frac{1}{2}\%$

Part I- Note furnished by Shri T.B. Vittal Rao

The Coal Mines Provident Fund Scheme was brought into force with effect from 12th May 1947 in respect of coal mines in Bihar/Bengal. It was extended to other coal fields later on progressively. Today nearly 3.5 lakhs of miners are covered. The rate of contribution at  $6\frac{1}{4}\%$  per cent was computed only on basic wage till July 1955. The wages when the scheme was introduced was very low. The average weekly cash earnings including Dearness Allowance of workers in coalfields was Rs. 10.90 in 1951 and Rs. 12.32 in 1955. Since July 1955 the Dearness Allowance was taken into consideration. In 1958 the average total weekly cash earnings of a worker was Rs. 20.86 (F.12, Indian Coal Statistics, 1958). The low earnings indicate the amount likely to be at the credit of the worker. Another example may be given. According to the annual Report for the year 1957 - '58 on the working of the Coal Mines Provident Fund, the total number of claims settled during the year was 11,700 and the amount paid Rs. 21.41 lakhs. This works out to an average of Rs. 183/- per claim. This amount is absolutely inadequate for an any worker to fall back upon in his old age and to the dependent in the case of death of the bread winner.

2. It may be pointed out that under the Employees' Provident Fund Scheme, the rate of contribution at  $6\frac{1}{4}\%$  has been computed on the Dearness Allowance since its enforcement. It is not understood why in the Coal Mines Provident Fund Scheme an exception was made for a period of 8 years. The Study group on social security also strongly recommended that the rate of contribution should be enhanced from  $6\frac{1}{4}\%$  to  $8\frac{1}{2}\%$  per cent.

3. At the moment the figures of internal resources used for capital formation in Public Limited Companies in Coal Industry are not available. But the amount so utilised during the course of last decade covering two plan periods is not likely to be insignificant. The Royalty paid to various State Governments on the Coal raised work out to more than Rs. 6 crores annually during the Second Plan period. The resources for the additional liability consequent upon the enhancement of rate of contribution from  $6\frac{1}{4}\%$  to  $8\frac{1}{2}\%$  per cent can be easily met from the resources available by the industry. The industry has been successful in getting the coal price increased whenever there was an upward revision of wages of the miners. The Government has only been too willing to oblige the Employers. Any further increase in the price of coal for conceding the above demand would not be acceptable to the workers. In the alternative, the Committee may consider the question of relief to the industry by reducing the rate or quantum of Royalty with the explicit consent of the State Governments in order to meet the extra liability consequent upon increase in the rate of contribution.

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Part-II Factual Supplement added by the Ministry of Labour and Employment.

The Coal Mines Provident Fund Scheme framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948, was originally introduced in the coal mines of Bihar and West Bengal, with effect from the 12th May, 1947. The Scheme was extended to

other States by stages as follows :-

- (a) Madhya Pradesh and Orissa from 10-10-47
- (b) Assam from 1- 7-49
- (c) Talcher (Orissa) from 1- 7-49
- (d) Rewa and Korea (Madhya Pradesh) from 1- 1-51

Separate Schemes were prepared for Andhra Pradesh and Rajasthan states and these were applied from 1st October 1955.

2. The actual number of subscribers to the Coal Mines Provident Fund was 4,00,335, during 1960-61.

3. The rates of contribution by employees and employers have been as follows:-

- (a) From 1947 to July 1955 - 6½% of basic wages
- (b) From August, 1955 to 1957 - 6½% of basic wages and dearness allowance including cash equivalent of concessional rations.
- (c) From 1958 onwards - 6½% of total emoluments.

The rate of contribution was brought on par with that under the Employees' Provident Fund Scheme from 1955 and the rate from 1958 is better under the Coal Mines Provident Fund Scheme than under the Employees' Provident Fund Scheme. The coverage under the C.M.P.F. Scheme is also somewhat wider than that under the E.P.F. Scheme 1952 as the former covers all coal mines, irrespective of the number of workers, while the latter covers only establishments in covered industries, employing 20 persons or more. Under the E.P.F. Scheme, the employees getting upto Rs.500/- are entitled to become members of the Fund while there is no restriction under the Coal Mines Provident Fund Scheme.

4. The average cash earnings of workers of coal mines were Rs.20.86 in 1958, as reported in the India Coal Statistics, 1958, issued by the Chief Inspector of Mines in India, Dhanbad. This is, however, average earning of all employees in coal mines including those who are not members of the Coal Mines Provident Fund. The average earnings of employees who are not members of the Coal Mines Provident Fund may be less than the average earnings of those who are members of the Coal Mines Provident Fund as the former category may include casual and temporary workers working intermittently.

5. The statistics regarding the claims settled during the last three years are given below:-

<u>Year</u>	<u>No. of claims settled</u>	<u>Amount paid</u>
1957-58	11,716	Rs.20,40,755.63 nP
1958-59	14,975	Rs.30,99,143.03 nP
1959-60	23,205	Rs.52,04,001.02 nP

A large number of workers in the coal mines leave their work frequently and the amount at the credit of such persons cannot obviously be large. It is estimated that an average miner's accumulations in the Fund is likely to be Rs.1,500/- approximately after 12 years of service.

6. The Study Group on Social Security has recommended a Scheme of Old Age Invalidity and Survivors Pension-cum-Gratuity Scheme. In order to provide pensions of reasonable amounts, the Study Group has also recommended augmentation of the existing resources and in this connection it has also recommended that the present rate of contributions of workers and employers to provident fund may be increased from  $6\frac{1}{4}\%$  to  $8\frac{1}{2}\%$ . This is linked up with other recommendations of the Study Group on Social Security which are being examined separately.

7. The question of payment of royalty to the State Government is a matter to be decided by the appropriate Ministry of the Central Government in consultation with the State Governments.

As regard increase in the price of coal, it may be stated that the Ministry of Steel Mines and Fuel would not view with favour any proposal to increase the rates of coal prices at present.

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Industrial Committee on Coal Mining  
(Eighth Session)

Item 8: Question of C.R.O. Labour in Coal Mining Industry.

MEMORANDUM

The Industrial Committee on Coal Mining at its meeting held at New Delhi on 21st February 1959 arrived at the following conclusions:

"The Gorakhpur Labour Organization might continue for the present for purposes of recruitment only, but all forms of control or regulation exercised separately over Gorakhpur Labour should cease. There should be a Joint Cooperative Organization which should look after various aspects of recruitment, training and Welfare of all labour so that there was no distinction between the Gorakhpur Labour and other labour. Steps should be taken to devise a scheme for this purpose.

2. The Tripartite meeting held at New Delhi on the 9th August 1959 decided as follows:-

- be
- (i) The Gorakhpur Labour Organization will be abolished, but its recruitment function will be taken over by the Employment Exchange Organization. The existing Collecting Centre or Transit Camp, and the Record Office will be closed. The Hospital will cease to be administered by the Central Government, and will be abolished unless it is taken over by the employer organizations. The Welfare Section will also be abolished, and its functions will merge with those of Coal Mines Labour Welfare Organization wherever necessary and possible.
  - (ii) The representatives of the employers' organizations will examine the question of abolishing the Coalfields Recruiting Organization and all forms of control at present being exercised by it.

3. An Informal Committee of Members of Parliament was thereupon set up to examine and suggest methods for the implementation of the above decisions. Following were their recommendations:-

(i) Both the organizations, i.e. Gorakhpur Labour Organization and the Coalfields Recruiting Organization, should be replaced by a system outlined below:-

(ii) With a view to securing the continuity of supply of this type of Labour, the recruiting functions of the Gorakhpur Labour Organization should be brought directly under the Directorate General of Employment and Training and it should function as a coordinated and integrated wing of the National Employment Service.

(iii) This unit of the National Employment Service will be concerned with the following functions now performed by the Gorakhpur Labour Organization:

- a) recruitment including medical examination and inoculation;
- b) the maintenance of the collecting centre with all necessary and proper arrangements for food and lodging and preparation of essential documents;

- c) maintenance of the record office with its existing functions until a similar system is developed to provide this facility to all workers at worksites with the cooperation of Post Offices, Banks, Cooperative Credit and Store Societies; and
- d) maintenance of the existing labour hospital.

(iv) At the worksites, the Coal Mines Welfare Fund Organization, should take over the Welfare functions of the C.R.O. and exercise them through a small tripartite committee of its own, having wider powers and binding force to be effective. Arrangements should be made to carry out these functions in a co-ordinated manner as far as it may be possible and practicable.

(v) A Welfare Officer should be appointed by the Coal Mines Welfare Organization to (a) guide the management of workers' hostels, (b) to look after the welfare of all the mine workers in his sector and (c) maintain a local record office for such of the workers who may like to avail of it in preference to the office at Gorakhpur.

(vi) The camps should be called Workers' Hostels.

(vii) Accommodation in Workers' Hostels should be made available to such local workers who live without families at worksites and may wish to join a Hostel. Any outside "Gorakhpuri" worker desiring to live outside a Hostel like any other worker should be permitted to do so.

(viii) "Gorakhpuri" workers should be free to bring their families to the worksites.

(ix) All workers, whether local or from outside must be treated equally and no preferential treatment should be accorded to any particular worker or group of workers.

(x) Whosoever desires to become permanent should be made permanent.

4. During the course of the meeting of the Industrial Committee on Coal Mining held on the 28th April, 1960, L.M. brought the recommendations of the Informal Committee to the notice of the members and also stated that the report of the Informal Committee would be laid on the Table of both the Sabhas on the 29th April, 1960. Accordingly, the report was laid on the Table of both Houses.

5. In order to implement the recommendations of the Committee, the D.G.E.&T. had drawn up a Scheme for the reorganised set up. In this connection a tripartite meeting of the representatives of employers and workers in the mining industry was held on 24th January, 1961 in New Delhi, when the following decisions were taken:

- i) No preferential treatment should be given at the worksite to any particular type of labour.
- ii) Hostels provided for workers in colliery areas should be open to all without distinction. These hostels may be administered by a Tripartite Committee.
- iii) Workers should report to the worksites on their own and be not escorted by any special supervisors.

- iv) Facilities for voluntary savings should, if provided, be made available to all.
- v) The existing set up at Gorakhpur for recruitment, need not be disturbed, but persons from Bihar and other areas need not be required to go to Gorakhpur for recruitment. Facilities should be provided for their recruitment from the local exchanges.
- vi) A committee be formed for suggesting the detailed arrangements for implementing the decisions mentioned above and also those recommendations of the Informal Committee of Members of Parliament which are not in conflict with the above decisions. The Special Committee should submit its report by 31st March, 1961.

6. The Special Committee has been set up and its first meeting is being held on the 14th March 1961.

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INDUSTRIAL COMMITTEE ON COAL MINES  
(Eighth Session)

Item No. 9 :- COLLIERY CANTEENS.

M E M O R A N D U M

The Mines Rules, 1955 provide for the maintenance of canteens in the precincts of mines, for the appointment of sufficient staff for the proper work of the canteens, for the constitution and functioning of bi-partite canteens managing committees, and for the sale of food, drink and other items served in the canteens on a non-profit basis.

2. It has been pointed out that in many collieries canteens are run by contractors like ordinary shops and that this defeats the very purpose for which canteens are required to be provided under the Rules. As rule 68 of the Rules specifies "that the Owner, Agent or Manager shall appoint supervisory and other staff sufficient for the proper working of the canteen", it seems that all the canteen staff (supervisory and other) have to be appointed by the management.

3. It has also been pointed out that the canteen staff are not being paid wages according to Shri Das Gupta's Award, on the plea that workers employed by contractors are not entitled to these benefits. All labour employed by contractors are entitled to wages under the Coal Award as modified by the Labour Appellate Tribunal and the Arbitration Award. The Arbitration Award has also fixed wages payable to canteen employees.

4. It has also been represented that the provisions of the Das Gupta Award and the Mines Act are not being applied to the canteen staff in a few cases on the ground that the staff are employees of the canteen managing committees, and that no direct employer-employee relationship exists between the management and the workmen. Under Rule 69 of the Mines Rules, the Canteen Managing Committees are only advisory bodies, which are to be consulted at least once a month as to the management and working of the canteen.

5. The Estimates Committee of Parliament in its 90th Report has recommended that the question of devising an arrangement whereby refreshments, beverages etc. could be provided if not free at least at subsidised rates during certain fixed periods to miners working underground should be examined. In mines producing considerable quantities of minerals the working places may be at long distances from one another and it might be difficult to collect the miners at fixed hours at one place for the distribution of snacks to them. If cold snacks could be provided to them before they go underground it may be possible to overcome this difficulty.

6. The Committee may like to advise as to what

steps.....

steps can be taken to achieve the following :-

- (1) To ensure that canteens are not run like ordinary shops by contractors, thereby defeating the very purpose for which canteens are required to be provided under the Rules.

( Para 2 ).

- (2) To ensure that the canteen staff get the wages and other benefits as prescribed by Law or by the Arbitration Award.

( Paras 3 and 4 ).

- (3) To provide refreshments, beverages etc. at subsidised rates during certain fixed periods to miners working underground as recommended by the Estimates Committee.

( Para 5 ).

Industrial Committee on Coal Mining  
(Eighth Session)

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Item 10:- Decasualisation Scheme for Colliery Workers.

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At the meeting of the Informal Committee of the Members of Parliament on Gorakhpur Labour held in New Delhi on the 30th August, 1960, it was suggested that to avoid exploitation of workers by the employers, a decasualisation scheme for colliery workers may be drawn up for implementation.

2. The enclosed draft decasualisation scheme for colliery workers has accordingly been drawn up and is for the consideration of the Industrial Committee on Coal Mining.

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Draft Decasulaisation Scheme for Colliery Workers

1. Name of the Scheme

This scheme shall be known as the Decasulaisation Scheme for Colliery Workers.

2. Objects of the Scheme

The principle objects of the scheme are:-

- (a) to regulate the recruitment of labour with a view to avoiding waste of manpower;
- (b) to increase efficiency in production by reducing labour turnover;
- (c) to reduce the waiting period of unemployed colliery workers;
- (d) to eliminate bribery, corruption and favouritism in recruitment of colliery workers; and
- (e) to effect speedy re-employment of experienced surplus labour before new hands are engaged.

3. Manner of Introducing the Scheme

This scheme will come into force in all Colliery areas and shall be operated on the basis of an agreement between the representatives of Government, Colliery owners and workers. It shall be introduced on such date as the Government of India in consultation with the State Governments shall fix.

4. Organisation.

In the first instance the Scheme will apply to such collieries where 20 or more workers are ordinarily employed and it will cover all colliery areas in the country. The State Government concerned shall administer the scheme through the Employment Exchanges set up for the purpose and wherever necessary sub-offices or out-housed sections of Employment Exchanges may be set up as may facilitate the operation of the scheme to avoid inconvenience to employers and workers.

5. Registers - Applicants entitled to assistance:

The colliery workers whose particulars will be supplied by the colliery owners and those who are seeking employment in the collieries for the first time will be registered at the appropriate Employment Exchange. Separate lists will be supplied by the colliery owners in respect of permanent or regular and temporary or casual workers indicating against each the period for and the trade on which the worker has been employed in the colliery. The register will be divided into three categories:-

- (a) those who have been already working in the colliery for one year or more;
- (b) those who have worked for less than a year; and
- (c) those who are seeking employment in the collieries for the first time. The size of the Freshers' Register and the type of workers to be included will be laid down by the Advisory Committee composed of representatives of the employers, workers and the Government.

6. Registration

Registration will be effected on a card similar to that used under the normal Employment Exchange procedure. But this card will be modified to meet the special requirements of the colliery industry. A registration card (X-10) will be issued to the worker at the time of his registration.

In order to have a realistic picture of the actual number of persons who require employment assistance the colliery workers who have been brought on to the register of the Exchange will be required to renew their registration once every two months

Index cards will be filed in the Live Register in the serial order of N.C.O. Code structure. Within each occupation, cards will be filed according to the Registration Numbers of applicants so that seniority within each occupation is assured.

Cards may be filed colliery-wise within each occupation at the discretion of the Employment Officer.

The Live Register will be divided into three registers, namely;

- (i) those who have been working in the colliery for one year or more;
- (ii) those who have worked for less than a year; and
- (iii) those who are seeking employment in the collieries for the first time.

7. Notification of Vacancies

After the date fixed for the effective commencement of the scheme, no participating colliery shall obtain workers except through the appropriate Employment Exchange. All vacancies as and when they arise shall be notified to the nearest Employment Exchange specially set up for this purpose. The colliery owners associations should insist on their constituents to comply with the agreement regarding the use of the Exchange as normal channels of recruitment to their collieries.

If, in the light to experience, the Exchange is able to forecast on a statistical basis, the types and numbers of vacancies that are likely to arise in a particular colliery, it may make an effort to make such labour available at the beginning of each shift to the colliery concerned.

8. Submission

When submitting applicants from the Live Register the following policy subject to the approval of the Advisory Committee, shall be followed:-

- (a) Submissions will be made against the vacancies in the order of seniority in the Live Register occupation-wise and all other things being equal, preference will be given to those who have worked for a major period in that particular colliery. Applicants who have worked for a year or more will be given preference over those who have worked for less than a year.
- (b) Workers who have been employed in a particular coal mine area of a particular employer shall be



given preference for submission against vacancies occurring under the same employer and in the same coal mine.

- (c) The workers shall be submitted by rotation so as to ensure equal opportunities of employment to all the registrants.

9. Vacancy Clearing

The Employment Exchanges opened under the scheme shall be linked by each other by a system of vacancy and labour clearing to the extent possible, and on the basis of statistical data made known to them by the other participating Exchanges, they will endeavour to remove local shortages and surpluses of colliery workers by a coordinated and integrated system of labour and vacancy clearing. Particular efforts will be made to encourage, where possible a migration of surplus workers from one colliery area to another.

10. Limitation of Registers

The Live Register of the Exchange shall be so regulated as to avoid the accumulation of an unduly large surplus of colliery workers in any area. This will primarily be effected by the limitation of registrations of "freshers". Periodically an estimate shall be made of the probable requirements in the industry by a study of the number of vacancies notified. The number of workers on the Live Register shall be related to such estimates.

11. Service Certificates

If the services of a colliery worker are terminated and if he is surplus, he shall be supplied with a service certificate by the employer indicating the nature of work on which he has been employed. The form of the certificate shall be drawn up in consultation with the tripartite Advisory Committee. No worker shall be registered at the Exchange unless he produces his service certificate. A duplicate copy of the certificate will be sent to the appropriate applicant Exchange for filing in the index card of the worker.

12. Collection of basic data and information

The employment Officer shall have the power to require any employer governed by the scheme to furnish to him such information as may be necessary for the efficient administration of the scheme including:-

- (a) the average number of vacancies, permanent or temporary, that are likely to occur each month.
- (b) the total number of staff employed, permanent or temporary, the number of fresh engagements during the month, etc. etc.
- (c) the Employment Officer, or such officer as may be specifically deputed for the purpose shall have the right to enter the premises of a participating employer and inspect any records maintained with a view to securing compliance with the provisions of the scheme.

13. Statistical and other evaluation of the employment situation in the collieries.

Each Exchange will render to the prescribed authorities statistical data with regard to the manpower position in the

Exchange area. These statistics will be rendered to the State Director and the D.G.E & T. The form and the type of the statistics to be rendered will be drawn up in consultation with the authorities concerned.

14. Advisory Committee

The Employment Officer shall be assisted by a local Advisory Committee consisting of a representative each of the D.G.E. & T, Coal Mines Welfare Fund Commissioner, two representatives of the State Government (including the State Director of Employment Exchanges) and two representatives each of Employers and Workers. The functions of the Committee shall be to advise the Employment Officer on all matters connected with the efficient introduction and administration of the scheme.

15. Administrative Arrangements

The cost of the Employment Exchanges will be borne in the proportion of 60:40 by the Central Ministry of Labour and Employment and State Government concerned. Day-to-day administration of these Exchanges will be the responsibility of the State Government, though, as in the case of all Employment Exchanges, policies and procedures which are the responsibility of the Central Government will be drawn up or modified in consultation with the State Governments.

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Industrial Committee on Coal Mining -  
( Eighth Session )

Item No. 11: Extension of the various benefits available to workmen under the I. D. Act, 1947, to teachers employed in the coal mines pending the amendment of the Act.

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MEMORANDUM

One of the Unions functioning in the Coal Mining Industry raised a dispute about grant of retrenchment compensation to teachers. This dispute, however, could not be taken up by the Industrial Relations Machinery as teachers are not 'workmen' within the meaning of Section 2(S) of the Industrial Disputes Act, 1947. The Union have, however, represented (a copy of an extract from their representation is enclosed) to this Ministry that the Arbitrator's Award given in December, 1959, had fixed certain scales of pay for teachers employed in coal mines, and that they ( the teachers ) had also been allowed the benefit of the Coal Mines Provident Fund Scheme in accordance with the decision taken by the Industrial Committee on Coal Mining at its meeting held on 21.2.59. It has therefore, suggested that these employees (teachers) should also be allowed the various other benefits available to the workmen under the Industrial Disputes Act. It was suggested by the Union that the Act might be amended, if necessary, to make it applicable to the teachers, and that the matter might also be taken up with the representatives of the employers' organisations.

The question of amending the Industrial Disputes Act suitably so as to make it applicable to teachers has been considered by Government and it appears that the proposed amendment will not fit in with the present scheme of the Act. The Industrial Committee are, therefore, requested to consider whether the teachers employed in the Coal Mining Industry may be given the various benefits that are normally available to other employees under the Industrial Disputes Act, even though they may not be legally entitled to those benefits.

Industrial Committee on Coal Mining  
(Eighth Session)

Item 12: Indebtedness of coal mine workers.

MEMORANDUM

Existing conditions: It is an admitted fact that the problem of indebtedness is very acute in the coalfields. Indebtedness is not confined to rural areas but is also prevalent in industrial towns. The family budget investigations carried out in the Jharia Coalfields in 1945 revealed that about 22 percent of the mining families were in debt and that the rates of interest varied from 15 to about 600 percent per annum.

2. A survey of the Bhuli Township and village conducted by the Welfare Personnel Training Institute in 1959 shows that 50 per cent of families of coal miners are in debt. The average amount of debt per indebted family is estimated to be Rs.244/- which is equivalent to an average of 2½ months earnings of a worker. Loans are generally not backed by any security and the rate of interest ranges from 5 per cent to 25 per cent month. Loans are mainly obtained from professional money-lenders and shopkeepers. Only 12 per cent of the loans are for productive purposes such as building and repair of houses, purchase of live stock, agriculture or acquisition of property. The remaining 88 per cent are for unproductive purposes like household maintenance, marriages, sickness and so on.

3. As it is beyond the power of an industrial workers to pay the exorbitant interest stipulated, there is a regular bargaining between the worker and the money-lender, the former trying to reduce the payment, and the latter aiming at extorting the maximum. There are some money-lenders who recover interest equivalent to the principal within a period of six months. Threat of violence is extended if other methods of extortion fail. Law seems to have no effect, and the money-lender does not seem to bother to keep proper accounts or to abide by any law.

4. What the Coal Mines Labour Welfare Fund has done.

The activities of the Coal Mines Labour Welfare Fund are directed towards promoting the welfare of coal miners and raising their standards of living. As such, all activities of the Fund play some part in saving them from indebtedness. In particular, it has taken steps to set up Co-operative credit societies of coal miners, to eradicate money-lenders from coal mining areas and to remove the social evil of drinking in coal mining areas.

5. The Fund is organising co-operative societies in coalmining areas since 1958 to free coal miners from usurious and unscrupulous money-lenders. 135 co-operative societies have been registered and are functioning at present in various coalfields. A non-recurring grant of Rs.67/- is paid to each new newly organised society towards the preliminary cost of establishment.

The following amounts have been sanctioned for payment through the Central Co-operative Banks to Co-operative credit societies for advancing loans to coal miners at rates of interest not exceeding 7 per cent/annum:-

<u>State</u>	<u>Amount</u>	<u>Date of sanction</u>
(a) Andhra Pradesh	Rs. 40,000	September, 1960
(b) Bihar	2,55,000	March, 1960
(c) Madhya Pradesh	1,30,000	September, 1960
(d) Maharashtra	25,000	September, 1960
	<u>4,50,000</u>	

6. Question of curbing unsocial activities of money-lenders:

The Public Accounts Committee in their 20th Report (April 1959) on the working of the Coal Mines Labour Welfare Fund made the following observations:-

"Alcohol and indebtedness are the two major social evils in the coal mining areas, which are responsible for the low standard of life among the miners. Drinking is attributed as a major cause of absenteeism which, in its turn, affects the worker's earnings apart from the loss in production. According to the Family Budget investigations carried out in the Jharia coalfields in 1945, drink constituted about 10% of the family expenditure in that area. Regarding indebtedness, the same investigations revealed that about 22 per cent of the mining families were in debt, and that the rates of interest varied from 15 per cent to about 600 per cent - - - - -. They therefore, suggest that the Ministry of Labour and Employment should take up the questions of regulation of drinking houses and money lending in the colliery areas with the State Governments concerned at a high level. - - - - -. They would urge the establishment of co-operative credit societies for lending money at reasonable rates of interest and saving the miners from being driven to the clutches of the usurious money lenders. The Committee strongly feel that the attention of the Government of West Bengal and Bihar might be drawn to the necessity of enacting appropriate legislation to curb the unsocial activities of this class of traders."

In July, 1959 these recommendations were brought to the notice of the Governments of the coal-producing States for necessary action.

7. Legislation to regulate the activities of money-lenders already exists in the States of Andhra Pradesh, Bihar, Maharashtra and West Bengal. The Government of Orissa are considering the question of enacting such legislation. In the case of Madhya Pradesh there is no such legislation but the Labour Department of the State Government has requested the Departments concerned to curb the unsocial activities of money-lenders by executive action.

8. In November 1959 the Governments of Bihar and West Bengal were requested to consider the question of issuing suitable instructions to the Registrars to refrain from issuing any fresh licences under the Money Lenders Act to any person in the areas where co-operative credit societies of colliery workers are effectively and satisfactorily working and to refrain from renewing licences already issued. Again in September 1960 these Governments were requested to consider favourably the question of cancellation of the existing licences under the Money Lenders Act in the coal mining areas.

Drinking

9. The Estimates Committee in their Ninetieth Report (April 1960) suggested the adoption of the practice in the coalfield areas of making the days of payment of wages dry days as it is one of the ways of checking the evil of drinking. Accordingly, the State Governments were requested in June 1960 to take necessary action in the matter.
10. In Assam there are only two liquor shops in the mintag areas on which restrictive conditions have been imposed by the State Government to discourage drinking. The Government of Bihar is considering the question of observing each pay day in industrial areas as dry day in excise shops. Total prohibition is in force in Maharashtra except the outlying areas of Chanda District where total prohibition will be introduced from the 1st April 1962. Extensive propaganda for prohibition is also being carried on. The Labour Department of the Government of Madhya Pradesh has requested the Department concerned to take action in regard to regulating drinking houses in coal mining areas by executive action. The question of introduction of suitable legislation to regulate drinking houses in coal mining areas is under the consideration of the Government of Orissa.
11. Points for consideration: It is for consideration whether further action on the following lines may be taken to deal with the problem of indebtedness:-
- (1) Steps may be taken to encourage the establishment of more Co-operative credit societies and co-operative consumer stores. The Coal Mines Labour Welfare Fund may provide reasonable financial assistance for this.
  - (2) Colliery owners may provide co-operative societies with rent-free accommodation and part-time staff for keeping accounts. They may also make arrangements for deducting instalments of loans from wages of workers (after obtaining necessary permission under the Payment of Wages Act, 1936) and give protection to workers against harassment by moneylenders.
  - (3) The State Governments may encourage the growth of co-operative societies by simplifying the procedure for registration, and by rendering guidance and help in their working.
  - (4) State Government may arrange for the stricter enforcement of the existing laws and for the enactment of fresh laws wherever necessary.
  - (5) Trade Unions may encourage workers to form co-operative societies and try to prevent them from borrowing money at exorbitant rates of interest.

INDUSTRIAL COMMITTEE ON COAL MINING  
(8th Session, New Delhi, 25th-26th April, 1961)

Item 14: Welfare of Coal Miners and the  
Role of the Trade Unions

.....  
MEMORANDUM

1.1 Welfare of coal miners has, for long, received Government's special attention. Employers have been placed under legal obligation to provide a number of welfare amenities at the work-site according to prescribed standards and a separate statutory body, namely, the Coal Mines Welfare Organisation has been set up to promote the welfare of the mining communities on a planned and co-ordinated basis.

1.2 The amenities provided by the employers include items like supply of wholesome drinking water, sanitary arrangements, provision of rest rooms and shelters, canteens and creches, pithead baths with locker-rooms and ancillary facilities, etc. The activities of the Coal Mines Welfare Organisation relate mainly to the provision of housing, medical facilities, educational, cultural and recreational facilities, part of public health and sanitation, eradication of diseases, improvement of water supply etc. A total sum of Rs.9.5 crores has been spent by the organisation upto the end of 1959-60 on the various welfare measures undertaken by it.

2.1 It has been recognised from the beginning that workers' representatives should be associated in the formulation of laws and policies in respect of welfare measures as also in the matter of implementing them. At the national level, the Industrial Committee on Coal Mining, on which workers' organisations are represented on an equal footing with the employers' organisations, considers all new proposals relating to safety, health and welfare, and reviews from time to time the activities of the Welfare Fund Organisation and the welfare facilities provided under the Mines Act and the different Rules and Regulations. Among other things, the Committee has paid close attention to specific problems like provision of pithead baths and maintenance of creches, supply of foot wear and water supply in the colliery areas. Proposals involving amendments of the Mines Act and the Rules and Regulations are also generally discussed by the Committee before they are finalised.

2.2 At the operational level, the administration of the Coal Mines Labour Welfare Fund is carried on in consultation with an Advisory Committee on which also the workers are represented on an equal basis. The Advisory Committee is responsible for the administration of the Welfare Fund, and it advises on all matters referred to it in connection with the implementation of the different welfare measures. There is also a Housing Board, similarly composed, dealing with matters connected with the housing schemes financed by the fund. Similarly, there are about 7 sub-committees functioning in the principal coal fields. They advise on all matters relating to expenditure from the fund in the respective areas. Besides these, there are local committees set up for each of the multi-purpose institutes run by the Welfare Organisation. Works Committees have also been set up in a large number of collieries for dealing with matters including promotion and

administration .....

administration of welfare. There again are the Canteen Committees, the Safety Advisory Committee, and recently a Joint Purchase Committee has been set up for procurement and supply of footwear to colliery workers. On all these bodies the workers are represented on a footing of equality with employers. A Joint Council of Management has also been introduced in one of the collieries in the public sector.

3.1 In spite of the collaboration of the workers' representatives in the matter of formulation and implementation of welfare measures, there is considerable room for improving the standards of compliance with legal requirements in respect of welfare as well as in the matter of fuller utilisation of the facilities provided either by the employers or by the Welfare Organisation. Ignorance, prejudice and inertia often stand in the way of workers taking the full advantage of the amenities available to them. In this matter the active interest and collaboration of trade unions will be of great use in improving the position.

3.2 Some of the specific spheres in which trade unions can play a constructive role in bringing about improvement are indicated below:-

- (i) Pithead Baths: As a result of the efforts made by the Welfare Organisation, pithead baths have now been provided in many collieries. A large number of miners, however, do not come forward to make use of them. The trade unions can usefully carry on a campaign of education amongst their members emphasising the desirability of using them. In cases where the colliery managements are not maintaining pithead baths in proper condition, the trade unions can persuade them to do so or bring such cases to the notice of the Welfare Organisation for necessary action.
- (ii) Creches: Provision of creches is a statutory obligation and a large number of collieries maintain such creches. Creche Rules have also been amended so as to require provision of milk and baby food. Unfortunately, however, the women workers often do not leave their children in these creches. The trade unions can assist in improving matters by persuading their members to make full use of the facilities as well as by asking the management to remove any defects that may be there.
- (iii) Multi-Purpose Institutes: A large number of these institutes are being run by the Welfare Organisation in order to provide educational and recreational facilities. Each institute has a Women Welfare Section and an Adult Education Section. But attendance of workers and their families is rather poor at many of these centres mainly due to apathy and backwardness. These centres can be activated only if the trade union leaders exert their influence and extend their continuous co-operation.
- (iv) Eradication of Filaria and Malaria: The programme undertaken by the Welfare Organisation can succeed only with full co-operation from the workers. For purposes of Filaria survey it is

necessary to .....



necessary to conduct a blood survey during night hours. But this is often resisted. Trade union workers may use their influence with the general body of workers so that they would co-operate with the survey teams. Similarly, they can help the medical officers by bringing to their notice cases of Malarial fever or by arranging to send blood slides for examination.

(v) Rehabilitation of Disabled Miners: Rehabilitation training centres have been provided by the Organisation for the benefit of partially disabled persons and cured T.B. patients. Financial inducement has also been offered but response from the workers' is far from encouraging/persuading disabled miners and cured T.B. patients to take full advantage of the facilities.

∠ The trade union officials can help in

(vi) Education and Care of Children: Attendance of miners' children at schools provided for them is not satisfactory. Advantage is not being taken even of facilities like the scholarship scheme for miners' children introduced by the Welfare Organisation. The trade unions can help in improving the situation.

The Organisation has also set up a residential home for segregating the children of coal miners suffering from infectious diseases. Unfortunately, however, the parents are reluctant to part with them in spite of the obvious risk involved. Here also trade union co-operation may have a salutary effect.

(vii) Indebtedness: The Welfare Organisation has started a drive for formation of co-operative societies in the coal mining areas and is offering non-recurring grants and loans to such societies. With the hold that the trade unions have on the workers, it should not be difficult for them to wean them away from usurious money-lenders. They can also take the initiative in strengthening the co-operative movement and to eliminate other evil habits like drinking, gambling etc. which often result in indebtedness. Educational efforts by the trade unions for this beneficent social purpose will be of considerable value.

∠ make efforts

(viii) Family Planning: The Organisation has arranged for advice on family planning at its central and regional hospitals where contraceptives also are supplied free of cost. Grants-in-aid are also paid to colliery companies for providing family planning facilities. The trade unions can render assistance by educating the miners in the matter of utilising the facilities available.

4. The Committee may like to consider these and other suggestions and make suitable recommendations.

Industrial Committee on Coal Mining  
(Eighth Session - New Delhi - April 1961.

Item 15: Supply of hurricane lanterns to the underground workers in coal mines and deductions from the wages of the workers.

MEMORANDUM

In most of the coal mines in this country, it has all along been the practice for underground workers to carry 'mug batties' using red kerosene oil while they are at work below ground. Kerosene oil is supplied by most of the employers, but 'mug batties', being very cheap, are mostly provided by workers themselves at their own cost. This type of lamp provides very poor light and gives out large quantities of smoke to the detriment of the health of the workers. Following the recommendations of the Conference on Safety in Mines held in January, 1959 at Dhanbad, the Chief Inspector of Mines issued a circular letter on 9-5-1959 calling upon the owners, agents and managers of all coal mines to ensure that in terms of Regulations 154 of the Coal Mines Regulations, 1957, 'mug batties' and similar open lamps are withdrawn from below ground in coal mines at an early date and in any case by the 30th April, 1960. Consequently, the managements of collieries have introduced hurricane lanterns in their mines. While doing so, many of them have been supplying the hurricane lanterns to the workers, free of cost, but others have been insisting on the workers providing them at their own cost or have been supplying lanterns to the workers and recovering the cost thereof by deductions from their wages, etc. Some of the employers have also adopted this practice in respect of kerosene oil supplied to the workers. Under the explanation below Section 7(1) of the Payment of Wages Act, every payment made by the employed person to the employer or his agent shall, for the purposes of this Act, be deemed to be a deduction from wages. By virtue of the explanation below clause (e) of Section 7(2) of the Act, no deductions can be made from the wages of an employee for the supply of tools required for the purposes of his employment. As hurricane lanterns supplied to underground workers in coal mines are tools for the purpose of this explanation, employers are required by law to supply lanterns and other accessories such as wick and kerosene oil free of cost to employees. This objection has been made clear in regulation 153 of the Coalmines Regulations which says that "The owner, agent or manager shall provide every person employed below ground with a light or lamp". Under regulation 154(2) it is for the Chief Inspector of Mines to prescribe what type of lamp should be provided. Recovery of the cost of lamp, wick, or oil would be contrary to the provisions of both the Payment of Wages Act and the Coalmines Regulations. The Committee may take note of this position and advise whether employers should not be called upon to refund the deductions made from the wages of workers since 1st May 1960 on account of the cost of the hurricane lanterns and kerosene oil supplied by them.

MEMORANDUM BY THE JOINT WORKING COMMITTEE  
OF THE INDIAN MINING ASSOCIATION, INDIAN  
MINING FEDERATION, INDIAN COLLIERY OWNERS  
ASSOCIATION AND THE MADHYA PRADESH MINING  
ASSOCIATION

ON THE  
DEMAND SUBMITTED BY THE INDIAN NATIONAL  
MINE WORKERS' FEDERATION FOR REVISION OF  
WAGES AND FOR SETTING UP A WAGE BOARD FOR  
THE COAL INDUSTRY

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1. The Joint Working Committee have now had an opportunity of examining in detail the memorandum submitted by the Indian National Mine Workers' Federation in support of their demand for revision of wages and for the setting up of a "Wage Board" for the Coal Industry.

It is the considered view of the Joint Working Committee that to disturb the present wage structure in the Coal Industry established after several independent and judicial reviews and tripartite conferences, would have serious repercussions on the development programme on which the industry is embarked to fulfil its basic targets in the Third Five-Year Plan.

2. The Indian National Mine Workers' Federation, while endeavouring to justify the need for a Wage Board, have not referred to the various developments since 1940 that have led to the fixation of the present wage structure in the Industry, which is not only linked with the cost of living index, but also provides for Grades and Time-scales for all time-rated workers employed in the Coal Mining Industry. The Joint Working Committee, therefore, feel it necessary to tabulate below the main events leading to the establishment of the present wage structure. These are as follows :

Year

- |      |   |
|------|---|
| 1940 | A 10% increase in wages to workers was granted in January 1940.   |
| 1942 | (a) With effect from 1st January, a further increase of 12½% as D.A. was sanctioned.                                      |
|      | (b) With effect from June 1942, rations at concessional rates were issued to workmen employed in the Industry.            |
| 1943 | In June 1943, ration scales were increased and a wage rise of 50% over 1939 wages was given at the request of Government. |

Year

- 1944 In May, at Government's specific request, ration scales were reduced but a cash concession and the issue of a quarter seer of free rice per attendance was introduced.
- 1946 (a) Wages were again increased by 100% over the 1939 wage level.
- (b) Government constituted the Coal Conciliation Board to examine wage structure in Coal Industry.
- 1947 Award of the Coal Conciliation Board was adopted by Government in May 1947 and Industry was called upon to pay further enhanced wages, Railfares, increased D.A., load and lift, etc. This Award was followed by the Reports of the Fact Finding Committees for Madhya Pradesh and Assam. Towards the end of the year, Notifications adopting the main recommendations of the Coal Conciliation Board Award were issued in respect of collieries in Rowa and Korea.
- 1948 (a) Anomalies which arose in implementation of the C.B.A. were settled in an agreement reached in conciliation proceedings known as the "Joshi Agreement".
- (b) Model Standing Orders for Coal Mining Industry introduced.
- (c) Coal Mines Bonus Scheme introduced.
- (d) Coal Mines Provident Fund Scheme introduced.
- 1950 Dispute in connection with paid holidays for Independence and Republic days referred to Adjudication.
- 1952 (a) Mines Act introduced enhancing leave facilities and overtime payments to workers.
- (b) Unions demand a revision of wage structure in a memorandum dated 15. 8. 52 submitted to Labour Minister.
- 1953 (a) Award of Tribunal in dispute on holidays with pay for Independence and Republic days.
- (b) Token strike called by unions at collieries in November to force the appointment of a Tribunal.
- 1954 (a) In January, unions threatened to total strike at all collieries effective 1st March 1954 if their demand for a revision of wage structure was not conceded.

Year

- (b) In February, Government yielding to such pressure constituted the All India Industrial Tribunal (Colliery Disputes) to re-examine wage structure.
- (c) In November, hearing commenced.
- 1955 (a) Before evidence could be recorded, the Tribunal was re-constituted in February, 1955 and proceedings commenced "de-novo".
- 1956 (a) On 26th May, Award of All India Industrial Tribunal (Colliery Disputes) was published and became enforceable. Employers, at Government's request, refrained from appealing even though wages were increased by 65% over the 1947 level of wages. The wage structure in Coal Industry was standardised on an All-India basis.
- (b) Most unions with the exception of the Indian National Mine Workers' Federation appealed against the Majumdar Award in June, 1956.
- (c) In September 1956, at a meeting held in the Coal Controller's office, certain anomalies in the Award were clarified.
- 1957 (a) In January, the Labour Appellate Tribunal decided the appeals lodged by various unions in favour of the workmen and directed employers to effect payment of further enhanced wages with retrospective effect from 26th May, 1956.
- (b) As employers were unable to comply, appeals against the L.A.T. Decision were submitted to and accepted by the Supreme Court. Stay orders were accordingly issued on grounds of equity.
- (c) In June, Government convened a tripartite meeting at which it was agreed that the L.A.T. Decision would be implemented directly a compensatory increase in coal prices was sanctioned. Employers also undertook to withdraw Appeals then pending in the Supreme Court.

Year

- (d) At a tripartite meeting held in Asansol under the Chairmanship of the Deputy Labour Minister in August it was decided to set up a Tripartite Implementation Committee to clarify ambiguities in the Award and L.A.T. Decision.
- (e) Meetings of the Tripartite Implementation Committee were held in September and November, but unions raised issues not covered by the Coal Award.
- 1958 (a) In February, the Tripartite Implementation Committee finalised its deliberations and employers implemented the decisions given.
- (b) In May 1958, unions threatened strikes at collieries if Variable Dearness Allowance was not paid in full before 15.8.58 as cost of living had increased by 10 points over 102.
- (c) A tripartite meeting of Coal Interests was held in Calcutta under the Chairmanship of the Minister for Labour & Employment when the question of payment of Variable D.A. was resolved. It was also decided that the Coal Award should be extended upto 26th May, 1959.
- 1959 (a) In February, the Sixth Session of the Industrial Committee on Coal Mines was held to consider further demands raised by unions. A sub-committee was set up to consider these issues.
- (b) In April, the Sub-Committee met but could come to no agreement as unions were not agreeable to extension of Coal Award and also insisted that all demands raised by them should be conceded with retrospective effect from 26th May, 1956.
- (c) At a further tripartite meeting held at the end of May in New Delhi, it was agreed that the Coal Award should be extended upto 26th May 1960 and that the Sub-Committee

Year

should resolve outstanding issues. Any such issues not resolved by the Sub-Committee would be referred to Arbitration.

(d) At a meeting of the Sub-Committee held in June 1959, thirty-one outstanding issues were referred to Arbitration. At the insistence of the unions, Shri A. Das Gupta, former member of the L.A.T. was appointed as sole Arbitrator.

(e) Proceedings before the Arbitrator commenced from July and lasted until October 1959. The Arbitrator's Award which was published in December 1959 conceded five demands out of 31 raised by the unions. Grades and Time-scales were laid down for all time-rated workers including categories excluded from the L.A.T. Decision. Sick khoraki rates were also enhanced.

1960 (a) Mines (Amendment) Act, 1959 enacted which further enhanced the facilities for leave and provisions for overtime payments.

(b) At Seventh Session of Industrial Committee on Coal Mines held in April 1960, unions raised a demand for a complete revision of wage structure and it was agreed that both employers and workers would submit memoranda on the question.

3. It will thus be observed that the wage structure in the Coal Industry has been under constant review either judicially or at tripartite meetings since 1947 and that since 1956 it has been standardised on an All-India basis linked with the cost of living index. All time-rated workmen employed in the Coal Industry are now on grades and scales which ensures enhancement of earnings annually. The earnings of piece-rated workmen will naturally depend on their own efforts and upon regular attendance. All Tribunals/Boards enquiring into the wage structure of the Coal Industry have held that it is neither desirable nor possible to lay down incremental scales for piece-rated workers. It is, therefore,

abundantly clear that the wages of workmen employed in this Industry are in no sense "frozen" as is sought to be made out by the unions.

4. Apart from the wage increases granted to the workmen which have been dealt with at length above, it is pertinent to note that amenities enjoyed by them have also been very considerably enhanced over the past 14 years. Some of the amenities extended to workers in addition to direct increases in wages mentioned above are :

- a) The erection of Pithead Baths and Creches which was made compulsory in 1946, although most workers in the Industry have yet to appreciate and utilise these benefits.
- b) The introduction of a quaterly bonus scheme which does not exist in any other Industry.
- c) The introduction on an All-India Industrywise basis of a Provident Fund Scheme which, though initially confined to basic wages only was in August 1955 extended to cover basic wages, dearness allowance and lead and lift.
- d) Railway fares which though initially in 1947 applied only to outward journeys were with effect from 1954 (under the Coal Award, as modified by Das Gupta Decision) extended to return journeys also. This facility is not extended to workmen employed in any other industry.
- e) Maternity benefits which though initially confined to Rs.-/8/- per day were with effect from 1960 extended to cover a day's average wages under the Das Gupta Award. In addition, under the Maternity Benefits Bill the period is proposed to be increased from 8 to 12 weeks leave on full pay.
- f) Sick khoraki/sickness allowances which though confined to Rs.-/10/- per day up to 1956 were extended to Rs.-/15/- per day from 1956 to 1959 and from 1960 have been fixed at half wages for sickness upto 14 days.
- g) The erection of Canteens, Rest Shelters, Communal latrines and provision of water bottles for underground workers which were made obligatory under the Mines Rules, 1955. In several cases these buildings erected and equipped at no



mean expense remain unused.

- h) Fixation of hours of work, overtime rates of pay and leave provision which were regularised and enhanced under the Mines Act, 1952 and which were further enhanced under the provisions of the Mines (Amendment) Act, 1959.
- i) Provision of footwear, uniforms and protective equipment in terms of the Coal Award of 1956 and the Coal Mines Regulations, 1957.

Apart from these direct benefits, the Coal Mines Regulations of 1926 relating to safety were drastically revised and replaced by the 1957 Regulations, which have in recent years been most stringently enforced resulting in further financial liabilities being placed on the Industry.

5. In addition, the facilities provided by the Coal Mines Welfare Organisation in the shape of hospitalisation, free dispensary services, T.B. Clinics, rehabilitation centres, holidays homes, multi-purpose institutes, adult education centres, housing, Bharat Darshan tours, Sports and Games and other forms of recreation, should not be lost sight of. No workers in other industries enjoy such benefits as are made available to employees in the Coal Industry even though in other industries workers have to contribute towards such benefits under the Employees' State Insurance Act.

It is thus abundantly clear that workers in the Coal Industry by and large are much better off than workmen employed in other comparable industries and in view of what has been stated above, there does not seem to be any justification for complete revision of the wage structure on the grounds that it is "frozen" or on the grounds that it does not provide for upward revision of wages corresponding with any increases in the cost of living index that may occur in the immediate future. The variable dearness allowance already referred to gives an automatic increase in wages to cover the increase in the cost of living.

6. The Indian National Mine Workers' Federation have, in their memorandum, endeavoured to justify a complete revision of the wage structure on various grounds which have been dealt with at length. The Joint

Working Committee would like to comment on the grounds advanced by the Mine Workers' Federation as follows :

- a) Defects in the Coal Award and inability and reluctance of Tribunal to raise minimum wages to a level that they considered to be fair.

The Mine Workers' Federation have quoted only those passages from the Coal Award which tend to support their demand but have unfortunately ignored those remarks which the Tribunal were obliged to make having regard to the overall national interest. In considering this issue, the Tribunal stated as follows :

"879. We have given the workmen a fair minimum wage. We have raised the wages to a level considered fair by us at the present juncture, though there is not all that we would have desired it to be. Further, a mere money increase in wages is of no avail unless the same is accompanied by the availability of goods that could be purchased with the money earned. Increases in wages unaccompanied by a larger supply of goods would only put prices up and cannot afford any relief to the workmen. The workmen would not be interested in money wages but in real wages. Unless production in the country as a whole goes up and unless there is more to go round, it would not be possible for the people to get more. As mentioned in a recent report by the Ford Foundation Team that visited India, we must produce more to be able to distribute more. Changes in money wages only attempt to alter the distribution pattern. If decisions are taken to increase wages of an industrial worker in the hope that he will have a larger share in the production of the country that would necessarily affect the balance available to the remaining population, working or otherwise. In our country to-day efforts are being made to increase production and to expand employment opportunities. At the same time efforts are being made to reduce inequalities. One of the ways that is being adopted for the latter is higher taxation in order to bring down the net income of people earning large amounts. In the process of development of the country it would not be prudent to ignore the people other than the industrial workers when fixing their wages. If the industrial worker has to be compared to high salaried persons, employers or owners, the unemployed and the agricultural workers must be thought of when considering planned production or distribution."

It will be appreciated that these remarks which were made at the commencement of the Second Five Year Plan are even more germane to the issue today when the country is embarking on a more ambitious and gigantic Third Plan. Besides these remarks should not be overlooked having regard to Government's declared policy of holding the Price Line in the Third Plan.

- b) Differentials and capacity of more prosperous units to pay higher wages.

The Indian National Mine Workers' Federation have again quoted a

number of remarks made by the Tribunal which are completely out of context and have ignored the Appellate Tribunal's remarks with regard to maintenance of Pre-Award differentials. Paragraphs 328 and 329 of the Labour Appellate Tribunal decision read as under :

"328. The Unions contend that mere protection of the past benefits is not enough to keep these classes of workmen contented and have urged that they should be given some percentage increase over their existing wage. When the wages of the workmen of identical or similar categories were in general low, these workmen were fortunate to have received a higher wage. The higher benefits which they have thus had cannot now be increased any further mainly because:

- (1) there cannot be any compulsion on an employer who has been already generous, and
- (2) any further increase in the wages of those who are already getting higher emoluments will not only perpetuate discontent but also will offend against the principles of fixation of wage at a time when the general claim is for standardisation of wages and service conditions and for minimising disparity of wages for identical or similar jobs.

329. We have already amended the wages of the several categories and while doing so have been sensible to the claim to adequate differentials and we are thus unable to give these particular workmen benefits beyond protecting their higher total emoluments."

In view of the above remarks, it is surprising that the Federation who had initially demanded standardisation of wages should now demand the maintenance of pre-Award differentials.

As regards the capacity of the more prosperous units to pay higher wages than the minima laid down in the Award, as revised in appeal, the Joint Working Committee refute with all emphasis at their command the allegations of the Indian National Mine Workers' Federation that the Coal Industry "has belied the hopes of the Tribunal". In a large number of collieries in the Industry including those of the N.C.D.C. the rates of pay to several categories of employees are higher than the minimum laid down in the Award.

c) Work-loads of piece-rated workers.

The Joint Working Committee wish to point out that the work-loads fixed by the All-India Industrial Tribunal (Colliery Disputes) were based on evidence adduced by witnesses who appeared before the Tribunal on behalf of the unions. The work-loads were either reduced by the Labour Appellate

Tribunal or wages laid down were enhanced. The Appellate Tribunal, in their decision have, inter alia, stated as under :

i) Pick Miners.

"101. In appeal all the representatives of the workmen were agreed that the work-load of one tub of 36 cft. fixed for him was satisfactory. They, however, demand a higher wage for the pick miner. The main argument advanced in support is that prior to the award the differential in the basic wage of an unskilled workman and the pick miner was of 50%, on the basis of Rs.0-8-0 as basic wage for the unskilled worker and -/12/- for the pick miner. They have urged that under the Award this differential has been unjustifiably reduced in as much as while the unskilled workman has got a basic wage of annas -/15/- per day the pick miner has got the basic wage of Rs.1/3/- only. They have urged that whatever is the basic wage fixed for the unskilled workmen of category I, the pick miners should be granted basic wage of 50% more thereon.

102. We are unable to accept this contention of Labour. As we have said before when wages of the lowest category of unskilled workmen are substantially increased, as we have now done, it would not be possible to maintain the existing differentials in the same proportion."

ii) C. P. Miners.

"115. It has been urged before us by Labour that the wages to be fixed for the piece-rated workers should not be correlated to any work-load. We are unable to accept that contention as in our opinion, it is necessary, as far as possible to fix a norm for each category of the piece-rated workmen. There has been no sufficient study to determine the proper work-load; it is also true that different conditions prevail in mines in the same region and even in different sections of the same colliery. But on the materials before us we are of the opinion that the work-load of 1-1/3 tubs of 36 cft. i.e. of 48 cft. for a C.P. Miner per shift would be a fair work-load to give."

iii) Quarry Miner.

"124. With regard to work-load it is clear that the quarry miner is capable of producing 2 tubs of 30 cft. i.e., which works out to be awarded work-load of 1-2/3 tubs of 36 cft. and this does not call for any interference. With regard to the quarry pick miner, considering that he has to work on the surface his work must be deemed to be somewhat easier than that of the pick miner who works underground in a mine. He can give a slightly higher output than the underground pick miner. 1-1/6th tubs of 36 cft. make a work-load of 42 cft. for the quarry pick miner as against that of 36 cft. for the pick miner in a mine and we are of the opinion that no case has been made out for disturbing the awarded work-load for these categories."

iv) Loaders.

"135. We have considered the submissions of the parties and the materials on record and we are of the opinion that the work-load of the loader should be reduced from 2 1/4 tubs i.e., 81 cft. to 2 tubs of 36 cft. i.e., 72 cft. per shift.

v) Trammers.

"150. The Tribunal in effect placed the piece-rated Trammer, to whom it granted an increase of -/1/- anna over the rate fixed for the time-rated Trammer, in Category IV. The Trammer plays an important part in the production of coal as on him depends largely the constant supply of coal tubs to the miners and loaders. The nature of his work is undoubtedly strenuous as pointed out by the C. B. Award. Considering that in several collieries even the time-rated Trammers were being paid the same wages and in a few mines even higher wages than the pick miners we think that the proper place of the piece-rated Trammer whether working underground or on the surface would be in Category V. We would, therefore, direct that the existing rates of the piece-rated Trammer should be revised and raised so as to enable him to earn the basic wage of Rs. 1-5-0 per day per shift of 8 hours, on which he would earn a dearness allowance of Rs. 1-11-8 and his total emoluments inclusive of bonus and underground allowance would amount to Rs.3-10-4 per day, as of a Category V workman."

vi) Wagon Loaders.

"158. After hearing submissions of the parties, we are satisfied that the average basis to adopt would be a wagon of 22 tons being loaded by five persons in a shift of eight hours. It was stated to us on behalf of the State Collieries that that is the standard adopted in the State Collieries, and it also appears to be so from the written statement of some unions filed before the Tribunal. On the awarded basis of -/4/- per ton, for loading a wagon of 22 tons 5 workmen would each earn a basic wage of approximately Rs.1-1-7 per day which we consider a little low for the work. We think that a basic wage of Rs.0-4-6 would be fair in as much as at that rate for loading a wagon of 22 tons five workmen would each earn a basic wage of about Rs.1-3-9. This would give them almost the wages which we have fixed for Category IV workmen. We would therefore raise the basic rates per ton to Rs.0-4-6 from the awarded rate of -/4/- per ton. It was urged before us that the Tribunal has erred in not fixing different rates for loading different types of coal."

vii) Other piece-rated workers.

"164. As the increase in basic wage for the pick miner has been 75% we feel that if the same percentage of increase was given to these piece-rated workmen for whom no work-loads have been fixed, it would stabilise the position and we direct accordingly."

With regard to the guaranteed wages, specially for miners, loaders, wagon loaders and other piece-rated workers, the Joint Working Committee would draw attention to the following extract from paragraph 195 of the Labour Appellate Tribunal decision.

"The one objection raised by the workmen against this decision concerns the period of adjustment which has been fixed at 13 days. In arriving at this figure of 13 days, the Tribunal appears to have divided the total working days in a month, viz. 26 days into two equal periods. This mode of division does not appear to be based on any particular consideration, except that the deficiency is expected to decrease as the period of adjustment increases. The piece-rated workers are mostly daily rated and are paid weekly. It seems reasonable that the period of adjustment should correspond to the wage period of the workers which is a week of 6 working days. We

accordingly reduce the period of adjustment to one week to correspond to the usual wage period of the workers. The award is accordingly modified."

The Tribunal's remarks quoted in extenso above show that the piece-rated workers received the benefits of reduced work-loads and/or enhanced wages at the time of implementation of the Awards in 1956 and 1957, whereas time-rated workers received the benefits of Grades and Time-scales as recently as June 1960. It must also be remembered that experience since the implementation of the Awards has shown that the work-loads fixed by the Tribunals have proved to be far too low, particularly in the case of machine loaders who are the most important section of piece-rated workers in mechanised mines. The Tribunals have in their Awards admitted that the evidence and information before them for fixing work-loads was inadequate and they accordingly took into consideration factors such as tub supply, past practice, etc. when deciding on work-loads. In other words, work-loads were not based on the physical effort required of the men alone. With the increased mechanisation and an improvement in the availability of tubs, loaders have been able to load upto 6 tubs in a shift without over exerting themselves.

~~Successive Tribunals~~ have held that it is neither desirable nor practicable to fix Grades ~~and time scales~~ for piece-rated workers, whose earnings must necessarily depend upon their own efforts and regular attendance. Piece-rates of workers for whom work-loads are not laid down are in fact from time to time revised by Managements to ensure that with very little effort they can earn the minimum wages laid down in the Award.

d) Dearness Allowance.

The Federation's demand for revision in the quantum of dearness allowance payable and/or revision in respect of merger of a portion of the dearness allowance in the basic wages will seriously increase costs of production. The question of merger of a portion of the dearness allowance into the basic wage is an All-India issue and, unless a decision is taken on an All-India basis, there is no reason why the Coal Industry should be singled out for separate treatment. Besides, since Provident Fund contributions are realised on both basic wages and dearness allowance, it is not understood why a scheme which has been accepted by successive Tribunals

should at the present time be disturbed.

e) Categorisation.

The Indian National Mine Workers' Federation has now seen fit to question the categorisation laid down in the Award of the All-India Industrial Tribunal (Colliery Disputes). The Federation completely ignores the fact that the categorisation adopted by the Tribunal was based on an agreed statement of categories that was submitted to the Tribunal jointly by the Indian National Mine Workers' Federation, the Hind Mazdoor Sabha, the Indian Mine Workers' Federation and the Indian Mining Association after considerable discussion and scrutiny.

f) Provision for leave, holidays and social security.

Neither leave nor social security are covered by the Coal Award as has been made out by the Federation in their memorandum. Leave provisions have been enhanced recently in terms of the Mines (Amendment) Act, 1959 and earned leave facilities available to underground workers at collieries are in excess of earned leave allowed to factory workers.

As regards holidays with pay, seven paid holidays were laid down in the Coal Award and the Industry is adhering to this provision. Any enhancement of paid holidays can but seriously affect production.

As regards social security, the Joint Working Committee would refer to the report of the Study Group on Social Security circulated by the Labour Ministry in 1959, to the conclusions recorded at the Sixth Session of the Industrial Committee on Coal Mines and, to the Das Gupta Award. The problem is an All-India one and until a decision on an All-India basis is taken, there is no reason why the Coal Industry should be singled out for separate treatment.

g) Abnormally low wages and belated attempts to give coal miners what was due to them in 1947.

The Joint Working Committee submits for Government's consideration that the average weekly cash earnings of employees in the Coal Industry in India during the years 1955, 1957 and 1960 do not bear out the claims of the Federation. The figures given below are based on the monthly bulletins published by the Chief Inspector of Mines and the figures for 1960 have

been based on the published figures for the month of June. These are :

	1955	1957.	1960.
Basic .....	4.74	7.66	9.10
Dearness Allowance. ....	6.08	10.22	11.87
Other cash payments such as Lead & Lift, overtime and underground allowance. ....	1.49	0.86	2.24
Value of foodgrains. ....	0.97	0.06	0.05
	13.28	18.80	23.26

The above figures show that the increase in weekly cash earnings of workers in the Coal Industry in 1960 over 1955 aggregate Rs. 9.98 per worker. This represents an increase of 75.17% in the earnings of coal mine workers in the last six years. If more up to date figures were available, the percentage of the increase in cash earnings of workers would be higher. It is, therefore, difficult to accept the statement made by the Indian National Mine Workers' Federation to the effect that the "abolition of foodgrains at concessional prices took away with the left hand what was given by the right hand."

The Indian National Mine Workers' Federation have also stated that the minimum monthly wage of a textile worker varies from Rs.125/- to Rs.130/- as compared to Rs.78.81 of a coal mine worker. The average weekly earnings of a coal mine worker as revealed by the above figures based on Chief Inspector of Mines' monthly bulletin for June 1960 amount to Rs.100.79 per month. To this must be added the additional facilities which have been allowed to the mine workers, particulars of which have been mentioned in paragraph 4 above.

It cannot, therefore, be stated that wages of coal mine workers due to late development and consequent weakness in the Miners movement have lagged far behind those of all other industrial workers, particularly in view of the constant reviews that have taken place over the last fourteen years as detailed in para 2 above.

h) Real wages of coal mine workers being reduced due to abnormal rise in the cost of living.

The statement by the Indian National Mine Workers' Federation to the effect that the real wages of coal mine workers have suffered since the



Award due to abnormal rise in the cost of living is also difficult to justify. It has already been shown in sub-para (g) above that real wages of workers between 1955 and 1960 have been increased by over 75%.

While it is true that the average of the cost of living (General) index for 1955 was 96, it is incorrect to state that the Tribunal fixed the awarded rates on the basis of that figure. The Mine Workers' Federation have completely ignored the remarks of the Labour Appellate Tribunal in paragraph 73 of its decision which reads as follows :

"73. We think it would be wrong to fix the index number to which our wage structure must be pegged at the index figure only of the date of the award, and for several reasons. For instance the general index of 1956 was 97 in January, 104 in May 107 in July and 109 in August. And having regard to fluctuations in prices in the context of our enquiry, it is necessary that an average extending over a reasonable period should be taken. Taking such an average, and taking into consideration the other factors, we have decided that the wage structure as given by this decision should be pegged for the purpose of future dearness allowance to General Index number 102 (1949 = 100)."

It will be seen, therefore, that the wages fixed under the Labour Appellate Tribunal, were pegged at a General Index Number 102 and not 96 as the Mine Workers' Federation have endeavoured to make out. The rise in the cost of living has been as follows :

<u>Year</u>	<u>Index</u>
1955	96
1957	111
June 1960	124

The cost of living index in June 1960 recorded an increase of 28 points over that in 1955. If the pegged figure of 102 is taken, the rise is only 22 points. The increase of 28 points in 1960 over 1955 represents a percentage increase of 29.17%. Against this rise in the cost of living index, the real wages of the workers have gone up by 75.17%. In the face of these statistics which have been obtained from the Labour Ministry's own publications, it cannot be asserted that the increases in wages granted "could not give any appreciable relief to employees".

i) Increase in productivity.

The Mine Workers' Federation have attempted to create an impression that the workers have not received any benefits for increased productivity and have quoted figures as far back as 1947 to show that

productivity has increased considerably whereas workers have not been compensated by a corresponding increase in wages. The Joint Working Committee would point out that the output per man year in the Bengal and Bihar coalfields which produce over 80% of the country's output in the year 1938 as compared to 1959 was as follows :

Year	Average No. of persons employed per day.	Output in tons.	Output per (average) man-year of all persons employed above & below ground
1938	181,501	23,109,451	127.3
1959	308,643	37,309,155	120.9
%age increase in 1959 over 1938		+70.46%	+66.71%
			- 5.03%

This clearly shows that the output per man year in 1959 was even less than the output per man year of 1938 when mechanisation, production from open cast mines, etc. were considerably less than what has obtained in recent years. The claim, therefore, that productivity of labour has increased in the face of these figures particularly in so far as they relate to the Bengal and Bihar coalfields seems difficult to justify.

The O.M.S. figures as revealed from the Chief Inspector's bulletin for the years 1955 and June 1960 are as follows :

1955	....	0.38
1960	...	0.43

The increase in 1960 over 1955 thus works out to 0.05 or 13.16% as against a 75.17% increase in real wages even if full credit is given to the workers for increased production due to mechanisation. The Joint Working Committee are, therefore, unable to accept the statements made by the Federation in their memorandum to the effect that the "coal mine workers have not received any benefits from increased productivity and that the Industry have monopolised the benefits of increased productivity."

j) Wage cost in relation to overheads.

The contention of the Mine Workers' Federation to the effect that workers in the Coal Industry are deprived of higher wages because of the abnormally higher overheads in this country cannot be accepted. The cost structure of the Coal Industry, including its overhead charges, was gone into in great detail by the Coal Price Revision Committee, who in their report to Government have nowhere indicated that the overhead charges in

the Industry are excessive or that such charges could be reduced substantially. The Report of the Coal Price Revision Committee has been accepted by Government in its entirety.

k) Profits in the Coal Industry.

The Federation's statement that the profits have improved and that rates of dividend have shown an upward trend since the Coal Award, though broadly speaking correct, the following tables, extracted from the November 1960 Bulletin of the Reserve Bank of India showing dividends as a percentage of net worth (Paid-up capital plus all reserves other than taxation and depreciation reserves and balance of profits), shows that in the Coal Industry the rate of dividend apart from Cotton Textiles is the lowest :

Industry.	Number of Companies	1955	1956	1957	1958
Cotton Textiles.	16	1.3	2.0	1.0	0.5
Silk and Woollen Textiles.	6	4.1	4.5	4.2	2.6
Engineering.	26	4.3	4.1	5.0	5.1
Sugar.	15	5.7	4.0	4.1	3.0
Chemicals.	15	9.6	6.6	9.1	17.6
Coal.	3	1.2	1.7	1.5	1.6
Electricity generation and supply	5	3.6	3.5	3.2	3.2
Shipping.	2	-	-	-	6.0
Coffee and rubber plantations	5	8.1	11.5	13.2	7.4
Trading.	98	4.3	6.1	6.3	8.1
Total (including others) 333		4.4	5.1	5.3	6.1

The Coal Price Revision Committee in dealing with the question of profits stated as under :

"46. Profit. - We shall now consider what would be the fair margin of profit for an average colliery. Obviously, the price fixed should enable an average colliery working under conditions of reasonable efficiency to earn profits sufficient to permit of payment of a reasonable dividend after payment of taxes. A rough and ready method which has proved generally fair and satisfactory, and which is also the simplest, is to relate profits to the capital employed or to the cost of production. Taking both those factors into account, we consider that a profit of Rs.1.75 per ton would be reasonable. This would represent approximately 11 per cent. of the capital employed (Rs.16 per ton) and nearly 10 per cent of the cost of production. At first sight this might appear only just adequate and not sufficiently attractive for new investments in the industry. We would, however, point out that, in computing the normal cost of production, we have already included under the head "Depreciation and Development" an element for the creation of internal resources for development.

The difference between the average sales realisation at existing prices and Rs.19.65 comes to Rs.0.47. We, therefore, recommend that the prices of all grades of coal, except Grade III, be increased uniformly by Rs.0.50 per ton."

Government's acceptance of the recommendations of the Coal Price Revision Committee indicates that Government were satisfied that the coal prices prevailing as recently as August 1959 were insufficient and an increase justified in the National Interest. Reference to the rates of dividend paid by different coal companies will show that only one company with a paid-up capital of Rs. 5 lakhs has been able to pay a dividend of 70%. This company, however, has reserves amounting to approximately Rs.21 lakhs and the capital employed is therefore a little over Rs.26 lakhs. The paid-up capital of this company is totally inadequate to finance its operations and it has only been able to maintain and develop its production by the employment of reserves as working capital. The rate of dividends expressed as a percentage of the capital employed is between 13% and 14%. The reference, therefore, to this particular company is not only unfair but most misleading.

1) Existing price structure being capable of granting higher wages.

The Joint Working Committee would, in this connection refer to the Report of the Coal Price Revision Committee, which inter alia states as follows :

"49. Period of Price Fixation. It is implicit in our approach to the problems that the prices we are recommending should remain stable over a reasonable period. We would recommend a period of five years. This we regard as the minimum. Major variations requiring radical changes in the price structure are unlikely to occur. We think however, that provision should be made for appropriate changes in the prices to the extent increases in the cost of raising coal are caused by changes in the level of wages. Under the awards now in force, the wage level is related to the All-India average consumer price index. The level of dearness allowance as regulated in accordance with this index, the basic dearness allowance being related to an index of 102. For every increase of 10 points in the index in a half year, the dearness allowance is to be increased by Rs.4/14/- in the ensuing half year. Further, we cannot state with certainty that the present award will remain operative throughout the five year period. For making appropriate changes in the prices of coal as a result of changes in the wage level, we consider that our assessment of the wage element in the cost of coal would provide the necessary basis."

It has, therefore, been clearly established by the Coal Price Revision Committee and accepted by Parliament that the existing price structure cannot absorb any increases in wages to the workmen employed in the Coal Industry and that any adjustment in wages must result in a corresponding increase in the price of coal.

7. Third Five-Year Plan Targets.

The Mine Workers' Federation have submitted for consideration that the workers, having played a creditable role in the fulfilment of the First and Second Five-Year Plans, their claim to a minimum wage and a demand for an equitable share in the increased wealth of the country should be given due consideration before they are asked to continue and increase their efforts for the success of the Third Five-Year Plan. They also contend that the question of cost should not come in the way of defining the minimum human requirements of workers.

The Joint Working Committee trust, however, that having regard to the facts placed before Government in this memorandum, the Federation's demand will be judged in the overall larger interests of the country as a whole, more particularly as no substantial case for revision appears to have been made out.

The Industry's entire resources both financial and technological will have to be diverted to step up production of coal so urgently required by the country. Any agitation, therefore, on this issue at the present stage, with its inevitable tensions and unsettled conditions, will undoubtedly impair seriously the efforts of all concerned to step up production on the gigantic scale required to fulfil the country's vastly increased demands for coal during the Third Plan. The Joint Working Committee trust in view of these indisputable facts Government will see their way to agree that it is in the national interest, to not only maintain the existing wage structure which has been established after 14 years of constant scrutiny, but also to ensure its continuance for a period of at least three years as mentioned by the Labour Ministry in their memorandum submitted for consideration at the Industrial Committee on Coal Mines at its Seventh Session held in April, 1960.

Calcutta,  
3rd April, 1960.

Dated: 17th, January' 1961.

The Secretary to the Government of India;  
Ministry of Labour & Employment;  
N E W D E L H I.

Dear Sir,

I am submitting a brief note on the demand for the appointment of a Wage Board for Coal Miners as desired by the Hon'ble Minister for Labour and Employment.

Yours faithfully,

*T. B. Vittal Rao*  
(T.B. Vittal Rao)

M E M O R A N D U M.

" The wages of the coal miners are governed by the Award of All India Industrial Tribunal ( Colliery Disputes ) as modified by the decision of the Labour Appellate Tribunal. These are in force since 26th, May' 1956. After this in July' 57, at the 15th session of Indian Labour Conference, the need based minimum wage was decided. The wages at present obtaining for the coal miners is far short of the minimum computed under the formula recommended by Indian Labour Conference. It may be argued that there is statutory bonus for the workers in the coal industry. But, it must be noted that there is no profit sharing bonus in this industry. It may be mentioned in this connection, the officers of Singareni Collieries get profit sharing bonus <sup>equivalent</sup> ~~equivalent~~ to three months salary every year, while it is denied to workers. So, the argument that there exists statutory bonus which should be treated as part of wages is not tenable. Nearly forty percent of workers in Jharia/Ranigang regions do not qualify themselves for bonus.

contd. on. page. 2.

2. The minimum wage of Rs 69-1-0 obtaining in the Coal Industry is less than the wages of the Textile Industry where the minimum is Rs.119-58, including Dearness Allowance. Ofcourse, the wages obtaining <sup>in</sup> the <sup>^</sup>some other regions are less than this. Bombay is taken because the largest number of Textile workers are employed in this region.

3. The lowest wage recommended by the Central Wage Board for Cement Industry is Rs.94 per month including Dearness Allowance on the basis of the All India Consumer Price Index for working class at 123. The miners get Rs.79-13-0 ( Rs.69-1-0 plus enhanced Dearness Allowance Rs.9-12-0). It is clear that the wages of the coal miners is less than what the workers in Cement Industry are getting.

4. The present wage structure does not bear any relation to the arduous and hazardous nature of the work involved. The production of coal has increased from 36 million tons in 1953 to 47 million tons in 1959 and the productivity per work <sup>er</sup> has risen from 36 in 1953 to 41 tons in 1958 ( P.11, India Coal Statistics 1958). The Coal Price Revision Committee did not take into consideration the huge sum of 5.33 crores earned by the industry by exporting a quantity of only 1.7 million tons which works out to Rs 31/- per ton. This is much more than the price recommended and fixed by the Government of India. It is worth mentioning in this connection that the wages of the Coal miners in the advanced industrial countries are the highest among the industrial workers and hours of work are less than in our country. But the minor though received some wage increase

during the course of last few years is still lagging behind the other industrial workers.

5. The All India Industrial Tribunal ( Colliery Disputes) while fixing the wages of the miners were of the opinion that any increase, however, justified could not be made at that juncture. The reasons advanced are that would result in the increase of Coal Price which would affect all the coal based industries. Let us examine this aspect. The coal price has been increased on four occasions and all these increases were adduced to the increase in the cost of production as a result of increases in wages and amenities provided to the workers. Again the Railways have increased the freight charges on coal from 1-4-1960 by 5 percent. The railways earn annually about Rs 40 crores on account of transport of coal. In other words the industries using coal have to incur an additional liability of Rs 2 crores. Therefore, the argument that industries can not bear any further burden is not tenable.

6. Under the above circumstances it is necessary to constitute a Wage Board to go into the wage structure in the Coal Industry. Only then sufficient enthusiasm can be aroused among the miners for the achievement of 97 million tons per annum during the Third Plan Period. "



Statement showing the items suggested by All-India Trade Union Congress for inclusion in the agenda of the 8th session of the Industrial Committee on Coal Mining.

S.No. Item suggested

Reasons for non-inclusion in the agenda

- |    |  |   |
|----|--|---|
| 1. | Introduction of Gratuity and Pension Scheme for Coal Miners.           | The question of gratuity and old-age pension arises not only in the Coal Industry but in the other organised industries as well. It will come up for consideration in due course when a tripartite meeting is convened to consider the report of the Study Group on Social Security. Its discussion at the meeting of the Coal Mining Committee may not serve any useful purpose.   |
| 2. | Revision of list of medicines to be supplied by colliery dispensaries. | The matter is being constantly reviewed by the Committee set up under the Coal Mines Labour Welfare Fund.   |
| 3. | Taking over of Mines by Government under certain circumstances.        | The Ministry of Steel, Mines and Fuel, has been consulted. The National Coal Development Corporation's hands are already fully occupied with its own development plans. It cannot be burdened with taking over inefficient Units which the existing managements are not able to run themselves. In the circumstances, any discussion in the Industrial Committee on Coal Mining on the subject, in question, is not likely to serve any useful purpose. |

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Government of India  
Ministry of Labour & Employment

Dated New Delhi, the 27/7/61

NOTIFICATION

S.O. . . . . PWA/Mines/Rules/Am. The following draft of rules further to amend the Payment of Wages (Mines) Rules, 1956, which the Central Government proposes to make in exercise of the powers conferred by sub-sections (2) and (3) of Sec. 26, read with section 24 of the Payment of Wages Act, 1936 (4 of 1936), is published as required by sub-section (5) of the said section 26, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration on or after the 31st day of August 1961.

Any objection or suggestion which may be received from any person with respect to the said draft before the date so specified will be considered by the Central Government. Such objection or suggestion should be addressed to the Secretary to the Government of India, Ministry of Labour & Employment, New Delhi.

Draft Rules.

1. These rules may be called the Payment of Wages (Mines) Amendment Rules, 1961.
2. In Form VII appended to the Payment of Wages (Mines) Rules 1956 for paragraph 15A, the following paragraph shall be substituted, namely:-

"15A. Any loss of wages resulting from withholding of increment or promotion, reduction to a lower post or time scale or to a lower stage in a time scale or suspension does not constitute deduction from wages within the meaning of the Act. For this purpose the rules framed by an employer in relation to his employees in Mines for the purpose of any of the aforesaid penalties shall provide that -

(1) the penalty of reduction to a lower post or time-scale or to a lower stage in a time-scale shall be imposed only after an inquiry held as far as may be, in the manner hereinafter provided -

- (i) definite charges shall be framed and served, in writing, on the person concerned who will be required to submit, within such time as may be specified, a written statement and also to state whether he desires to be heard in person;
- (ii) for the purpose of preparation of his defence the person concerned shall be permitted to inspect and to take extracts from such records as he may specify provided that such permission may be refused if, for reasons to be recorded in writing, such records are not relevant for the purpose.
- (iii) the charges as are not admitted shall be inquired into;
- (iv) the person concerned may present his case with the assistance of any other person approved by the inquiring authority.
- (v) such documentary evidence, as may be necessary shall be considered, oral evidence as may be relevant or material shall be taken and cross examination shall be permitted;

37.4.2

(TO BE PUBLISHED IN THE GAZETTE OF INDIA PART II SECTION 3 (ii))

Government of India  
Ministry of Labour & Employment

...

Dated New Delhi, the 5.8.1961.

NOTIFICATION

S.O.....PWA/Sec./7/(2)(e)/61. In pursuance of clause (e) of sub-section (2) of section 7, read with section 24, of the Payment of Wages Act, 1936 (4 of 1936), the Central Government hereby authorises deductions from the wages of employees of all coal-mines for the supply of footwear on the recommendations of the Miners' Boots Committee set up for implementing the Award of the All India Industrial Tribunal (Colliery Disputes). The deductions shall be subject to the following conditions hereby imposed under section 11 of the said Act, namely:-

- (i) that no deductions shall be made from the wages of an employed person unless he has communicated his acceptance in writing to deduction, such acceptance being given once generally and not necessarily on each occasion a deduction is made;
- (ii) that the employer will recover from the employees only 50% of the cost of the footwear supplied to them in easy instalments and the amount of each instalment shall not exceed Rs.3/- in the case of a weekly paid employee or Rs.12/- in the case of a monthly paid employee; and

(iii) that all deductions shall be shown in a separate column of the Wage Register required to be maintained by the employer under the Payment of Wages (Mines) Rules, 1956.

[540(60)/61-Fac.7

*P. D. Gaiha*

( P. D. Gaiha )  
Under Secretary

*E*  
*3/10*

To

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Copy, with 200 spare copies to the Chief Labour Commissioner,  
New Delhi.

*P. D. Gaiha*

( P. D. Gaiha )  
Under Secretary.

Copy also to:-

1. Coal Mines Welfare Commissioner, Dhanbad (Coal Mines Welfare Commissioner's D.O.No.GL.11(2)/61 dt.30.6.61 refers).
2. Chief Inspector of Mines, Dhanbad.
3. Director, Labour Bureau, Simla.
4. LR.II Section.

*P. D. Gaiha*

( P. D. Gaiha )  
Under Secretary.

## Chapter II : Returns, Notices & Records.

Regulation 4 : Besides the Annual Return, a quarterly return in prescribed form is now to be submitted.

Regulation 10 : A notice is to be submitted in a prescribed form whenever any person employed in a mine contracts any 'notified' disease.

## Chapter III : Examinations and Certificates of Competency and of Fitness.

In order that only qualified persons are appointed as managers, surveyors and in other statutory positions in mines, the regulations now provide for the constitution of a Board of Mining Examinations for holding examinations for the grant of following certificates of competency:

- (a) Manager's Certificate-First & Second Class.
- (b) Surveyor's Certificate.
- (c) Mine Foreman's Certificate.
- (d) Mining Mate's Certificate
- (e) ~~Winding Engineman's Certificate-(1st & 1Ind Class)~~
- (f) Blaster's Certificate.
- (g) Gas Testing Certificate.

Regulation 14 and 15 relate to submission of applications and to age and general qualifications of candidates, while Regulations 16 to 20 relates to the practical experience required from candidates for examinations Manager's Certificate, Surveyor's Certificate, Mate's and Blaster's Certificates, and Engine-driver's Certificates respectively. Approval of experience in coal mines is provided for in Regulation 19, and examination fees are laid down in Regulation 21.

Exchange Certificates and Service Certificates - Regulation 22 lays down provisions relating to the grant of certificates in exchange of similar certificates granted under a similar act in force in other countries or under the Coal Mines Regulations. Provisions has been made for the grant of Service Certificates to persons already working as managers, foreman, mates and blasters (Regulation 23) and Surveyors (Regulation 24).

Regulation 25 provides for the continued validity of Engine Driver's or Blaster's certificates granted under the Mysore Gold Mines Regulations.

Provisions are also made for a Court of Enquiry into fitness of a person to hold a manager's or surveyor's certificate (Regulation 28) and suspension of a foreman's, Mate's, Engine-

Engine-driver's, Blaster's or gas-testing certificate (Regulation 29). Regulation 30 provides for the periodical medical examination (at 5-year intervals) of holders of foreman's, mate's, engine-driver's, blaster's and gas-testing certificates, and for the validity of gas-testing certificates. Regulation 31 requires persons over 60 years of age to obtain a medical certificate of fitness, before they can be employed as managers or officials or blasters or winding engineman.

Chapter IV : Inspectors and Mine Officials.

Qualifications of Inspectors are laid down in Regulation 32. Qualifications and appointment of managers are provided for in Regulation 34; of assistant managers and underground managers in Regulation 35; of senior officials in Regulation 37; of surveyors in Regulation 38; and of other officials and competent persons in Regulation 39. Regulation 40 contains a provision about general management in mines. IT HAS BEEN PROVIDED (VIDE REGULATION 186) THAT THE PROVISIONS OF REGULATION 32 AND 34-38 (AS ALSO OF OTHER REGULATIONS REQUIRING COMPETENT PERSONS TO HOLD STATUTORY CERTIFICATES) SHALL NOT COME INTO FORCE UNTIL SUCH DATE OR DATES AS THE CENTRAL GOVERNMENT MAY NOTIFY IN THAT BEHALF. Till then all doubts as to the competency of a person to act as manager and official etc. are to be referred to the Chief Inspector for decision.

Chapter V : Duties and Responsibilities of Workmen, Competent Persons and Officials, etc.

This is an entirely new Chapter, laying down the duties and responsibilities of various workmen, competent persons and officials etc. and replaces the bye-laws (on the subject) enforced at several mines. It contains the following provisions:

- Regulation 41 : Persons employed in mines,
- Regulation 42 : Competent persons,
- Regulation 43 : Officials,
- Regulation 44 : Managers,
- Regulation 45 : Assistant Manager & Underground Managers.
- Regulation 46 : Mine foremen,
- Regulation 47 : Mining mates,
- Regulation 48 : Blasters,
- Regulation 49 : Timbermen,
- Regulation 50 : Attendants of main mechanical ventilators,
- Regulation 51 : Lamproom incharges,
- Regulation 52 : Surveyors,
- Regulation 53 : Engineers,

- Regulation 54 : Winding enginemen,  
Regulation 55 : Banksmen, bellmen and signalmen,  
Regulation 56 : Haulage enginemen, braksmen and  
                  signallers,  
Regulation 57 : Locomotive drivers and shunters,  
Regulation 58 : Magazine incharges,  
Regulation 59 : Register keepers & attendant clerk.

Chapter VI : Plans and Sections.

Every mine is now required (Regulation 61) to maintain a surface plan, a water danger plan and a geological plan and, in case of workings belowground, also:

- (i) an underground plan and section(s);
- (ii) vertical sections in case of steep workings; and
- (iii) a ventilation plan and section(s).

A copy of the underground plan and section is to be submitted to the Chief Inspector of Mines once a year (Regulation 62). Provisions are also made for the supply of survey instruments and materials (Regulation 64); for plans, sections, instruments and their storage (Regulation 66); and for checking of plans and sections (Regulation 67).

Chapter VII : Means of Access and Egress.

Every underground mine must now have two outlets (Regulation 68). Other regulations in this chapter relate to working shafts and winzes (Regulation 69); Fencing and gates at outlets (Regulation 70); Provision of two outlets from a mine parts (Regulation 71), and periodical examination of outlets (Regulation 72).

Chapter VIII : Ladders and Ladderways.

New provisions in this chapter relate to providing of ladderways (Regulation 73), and provisions of sollars etc. (Regulation 75).

Chapter IX : Winding in Shafts.

This chapter contains many new provisions, as indicated below:

- Regulation 76 : Appointment of winding enginemen and their duties.  
Regulation 79 : New winding installations.  
Regulation 80 : Construction and installation of winding equipment.



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REFERENCE OUR TELEGRAM REGARDING CENTRAL COMMITTEE

MEETING FOR RUNNING MINERS HOSTELS (.) MEETING WILL BE

HELD AT 1000 HOURS INSTEAD OF 1500 HOURS (.) KINDLY

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X XH PH1266 CALCUTTA 22 36 ALL INDIA TRADE UNION

CONGRESS 4 ASHOKROAD NEWDELHI =

MEETING PROPOSED FOR TWENTYSIXTH INSTANT AT CALCUTTA  
 TO CONSIDER REEMPLOYMENT AND FINANCIAL ASSISTANCE FOR  
 SUPERANNUATED COALMINE WORKERS POSTPONED TO SIXTH JULY  
 STOP LETTER FOLLOWS = CHIEF LABOUR COMMISSIONER

*Indu. Com. on Coal file*

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SUMMARY RECORD OF PROCEEDINGS OF THE MEETING  
HELD ON THE 14TH AND 15TH MARCH, 1961 OF  
THE SPECIAL COMMITTEE SET UP AT THE TRI-PARTITE  
MEETING HELD ON THE 24TH JANUARY, 1961.

.....

Present:

I. Central Government's representatives

1. Shri S. Abdul Qadir, Director General of Employment & Training and Joint Secretary to the Government of India ~~.. Chairman.~~
2. Shri K. Bag Singh, Commissioner, Coalmines Welfare Fund, Dhanbad.

Special Invitees.

1. Shri Teja Singh Sahni, Deputy Secretary to the Government of India, Ministry of Labour and Employment.
2. Shri S.P. Mukerjee, Chief Labour Commissioner.
3. Dr. S.N. Channa, Director of Employment Exchanges.
4. Shri Narayan Swaroop, Deputy Director of Employment Exchanges.

II. State Governments' representatives

1. Bihar.

Shri Syed Imam Raza,  
Joint Commissioner of Labour.

2. Madhya Pradesh.

Shri A.B. Vaidya,  
Director of Employment, Jabalpur.

3. Orissa.

Shri M.K. Kukreja,  
Deputy Secretary, Labour Dept., Bhubaneswar.

4. Uttar Pradesh.

Col. G.R. Nagar,  
Director of Training and Employment, Lucknow.

5. West Bengal.

Shri A.S. Nag,  
Deputy Secretary, Labour Department, Calcutta.

III. Employers' representatives.

1. Shri P. Prasad | Joint Working Committee,
2. Shri W. Bright | I.M.A., I.M.F., I.C.O.A.,
3. Shri I.M. Thapar | and M.P.M.A.,

IV. Workers' representatives.

1. INTUC

Shri R.L. Malviya, M.P.

2. AITUC

Shri T.B. Vittal Rao, M.P.

3. H.M.S.

Shri Mahesh Desai.

V. Advisers.

1. Shri M.P. Pandey, Additional Deputy

Director, Gorakhpur Labour Depot, Gorakhpur.

2. Shri O.W. Francis, Director of Employment, Patna.

3. Shri B.K. Chatterjee, Director of N.E.S.,  
West Bengal.

4. Shri R. Lall )

5. Shri Jameson )

6. Thakur Param Hans Singh )

) Employers'

) organizations.

-----

The Special Committee, after discussing the detailed arrangements for implementing the decisions arrived at the tri-partite meeting held on the 24th January, 1961, and also the recommendations of the Informal Committee of Members of Parliament, made the following suggestions:-

2. According to the decisions of the Informal Committee, the recruiting functions of the Gorakhpur Labour Organisation should be brought directly under the Directorate General of Resettlement and Employment (now designated as Directorate General of Employment and Training) and it should function as a coordinated and integrated wing of the National Employment Service, and be entrusted with the following responsibilities:-

(a) recruitment including medical examination and inoculation;

(b) the maintenance of the collecting centre with all necessary and proper arrangements for food and lodging and preparation of essential documents;

(c) maintenance of the record office with its existing functions until a similar system is developed to provide this facility to all workers at worksites with the cooperation of Post Offices, Banks, Cooperative Credit and Store Societies; and

~~(d) maintenance of the existing labour hospital.~~

3. The decision at the meeting of the 24th January, 1961, was that the existing set-up at Gorakhpur for recruitment need not be disturbed, but persons from Bihar and other areas need not be required to go to Gorakhpur for recruitment. Facilities should be provided for recruitment from the local Exchanges. ✓

4. The representatives of the workers and also of all States, except U.P., pointed out that it should be made a condition precedent that the Depot at Gorakhpur should submit candidates only when the local Exchanges are not able to provide the required workmen, but the representatives of the employers did not agree and stated that according to the Act, they were free to make the appointment according to their choice. However, it was agreed on all sides that proper arrangements should be made for coordination. The Director of Employment Exchanges should ensure proper coordination regarding recruitment by the Depot at Gorakhpur and the local Exchanges in different States. With regard to recruitment of local candidates, the employers will ensure that the local Exchanges are utilised. The G.L.O. shall be administered directly by the Director of Employment Exchanges, New Delhi, under the D.G.E. & T., and the employers shall report their vacancies to the Employment Exchange having jurisdiction over the area and ~~may, as at present, place an indent with the G.L.O.~~

at Gorakhpur. Gorakhpuris from Bihar and other areas, if convenient, could register themselves at the nearest Exchange. They need not necessarily go to Gorakhpur for recruitment.

5. The G.L.O. at Gorakhpur will be responsible for the four items of work detailed in the Report of the Informal Committee referred to above.

6. The terms and conditions of service of workers from Gorakhpur shall be the same as for others.

7. The Scheme for savings from earnings will be applicable equally to both the Gorakhpuris and others, and will be strictly on a voluntary basis.

8. At present all the accounting is centralised at Gorakhpur and the Gorakhpuris are required to proceed to the Central Office for receiving payment. As the facilities afforded to the Gorakhpuris have also to be provided to the non-Gorakhpuris, it is not possible to centralise all the accounts at Gorakhpur. This Committee, therefore, recommends that Branch Record Offices should be set up by Government at some selected Colliery Exchanges or at other appropriate local offices which will maintain accounts and make disbursements to non-Gorakhpuris and also those Gorakhpuris who would like to receive payment locally.

9. With a view to ensure that there is no compulsion at any stage, Banking facilities will be provided only in the case of those who will request the Welfare Officer of the Coalmines Welfare Fund Organisation in writing for making voluntary deduction. The employer will make deduction on receipt of information from the Welfare Officer concerned who will observe the required formalities. Such deduction will be continued to be made unless the employers

hear to the contrary from the Welfare Officer concerned. The worker has a right to change his option once in a quarter. The deduction shall be in terms of whole rupees. Remittances will be made by the employers once a month.

10. All workers whether recruited by the G.L.O. or locally shall be treated equally and no preferential treatment of any type shall be accorded at the worksite, to any particular worker or group of workers.

11. Hostels for workers in colliery areas should be open to all without distinction. The administration of these Hostels will be by Tripartite Committees.

There will be one Central Committee, with the Commissioner, Coalmines Welfare Fund Organisation as the Chairman, and one representative each of the appropriate Central Trade Union organisations ~~functioning~~ in the coal fields and an equal number of the representatives of the organisations of the colliery employers. The day-to-day administration of the Hostels ~~will be entrusted to~~ a Hostel Superintendent, who will be appointed by the Management with the approval of the Central Committee. There will be a Hostel Committee at each Unit consisting of one representative of the Management, one representative of the workers from the Hostel, and one representative of the recognized Union who should normally be a worker of the colliery. Where, however, there is more than one recognized Union, the representatives of such recognised Unions will be members, and there will be an equivalent number of representatives of the Management in the local committee. The Welfare Officer of the area of the Coalmines Welfare Fund Organisation will also be a member. The representative of the Management will be the Chairman. The Unit

Committees will function as the Sub-Committees of the Central Hostel Committee. The Central Committee will prepare instructions for guidance of the Unit Committees for the administration of the hostels e.g., admissions, discharges, quality of food, frequency of the meeting of the committee and submission of reports etc. The Central Committee will meet at least once a quarter.

12. The workers recruited by the G.L.O. shall be free to bring their families and shall be allotted family accommodation wherever available on terms and conditions applicable to other workers. The workers shall report to work-site on their own and they shall not be escorted by any special supervisors. The workers shall be free to join any trade union.

13. Regarding the supervision of the workers at the site, there shall be no difference between the Gorakhpuris and local workers. Equal facilities should be provided to every set of workers.

14. The welfare activities for all workers in collieries will be under overall supervision of the Commissioner of Coal Mines Welfare Fund Organisation.

#### Financial Arrangement.

15. The existing financial arrangement in respect of G.L.O., including Record Office, Hospital, etc., at Gorakhpur shall continue and modifications, in respect of financial commitments, if any, shall be made with the approval of the Employers' Organisation. The workers' representatives, however, stated that they would welcome Government taking over the overall financial responsibility.

#### Conclusion.

16. The proposed arrangements should take effect from 1.6.1961.

## INDUSTRIAL COMMITTEE MEETING ON COAL MINING.

The representatives of mine owners' and workers' organisations clashed sharply on all the 15 items included in the agenda of the eighth session of the Industrial Committee meeting on coal mining.

The meeting held on the 25th and 26th April at New Delhi failed to breakthrough the two-year old deadlock in the industrial relations in the coal industry— a deadlock created by the straight refusal of the mine barons and the Government to settle any of the major disputes ranging from bonus, housing, water supply to safety matters.

The most important issue before the Committee was the question of revision of the wage structure, workload, Dearness allowance etc which was kept hanging since the Labour Appellate Tribunal Award expired on May, 1959. In pursuance of the decision of the 7th session of the Industrial Committee, the unions refrained from giving notice of termination and submitted memorandums for a revision of wage structure and it was expected that a final decision would be taken on the matter.

The demand for wage revision was strongly opposed by the employers with the backing of the Government. The representatives of the unions refuted the arguments of the employers' and the Government by pointing out to (a) rise in productivity per worker from .34 in 1953 to .44 tons in 1959 (b) a great rise in profit as shown in the latest index which has jumped to 141 in 1957 with 1950 as 100, (c) rise in production from 39.43 million tons in 1956 to 51.77 in 1960 without any appreciable increase in the number of workers on the one hand, and fall in real wages, dangerous and hazardous nature of work, low earnings of piecerated workers who constitute 80% of the labour force on the other. The workers' representatives also pointed out that while the mine owners in India are getting all kinds of assistance and subsidy from various quarters, the miners who draw highest wages in other countries get much less than even textile workers of this country.

After a heated debate, the workers' representatives agreed to the proposal of Shri G.L. Nanda, Union Labour Minister, to refer the whole matter of wage increase and allied questions to a bipartite committee which would examine its various aspects and attempt to come to an agreed conclusion within two to three months. This he said would be a kind of industry-wise collective bargaining at the top which has not been attempted anywhere and therefore a new experiment which should be tried before resorting to either Wage Board or Tribunal. If the proposed committee fails to reach a settlement then the dispute could be referred to appropriate machinery, the Union Labour Minister assured.

The representatives of owners' organisations agreed after some hesitation.

Regarding other items and issues, no headway was made. Neither was there any assurance from the Government when and how the major grievances of the workers would be settled. Before the uncompromising hostility of the employers', the Government meekly knuckled down ignoring the warning of the labour representatives that infinite postponement of settling the grievances would seriously threaten peace in the coal industry, so vital for the success of the III Plan.

**A. Bonus:** The employers refused to introduce weekly payment of bonus which was suggested by the Steering Group on wages on the basis of the report of the Director of the Labour Bureau. The workers' representatives supported it as an improvement on the present system of quarterly payment which enables the employers to deprive over 50% of workers their due bonus through various dubious means. Pressed further, the employers at least agreed to introduce Bonus Cards where



attendance of workers would be recorded to prevent malpractices. The employers supported by Shri Abid Ali, Deputy Minister, Labour also turned down the suggestion of the AITUC to remove the present anomalies of the Bonus Scheme which was framed before the annual leave was increased. A very large number of workers today are being deprived of bonus because of not calculating earned leave and 14 days sick leave as attendance, the labour representatives pointed out.

B. Re: Miners' Housing & House rent: The report submitted by the Coal Mines Welfare Fund disclosed that nearly 80% of coal miners are without houses and the rest are crowded and packed in suffocating dhowras. Even this position is going to deteriorate in the course of the III Plan, the report warned. The mine owners as the report indicated and the discussion revealed have no intention to build houses nor take any responsibility towards them. Nor they took advantage of subsidised Housing Scheme under which colliery owners are getting a subsidy of construction or subsidy-cum-load scheme under which colliery owners are getting a subsidy of 25 per cent and a loan of 37½ per cent of cost of construction or even new Housing Scheme under which they get cent per cent subsidy for building workers' houses. Besides 30,000 houses which the Welfare Department proposed to build in future, there was no promise from the owners what they are going to do. While the demand of the unions to give house rent was summarily rejected by the owners, the suggestion of the Welfare Department to increase the cess to Re. 1 per metric tonne was not opposed and the matter will be considered by the Government.

The condition of water supply which is still worse and a subject appearing in the agenda of all the Industrial Committees held out no prospect of immediate or even distant solution. Shri Nanda, Union Labour Minister, however, assured the workers' representatives that it would be given a top priority.

C. Safety matters: While the owners remained silent, the Government had no answer to criticisms of the union representatives that the Mines Department generally ignore the workers' organisations in relations to safety matters and even results of enquiry on complaints made by the unions are not supplied to them. The owners seldom take any action of the ~~various~~ circulars issued by the Mines Department on the recommendations of the various safety committees and the unions are kept in dark about them. They suggested proper and systematic functioning of the various safety committees and immediate implementations of the agreed decisions of the Safety committees.

D. Re: Delinking of the Coal Mines Provident Fund Scheme from the Coal Mines Bonus Scheme, it was agreed, after some opposition from the owners that it will be delinked and qualifying attendance will be changed from quarterly to half-yearly basis. The attendance qualification for becoming members of the Provident Fund will be 105 days (two successive quarters) for underground workers and 130 days for surface workers. The proposal of the AITUC to enhance the rate of the Coal Mines Provident Fund contribution from 6½ to 8½% was rejected by the mine owners although they agreed that it would cost them only 19 naya paise per ton.

E. Re: the C.R.O. labour, it was agreed to try and see the results of the implementation of the recommendations of the Tripartite meeting on the 24th January, 1961 which envisages the removal of all separate supervision on the C.R.O. workers and end of all discrimination between them and non CRO. In reply to apprehensions of the union representatives that the owners would keep the CRO workers under their firm control in some other forms, Shri Nanda assured that the matter will be reviewed in the light of experience.

E. Re: free supply of hurricane lanterns to underground  
ow workers, it was agreed that the owners would be bound to  
supply them free and refund all money so far deducted for that  
purpose.

The owners assured to seriously consider the suggestion  
to pay gratuity or find alternative jobs for those workmen  
who will be compulsorily retired under the Coal Mines Regulations.

The AITUC and Indian Mine Workers Federation were repre-  
sented by Com. T.B. Vittal Rao, President & Com. Kalyan Roy,  
General Secretary, Indian Mine Workers' Federation.

Kalyan Roy,  
General Secretary,  
Indian Mine Workers' Federation  
30-9-61



सत्यमेव जयते

# REPORT

ON

Statistical Survey of Absenteeism  
Pattern among Colliery Workers  
in Jharia Coal Fields

## PREFACE

The Steering Group on Wages set up by the Government of India, at its Third meeting held in September, 1958, directed that a statistical survey on absenteeism pattern among colliery workers in Jharia Coal-fields should be conducted by the Labour Bureau. The main object of the survey was to ascertain whether the results of the survey warrant any change in the mode of payment, i.e., from the existing mode of quarterly payment of bonus based on attendance to weekly/monthly bonus for improving attendance in the coal-fields. The survey was conducted during the period September to December 1959, the results of which are presented in this Report. The results of the survey seem to suggest that if the weekly-paid workers are paid weekly attendance bonus and the monthly-paid workers quarterly, this changeover might improve attendance among the coal mine workers.

2. I wish to place on record our grateful thanks to the managements of the various collieries, trade union leaders and the officers of the Department of Mines for their co-operation without which it would not have been possible for the Bureau to conduct such an enquiry. I would also express my appreciation of the work done by Shri A. Basu for the Pilot Survey and Dr. K. C. Seal, under whose guidance the main survey was conducted. Shri G. Venketeswaran, Research Officer, supervised the field work and also assisted in the drafting of the Report.

LABOUR BUREAU,  
KENNEDY HOUSE,

A. M. LORENZO  
*Director.*

SIMLA :

*Dated the 3rd January, 1961*

REPORT ON A STATISTICAL SURVEY OF ABSENTEEISM PATTERN AMONG  
COLLIERY WORKERS IN JHARIA COAL-FIELDS

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## CHAPTER I

### INTRODUCTION

#### 1.1. *Importance of Coal in National Economy—*

Coal and electricity are the two important sources of power for any industry and they will remain so until atomic energy could be successfully harnessed for large scale industrial and commercial use. Without coal the wheels of industry would slow down and there is at present no alternative indigenous fuel to replace coal.

India has embarked upon a planned development after Independence to give content to her political freedom. In the Second Five-Year Plan, great emphasis has been laid on industrial development. To this end great importance has been placed on the production of coal, as it is the chief raw material required for the progress of the Iron and Steel Industry and also an important source of power.

#### 1.2. *Per-Capita Consumption of Coal—*

The per capita consumption of coal in India is only 0.1 tons, which is very low, when compared with that in other foreign countries. In Japan, the per capita consumption is 1.0 tons, in the U.K. 4.5 tons and in the U.S.A. it is as much as 8.0 tons.

#### 1.3. *Background and Production—*

India has hardly 1.1 per cent. of the World's resources of coal with the Gondwana bituminous variety having a reserve of 60,000 million tons spread over Bengal, Bihar, Madhya Pradesh, Orissa and Andhra Pradesh and a tertiary variety in Assam and Rajasthan.

The Indian coal is graded into metallurgical high grade steam, low grade steam, tertiary and lignites. Out of this, the total available metallurgical coal is estimated at 700 to 750 million tons and high grade steam coal at about 7,000 millions tons.

Coal mining has not been new to this country. Published references date as far back as the year 1774 when shallow mines are reported to have been developed in the Raniganj coal-field. It was only 40 years later, however, that a fresh beginning was made and by the middle of the 19th century, a number of seams were opened in the Raniganj coal-field. This advance was facilitated by the systematic geological survey of the field which was undertaken during 1858 to 1860. By 1860, nearly 50 collieries were working with a production of about 2,82,000 tons of coal per annum in the Raniganj area.

At the beginning of the 20th century, coal production in India reached a total of 6 million tons of which nearly 5 million tons were obtained from Raniganj,

Jharia and Giridih fields in Bihar and Bengal. The years preceding the first World War witnessed further progress and a number of new fields in Bokaro, Panch and Chanda valley were opened. By 1914, India's total output rose to 16·5 million tons per annum.

During the second World War, there was considerable increase in industrial activity. Although coal production in India increased substantially, there was not enough of coal to meet the needs of war-time industry. Concrete steps were taken in 1944 to step up production and to introduce price controls of coal to help industries. The following table gives the production of coal during 1947—1958.

TABLE NO. 1  
*Production of Coal during 1947—1958*

Year	Production (in Million tons)
1	2
1947	30·14
1948	30·12
1949	31·70
1950	32·30
1951	34·43
1952	36·30
1953	35·89
1954	36·79
1955	38·22
1956	39·43
1957	43·50
1958	45·32

(Source:—Report of Indian Mining Federation, 1958 and Chief Inspector of Mines.)

The production has increased by more than 50 per cent over the period 1947 to 1958:

#### 1.4. Production of Coal in Private and Public Sectors—

The corresponding figures of production achieved by the two sectors, private and public, since the year 1955, are given in Table No. 2.



TABLE NO. 2  
*Production in Private and Public Sectors (in million tons)*

Year	Private Sector	Public Sector	Total
1955	35.36	2.86	38.22
1956	36.44	2.99	39.43
1957	40.12	3.38	43.50
1958	41.66	3.06	45.32

(Source:—Report of the Indian Mining Federation, 1958.)

It will be seen that while the production in collieries in the private sector increased by 18 per cent. in 1958 over 1955 level, the corresponding rise in production in the public sector collieries was 28 per cent. However, only 8 per cent. of the total coal production in 1958 was accounted for by the public sector.

#### 1.5. Target of Coal Production in the Second Five-Year Plan—

The coal production envisaged at the end of the Second Five-Year Plan is 60 million tons. This means an additional production of 22 million tons over the 1955 level, or 58 per cent. increase. Out of the additional 22 million tons, 12 million tons are to be produced in the public sector and the remaining 10 million tons have been allocated to the private sector.

#### 1.6. Target of Coal Production in the Third Five-Year Plan—

The coal production envisaged at the end of the Third Five-Year plan is 110 million tons.

#### 1.7. State-wise Production of Coal—

The Jharia coal-fields of Bihar and the Raniganj coal-fields of Bengal constitute the country's main sources of coal.

Table No. 3 gives the State-wise raisings of coal during the year 1958.

TABLE NO. 3  
*State-wise Raisings of Coal during 1958 (in tons)*

State	Raisings
Bihar	3,18,14,376
West Bengal	1,42,45,620
Madhya Pradesh	53,90,510
Andhra	21,16,560
Bombay	6,60,650
Assam	5,45,812
Orissa	5,33,601
Rajasthan	12,262
Madras	300
Total	4,53,19,691

(Source:—Report of the Indian Mining Federation, 1958.)

Bihar State is the largest producer of coal with West Bengal a distant second and Madhya Pradesh a very distant third. The coal produced in Bihar in 1958 accounted for 48.1 per cent. and that produced in West Bengal accounted for 31.4 per cent. of the total production in India. Their joint production amounted to 79.5 per cent.

### 1.8. Productivity—

According to the International Labour Organisation's Report on 'Recent Events and Developments in the Coal Mining Industry', the output per manshift (or per day) had increased continuously in practically all countries, due mainly to progress in mechanisation and to rationalisation measures. For instance, in Japan, mechanisation has brought about a substantial increase in productivity which rose by 20 per cent. during 1954 to 1957. In France, the 11 per cent. increase in production that took place between 1949 and 1957 was achieved through a 50 per cent. rise in productivity which in turn was the result of concentration of exploitation sites and mechanisation of operations. In the Soviet Union, output per manshift is reported to have increased by 28 per cent. for the coal industry as a whole between 1950 and 1955. In India, output per manshift in the case of miners has been rising steadily from 1.05 tons per manshift in 1953 to 1.15 tons per manshift in 1958, i.e., by 9.5 per cent. Although the use of mining machinery has been growing, a considerable number of mines are still not mechanised and other reasons may, therefore, account for the increase in productivity.

### 1.9. Mechanisation in Coal Mines in India—

At present, about 150 out of about 840 coal mines in India have coal-cutting machines and the quantity of machine-cut coal is 25.1 per cent. of the entire production. Out of about 840 mines, only about 30 mines raise more than 20,000 tons per month. About 610 mines raise not more than 5,000 tons per month.

The number of coal-cutting machines in use and amount of coal cut mechanically for the month of June 1959 are presented in a tabular form below:—

TABLE NO. 4

#### Number of Coal Cutting Machines in Use and Amount of Coal Cut Mechanically

Field	No. of mines having coal cutting machines	No. of coal cutting machines	Quantity of coal cut by machine (in tons)	Total coal cut (in tons)
1	2	3	4	5
Assam .. .. .	1	3	448	40,775
Raniganj—				
West Bengal .. .. .	75	258	4,37,856	11,80,428
Bihar .. .. .	4	7	10,554	1,06,121
Jharia .. .. .	26	80	1,21,892	12,45,071
Karanpura .. .. .	7	38	58,646	1,67,428
Ramgarh .. .. .	1	12	23,963	48,846
Madhya Pradesh .. .. .	27	76	2,01,244	4,34,758
Bombay .. .. .	6	15	41,706	60,430
Oriasa .. .. .	4	14	34,077	47,454
Andhra .. .. .	3	6	12,143	1,78,782
All India .. .. .	154	509	9,56,328	38,04,324

Source:—Coal Bulletin, June, 1959.

It will be observed that the quantity of machine-cut coal is only 25.1 per cent. of the entire production during June, 1959 and in Jharia coal-fields, it is only 9.8 per cent. The rest of the production is cut by manual labour.

### 1.10. *Method of Work in the Coal Industry—*

A brief account of the method of working in the coal industry is given in the following paragraphs:—

The method of working coal is determined by its mode of occurrence. If coal lies at the outcrop, it is generally worked by what is known as the "Quarry" method or "open cast" mining. The coal here is comparatively near the surface and it is only required to remove "over-burden" (i.e., rock, clay, etc.). This is normally done by pick and shovels and explosives are also used. If the over-burden is over a large area and of great thickness and hardness, quarrying is done by mechanised methods, involving the use of various machinery.

The next method of winning coal is by means of driving inclines from the surface to the coal seam. This is done where the coal lies not at much depth below the surface soil. A drift or tunnel is driven from the soil to the coal seam and this is supported by brick-built arches. There is, however, a limit to which coal winning by inclines can be done. When a certain depth is reached, this method becomes uneconomical.

For working of seams occurring at some depth, pits or shafts have to be sunk. Usually two shafts have to be sunk for ensuring ventilation. This method is called pit-mining.

The method of development in an incline or a pit is nearly the same. Normally, in this country the bord and pillar method is used except that in one or two highly mechanised collieries the long-wall method is used. This means that galleries are driven at right angles and pillars are formed. This is called the first working. Galleries or tunnels like passages are made in the coal seam and pillars are left for supporting the roof: the size of the pillars varies according to the depth of the coal seam and various other factors. Once the area is completely developed, the operation of depillaring is started. This is known as second working. This means that pillars are extracted and the work is done retreating from the boundary of the property back to the shaft bottom. In many places depillaring is accompanied by stowing when it is necessary for avoiding waste of coal and for ensuring greater safety. The sand collected from the river beds is mixed with water and sent down into the mine through pipes. When the extraction from the pillars proceeds, the vacuum is replaced by sand which is brought in through pipes as mentioned above. In places where facilities for such stowing are not available dry packing is done for similar objective.

The nature of work in the different kinds of mining is more or less the same. The principal work consists of cutting and transporting coal. Other works are all ancillary to the main work of cutting and transporting coal. The normal method of cutting coal is by pick axe, which is called pick-mining. Though this is a primitive method, it is still adopted side by side with up-to-date methods of mining coal by blasting or coal-cutting machines. Cutting coal from the mines and driving galleries are done by employing pick-miners,

C.P. miners or coal-cutting machines. Coal cutting by pick-axe naturally produces low output and means a great wastage of man-power also. But this has to be retained in some cases when blasting or coal-cutting machines cannot be economically operated. The pick-miner himself cuts and loads coal into the tubs and has to exert more manual labour than any other type of workers in the mine. A miner is called a C.P. miner because originally he used "country gun-powder" for blasting the coal instead of cutting by pick-axe. A C.P. miner usually works with two loaders. He has to drill holes with the aid of a crow-bar. The holes are then filled with either gun-powder cartridges or with high explosives and stamped with clay balls and blasted. The amount of explosives used for blasting depends on the depth of the hole and the hardness of the coal. The loose coal is then dressed by the C.P. miner by means of a crow-bar. If the seam is high, he does this work from the top of a ladder. The coal so blasted (if big and lumpy, is broken by the loader) is then loaded into baskets and carried on head and loaded in empty tubs supplied to them on the nearest tram line level. Winning coal by means of blasting cannot be resorted to where the roof above the coal seam is bad. Coal in such cases is extracted by the pick-mining method. The C.P. miner has to gain some experience for making holes, to dress down the loose coal from the top of ladder, whereas the loader requires no training or experience. Since the World War I, the demand for coal could not be met with manual labour and therefore coal-cutting machines were introduced in big collieries. They are generally utilised in undercutting the coal face to depths varying from 5 ft. to 7 ft. and the whole width of the gallery and then blasted down by drilling holes with drills driven by either compressed air or electricity. The coal-cutting machines are manned by a driver and two or three assistants. The undercut is cleaned of the coal-cuttings, holes are drilled in the coal by means of a drilling machine driven by a driller and one assistant and then filled either with gun-powder cartridges or high explosives and blasted. The loose coal is dressed down and the blasted coal is loaded into the tubs by loaders who fill and carry the baskets on their heads and fill the tubs.

Where machines are not used and development is done by pick-mining, the usual method is to drive a pilot tunnel of 5 ft.  $\times$  3 ft., popularly known as main gallery driving. This is done in order to facilitate the work of driving the gallery which is later widened to the specified size. Depillaring or extraction of coal from the pillars is usually done by a method known as C. P. mining, already described. In some places, coal-cutting machines are also used in blasting. Where the roof is weak, the pillars are removed by pick-mining methods.

In majority of cases, the coal cut at the face both from the galleries and pillars is loaded into the coal tubs. Tram line rails are laid at the coal face or as near as possible, and tubs are supplied to the miners as near to the coal face as possible. In pick-mining, normally the miners do the work of loaders in carrying coal in baskets on their heads and load it into the tubs. In machine-mining, however, the work of a miner is only that of loading. In C. P. mining, the miners and loaders work in gangs of three generally, consisting of two loaders and one miner. In mines, where coal-cutting machines and large-size mine cars are used, very few miners are required and they have

to do the dressing of coal face after blasting has been done. Loaders are required only for loading coal into the baskets and putting them into the mine cars.

At some distance from the coal face, a rope haulage is available. The loaders load tubs and then the trammers or trolley men tram them and place them near the main line where they are attached to a rope haulage which is operated by a haulage khalasi. After the loaded tubs are attached to the rope haulage, the rope hauls them out over distances which are sometimes long and take them to the shaft bottom. There the loaded tubs are loaded into the cage and brought up by the shafts. In some places, conveyor belts are used where coal is loaded by the loaders on to the conveyors which take the coal to the tubs on the main haulage. In rare cases joy loaders, duck bill operators and other similar devices for mechanical loading are used for removing the coal from the working face to the conveyors.

In the case of inclines, the loaded tubs are brought to the surface by the haulage. In some mines, locomotives are used for hauling loaded tubs or mine cars.

In pit-mining when the loaded tubs are taken out of the cage on the surface, they are taken by the trammers to the loading point where the tubs are emptied. The coal is then loaded into railway wagons by wagon loaders.

It may be mentioned that in a quarry very little machinery is required excepting perhaps a boiler and a pump to de-water, if there is water in the strata, and haulage equipments for transportation. There is very little wastage of time for the workers to commence their daily work, whereas in an incline or pit-mining, various other items of machinery are required. In an incline when the coal is at a distance, the workmen take a long time to reach the coal face, but in the case of pit-mining the miners have got to be taken out of the mine in the cage to the surface which takes time. In several places, the working place, which is called coal face, is situated at a long distance from the pit bottom and the miners have got to walk from the pit bottom to reach the coal face. The collection of lamps for going underground and the travelling to the working face takes considerable part of workers' time."

#### 1.11. *Labour Laws applicable to Coal Industry—*

Some of the important labour laws which are applicable to the coal mining industry are:—

- (1) The Mines Act, 1952.
- (2) Payment of Wages Act, 1936.
- (3) Industrial Disputes Act, 1947.
- (4) Mines Maternity Benefit Act, 1941.
- (5) The Coal Mines Labour Welfare Fund Act, 1947.
- (6) The Coal Mines Provident Fund and Bonus Scheme Act, 1948.
- (7) The Coal Mines (Conservation and Safety) Act, 1952.

#### 1.12. *Trends in Employment—*

Trends in employment in the coal mining industry in India are shown in table No. 5.

TABLE No. 5  
Trends in Employment in the Coal-Mining Industry in India

Year	No. of working mines	Average daily number of persons employed			
		Below ground	Open workings	Surface	Total
1951	831	1,77,517	30,155	1,33,539	3,39,211
1952	821	1,83,353	29,148	1,20,237	3,41,738
1953	829	1,81,973	28,866	1,26,957	3,37,796
1954	837	1,81,280	28,458	1,22,582	3,32,320
1955	834	1,87,503	30,161	1,22,861	3,40,615
1956	837	1,87,104	29,848	1,16,539	3,33,491
1957	834	2,00,192	33,880	1,15,604	3,49,676
1958	839	2,08,205	40,973	1,14,722	3,63,900

(Source:—Coal Bulletin, June 1959.)

The number of working coal mines has increased slightly from 821 in 1952 to 839 in 1958 and the average daily employment increased from 3.39 lakhs in 1951 to 3.64 lakhs in 1958.

### 1.13. Index Number of Employment in Coal Mines.—

Table No. 6 gives the index numbers of employment in coal mines for the period 1952 to 1957 on base 1951=100.

TABLE No. 6  
Index Number of Employment during 1951—1957

Year	Index of Employment
1951	100.0
1952	99.1
1953	96.9
1954	96.9
1955	98.9
1956	100.0
1957	105.2

(Source:—Chief Inspector of Mines.)

The above index numbers are based on employment figures adjusted for differences in geographical coverage.

In 1957, the index of employment in coal mines stood 5 points above the 1951 level.

#### 1.14. *Employment in different coal-fields in India—*

Table No. A-1 in the Appendix gives the number of working mines and average daily number of persons employed in different coal-fields during June, 1959.

The table shows that the major concentration of mines and employment is in Jharia and Raniganj coal-fields. These two coal-fields together account for 78.0 per cent. of the total number of working mines and 67.1 per cent. of the total number of persons employed in all the coal-fields in India during June, 1959. The workers employed under-ground, in open-cast workings, and on surface formed 57.2, 11.0 and 31.8 per cent. respectively of the total number of persons employed in all the mines in India. In Jharia coal-fields, the corresponding percentages are 57.2, 9.4 and 33.4. The percentage of women workers employed in all the mines in India is 11.0 to the total employment and in Jharia coal-fields the percentage is 13.0 during June, 1959.

#### 1.15. *Employment of Women—*

Figures of women employed in the coal mines, collected in the course of a joint-study by the Labour Bureau and Planning Commission in 1958, are presented in the following table:—

TABLE NO. 7

#### *Number of Women Employed in Coal Mines*

Year	Number of women employed	Percentage of women to total employment
1951	55,226	15.7
1952	51,468	14.8
1953	48,812	14.3
1954	47,876	14.0
1955	47,654	13.7
1956	45,950	13.0

Source:—1. Indian Labour Year Book

2. Women in Employment (1951—1956). A joint-study by Labour Bureau and Labour & Employment Division, Planning Commission, August, 1958.)

It will be observed that there is a gradual decline in the percentage of women employed to total employment. It declined from 15.7 per cent. in

1951 to 13.0 per cent, in 1956. Reasons for this decline were found to be as follows:—

1. Prohibition of employment of women in night shifts and underground working.
2. Statutory obligation regarding the payment of the maternity benefits, maintenance of creches, carrying of loads, etc.
3. Introduction of surface screening.
4. Limited nature of work performed by women.
5. Employers finding uneconomic employment of women.
6. Paucity of accommodation.
7. Increased Wage Rates.
8. Higher efficiency of men as compared to women.

#### 1.16. Trends in Earnings—

Trends in average weekly earnings of colliery workers during 1951—1958 are given below:—

TABLE NO. 8

#### Average Weekly Earnings of Colliery Workers during 1951—1958

Period	Total cash earnings (Rs.)	Average weekly earnings				Grand Total (Rs.)
		Basic wages (Rs.)	Dearness Allowance (Rs.)	Other cash payments (Rs.)	Cash value of concessions (Rs.)	
1951 .. ..	10.90					
1952 .. ..	11.28					
1953 .. ..	11.81	4.48	5.84	1.48	1.87	13.67
1954 .. ..	12.14	4.64	6.02	1.47	1.35	13.48
1955 .. ..	12.32	4.74	6.08	1.49	0.97	13.28
1956 .. ..	15.00	5.96	7.93	1.11	0.68	15.68
1957 .. ..	18.74	7.66	10.22	0.86	0.06	18.80
1958 .. ..	20.87	8.62	10.99	1.26	0.06	20.93

(NOTE—Annual figures are averages of monthly figures.)

(Source—Coal Bulletin, June 1959.)

There was a small decrease in the average weekly earnings of workers aggregate in coal mines from Rs. 13.67 in 1953 to Rs. 13.28 in 1955. Even though the total cash earnings increased slightly from Rs. 11.81 to Rs. 12.32 during 1952—1955, the decrease in cash value of concessions was sharper so as to offset



the increase in the total cash earnings, the ultimate result being a decrease in the total earnings. From 1955 onwards, there was a steady increase in total cash earnings as well as in total earnings. The increase in earnings during 1957, and 1958 may be due to the increased wages awarded by the All-India Industrial Tribunal, 1956 and modified by the decision of the Labour Appellate Tribunal in January, 1957. The decrease in the cash value of concessions is noticeable during 1953—1957. The sharp decrease in 1957 may be due to the fact that this was taken into account by the Labour Appellate Tribunal in its decision given in January, 1957.

Table No. 9 gives the average weekly earnings of workers (overall) in June, 1959 in some important coal-fields in India:—

TABLE NO. 9

*Average Weekly Earnings of Workers (Overall) in June, 1959*

Field	Basic wages (Rs.)	Dearness allowance (Rs.)	Other cash payments (Rs.)	Estimated value of concessions (Rs.)	Total (Rs.)
Assam .. .. .	9.26	9.16	2.06	3.88	24.36
Raniganj (West Bengal) .. .. .	8.57	11.49	1.52	0.01	21.59
Raniganj (Bihar) .. .. .	8.33	10.89	1.50	—	20.72
Jharia .. .. .	9.23	11.85	1.46	—	22.54
Orissa .. .. .	8.96	10.23	0.67	—	20.95
Madhya Pradesh .. .. .	8.62	11.08	1.25	—	19.86
Bombay .. .. .	7.97	10.99	1.87	0.08	20.91
Andhra .. .. .	8.28	10.28	3.12	—	21.88
Rajasthan .. .. .	8.08	10.21	0.50	—	18.79

(Source :—Coal Bulletin, June, 1959.)

Earnings are the highest in Assam (Rs. 24.36) per week followed by Jharia (Rs. 22.54) and are the lowest in Rajasthan being Rs. 18.79 per week.

1.17. *Index Numbers of Total Earnings—*

The Table No. 10 shows index numbers of total earnings of colliery workers in some of the important States during the month of December in the years 1952—1957 on base December 1951=100.

TABLE No. 10  
*Index Numbers of Total Earnings of Workers in Different States*  
 (Base : December, 1951=100)

State	1952	1953	1954	1955	1956	1957
1	2	3	4	5	6	7
Assam .. ..	112.4	114.7	111.3	115.2	139.4	153.9
West Bengal (Raniganj)	109.0	107.7	104.6	108.0	140.4	173.3
Bihar .. ..	107.5	107.8	112.4	113.2	159.9	173.7
Orissa .. ..	123.9	135.0	136.1	136.0	186.5	197.2
Madhya Pradesh ..	103.4	102.2	111.2	119.2	186.0	223.9
Vindhya Pradesh ..	94.9	99.0	112.0	115.4	187.2	223.4
Hyderabad .. ..	103.0	105.4	100.2	102.1	131.3	153.8
Rajasthan .. ..	114.7	121.1	134.0	111.7	203.2	137.2

(Source:—Chief Inspector of Mines.)

Earnings have increased sharply in 1956 and were higher in 1957 in all the States (except Rajasthan) due to the Award of the All-India Industrial Tribunal (Colliery Disputes), 1956 as amended by the decision of the Labour Appellate Tribunal in January, 1957.

The relative increase since 1951 was the highest in Madhya Pradesh and Vindhya Pradesh Coal-fields, where the index was 223.9 and 223.4 respectively for 1957. It was low in Hyderabad (153.8) and Assam (153.9).

#### 1.18. *Standard and Cost of Living*—

No detailed information is available regarding the standard and cost of living of colliery workers in the various coal-fields in India. For Jharia, detailed information is available as a result of the Family Budget Enquiry in 1945 conducted in that centre under the Government of India's scheme for the Collection of Family Budgets in the course of which some 999 budgets were collected. For the two other important fields, viz., Raniganj and Central Provinces Mines, a few budgets were collected during the enquiry of the Labour Investigation Committee in 1945-46. However, the data relating to Jharia coal-fields alone are presented below:—

The average family in Jharia consisted of 3.62 persons (1.18 men, 1.11 women and 1.33 children). In addition, it was found that 1.75 persons were living away from the family thus making a total of 5.37 persons. The enquiry showed that an average family comprised 2.02 earners, of whom 1.15 were adult males, 0.73 adult females and 0.14 children. In no fewer than 565 out of 999 families studied or 57 per cent. of the total, it was found that the wife was also in employment.

The average family of 3·62 persons had a weekly income of Rs. 12·09, the average weekly expenditure being Rs. 10·63.

1·19. *Absenteeism in Coal Mines*—

At present statistics of absenteeism in coal mines are available only from the published reports of the Chief Inspector of Mines. The following table gives the percentage of absenteeism (overall) during the period 1951—58 for All-India and Jharia Coal fields:—

TABLE NO. 11

*Percentage of Absenteeism in All-India and Jharia Coal-fields during 1951—58*

Year	Percentage	
	All India	Jharia
1951	13·31	11·26
1952	13·12	11·14
1953	13·46	12·28
1954	13·30	12·70
1955	14·03	13·43
1956	13·83	13·07
1957	13·66	13·17
1958	13·21	12·89

(Source:—Chief Inspector of Mines.)

The above figures are obtained by expressing the number of man-shifts lost on account of absence as a percentage of the number of man-shifts scheduled to work, the latter being the sum of the number worked and the number lost on account of absences. Absence on account of authorised leave are included. Absences due to strike, lock-out or maternity leave, are, however, excluded.

It will be observed that the percentage of absenteeism remained more or less the same during the period 1951—58 both in Jharia and All-India.

Indian position on absenteeism in coal mining industry vis-a-vis some of the foreign countries for which the information is available, is presented in the following table:—

TABLE NO. 12

*Percentage (Overall) of Absenteeism in Coal Mining Industry in Different Countries*

Country	1950	1951	1952	1953	1954
Belgium	15·00	17·70	—	—	—
France	11·45	11·90	11·41	—	—
Federal Republic of Germany	15·85	15·96	16·94	—	—
Netherlands	12·70	12·40	12·37	—	—
Saar	5·50	5·93	5·93	—	—
U. K.	12·00	12·20	12·06	—	—
India	—	13·39	13·12	13·46	13·30

(Source:—The Award of the All-India Industrial Tribunal—Collieries Disputes.)

The above table reveals the fact that India does not compare very unfavourably with other countries, when due allowance is given for the working and living conditions of workers in our country.

It will be interesting in this connection, to see how the rate of absenteeism compares with the rate in other industries in India. Table No. 2 in the Appendix gives the rate of absenteeism in different industries in India for the year 1958.

It will be evident from the table that in so far as rate of absenteeism is concerned the position of coal mining industry was more or less in the middle, among the various industries.

#### 1·20. *Recommendations of the Board of Conciliation, 1947—*

With a view to reduce absenteeism in coal mines and promote efficient contented and stable labour force, the Board of Conciliation, appointed in 1947 to deal with disputes in the Coal-fields of Bihar and Bengal recommended the payment of attendance and production bonus to colliery workers.

#### 1·21. *History and Development of the Coal Mines Bonus Scheme Act, 1948—*

The Board of Conciliation (Colliery Disputes) which was appointed by the Government of India on the 5th February, 1947, to promote a settlement of trade disputes then existing in the collieries in the provinces of Bengal and Bihar, made certain recommendations regarding the institution of a compulsory Provident Fund Scheme and the payment of attendance and production bonus to the workers. The recommendations of the Board were accepted by the Government of India and the question of their implementation was discussed in the first meeting of the tri-partite Industrial Committee on Coal Mining held at Dhanbad on the 23rd and 24th January, 1948. As a result of these discussions, an Ordinance called Coal Mines Provident Fund and Bonus Schemes Ordinance, 1948 (VII of 1948) was promulgated by the Government on the 23rd April, 1948. The Ordinance was first of its kind in India and provided for statutory constitution of a compulsory Provident Fund Scheme and a Bonus Scheme for the colliery workers.

A Bill was introduced in the Constituent Assembly (Legislature) on the 9th August, 1948 to replace the Ordinance which was promulgated on the 23rd April 1948 and the Coal Mines Provident Fund and Bonus Scheme Act, 1948 was passed on the 20th August, 1948. The Act extends to all the States of India except the State of Jammu and Kashmir.

#### 1·22. *Framing of the Coal Mines Bonus Scheme Act, 1948—*

The Act empowers the Central Government to frame a scheme to be called the Coal Mines Bonus Scheme; (1) providing for payment of bonus dependent on the attendance of an employee in a coal mine during any period; (2) specifying the employees or class of employees eligible for the bonus and conditions of eligibility; (3) fixing the rate of bonus and manner of calculation; (4) specifying the conditions under which an employee is debarred from getting bonus in whole and in part, and (5) fixing the rate at which sums shall be set apart by the employer for payment of bonus and the time and manner of such payment.

The Central Government framed the Coal Mines Bonus Scheme on the 3rd July, 1948 and the Scheme has since been in operation:—

- (1) in all coal mines in West Bengal and Bihar with effect from the 12th May, 1947
- (2) in all coal mines in Madhya Pradesh and Orissa from the 10th October, 1947.

Similar Schemes were framed for the States of Hyderabad, Rajasthan and Assam and they came into operation as below :—

- (1) in all coal mines in Hyderabad with effect from the 1st October, 1952,
- (2) in all coal mines in Rajasthan with effect from the 1st April, 1954,
- (3) in all coal mines in Assam with effect from the 1st October, 1955.

### 1.23. *Aim of the Coal Mines Bonus Scheme—*

Under the Coal Mines Bonus Scheme, workers in coal mines (excepting some excluded categories) are entitled to a quarterly bonus provided they put in a qualifying attendance during a quarter. The qualifying period of attendance has been prescribed at least 54 days for underground piece-rated workers and 66 days for the rest during the quarter.

The scheme aims at reducing absenteeism in coal mines and promoting efficient, contented and stable labour force by providing lump sum payments to the workers qualified for bonus equivalent to one-third of their basic earnings every quarter in addition to their periodic wages which are spent on every-day necessities of life, to meet such intermittent liabilities as marriages, deaths, celebrations and domestic embarrassments and to save them from recourse to money-lenders and resultant exorbitant interest charges. By giving the workers a lump sum payment, it was felt that there was every chance of the mine worker being elevated out of his chronic state of impecuniosity and his consequent attitude of "sufficient unto the day the evil thereafter".

The only further restriction concerning the attendance bonus is that the beneficiary shall not have taken part in an illegal strike during the quarter. The bonus is payable by the employers to the employees entitled to it within a period of two months from the last date of the quarter. Thus the Scheme ensures regular attendance by giving incentive to the employees to be regular in their attendances and reduction in the incidence of illegal strikes.

### 1.24. *Working of the Coal Mines Bonus Scheme Act, 1948 for the year 1958-59 in Bihar—*

During the year 1958-59, out of the average number of 2,34,876 workers (2,05,871 in the previous year) employed in mines which submitted returns, the average number of workers who qualified for bonus was 1,21,148 as compared to 1,05,772 in the previous year. Table No. 3 in the Appendix reveals that while 92.1 per cent. (90.0 per cent. in the previous year) of the monthly-paid employees (who form hardly 5 per cent. of the total employees) qualified for bonus, the percentage of weekly-paid workers who qualified for bonus was only 49.9 as against 49.4 in the previous year. The reasons for the law

percentage of workers qualifying for bonus may be attributed to a certain extent to the defective features in the existing Bonus Scheme as pointed out by the Labour Appellate Tribunal (1957) in connection with the appeals against the Award of the All-India Industrial Tribunal (Colliery Disputes).

1.25 *Remarks of the Labour Appellate Tribunal regarding the existing Bonus Scheme—*

The Labour Appellate Tribunal recommended *inter alia* that the Coal Mines Bonus Scheme might be amended so as to eliminate its defective features or in the alternative, a Bonus Scheme based on production rather than attendance be devised. While the Tribunal had not made any definite recommendations about the shape of the new Bonus Scheme linked with production, it had indicated the following drawbacks in the present scheme:—

- (i) Bonus is not paid to eligible workers according to Statute;
- (ii) The provision for forfeiture of bonus for participating in illegal strikes encourages unscrupulous employers to foment and arrange strikes of short duration just to evade payment of bonus;
- (iii) Unscrupulous employers induce the workers who are about to put in the prescribed attendance for bonus to abstain from work or lay them off purposely to avoid paying bonus.
- (iv) Sometimes attendance records are manipulated and thus workers are deprived of their legitimate dues.

1.26. *Difficulties in linking bonus with production—*

There is no doubt that a Bonus Scheme based on production would provide to colliery workers incentive and initiative needed for stepping up coal production. This matter was examined in detail by the Government in consultation with the Coal Mines Provident Fund Commissioner and Chief Labour Commissioner; both of them pointed out certain inherent difficulties, some of which are briefly indicated below, in linking bonus with production:—

- (i) No yardstick would be available to determine a fair output or standard output for the fixation of normal work-load per day, week or month for different categories of workers in different collieries, the working conditions of which vary;
- (ii) Shortage of tubs would present difficulties in measuring the daily quantity of coal cut by miners.
- (iii) Failure of power, break-down of machinery, etc., would render the workers ineligible for bonus for no fault on their part;
- (iv) Linking bonus with production would make the workers attracted to such coal mines as they are having better management, up-to-date machinery, easier availability of coal deposits, thereby affecting production in old units;
- (v) Unscrupulous employers may resort to malpractices like falsification of measurements, showing of deflated production figures, which are sought to be removed under the proposed 'production bonus' scheme;

- (vi) The "Standard" of production will not be applicable in the case of workers engaged in ancillary overhead works, such as clerical and administrative staff, survey staff, medical staff, etc., who are employed in the coal mines, vide definition of 'employee' in Section 2(d) of the C.M.P.F. and Bonus Schemes Act, 1948; and
- (vii) Certain items of work in coal mines such as cutting, loading or filling coal in tubs are so inter-dependent that slowing down of any one of them will lead to enforced idleness of those engaged in other works and so they will not get their full remuneration for no fault of theirs.

#### 1.27. *Genesis of the present Survey on Absenteeism Pattern—*

Under the existing Bonus Scheme the minimum number of days of qualifying attendance has been related to a quarter for coal mines other than those situated in Assam. In Assam the required attendance is related to a week for the weekly-paid employees. Since a quarter is a sufficiently long period, there is scope for evasion of the provisions of the law and adoption of various malpractices as indicated by the Labour Appellate Tribunal. Available statistics reveal that in no quarter more than 50 per cent. of the weekly-paid workers employed in collieries submitting returns qualified for bonus, whereas the percentage of workers who became eligible for bonus, in the coal mines in Assam, where qualifying attendance is related to a week, was 90 per cent. in 1955-56, 96 per cent. in 1956-57 and 88.5 per cent. in 1957-58.

These figures speak for themselves and prove that with the shortening of the qualifying period the number of bonus earning workers would increase considerably and also reduce the chances of malpractices.

Taking all factors into consideration, viz., the shortcomings of the present Scheme, the spirit of the recommendations of the Labour Appellate Tribunal and the difficulties of switching over to a 'production bonus' system, it was felt that the balance of convenience would be to continue the present system of 'attendance bonus' subject to:—

- (i) its disbursement on monthly basis to monthly paid employees and on weekly basis to weekly paid employees instead of the present procedure of quarterly payments to all categories of employees, and
- (ii) removal of the lacunae found in the existing scheme.

This proposal was discussed at a meeting of Senior Officers of the Labour Ministry and the Labour Minister desired that the Steering Group on Wages should study the problem and advise whether the nature of absenteeism in coal-fields is such as could be best tackled by a bonus system based on quarterly, monthly or weekly instalments. It was, therefore, decided that the Labour Bureau should conduct an *ad hoc* enquiry of the pattern of absenteeism amongst colliery workers in the Jharia coal-fields in the first instance, as the pattern of absenteeism is also likely to show regional variation, so as to determine the suitability of monthly/weekly bonus in preference to the existing quarterly payment.

### 1.28. *Scope and Approach—*

A list of working mines in Jharia Coal Fields together with the employment in each was collected from the Office of the Chief Inspector of Mines and a 10 per cent. (38) sample of mines was selected with probability proportional to employment size. Each of the sampled mines was visited by the field staff, and from the workers on the pay-rolls a 10 per cent. sample of worked classified by two categories, viz., monthly and weekly was selected by systematic sampling with a random start. On the whole 3,372 workers (3,012 weekly-paid and 360 monthly-paid) were covered. For each of the workers thus selected, details regarding place of working, age, sex, occupation, the number of days worked in a week/month etc., as given in Proforma—I (Appendix-1) were collected from the records of the mine for one common year, viz., September, 1958 to August, 1959 or from the first day of his employment in the unit to the last day of the common year, if he has not completed service of one year in the unit. Such details were collected week by week for weekly-paid workers and month by month for monthly-paid workers.

It is commonly believed that there is a pattern of absenteeism, for instance, there may be a tendency for absences to be concentrated at the beginning of a pay-period. Details regarding the dates of absence, causes of absence, etc., given in Proforma I (a) (Appendix), were collected for a sub-sample of 25 per cent. of the workers sampled. In all, 753 weekly-paid and 90 monthly-paid employees were interviewed.

It is also the common experience that from the registers and records of the mines not much useful details can be obtained about causes of absenteeism. Hence for a proper analysis of the factual details regarding pattern of absenteeism and causes thereof, preferences to monthly or weekly payment of bonus, modes of spending the bonus etc., the same workers for whom information was collected in Proforma I-a were covered in Questionnaire II-a.

The managements of the mines visited were also interviewed for collecting information relating to causes, pattern of absenteeism, etc., as shown in Proforma-III (Appendix).

The questionnaires (Proforma-I), I(a), II and III for the *ad hoc* enquiry were drawn up after a pilot survey.



## CHAPTER II

### FACTUAL DETAILS

#### 2.1. Introduction—

In the following paragraphs analysis of data collected during the course of the survey is presented separately for weekly-paid and monthly-paid employees.

#### 2.2. Average number of days of absence per year among underground and surface weekly-paid workers—

The following table gives the average number of days of absence per year among underground and surface weekly-paid employees:—

TABLE NO. 13

*Average number of days of absence per year among underground and surface weekly-paid employees*

Sex	Underground		Surface		Total	
	A	B	A	B	A	B
Men .. ..	1,587	44.7	593	30.2	2,180	40.7
Women .. ..	—	—	229	40.4	229	40.4
Total .. ..	1,587	44.7	822	33.0	2,409	40.7

A = Number of Workers.

B = Average No. of days of absence per year.

NOTE—Only workers having service of one year or more have been included in the table. In a year there are 306 working days in collieries.

As women are not employed in underground operations, a comparison of the average number of days of absence of two sexes working in surface seems to be proper. From the above table it is seen that it is 40.4 among women and 30.2 among men. This high average among women may be due to women's household duties, maternity leave etc.

Again for the same reason mentioned above, a comparison of the average number of days of absence among men in underground and surface shows that it is 44.7 among underground workers and 30.2 among surface workers. This high average among underground workmen may be due to the hazardous nature of work of miners who account for a major part of underground employees. The uncongenial working conditions as well as the natural disinclination to work underground also contribute to the high rate of absence among them.

2.3. *Average number of days of absence per year among underground and surface monthly-paid workers—*

The same feature is visible among monthly-paid employees also. Table No. A-4 in the Appendix gives the relevant figures.

2.4. *Overall absenteeism—*

The overall average number of days of absence among colliery workers is 40.7. This tallies very closely with the absenteeism figures (about 13 per cent) published by the Chief Inspector of Mines.

2.5. *Average number of days of absence per year for piece-rated and time-rated weekly-paid workers—*

Table No. A-5 in the Appendix gives the average number of days of absence per year for piece-rated and time-rated separately for underground and surface weekly-paid employees.

It is seen from the table that among underground workers the average number of days of absence is 51.5 among piece-rated workers and 27.8 among time-rated workers. This high average among piece-rated workers is again due to the preponderance of miners among piece-rated workers. Among surface workers also, the same feature is seen both among men and women.

The following table gives the average number of days of absence for piece-rated and time-rated weekly-paid workers separately for men and women:—

TABLE No. 14

*Average number of days of absence per year among piece-rated and time-rated weekly-paid employees*

Sex	Piece-rated		Time-rated		Total	
	A	B	A	B	A	B
Men	1,364	49.1	816	26.7	2,180	40.7
Women	150	42.5	89	37.3	229	40.4
Total	1,504	48.5	905	27.7	2,409	40.7

A = Number of workers.

B = Average number of days of absence.

2.6. *Average number of days of absence per year of weekly-paid workers for different occupations—*

Table No. A-6 in the Appendix gives the average number of days of absence of workers classified according to broad occupations, separately for underground and surface weekly-paid workers.

It will be seen that among underground workers the average number of days of absence per year is the highest (*i.e.*, 54.3) in the case of 'miners' followed by 'trammers' (34.7) and is the lowest (*i.e.*, 27.5) in the case of 'others'. This is in accordance with the hazards of work in the underground operations. Among surface workers, it is the highest being 40.5 among wagon loaders which may perhaps be due to the insufficient supply of railway wagons and presence of women.

It is learnt that insufficient and irregular supply of railway wagons affects workers' weekly earnings and also forces them to remain idle.

A comparative study of similar broad occupations in underground and surface, namely, 'trammers' and 'others' will show that the average number of days of absence (34.7) is more among underground trammers than among surface trammers (32.4). The average number of days of absence among 'others' in underground is less than the average among 'others' in surface. This may be due to the presence of women in surface 'others', among whom the average number of days of absence is high as seen earlier.

2.7. *Average number of days of absence per year of weekly-paid workers according to earnings—*

It will be interesting to study the effect of earnings, if any, on the average number of days of absence of workers. The following table gives the average number of days of absence of weekly-paid workers classified according to their normal weekly earnings:—

TABLE No. 15

*Average number of days of absence per year of weekly-paid workers classified according to their normal weekly earnings*

Normal Weekly Earnings					Number of workers	Average No. of days of absence per year
Rs.						
15—19	..	..	..	..	1,215	32.1
20—24	..	..	..	..	789	50.9
25—29	..	..	..	..	295	45.1
30 and above	..	..	..	..	180	48.9
Total					2,469	40.7

It will be seen that the average number of days of absence per year is the lowest being 32.1 among those, who fall in the earnings group of Rs. 15—19 per week. This may, perhaps, be due to the fact that almost all the time-rated workers belong to this group, among whom the rate of absence is the lowest. Absenteeism rate is the highest being 50.9 in the earnings group of Rs. 20—24 and this may be due to the predominance of miners in this group. Hence, it can be concluded that there is no much relationship between the normal weekly earnings of workers and their average number of days of absence.

The normal weekly earnings mean the earnings during a normal pay period, i.e., during 6 days in a week.

2.8. *The average number of days of absence per year of monthly-paid employees according to their earnings—*

The same feature is revealed in the case of monthly-paid employees also Table No. A-7 in the Appendix gives the relevant details.

2.9. *Average number of days of absence per year according to the number of earning members and family size—*

There is another aspect of the problem which is worth examining, viz., whether the number of earning members in a family other than the worker or the total composition of a worker's family has any bearing on absenteeism. To put it more specifically, it has to be seen if the total earnings of a worker's family due to the presence of other earning members or the demand for earning more due to the presence of more members in the family have any influence on his absence from work.

Table No. A-8 in the Appendix based on the information gathered from interviews of 25 per cent. of the weekly-paid employees sampled shows that there is apparently no definite relationship.

The low average number of days of absence per year among workers having one additional earning member in their family is, perhaps, due to the predominance of such workers (viz., surface and underground time-rated) among whom the rate of absence is low.

2.10. *Average number of days of absence per year in relation to length of service of weekly-paid workers—*

In this connection it may be worthwhile to study if there is any relationship between the average number of days of absence of workers and their length of service. The average number of days of absence per year of workers, according to their length of service is presented in the following table:—

TABLE No. 16

*Average number of days of absence per year according to the length of service of weekly-paid workers*

Length of service (years)	Number of workers	Average number of days of absence
1—2	182	63.0
2—5	498	46.8
5—10	753	37.2
10—15	662	35.0
15—20	54	34.0
20 and above	45	21.3
Total	2,194	40.5

NOTE.—The total number of workers included in this table will not tally with the number of workers in the tables presented earlier in this chapter due to the rejection of workers whose information regarding their length of service is doubtful or not known.

It will be observed from the table that the average number of days of absence per year among weekly-paid workers goes on steadily decreasing as the workers get used to their work. The high average among the new comers may probably be due to their unfamiliarity with the nature of work and also perhaps due to the forced idleness in some cases. The environment from which they come is so different from the one in which they have to work that it calls for a high degree of psychological re-adjustment which is not always easy to achieve.

2.11. *Average number of days of absence per year in relation to length of service of monthly-paid employees—*

The following table gives the average number of days of absence per year of monthly-paid employees classified according to their length of service in employment:—

TABLE NO. 17

*Average number of days of absence per year of monthly-paid employees according to their length of service*

Length of Service (years)	Number of workers	Average number of days of absence
1—2	3	13.3
2—5	32	19.9
5—10	57	20.8
10—15	148	21.7
15—20	49	18.8
20 and above	36	24.6
Total	325	21.2

It appears that absenteeism is somewhat higher only among persons who have put in 20 or more years of service as compared to the rest excluding those who have less than 2 years of service. The obvious reason for this seems to be that they might be allowed by the employer to avail of authorised leave paid or unpaid for a longer period of time in appreciation of their useful and long service in comparison to the newly employed workers. Continuous service for a period of 12 months on the colliery will qualify a monthly-paid employee for a period of 14 days paid leave and accumulation of leave upto 28 days is also allowed. These things also contribute to the high rate of absenteeism among those who are senior in service. The presence of an earning member other than the employee will also be a factor for this feature which may not act in the case of newly employed workers. Sickness and old age also contribute for the high rate of absenteeism among employees having 20 or more years of service.

2·12. *Average number of days of absence per year in relation to age of weekly-paid workers—*

The table below gives the average number of days of absence of weekly-paid workers for broad age-groups:—

TABLE No. 18

*Average number of days of absence per year of weekly-paid employees in different age groups*

Age group (years)	Number of workers	Average number of days of absence
18—19	3	46·3
20—24	110	46·8
25—29	394	33·1
30—34	466	38·6
35—39	441	39·9
40 and above	780	44·8
Total	2,194	40·5

NOTE—The note given under Table No. 16 holds good here also with the alteration of age for length of service.

It will be seen that the average number of days of absence is a little more among those who are 24 years of age and below and 40 years of age and above. This may probably be due to the fact that the first two age groups comprise workers who are very young and not accustomed to the hazardous and irksome nature of job and the last group consists of old workers who cannot withstand the strenuous nature of job. Moreover, it has been seen from opinion survey that most of the workers aged between 20—24 are living away from their family among whom the absenteeism rate is high as will be seen in Section 2·18 and many local employees, who are irregular, belong to the age-group 40 and above.

2·13. *General average attendance in a week—*

Before discussing the results of average attendance of a worker in a week it may be of interest to refer to the following observations contained in the Report of the Royal Commission on Labour in India, 1929:

“Whatever the cause, few miners work six days a week and few mines have hitherto been able to count on the punctual attendance of their workers, even on those days when they present themselves for work. The mines do not work on Sunday. On Monday very few miners put in an appearance, many are still absent on Tuesday and it is not till Wednesday that a good attendance is secured. Reasonable estimates indicate an average of 4 to 4½ days work per week for the individual miner during the weeks he is at work.”

In order to check the above impression, attendance figures for Category-I Employees (under ground piece-rated workers) and Category-II employees (other than Category-I) and monthly staff in all the collieries were taken from the attendance registers for a period of 13 weeks chosen at random during the period September 1958 to August 1959. It is found that on an average a Category-I employee attends work for 4·8 days and a Category-II employee for 5·3 days in a week.

It is also seen that a Category-I employee puts in an average of 5·2 days and a Category-II employee puts in an average of 5·7 days per week, when he is at work.

Table No. A-10 and A-11 give separately the distribution of Category-I and Category-II employees attending work on various days in a week.

It will be seen that 83·8 per cent. of the Category-I employees attend work for not less than 4 days in a week and 84·9 per cent. of Category-II employees attend for not less than 5 days in a week.

Table No. A-12 gives the distribution of monthly-paid employees attending work on various days in a month. This is based on 12 months' data collected.

It will be seen that 78·1 per cent. of the monthly-paid employees work for 24 days or more in a month.

In his Report on an Enquiry into Conditions of Labour in Coal Mining Industry in India, Shri S. R. Deshpande had calculated the average attendance of miners and loaders on the Jharia Field as 4·7 days per week based on the attendance figures for miners and loaders in 19 collieries taken from the attendance registers of workers going down to the mine during one week in October 1945. In order to see whether the situation has improved after the introduction of the Coal Mines Bonus Scheme in 1948, attendance figures of miners and loaders in all the 38 collieries covered in the course of the survey were taken for workers going down to the mine during one week in October 1958. The analysis of data collected is presented below—

TABLE NO. 19

*Number of workers attending work for different number of days in a week in October, 1958*

Number of days of attendance in a week							Number of workers	Percentage of Total
1	..	..	..	..	..	..	8	0·9
2	..	..	..	..	..	..	33	3·7
3	..	..	..	..	..	..	31	3·4
4	..	..	..	..	..	..	104	11·5
5	..	..	..	..	..	..	173	19·2
6	..	..	..	..	..	..	554	61·3
Total							903	100·0

The general average attendance in this week is 5·2 days as against 4·7 days in October, 1945. This increase may be due to the incentive given to workers after the introduction of the Bonus Scheme in 1948 and the improvement in working conditions, and also due to economic exigency or rising social status etc., during the last one and half decades.

#### 2·14. *Migration of Workers—*

The problem of seasonal migration of workers in the Coal Industry is as old as the industry itself, and it has been the subject matter of discussion by those who have dealt with the labour problem in the industry. The accepted view regarding seasonal migration is that the colliery workers, particularly miners, are agriculturists at heart. Born and brought up in the remote corners of the village, they look upon their stay in the coal-fields as a transient phase designed to supplement their family income. In the coal-fields they find no homely atmosphere and have no lively interest. According to the 'Report of the Bihar Labour Enquiry Committee' (page 187), prior to 1930, an increased proportion of labour was tending to settle down with families permanently on the coal-fields but, since the depression of 1929-30, which forced down the earnings (due to cuts in wages and exclusion of women from underground work which began in 1930), there was again a gradual drift back to villages. Even now, the colliery workers seemed to be more keen in not neglecting agriculture in their villages primarily for the following reasons:—

- (i) The high prices which can be obtained for paddy,
- (ii) to ensure that they would have supplies of rice to last them for four to six months in view of the prevailing scarcity and high prices and quality of rice supplies,
- (iii) abolition of cash and food concessions after the Award in 1957, and
- (iv) even workers who may have no land of their own find work in agriculture at harvest time, when there is naturally a substantial rise in agricultural wages and work of this kind becomes temporarily more profitable than mining.

It is clear from the replies to the Questionnaire (Proforma-III in Appendix relating to migration, that workers' migration is a very common feature and migration takes place twice a year, once in May-August for sowing and transplanting and again in October-November for harvesting.

The effect of seasonal migration can be seen from the monthly raisings of coal every year.



Table No. 20 below gives the monthly raisings of coal in Bihar for the year 1951-58.

TABLE No. 20  
*Raisings of Coal in Bihar during 1951-58*

Month	1951	1952	1953	1954	1955	1956	1957	1958
January ..	1,574	1,701	1,621	1,479	1,594	1,621	1,744	1,878
February ..	1,592	1,724	1,629	1,502	1,669	1,710	1,719	1,817
March ..	1,610	1,650	1,625	1,583	1,693	1,683	1,786	1,787
April ..	1,546	1,693	1,744	1,582	1,651	1,609	1,785	1,830
May ..	1,629	1,677	1,732	1,584	1,637	1,686	1,843	1,891
June ..	1,462	1,518	1,588	1,520	1,593	1,630	1,618	1,734
July ..	1,374	1,485	1,462	1,540	1,467	1,579	1,591	1,735
August ..	1,483	1,482	1,434	1,531	1,563	1,670	1,625	1,690
September ..	1,544	1,440	1,535	1,614	1,792	1,632	1,752	1,843
October ..	1,475	1,594	1,514	1,493	1,529	1,702	1,722	1,795
November ..	1,562	1,537	1,410	1,749	1,597	1,709	1,935	1,765
December ..	1,658	1,728	1,652	1,826	1,724	1,860	1,984	2,004

(Source:—Chief Inspector of Mines.)

It will be seen that there are marked variations in production throughout the year. The raisings are generally the maximum during December every year and lowest during July-August. Taking into account the number of working days in a month, February seems to be the best month as regards production.

Figures regarding absence collected during the present enquiry, which are presented in the following table, more or less bear out the same feature as revealed by the figures of production:—

TABLE No. 21

*Percentage of absenteeism during different months of the period September, 1958 to August, 1959*

Month	Percentage	
	Weekly-paid workers	Monthly-paid workers
January ..	8.4	6.4
February ..	6.6	7.6
March ..	8.0	8.8
April ..	8.3	12.3
May ..	10.0	11.9
June ..	9.7	12.2
July ..	9.9	9.1
August ..	8.8	5.8
September ..	6.8	4.9
October ..	7.5	4.9
November ..	8.5	7.7
December ..	7.5	9.2

In the case of weekly-paid employees it will be seen that the percentage of absence is low during February and September and high during May to August. The period May to August corresponds to the rainy season when sowing and transplanting of monsoon crops take place. During May marriages and other social ceremonies take place and workers migrate to their villages in large numbers. Figures of absenteeism for all-India as presented in Table No. 13 of the Appendix also bear this out.

This feature is more or less noticeable in the case of monthly-paid employees as well.

#### 2.15. *Pattern of Absenteeism—*

It is commonly believed that there exists a pattern of absenteeism, for instance there may be a tendency for absences to be concentrated at the beginning of a pay period. The following table gives the percentage of the number of days of absence to the total absence after the pay day among weekly-paid workers.

TABLE NO. 22

*Percentage of absenteeism of weekly-paid workers on different days after the Pay-day*

Day after the Pay-day	Percentage
0 .. .. .	14.8
1 .. .. .	22.0
2 .. .. .	17.4
3 .. .. .	15.1
4 .. .. .	15.5
5 .. .. .	15.2

The above table reveals that there is a significant increase in absenteeism at the beginning of a pay-period. It is learnt that the level of absenteeism is comparatively high immediately after pay-day, when the workers either feel like having a 'good time' or in some cases return to their villages to make purchases for their family and to meet them. It is also learnt that work in coal mines involves special hazards and workers, especially miners, do require two days' rest in a week. No definite evidence, however, has so far been available in regard to this. In the coal fields, the impression prevailing amongst the managements appear to be that the workers are absenting themselves from work due to excessive drink during their rest day.

A feature worth mentioning here is that the absenteeism is comparatively high immediately before and after festivals like, Dussera, Diwali, etc.

#### 2.16. *Causes of absence as revealed by records—*

With a view to study the causes of absence among colliery workers, statistics collected in the course of the enquiry in Proforma 1(a) have been analysed

and the total number of days of absence classified as authorised and unauthorised are presented in Table No. 14 and No. 15 in the Appendix separately for underground and surface weekly-paid employees with further break up by broad occupations.

It will be seen that authorised absence forms only 35·8 per cent. of the total absences of all the workers. Among underground workers, the percentage is 34·4 and it is 40·3 among surface workers.

Among underground workers, the percentage of authorised absence to total absence is 30 in the case of 'miners', 43·6 in the case of 'trammers' and 51·0 among 'others'.

Among surface workers this percentage is 43·2 among 'trammers', 32·0 among 'wagon loaders' and 44·0 among 'others'.

A further analysis of authorised absence shows that sickness forms 30 per cent. of the total authorised absence for all the workers. Among underground workers, it accounts for 29·2 per cent. and among surface workers, it is 32·3 per cent. of the total authorised absence.

#### 2·17. *Causes of absence as revealed by opinion survey—*

It is common experience that from registers and records not much useful details can be obtained about causes of absenteeism. The main causes of absenteeism among workers as gathered from interviews with workers, management and trade union leaders are more or less as follows :—

- (i) Floating nature of the local labour force—workers who come from the neighbouring villages visit their village homes practically every day or every week to meet their family members or make purchases for them. Workers are agriculturists at heart and they have a craving to get back to their fellowmen in the villages as often as they can. Workers never sever their ties with their villages,
- (ii) Drinking habit,
- (iii) Hazardous nature of work,
- (iv) Uncongenial working conditions,
- (v) Natural disinclination to work underground,
- (vi) Sickness,
- (vii) Shortage of houses near the collieries and the insanitary conditions of the existing ones,
- (viii) Migration during sowing, transplanting and harvesting seasons, and
- (ix) Festivals, marriages, etc.

#### 2·18. *Housing of Colliery Workers—*

Housing for coal miners is a very pressing problem. Specifications for the construction of houses for workers in Jharia coal fields are regulated by law, although there is no compulsion on the employers to provide housing for all or a certain proportion of their workers. During the course of the present enquiry, information as to whether accommodation was provided by the employer or not

was collected from a sub-sample of 25 per cent. of the worker sampled. It is found that about 78 per cent. of the workers live in accommodation provided by the employers.

It will be relevant to study, at this stage, the average number of days of absence per year between the two categories of workers viz., those provided with and those not provided with accommodation by the employer. The following table gives the details :—

TABLE NO. 23

*Average number of days of absence per year among weekly-paid employees with or without accommodation provided by the employer*

	Accommodation provided by the employer		Accommodation not provided by the employer		Total	
	A	B	A	B	A	B
Persons staying with family.	323	40·1	104	48·4	427	42·1
Persons not staying with family.	165	47·3	34	47·2	199	47·2
Total ..	488	42·1	138	48·1	626	43·8

A= Number of workers.

B= Average number of days of absence per year.

It is observed that the average number of days of absence per year is 42·7 in the case of workers living in quarters provided by the employers and 48·1 among the rest.

It will be interesting to analyse further the pattern of absenteeism among the two categories of employees i.e., in each category between those staying with family and without family. It is seen from Table No. 22 that the average number of days of absence is 40·1 in the case of workers staying with family and 47·3 among those not staying with family where accommodation is provided by the employer. There is, however, not much of a difference between the two averages. Thus, the average number of days of absence is lower in the case of workers who are staying with family and where accommodation is provided by the employer as compared with the rest.

It is learnt that a good proportion of the workers who are not staying with family are prepared to live with their families provided that suitable accommodation is given at the colliery sites. It is learnt from the opinion survey also that workers who do not live with families visit their village homes very frequently, thereby absenting themselves from work quite often.

Improvement of housing facilities is necessary to increase the efficiency of workers. The unhygienic conditions of living in the mining areas is one cause of their floating character which in turn is responsible for their absence from work.

A large proportion of the houses or *dhourahs*, as they are called, provided in Jharia coal-fields are congested, damp and ill-ventilated with no privacy or proper sanitation. These are cave-like barracks with a door only. In each *dhourah*, the miner lives with his family and instances are not rare where 8 to 10 persons live in a 10' × 12' *dhourah*. Workers in the coal-fields do not settle down in the mining areas, which is in sharp contrast to the Western countries. The basic amenities provided in *dhourahs* are quite inadequate.

### 2.19. Workers' education—

Table No. 24 gives the average number of days of absence per year of weekly paid workers interviewed, classified according to their educational qualifications:—

TABLE NO. 24

*Average number of days of absence per year among weekly-paid employees according to their educational qualifications*

Educational Standard	Number of workers	Average number of days of absence
Illiterate .. .. .	591	44.5
Primary .. .. .	23	38.0
Middle .. .. .	8	22.5
Technical .. .. .	4	13.0
Total ..	626	43.8

It is seen that workers falling in the last three educational groups viz. primary, middle and technical show lesser absence than those who are illiterate. This may probably be due to the fact that they are firstly time-rated workers among whom absenteeism is less as seen in Section 2.5 and secondly, because they are comparatively more conscientious. However, it is not safe to reach any firm conclusion as the number of workers in these groups, especially in the last two groups, is small.

### 2.20. Indebtedness—

Indebtedness among colliery workers is also responsible for their low standard of living. According to the report of the Royal Commission on Labour in India, 1929, a majority of the industrial workers are in debt for a greater part of their lives. Reports on the Family Budget Enquiries (1943-45) made under the Government of India's scheme for the preparation of cost of living index numbers in Jharia shows that the incidence of indebtedness is 22.3 per cent.

The present enquiry reveals an incidence of about 63 per cent. (*vide* Table No. A-15 Appendix) among the workers interviewed. It is, however, possible that some of the workers might not have disclosed the extent of their

indebtedness and hence the data may not give a complete picture. It is also observed that some of them did not give correct replies because of the fact that the indebtedness was due to certain social vices to which they were addicted. In spite of all this, it is found that 62·9 per cent. of the workers interviewed are reported to be under debts.

About 50 per cent of the workers who are in debt have borrowed amounts varying from Rs. 100 to Rs. 250, about 21 per cent. ranging from Rs. 250 to Rs. 500. The details are given below:—

TABLE NO. 25

Amount	Number of workers	Percentage to total
Below Rs. 50 .. .. .	32	8·1
Rs. 50—Rs. 100 .. .. .	50	12·6
Rs. 100—Rs. 250 .. .. .	196	49·7
Rs. 250—Rs. 500 .. .. .	84	21·3
Rs. 500 and above .. .. .	32	8·1
Total .. .. .	394	100·0

The sources of credit to the workers are co-workers, *chaprasis* of the collieries, pay clerks, supervisors and *baniyas* and the professional money-lenders. Credit facilities provided by the employers and co-operative credit societies are very meagre. Cases of indebtedness to shop-keepers have also been reported who charge disguised interest in the form of higher prices for credit from bad payers. Reluctance in some cases to take advantage of cheap grain schemes may be due to indebtedness to shop-keepers.

The rates of interest generally charged by the professional money-lenders and other individuals are usurious. There is no basis for the fixation of rate of interest and it is generally determined by the expectation of returns made out by the money-lenders and the urgent necessity of the borrower. A common rate is one anna per week on every rupee borrowed and this was a rate frequently cited to the field staff. This amounts to 325 per cent. per annum without allowing for the effect of compound interest.

The Coal Mines Welfare Organisation took steps to establish credit co-operative societies in collieries to protect the workers from the clutches of money lenders. So far, about 100 co-operative credit societies have been started under the patronage of this organisation. But due to lack of enthusiasm for co-operative movement among workers, the colliery workers have not been benefited greatly. Moreover, the number of co-operative credit societies is also not much compared to the number of colliery workers. Hence it is desirable that more co-operative credit societies and co-operative consumers' stores are opened which would provide the worker with loans at lower rate of interest and also supply commodities at cheaper rates.

*Effect of Indebtedness—*

About 63 per cent. of the workers interviewed are in debts. The inherited debts account for only 6 per cent. The rest, therefore, seems to have been incurred either during their course of employment in the mine or before joining employment. A worker falls into debt generally because of his obligation to social and religious ceremonies like festivals, marriages, deaths etc. and sometimes also due to forced idleness and also at times due to laziness of the workers. This inevitably results in a vicious circle of low standard of living and inefficiency, at the same time affecting regular attendance of work. The workers naturally want to avoid the unrelenting moneylenders which increases absenteeism. Sometimes the worker becomes irregular in attendance due to frustration.

*Absence among workers with debt and without debt—*

An analysis of data collected in the course of the survey shows that the average number of days of absence is 48·4 and 36·2 among the indebted workers and those free from debt, respectively. The following table will reveal the above conclusion—

TABLE NO. 26

*Average number of days of absence per year among indebted and non-indebted weekly-paid workers*

	Number of workers	Average number of days of absence
Indebted .. .. .	394	48·4
Non-indebted .. .. .	232	36·6
Total .. .. .	626	43·8

The detailed analysis of the above table separately for underground and surface weekly-paid workers with further break-up by piece-rated and time-rated employees is given in Table No. 16 in the Appendix. The detailed analysis also shows that the average number of days of absence per year is generally higher among indebted workers. The survey shows that out of 394 who are in debts, nearly 6 per cent. have inherited the debts from their parents.

### 2·21. *Workers' Preferences in respect of weekly/quarterly payment of Bonus and reason therefor—*

An analysis of the statistics collected in the course of the enquiry to gather information regarding the workers' preference to quarterly or weekly system of payment of bonus shows that 475 out of 753 workers who were interviewed

(i.e., 63·1 per cent) preferred the weekly system of payment of bonus. The details are given below:—

TABLE No. 27

*Number of workers and their rate of absence per year classified by preference to weekly/quarterly system of payment of bonus*

Preference	Place of work	Mode of payment of wages	Number of workers	Average number of days of absence
Weekly	Underground	Piece-rated	233	67·4
	Do.	Time-rated	51	26·0
	Surface	Piece-rated	47	35·2
	Do.	Time-rated	54	26·3
Total			385	52·2
Quarterly	Underground	Piece-rated	38	50·9
	Do.	Time-rated	66	22·9
	Surface	Piece-rated	61	31·5
	Do.	Time-rated	76	25·1
Total			241	30·2
Grand Total			626	43·8

It is seen from the table that absenteeism among workers preferring weekly bonus is 52·2 and those preferring quarterly bonus is 30·2. The high rate among workers preferring weekly bonus may be due to the predominance of underground piece-rated workers in that group.

The reasons put forth by the weekly paid employees in favour of weekly system of payment of bonus are given below:—

- (1) The additional weekly income of the workers will supplement their wages and may save them partly from recourse to money lenders for meeting their day to day expenses.
- (2) The additional income every week may help them in paying off at least a portion of the interest, if not wholly, accrued on debts.
- (3) Incentive to workers to put more days of attendance since the bonus is within their sight. To be more specific, workers look forward to their immediate needs and hence weekly bonus would be more welcome to them.
- (4) The loss on account of participation in illegal strikes, the result of which is unknown to the worker before hand, will be reduced considerably.



- (5) More workers will qualify for bonus.
- (6) Malpractices and manipulations of records, practised by some unscrupulous employers will be reduced to a great extent. The number of days of attendance a worker puts in a week can be easily remembered by him but it would be difficult in the case of larger period as existing at present.
- (7) The charm in getting a lump sum payment does not exist as the amount that a worker gets as bonus in a quarter does not suffice to meet any of the exigencies of life such as marriages, deaths etc.

The only reason put forth by employees who preferred quarterly system of payment of bonus is that they get a lump sum at the end of every quarter if they qualify for bonus which can be utilised to meet emergencies like deaths, marriages, festivals, etc.

Almost all the monthly-paid employees who were interviewed, preferred the continuance of the existing system of payment of bonus, viz., quarterly, as they get a good sum at the end of every quarter.

#### 2.22. *Ways of spending the bonus amount—*

The consensus of opinion among the employers and employees is that only a few monthly-paid employees save the bonus amount. The amount is spent usually on necessities of life but, of course, a few spend it on drinks and gambling. A good portion of the workers try to pay off their debts with the bonus amount.

#### 2.23. *Reasons for the low percentages of workers getting bonus—*

Managements, workers and trade union leaders were interviewed in order to find out the possible reasons for the low percentage of workers getting bonus at the end of every quarter which are as follows:—

1. Floating nature of local labour force, i.e., workers who come from the neighbouring villages are very irregular in attendance mainly because they are agriculturists at heart and more over they have to visit their homes very often to meet their family members.

2. Insufficient and irregular supply of railway wagons; it is learnt that insufficient and irregular supply of railway wagons causes forced idleness to a section of wagon loaders and these days of idleness are not being taken into account while counting the days of attendance in a week or quarter.

3. Malpractices and manipulations practised by some unscrupulous employers.

4. Lack of healthy and strong trade unionism in coal fields as a result of which workers are being deprived of their due rights for want of bargaining power.

5. Payment of wages on a rest day in some collieries—in most of the coal mines, Sunday is the weekly rest day, and, in certain others, Tuesday. It is learnt during the course of the inquiry that in some mines payment is made on the rest day even though it is prohibited by law. It is also learnt that this practice is being followed mainly to disentitle workers to get bonus. By such

payment, most of the workers' rest day will be wasted and in these circumstances it is not to be expected that they will appear for work on the day immediately after the rest day, viz., Monday or Wednesday as the case may be.

#### 2.24. Discussion—

In the earlier paragraphs it has been found that among weekly-paid workers absenteeism is less among:—

- (i) Men as compared to women,
- (ii) Surface workers as against underground workers,
- (iii) Time-rated workers as against piece-rated workers,
- (iv) Non-indebted workers as compared to indebted workers,
- (v) Workers staying with family and provided with accommodation by the employer as against others.
- (vi) Workers having greater length of service as against newly employed.

It has also been seen that there is no direct relationship between absenteeism and earning capacity of workers and the number of earning members in a family other than the worker or the total composition of a worker's family has no definite bearing on his absenteeism. Moreover, a set pattern of absence has also been found, i.e. immediately after the pay-day, and during the busiest part of the harvesting season, absenteeism is higher.

Of all the factors responsible for absenteeism, some can be controlled by the introduction of some sort of incentive schemes to the workers. For example, by introducing some incentive schemes absenteeism among underground and piece-rated workers can be reduced. The survey has revealed (Section 2.17) that one factor influencing their absenteeism is the natural disinclination of the workers to their hazardous nature of underground work. This effect is likely to be reduced if suitable incentive is provided to them. Such an incentive scheme is also expected to help in reducing absenteeism among indebted workers as they will get some additional remuneration. Introduction of some suitable incentive scheme is also likely to encourage better attendance on the day immediately after the pay day and to control to some extent the prolonged and frequent visits of workers to their village homes.

Other factors mentioned above that usually cause greater absenteeism are not expected to be affected by the introduction of any incentive scheme. For controlling such factors other suitable measures may have to be devised. For instance, absenteeism among underground workers, especially among miners, can perhaps be further reduced by improving the existing working conditions in underground operations,

## CHAPTER III

### DISCUSSIONS AND RECOMMENDATIONS

#### 3.1. *Introduction—*

In this Chapter, the relative advantages and disadvantages of switching over from quarterly system of payment of bonus to weekly system of payment are discussed on the basis of the information gathered from the opinion survey and also the factual details as given in the preceding Chapter.

#### 3.2. *Relative advantages and disadvantages of switching over to weekly payment of bonus from the existing system of quarterly payment to weekly-paid employees—*

*Advantages—*(i) Prospect of a higher pay packet at the end of every week may induce the worker to put in more work, thereby resulting in higher production. Perhaps this implies that the value of money is greater in satisfying an immediate want than a deferred want. Human satisfaction of wants is telescopic, i.e., today's needs are more real than tomorrow's and money spent on future needs gives proportionately lesser satisfaction than that of the current needs. This reason as revealed in the opinion survey made the workers prefer weekly payments to lump sum payments at the end of the quarter.

(ii) If an illegal strike takes place in a colliery during the beginning of a quarter, workers will lose the incentive to put in the minimum number of attendance in that quarter as they will know that their title to bonus for that quarter will be forfeited in any case. All the same, the provisions of the scheme whereby the workmen's title to bonus for the whole quarter is forfeited on account of their participation in an illegal strike, have operated harshly on the workmen in cases where such illegal strikes have been resorted to. It would thus appear that the loss to workers due to participating in such illegal strikes will be less under a weekly system of bonus rather than under quarterly system of payment of bonus.

(iii) Under the existing scheme, a worker appointed during the middle of a quarter, or later cannot qualify for bonus for that particular quarter even if he puts in regular attendance during the remaining part of the quarter. Hence, weekly system of payment of bonus will be an incentive in such cases. Likewise, workers whose services have been terminated for reasons other than misconduct during the middle of a quarter cannot qualify for bonus.

(iv) More workers will qualify for bonus.

(v) Workers can easily remember the number of days of attendance in a week. Hence, malpractices and manipulations of attendance registers as alleged by employees will be reduced.

*Disadvantages—*(i) The provision for payment of a lump sum as bonus at the end of each quarter in addition to their periodic wages will be lost.

(ii) The number of illegal strikes may increase.

(iii) The quantum of bonus that would accrue in a quarter to a worker who qualifies for bonus under the existing scheme will be usually lessened due to the change-over because there will be some weeks in a quarter where the worker qualifying for quarterly bonus puts less than the required minimum prescribed for weekly payment of bonus.

### 3.3. *Lacunae in the existing Bonus Scheme—*

In this connection, it would be appropriate to point out the following lacunae in the existing Bonus Scheme:—

- (i) There is no uniform interpretation of para 6.1\* of the term 'leave to be counted as attendance' and the employers sometimes derive undue advantage of it depriving many workers, who are not made to qualify for bonus.
- (ii) The existing Bonus Scheme does not prescribe any register for payment of bonus and in the absence of such register it is difficult for the inspecting staff to check the bonus payments to the employees.
- (iii) It is reported that some employers maintain wage registers and bonus registers for different wage periods making it difficult for the inspectors to check attendances and bonus payments.
- (iv) The dates of payment of bonus are sometimes not entered in the payment registers, and, hence, it becomes difficult to check the offences of delayed payments.

### 3.4. *Discussion—*

As pointed out in the Introductory Chapter, absenteeism rate in India is, generally speaking, no more than any other coal mining centre in the world. It is also not more than any other industry in India. Absenteeism rate is an indicator of contentment of workers with their working conditions, state of health, their sense of responsibility, etc. The efficiency of an organisation is bound to be affected if this rate is high. It is said that absenteeism is inevitable as a safety valve against the rigours of working in a mine. Of course, it is expected that there is some avoidable absenteeism. To a large measure, the factors which affect the rate of absenteeism are psychological in character. The greatest force which influences the psychology of workers in a monetary economy is wages, and it is likely that with a sound and attractive wage structure such avoidable absenteeism will decline. If the workers are satisfied with their pay packet they would usually not think of staying away from work or changing their job. The opinions on the exclusive effect of wage increases on absenteeism are divided. Some feel that absenteeism will decline by wage increases. It is alleged by some employers that absenteeism may increase because workers remain satisfied with bare minimum as they have their own ideas about the norms of income and the moment they are able to earn this minimum they abstain from work. Majority of the workers, some employers and trade union leaders feel that absenteeism is not affected by wage lifts as long as the increase in wages is not substantial. The statistics collected in the course of the present enquiry and also a comparison of the figures of absenteeism before and after the wage lift given to the workers in 1957, by the Labour Appellate Tribunal Award, show the same feature, namely, that absenteeism is not affected by wage increases since the magnitude of such wage increases is not substantial enough to affect the rate.

\*Para 6 (1) of the Coal Mines Bonus Scheme—For the purposes of paragraphs 4 and 5 of this Scheme, leave (including sick leave) granted by the employer to an aggregate of 21 days in a calendar year and days of idleness caused by any temporary breakdown or any other technical reason (or by any lockout which is illegal under Section 24 of the Industrial Disputes Act, 1947 and days of absence from work on account of compulsory attendance in a court of law) shall count as days of attendance.

As seen earlier, the main causes of absenteeism among workers are reported to be:

- (i) Floating nature of the local labour force and the shortage of housing accommodation near the collieries and the insanitary conditions of the existing ones—Local labour force generally do not stay in quarters provided by the employers. It has been somewhat supported by the fact that the absenteeism rate is more among those workers who do not stay in quarters provided by the employers as can be seen in Section 2·18.
- (ii) Hazardous nature of work, uncongenial working conditions, especially in underground operations, and natural disinclination to underground work. The higher absenteeism rate among underground workers, particularly among miners, than that among surface workers supports this view.
- (iii) Sickness.
- (iv) Migration during sowing, transplanting and harvesting and marriage seasons. This has been supported by the findings in Section 2·14.

The causes mentioned against item (ii) are rather unavoidable while the rest are partly avoidable. By switching over to weekly system of payment of bonus it may be normally expected that such avoidable absenteeism would reduce to a considerable extent. For example,

- (1) The prospect of a higher wage packet every week may be an incentive for the local labour force who are very irregular in attendance, and those who feel sometimes reluctant to work underground thereby absenting themselves from work, to put in more attendance.
- (2) It is observed that a worker who proceeds on authorised leave usually extends his leave or over-stays. Weekly system of payment of bonus may act as a disincentive to such tendencies.
- (3) Workers who migrate to the villages for cultivation, festivals, marriages, etc., will be induced to return to work due to the change-over as they will qualify for bonus, at least for the remaining weeks, provided they put in the required days of attendance per week, even though they have forfeited the bonus for want of minimum attendance during a quarter prescribed under the existing scheme.

### 3·5. Recommendations—

The fundamental aim of the bonus scheme is to provide stimulus to workers for greater effort by means of better attendance. Hence, attempt should always be made to create an awareness of the relationship which exists between their efforts and earnings. This awareness is bound to grow dimmer with the lapse of time between effort and reward. Shortness of the period of incentive payment is, therefore, an essential requisite of a good plan. Moreover, from the above discussion of the relative advantages and disadvantages of switching over from the quarterly system of payment of bonus to weekly payment,

the lacunae in the existing scheme and also in view of the fact that earnings have no direct bearing on absenteeism, it would appear that the weekly system of payment of bonus to weekly-paid employees will be beneficial to the employers, employees and the country as a whole.

In addition, the only fear may be a possibility for the number of illegal strikes to increase by the changeover to weekly system of payment of bonus but, it is hoped, that such a tendency, if it develops, will be checked by the trade union leaders and Government machinery for betterment of labour relations between employers and employees. In this connection, it may be pointed out that there are already penalties prescribed by the Industrial Disputes Act, 1947 *vide* Section 26\* for taking part in illegal strikes.

As good human relations play an important role in increasing productivity, the management, the Government and the Unions may strive to achieve an atmosphere of mutual confidence. It has been the practice in Austrian Coal Mining Industry for many years to train managers, foremen and workers' delegates in regard to human relations and their application in practice.

In the present wage sheet (Form III appended to the Payment of Wages (Mines) Rules, 1956) which provides a column for total basic wages, a new column namely, 'bonus' may be introduced. By introducing one more column in the wage sheet it is presumed that the management will not have to increase their clerical staff.

As the Coal Mines Provident Fund Scheme is linked with the Coal Mines Bonus Scheme, a change-over from the existing system of payment of bonus will have its own repercussions. Under the existing C.M.P.F. Scheme, every employee in a coal mine to which this Scheme applies, other than an excluded employee, shall be required to join the Fund and become a member immediately after the end of the quarter following any quarter in which he qualified for bonus. If the change-over to weekly bonus is effected, due consideration may be given in fixing the qualification for membership to C.M.P.F. Scheme.

There is not much of absenteeism among montly-paid employees as compared to weekly-paid workers. In the case of weekly-paid workers, the absenteeism rate is less among workers having more years of service while this is not so among monthly-paid employees. Moreover, there is no set pattern of absenteeism among monthly-paid workers; for instance, concentration of absenteeism immediately after pay-day and before and after festivals.

More than 90 per cent. of the monthly-paid employees get bonus under the existing scheme. There is little chance for them to be exploited by the unscrupulous employers for they are literate and can see their attendance from the registers as and when they desire. There is no question of giving

\* *Penalty for illegal strikes and lock-outs—*

(1) Any workman who commences, continues or otherwise acts in furtherance of a strike which is illegal under this Act, shall be punishable with imprisonment for a term which may extend to one month or with fine which may extend to Rs. 50 or with both.

(2) Any employer who commences, continues, or otherwise acts in furtherance of a lock-out which is illegal under this Act, shall be punishable with imprisonment for a term which may extend to one month, or with fine which may extend to Rs. 1,000, or with both.

lay-off in order to disqualify the workers from getting bonus by the employers. Besides, a good portion of the monthly-paid staff have got their life insured and in the light of the present bonus scheme they have kept the mode of payment of premium on quarterly basis. As revealed by the opinion survey, only the monthly-paid are in a position to save the bonus amount because in most cases the earnings of the monthly-paid employees are sufficient enough to meet their monthly expenditure. It is because of these things that almost all the monthly-paid employees prefer the continuance of the existing system of payment of bonus on quarterly basis. Hence, as far as the monthly-paid employees are concerned, the existing system of payment of bonus on quarterly basis subject to the removal of the lacunae pointed out earlier may continue.

As stated earlier, the factors affecting absenteeism are mainly the psychological ones and those depending on the conditions of work and not on the income of the workers. Thus, it emerges that much attention should be paid to such facilities which would make the workers feel more at home in order to be increasingly work-minded.

The extent to which the introduction of weekly system of payment of bonus to weekly-paid employees will improve attendance can only be studied by a follow-up survey in case such a change is adhered to.

## CHAPTER IV

### SUMMARY OF CONCLUSIONS AND RECOMMENDATIONS

Some of the salient features as they emerge from this study are as follows:—

1. Average number of days of absence per year among weekly-paid employees is usually greater among women than among men. (Section 2·2).

2. Average number of days of absence per year is higher in the case of underground workers as compared to surface workers whether they are weekly-paid or monthly-paid. Among underground weekly-paid workers, it is very high among miners and loaders. (Sections 2·2, 2·3 and 2·6).

3. Average number of days of absence per year among weekly-paid workers is more among piece-rated workers than time-rated workers both in underground and surface operations. (Section 2·5).

4. There is no definite relationship between the normal earnings of a worker and that of his absenteeism. (Sections 2·7 and 2·8).

5. The number of earning members in a family other than the worker or the total composition of a worker's family has no bearing on his rate of absenteeism. (Section 2·9).

6. There is a steadily declining trend in the average number of days of absence per year of a weekly-paid worker as the length of his service in the unit increases. (Section 2·10).

7. On an average a Category-I employee (underground piece-rated) attends work for 4·8 days in a week and a Category-II employee (other than Category-I and monthly-paid employees) attends work for 5·3 days in a week. The average attendances for the above two categories of workers are 5·2 and 5·7 respectively during the weeks the worker is at work. (Section 2·13).

8. There exists a pattern of absenteeism, among weekly-paid workers, namely, that the percentage of absenteeism is high at the beginning of a pay-period *i.e.*, it is high on the first working day after the pay-day. (Section 2·15).

9. Authorised absence accounts for 35·8 per cent. of the total absence in a year among weekly-paid workers. The percentage is 34·4 and 40·3 per cent. respectively for underground and surface workers. Sickness forms 30 per cent. of the total authorised absence. (Section 2·16).

10. Average number of days of absence per year is lower in the case of weekly-paid workers who are staying with family and where accommodation is provided by the employers as compared with those who are not staying with family and those living with family but where accommodation is not provided by the employers. (Section 2·18).

11. The average number of days of absence is generally high among those who are in debts. (Section 2·20).

12. About 63 per cent. of the weekly-paid workers who were interviewed preferred the weekly system of payment of bonus. (Section 2·21).



13. The average number of days of absence per year among workers who preferred weekly system of payment of bonus is higher than in the case of workers who preferred the quarterly system of payment of bonus (Section 2·21).

14. Almost all the monthly-paid employees who were interviewed preferred the continuance of the existing system of quarterly payment of bonus.

*Recommendations—*

On a study of the relative advantages and disadvantages of switching over from quarterly system of payment of bonus to weekly payment, it appears that the weekly system of payment of bonus to weekly-paid employees and quarterly system of payment of bonus to monthly-paid employees will be beneficial to both the employers and the employees.

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TABLE NO. A-1

Average daily number of persons employed in different coal fields in India during June, 1959

State/Field	No. of working mines	Below ground		Open-cast Workings				Above-ground		Total
		Miners	Others	Miners and loaders		Others		Men	Women	
				Men	Women	Men	Women			
1. Assam .. .. .	14	1,301	944	365	4	160	—	1,386	113	4,273
2. Darjeeling .. .. .	2	—	—	—	—	7	—	11	—	18
3. Raniganj (West Bengal) .. .. .	214	35,196	33,964	2,232	882	2,594	432	25,875	8,352	1,09,547
(Bihar) .. .. .	72	3,450	2,171	298	293	593	183	2,161	754	9,913
4. Jharia .. .. .	366	41,409	26,614	3,862	1,270	3,478	2,554	28,104	11,716	1,19,007
5. Bokaro .. .. .	17	1,439	773	3,955	3,093	4,319	1,234	4,821	1,022	20,656
6. Giridih .. .. .	3	2,640	1,666	—	—	—	—	959	445	5,710
7. Karanpura .. .. .	28	3,294	2,022	531	456	1,569	267	2,817	811	11,657
8. Ramgarh .. .. .	17	846	914	299	195	607	402	962	132	4,267
9. Jainty .. .. .	10	68	29	6	4	3	—	27	—	128
10. Rajmahal .. .. .	8	31	10	—	—	—	—	5	—	46
11. Daltonganj .. .. .	2	247	108	51	—	73	—	129	51	659
12. Hutar .. .. .	1	109	43	—	—	—	—	41	3	196
13. Madhya Pradesh .. .. .	55	11,422	13,411	197	64	1,256	512	19,399	2,290	39,551
14. Bombay .. .. .	9	1,979	1,838	—	—	—	—	1,394	596	5,517
15. Orissa .. .. .	5	1,079	2,393	—	—	—	—	1,509	433	5,114
16. Andhra .. .. .	13	6,561	5,480	—	—	—	—	5,154	1,128	18,323
17. Rajasthan .. .. .	1	97	67	—	—	—	—	132	37	333
18. Madras .. .. .	1	—	—	—	—	597	—	57	—	654
Indian Union .. .. .	836	1,11,078	92,458	11,806	6,151	15,256	5,784	85,943	27,293	3,55,569

NOTE—The figures for each field are obtained by dividing the total number of man-shifts worked by the average number of working days.

(Source : Coal Bulletin, June, 1959.)

TABLE NO. A-2

*Percentage of absenteeism in different industries in India during 1956*

Centre of State	Industry	Percentage of Absenteeism
Bombay .. .. .	Cotton Mills Industry	7.0
Ahmedabad .. .. .	Do.	7.1
Sholapur .. .. .	Do.	13.6
Madras .. .. .	Do.	7.4
Madura .. .. .	Do.	18.5
Coimbatore .. .. .	Do.	12.3
Kanpur .. .. .	Do.	13.1
Mysore .. .. .	Do.	17.9
Kanpur .. .. .	Woolen Industry	8.5
Dhariwal .. .. .	Do.	6.1
Bombay .. .. .	Engineering Industry	14.5
West Bengal .. .. .	Do.	12.2
Mysore .. .. .	Do.	9.7
Kanpur .. .. .	Leather Industry	9.4
Mysore .. .. .	Gold Mining	9.7
Mysore .. .. .	Plantations	20.5
All-India .. .. .	Coal Mining	13.2

*(Source :—Indian Labour Gazette, January 1960.)*

TABLE NO. A-3

Statement showing the number of collieries, the number of workers in collieries furnishing returns and the number of workers who qualified for bonus for the financial years 1957-58 and 1958-59

Name of the State	No. of collieries	Average No. of bonus returns received	Average No. of workers in collieries which have submitted returns in form—I			Average No. of workers who qualified for bonus			Percentage of workers who qualified for bonus			Average amount of bonus distributed
			Monthly paid	Weekly paid	Total	Monthly paid	weekly paid	Total	Monthly paid	Weekly paid	Total	
						<u>1957-58</u>			%	%	%	Re. nP.
Bihar	501	380	9,732	1,96,139	205,871	8,844	96,928	1,05,772	90·8	49·4	51·4	28,58,558·15
						<u>1958-59</u>						
Bihar	501	408	9,505	2,25,371	234,876	8,757	1,12,391	1,21,148	92·1	49·9	51·6	40,80,165·59

TABLE NO. A-4

*Average number of days of absence per year among underground and surface monthly-paid employees*

Sex	Underground		Surface		Total	
	A	B	A	B	A	B
Men .. ..	102	28.4	251	19.7	353	22.2
Women .. ..	—	—	3	20.0	3	20.0
Total .. ..	102	28.4	254	19.7	356	22.2

A= Number of workers.

B= Average number of days of absence per year.

TABLE No. A-5

*Average number of days of absence per year among underground and surface weekly-paid workers*

Sex	Underground						Surface						Total					
	Piece-rated		Time-rated		Total		Piece-rated		Time-rated		Total		Piece-rated		Time-rated		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
Male .. ..	1,130	51.5	457	27.8	1,587	44.7	234	37.7	359	25.3	593	30.2	1,364	49.1	816	26.7	2,180	40.7
Female .. ..	—	—	—	—	—	—	140	42.4	89	37.3	229	40.4	140	42.5	89	37.3	229	40.4
Total .. ..	1,130	51.5	457	27.8	1,587	44.7	374	39.5	448	27.6	822	33.0	1,504	48.5	905	27.7	2,409	40.7

A=Number of workers.

B=Average number of days of absence.

TABLE NO. A-6

*Average number of days of absence among underground and surface workers classified according to broad occupations*

	Underground				Surface				Total
	Miners and Loaders	Trammers	Others	Total	Trammers	Wagon Loaders	Others	Total	
Number of workers ..	966	190	431	1,587	179	208	435	822	2,409
Rate of absence ..	54.3	34.7	27.5	44.7	32.4	40.4	29.7	33.0	40.7



TABLE NO. A-7

*Average number of days of absence per year among monthly-paid employees classified according to monthly earnings*

Monthly earnings	Number of workers	Average number of days of absence
Below Rs. 75 .. .. .	17	33.0
Rs. 75—Rs. 100 .. .. .	94	19.1
Rs. 100—Rs. 125 .. .. .	119	25.6
Rs. 125—Rs. 150 .. .. .	55	20.4
Rs. 150—Rs. 175 .. .. .	21	21.1
Rs. 175—Rs. 200 .. .. .	25	20.9
Rs. 200—Rs. 225 .. .. .	11	19.2
Rs. 225—Rs. 250 .. .. .	5	12.8
Rs. 250—Rs. 275 .. .. .	4	7.0
Rs. 275 and above .. .. .	5	20.6
Total .. .. .	356	22.2

TABLE NO. A-8

*Average number of days of absence per year among weekly-paid workers classified according to the number of earning members other than the respondent and the number of members in his family*

Family Member/ Earning members other than Respondent	0		1		2		3 & above		Total	
	A	B	A	B	A	B	A	B	A	B
1 .. .. .	18	31.3	—	—	—	—	—	—	18	31.3
2 .. .. .	22	40.0	6	32.5	—	—	—	—	28	43.1
3 .. .. .	34	37.0	11	42.0	2	61.0	1	82.0	48	40.1
4 .. .. .	99	42.2	22	40.6	1	46.0	2	23.5	124	41.6
5 .. .. .	117	49.5	31	45.0	6	22.2	—	—	154	47.5
6 and above .. .. .	174	45.0	62	35.9	12	58.6	6	52.3	254	44.0
Total .. .. .	464	44.7	132	39.2	21	47.8	9	49.4	626	43.8

A=Number of workers.

B=Average number of days of absence per year.

TABLE NO. A-9

*Distribution of Category-I employees according to the number of days worked in a week*

Number of days worked in a week						Number of workers	Percentage to the total
0	..	..	..	..	..	85	6.6
1	..	..	..	..	..	19	1.5
2	..	..	..	..	..	38	3.0
3	..	..	..	..	..	66	5.1
4	..	..	..	..	..	190	15.6
5	..	..	..	..	..	190	14.8
6	..	..	..	..	..	688	53.5
					Total	1,285	100.0

TABLE NO. A-10

*Distribution of Category-II employees according to the number of days worked in a week*

Number of days worked in a week						Number of workers	Percentage to total
0	..	..	..	..	..	102	7.7
1	..	..	..	..	..	11	0.8
2	..	..	..	..	..	14	1.1
3	..	..	..	..	..	29	2.2
4	..	..	..	..	..	43	3.3
5	..	..	..	..	..	98	7.4
6	..	..	..	..	..	1,022	77.5
					Total	1,319	100.0

TABLE NO. A-11

*Distribution of monthly-paid employees according to the number of days worked in a month*

Number of days worked in a month	Number of workers	Percentage to total
0-15 .. .. .	21	5.2
16-19 .. .. .	16	4.5
19-23 .. .. .	41	11.5
24 and above .. .. .	278	78.1
Total ..	356	100.0

TABLE NO. A-12

*Percentage of absenteeism in the coal mines (all-India)*

Month/Year	1951	1952	1953	1954	1955	1956	1957	1958
January ..	14.03	13.24	12.77	13.66	14.26	14.1	13.1	12.8
February ..	11.96	12.24	13.01	12.29	12.85	13.0	12.8	14.2
March ..	13.59	13.69	14.40	13.96	14.78	14.8	13.1	14.7
April ..	13.10	12.55	12.86	13.16	14.24	14.4	13.7	14.1
May ..	13.10	12.73	13.05	13.46	14.01	14.8	13.9	13.6
June ..	13.30	13.39	14.34	13.36	14.13	14.1	15.6	13.6
July ..	14.28	13.24	14.20	13.26	14.35	13.6	15.5	13.0
August ..	12.88	13.44	13.82	13.13	14.54	13.3	14.9	12.8
September ..	13.20	13.09	13.01	12.98	13.17	13.7	12.8	12.4
October ..	14.67	13.85	13.19	15.44	14.52	13.7	14.2	12.4
November ..	12.93	12.85	14.51	12.51	14.32	13.8	12.6	12.8
December ..	12.69	12.22	12.38	12.38	13.22	12.7	12.6	12.1

(Source:—Chief Inspector of Mines.)

TABLE NO. A-13

*Percentage of absenteeism of different categories of workers according to nature of absence*

Nature of absence	Underground				Surface				Grand Total
	Miners	Trammers	Others	Total	Trammers	Wagon Loaders	Others	Total	
Authorised .. ..	29.9	43.6	51.0	34.4	43.2	31.9	44.0	40.3	35.8
Unauthorised .. ..	70.1	56.4	49.0	56.6	56.8	68.1	56.0	59.7	64.2
Total .. ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE NO. A-14

*Percentage of authorised absence among weekly-paid workers classified according to nature of absence*

Nature of absence	Underground				Surface				Grand Total
	Miners	Trammers	Others	Total	Trammers	Wagon Loaders	Others	Total	
Sickness .. ..	27.1	35.9	31.9	29.2	33.9	36.8	29.2	32.3	30.0
Others .. ..	72.9	64.1	68.1	70.8	66.1	63.2	70.8	67.7	70.0
Total .. ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

TABLE NO. A-15

*Average number of days of absence per year among indebted and non-indebted weekly-paid workers*

	Underground						Surface						Total					
	Piece-rated		Time-rated		Total		Piece-rated		Time-rated		Total		Piece-rated		Time-rated		Total	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B	A	B
	Indebted ..	188	70.0	64	25.2	252	58.7	62	32.9	80	28.1	142	30.2	250	60.8	144	26.8	394
Non-indebted ..	83	54.5	53	23.5	136	42.4	46	33.5	50	21.6	96	27.4	129	47.0	103	22.6	232	36.2

A= Number of workers.

B= Average number of days of Absence per year.



## PROFORMA—I(A)

as given in Proforma I \_\_\_\_\_  
 the worker \_\_\_\_\_

Dates of absence	Causes of absence	Number of days of absence without pay		Total	No. of days worked as shown in Bonus Register	Remarks
		Authorised	Unauthorised			

## PROFORMA—II

1. Serial No. \_\_\_\_\_
2. Name \_\_\_\_\_
3. Whether residential accommodation is provided by the employer—Yes/No.
4. Distance from his residence to the work place (In furlongs) \_\_\_\_\_
5. Conveyance used—On foot/Cycle/Bus/Others (Specify) \_\_\_\_\_
6. Educational qualifications—Illiterate/Litte/Primary/Middle/College/  
Technical/ \_\_\_\_\_
7. Marital Status—Single/Married.
8. Staying *with/without* family.
9. Number of family members \_\_\_\_\_
10. (a) Number of earning dependents \_\_\_\_\_  
(b) Whether wife is earning— Yes/No.
11. *Income*— (1) Respondent \_\_\_\_\_  
(2) Wife \_\_\_\_\_  
(3) Other earning Dependents \_\_\_\_\_  
Total family Income \_\_\_\_\_
12. Likes the job: Yes/No.  
If No (a) Why \_\_\_\_\_  
(b) Which job he likes \_\_\_\_\_
13. Usual reasons for absence—  
(a) About himself \_\_\_\_\_  
(b) About other workers \_\_\_\_\_
14. Indebtedness: (a) Self \_\_\_\_\_  
(b) Family \_\_\_\_\_
15. (a) Which mode of payment of bonus he prefers—Quarterly/Monthly/  
Weekly.  
(b) Reasons therefor \_\_\_\_\_
16. Suggestions for improving attendance of workers  
\_\_\_\_\_  
\_\_\_\_\_
17. Ways of spending the bonus amount—  
(a) To clear off debts \_\_\_\_\_  
(b) Investment \_\_\_\_\_  
(c) Family purchase—(Specify)  
1. \_\_\_\_\_  
2. \_\_\_\_\_  
3. \_\_\_\_\_  
(d) Others \_\_\_\_\_



18. Whether worker is in favour of investing a part of bonus in Saving—

Yes/No.

If Yes—in what form : Shares/Post Office/House/Land/Others

19. Remarks—

### PROFORMA—III

I. Name of the Mine \_\_\_\_\_

II. (a) What are the slack and busy periods of working \_\_\_\_\_

(b) Period when the mine was closed down during the period of survey \_\_\_\_\_

Reasons \_\_\_\_\_

III. (a) Is seasonal migration of workers from mines common? \_\_\_\_\_

(b) If so, please give the following information—

Approximate No. of workers involved	Months during which they migrate	Duration of absence	Reasons
_____	_____	_____	_____
_____	_____	_____	_____

IV. Is there any pattern in absenteeism: After pay day/after the payment of Bonus/Others (Specify) \_\_\_\_\_

V. Measures, if any, taken to reduce Absenteeism \_\_\_\_\_

VI. What are the main causes of absenteeism \_\_\_\_\_

VII. How vacancies caused by absenteeism are filled \_\_\_\_\_

VIII. Any suggestion for keeping a stable force and for increasing productivity \_\_\_\_\_

- IX. Opinion about how the bonus amount is spent by workers—  
 If invested (specify) (a) In Small Savings, (b) Shares, (c) Other type  
 of investments \_\_\_\_\_  
 Others (Specify) \_\_\_\_\_
- X. Opinion about the working of the Bonus Scheme—  
 (a) Defects \_\_\_\_\_  
 (b) Suggestion for improvement \_\_\_\_\_

GOVERNMENT OF INDIA

MINISTRY OF LABOUR AND EMPLOYMENT

LABOUR BUREAU

*General Questionnaire on the Absenteeism Pattern Survey of Colliery Workers—*

1. Name of the Mine \_\_\_\_\_
2. Address \_\_\_\_\_
3. Name of Owner/Managing Agents \_\_\_\_\_
4. Nature of Mine \_\_\_\_\_ Worked with/without  
 Mechanical Power.

LIST OF SAMPLED MINES

Serial No.	Name of the Mine and Address
1	North Dharmabad Colliery Teworaridih, P.O. Katrasgarh.
2	Mandal Kendwadih, Kendwadih, Katrasgarh.
3	Khas Pandedih Colliery, Pandedih, P.O. Sijua, Distt. Dhanbad (Bihar).
4	Kashalpur Colliery, P.O. Katrasgarh, Distt. Dhanbad (Bihar).
5	Khas Godhur Colliery, Khardabad, P.O. Kusunda, Distt. Dhanbad (Bihar).
6	New Kednwadih Colliery, Barrora, P.O. Nawagarh, Distt. Dhanbad, (Bihar).
7	Khas Sijua Colliery, Sijua, P.O. Sijua, Distt. Dhanbad (Bihar).
8	Kujama Colliery, Kujama, Jharia, E.I.R., P.O. Jharia, Distt. Dhanbad (Bihar).

LIST OF SAMPLED MINES—*contd.*

Serial No.	Name of the Mine and Address
9	Pure Selected Bansjora Colliery, Chandore, P.O. Sijua, Distt. Dhanbad (Bihar).
10	Benedih Colliery, Benedih, Katrasgarh, E.I.R., P.O. Nudkhurkee, Distt. Dhanbad (Bihar).
11	Sourindra East Loyabad Colliery, Chotabowa, P.O. Kusunda, Distt. Dhanbad (Bihar).
12	Dobari Colliery, Dobari, Jharia E.I.R. P.O. Jharia, Distt. Dhanbad (Bihar).
13	Central Jeenagora Colliery, Jeenagora, Jharia, E.R., P.O. Khasjeenagora, Distt. Dhanbad (Bihar).
14	Goneshpur (No. 10 seam) Colliery Goneshpur, P.O. Nowagarh, Distt. Dhanbad (Bihar).
15	Kankanee Colliery, Kankanee, Bansjora, E.R. P.O. Bansjora Distt. Dhanbad (Bihar).
16	North Kujama Colliery, Kujama, Jharia, E.R., P.O. Jharia, Distt. Dhanbad (Bihar).
17	Nudkhurkee Colliery, P.O. Nudkhurkee, Distt. Dhanbad (Bihar).
18	Golukdih Colliery Golukdih, Jharia, E.I.R., P.O. Jharia, Distt. Dhanbad (Bihar).
19	Industry/West Ena Colliery, Bhugatdih, P.O. Dhansar, Distt. Dhanbad (Bihar).
20	East Katras Colliery, Bhandardih, P.O. Katrasgarh, Distt. Dhanbad (Bihar).
21	Koseonda & Nayadee Colliery, Kusunda and Kastore, Kusunda, E.I.R., P.O. Kusunda, Distt. Dhanbad (Bihar).
22	Kharkharee, Colliery, Kharkharee, P.O. Katrasgarh, Distt. Dhanbad (Bihar).
23	Balliary Colliery, Kirkend & Balliary, Kusunda, E.I.R., P.O. Kusunda, Distt. Dhanbad (Bihar).
24	Gaslitan Colliery, Gaslitan, Sijua, E.R., P.O. Jharia, Distt. Dhanbad (Bihar).
25	Kendwadih Colliery, Kendwadih, Bhaga, B.N.R., P.O. Jharia, Distt. Dhanbad (Bihar).
26	New Tatturya Colliery, Tentulia, P.O. Katrasgarh, Distt. Dhanbad (Bihar).
27	Kustore Colliery, Kustore & Burragarh, Kusunda, E.I.R., P.O. Kusunda, Distt. Dhanbad (Bihar).
28	Jogta Colliery, Jogta, P.O. Sijua, Distt. Dhanbad (Bihar).
29	Mudidih & Tetamari Colliery, Mudidih, Sijua, E.R., P.O. Sijua, Distt. Dhanbad (Bihar).

LIST OF SAMPLED MINES—*concl'd.*

Serial No.	Name of the Mine and Address
30	Katras Choitdih Colliery (No. 1 Pit , 14 seam, Pure Katras Section), P.O. Katrasgarh, Distt. Dhanbad (Bihar).
31	Sendra Colliery, Sendra, Sijua, E.R., P.O. Bansjora, Distt. Dhanbad (Bihar).
32	Bhulanabararee Colliery, Bhulanabararee, Jharia, E.R., P.O. Pathardih Distt. Dhanbad (Bihar).
33	Ekra Khas Colliery, Ekra Kusunda, E.I.R., P.O. Bansjora, Distt, Dhanbad (Bihar).
34	Bhutgoria Colliery, Bhutgoria or Surgaja, P.O. Bhaga, Distt. Dhanbad (Bihar).
35	Choitodih Colliery, Choitodih, Katrasgarh, E.I.R., P.O. Katrasgarh, Distt. Dhanbad (Bihar).
36	Barari Colliery, Brahamanbari & Bulandbarari Jharia, E.I.R. P.O., Jealgora, Distt. Dhanbad (Bihar).
37	Jamadoba Colliery, Jamadoba, Jharia, E.I.R., P.O. Jealgora, Distt. Dhanbad (Bihar).
38	Bhowra (North) Colliery, Bhowra, Jharia, E.R., P.O. Bhowra, Distt. Dhanbad (Bihar).

Report of  
The Mine Safety Equipment Committee  
(February 1961)

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SUMMARY OF  
OBSERVATIONS AND RECOMMENDATIONS

Assessment of Requirements

1. It is extremely difficult to assess the requirements of mines still to be opened, for mine safety equipment, to any degree of accuracy. All that is possible is to make 'an inspired guess'.

(Paragraph 5)

2. The Committee has confined itself only to such equipment and material as are required for ensuring safety in mines. For purpose of assessment, the various items have been broadly classified into items which are consumed from day to day (i.e. Consumable Material) and those which are provided at only infrequent intervals (i.e. Capital Equipment).

(Paragraphs 6 and 7)

3. After making certain assumptions with regard to projected outputs of mineral ores and to the requirements of standard units of mines, the total requirements for safety equipment and material are worked out at Appendix I (Coal Mines), Appendix L (Metalliferous Mines) and Appendix M (All Mines).

(Sections IV and V)

Indigenous Manufacture

4. The existing programmes for indigenous manufacture should be scrutinised, and suitably revised and expanded, so as to ensure that the country becomes self-sufficient as regards its requirements of safety machinery and equipment of a basic industry like mining. The only exceptions are those items whose manufacture is highly specialised or whose demand is not sufficient for economic production within the country.

(Paragraphs 20 and 36)

The Problem of Spares

5. Easy availability of spares of the right specifications forms an important aspect of the whole problem. 'Spares' are vital not only to increased production but also to the maintenance of existing production levels. This is particularly so in respect of safety material and equipment - which has often to be of approved design and standard.

(Paragraphs 8, 37 and 38)

6. As most of the machinery already in use in Indian mines is of foreign manufacture and most of the spares and parts are of proprietary design, these parts would have necessarily to be imported.



Problems of Import

8. In order to ensure that safety of persons employed in the most hazardous of peace-time industries is not jeopardised due to non-availability of safety equipment and material, it is vital that the mining industry's requirements for import of safety equipment and of spare parts are met in full and in time.

(Paragraph 42 and 52)

9. Imports of safety equipment and material should be allowed without undue delay, even in case of material manufactured indigenously, if
- (a) the standard of indigenous manufacture has not been established to the satisfaction of safety authorities; or
  - (b) the delivery date is too long or has been unduly postponed; or
  - (c) the range of indigenous manufacture does not cover the actual requirements.

(Paragraph 47)

10. The Certifying Authority (for recommending Import applications) for Mine Safety Equipment should be the office of the Chief Inspector of Mines.

(Paragraph 48)

11. Most of the requirements for spares should be permitted to be imported through Established Importers, so that spare parts are readily available on open sale.

(Paragraphs 51 and 52)

12. A Standing Mine Safety Equipment Advisory Board should be set up to constantly review, and to advise on, the availability of mine safety equipment.

(Paragraphs 55 and 56).

Report of the Committee on Mining Industry's  
Requirements for Safety Equipment

I. INTRODUCTORY

Background

1. While considering the question of availability of safety equipment in mines, the Conference on Safety in Mines (1958-59) convened by the Government of India recorded that certain equipment and material were vital to the safe working of mines. Some of these, such as fire-resistant brattice, incombustible dust, etc. are of simple nature and easy manufacture, whilst others have to be imported in large quantities because either they are not manufactured within the country or the capacity of indigenous producers is small. Noting that mine operators cannot be expected to observe vital provisions of safety legislation unless the necessary material and equipment are available within the country, the Conference recommended that a Committee may be constituted to consider the whole problem and to recommend measures to meet the same.

Appointment of Committee

2.1 . Vide their letter No. MI-27(5)/59 dated the 26th October, 1959 addressed to the Chief Inspector of Mines in India, the Government of India in the Ministry of Labour and Employment set up a Committee with the following composition to assess the mining industry's requirements for safety equipment and to recommend measures to met the same;

Chairman

1. Chief Inspector of Mines in India, Dhanbad.

Members

- |   |   |
|---|---|
| 2. Shri K.S.R. Chari, Deputy Chief Mining Engineer, National Coal Development Corporation, Ranchi.          | Representing the Ministry of Steel, Mines & Fuel. |
| 3. Mr. K.J. Welsh, Supervising Engineer, Messrs. Andrew Yule & Co. Limited, P.O. DISHERGARH                 | Representing the Coal Mining Industry.            |
| 4. Shri V.M. Sundara Rajan, Superintendent, Nundydrug Mines, Kolar Goldfield, P.O. Oorgaum.                 | Representing the Metalliferous Mining Industry.   |
| 5. Shri B.H. Engineer, Chief Mining Engineer, M/s Tata Iron & Steel Co. Limited, O.O. JEALGORA              | Representing Mine Managers.                       |
| 6. Shri R.N. Sharma, Vice-President, Indian National Mine Workers Federation, Opposite State Bank, Dhanbad. | Representing Mine Workers.                        |

Secretary

7. Shri G.S. Marwaha, Regional Inspector of Mines, Special Investigation Duties, Dhanbad.

2.2. Vide their letter No. 21/1/60-M.I dated the 20th January, 1960, the Government of India appointed the Additional Chief Inspector of Mines as the Chairman of the Committee in place of the Chief Inspector of Mines.

Terms of Reference

3. The following were the terms of reference of the Committee :

- (i) "to determine the requirements of mines of safety material and equipment in the immediate as well as foreseeable future;
- (ii) "to evaluate the production capacity of existing indigenous manufactures;
- (iii) "to make suggestions for the manufacture of safety material and equipment not produced in the country at present; and
- (iv) "to assess the requirement of raw material for indigenous production of safety material and equipment".

Work of the Committee

4.1 The Committee held five meetings in all. At the first meeting, the problem of availability of mine safety equipment was discussed in general and a tentative list of mine safety equipment and material was approved. The Secretary was then requested to collect the necessary data from:

- (a) managements of coal mines,
- (b) managements of metalliferous mines, and
- (c) indigenous manufacturers of mining machinery and equipment.

For this purpose suitable questionnaires were sent out. Information regarding requirements of coal mines was asked for from 20 addresses (including the Neyveli Lignite Corporation) and regarding those of metalliferous mines from 21st addresses (including several associations of mine-owners). While all the addresses in coal mines sent replies, the response from the metalliferous mines was not quite satisfactory.

4.2 Over a hundred letters were issued to various manufacturers enquiring about their capacities for production of mine safety equipment, their expansion programmes and their requirements for raw material. Personal discussions were also held by the Secretary with some of them. Considerable correspondence was also made with the Development Wing of the Government of India, Ministry of Commerce and Industry, in connection with this aspect of the problem.

4.3 The Secretary <sup>also</sup> held a discussion with the Deputy Chief Controller of Imports and Exports, Calcutta in connection with the problems attending import of equipment.

4.4 At the second and third meetings, the data obtained as above were studied and discussed. The Secretary was then directed to draft out a report which was considered by the Committee at its fourth meeting. The report was finalised and signed at the fifth meeting of the Committee held on 15th February, 1961.

4.5 Shri V.M. Sundara Rajan, Member, could not attend any meeting of the Committee due to other preoccupations and the long distance to be travelled. This report is therefore not signed by him. However, he kept in constant touch with the work of the Committee and is in full agreement with the Report and with our recommendations.

## II. GENERAL CONSIDERATIONS

5. Every mine requires certain machinery and other equipment and material to run it, the type and quantity depending upon a large number of factors including, in the main, size of unit, nature of deposit, depth of workings, degree of mechanisation. All these factors are so diverse and often unpredictable that it is extremely difficult to assess the requirements of mines still to be opened, to any degree of accuracy. All that is possible is to make 'an inspired guess'. The guess is of course based on a number of assumptions; these are mentioned in the body of the report at appropriate places.) It is therefore to be stressed at the very beginning that all assessments made in this report are to be considered with this background in view.

6. Many times of machinery and equipment used in mining operations are required mainly or solely for ensuring safety of work-~~ers~~ persons. These are directly specified or indirectly referred to in the codes of regulations and rules made under the Mines Act. By virtue of its very terms of reference, the Committee has confined itself to only safety equipment and material. Lists of these items are given in Appendix A (Coal Mines) and Appendix B (Metalliferous Mines).

### 'Capital Equipment' and 'Consumable Material'

7. A perusal of these lists would show that mine safety equipment and material can be classified broadly into those items which are consumed from day to day (i.e. Consumable Material) and those which are provided only once - or, more correctly, only at infrequent intervals (i.e. Capital Equipment). Practice cloth, incombustible, dust, miners' boots etc. fall in the former category while most machines can be taken to fall in the latter category.

### Spares

8. Machines and other similar equipment require occasional replacement of parts; and easy availability of spares of the right specifications forms an important aspect of the whole problem. Spares are required not only for the machinery still to be installed but also for the machinery already in use in the industry. In fact for some time to come, the main requirements of spares would be in respect of machinery already installed in the past - most of which is of foreign make.

### Assessment made by Coal Council

9.1 This Committee recalls that the Committee on Production and Preparation (of the Coal Council) had, in 1959, constituted a Sub-Committee with composition and terms of reference as given in Appendix C, to assess the requirements of both the coal and the metalliferous mining industries, for mining machinery and equipment for the IIIrd Five year Plan. The Sub-Committee had not been able to make any recommendations either in respect of the requirements of metalliferous mining industry or about the existing and required manufacturing capacities in the country. It had thus confined itself to drawing up a list of mining machinery and equipment required by the coal mining industry.

9.2 In respect of coal mining industry, the Sub-Committee had thought it better to fix two standard units of production, one for underground mining and another for opencast mining; and to make an assessment separately for each of these units. It had for this purpose decided upon a unit of one million ton annual production of coal from underground mining (from four mines, each producing about 20,000 tons of coal per

month) and a unit of 2.5 to 3 million ton annual production of coal from opencast mining. The assessment arrived at by the Sub-Committee, as amended by the parent Committee on Production and Preparation, is attached as Appendix D (Mining Machinery and Equipment for Underground Mining) and Appendix E (Mining Machinery and Equipment for Opencast Mining).

10. The items included in the assessment lists mentioned above include many items of safety equipment as well. As this assessment was made after full consideration of all the factors involved, this Committee decided to accept the same, subject to marginal changes considered necessary as a result of the information received in reply to the questionnaires issued to mine managements. In case of the remaining items, the Committee has made its own assessment.

Approximate Price and Life of Safety Equipment

11. Approximate price of some items of safety equipment and material (and other life in use) is given in Appendix F.

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### III. REQUIREMENTS OF COAL MINES

12. The requirements of coal mines for safety equipment worked out in accordance with the procedure laid down in para 10 above are given in Appendix G (for a standard unit of one million ton annual production from underground working) and Appendix H (for a standard unit of one million ton annual production from opencast workings). As may be seen, underground workings in gassy mines have maximum requirements for safety equipment, while the requirements of opencast mines are only nominal. These assessments are to be read with the following explanatory notes:

#### Explanatory Notes

13.1 The current practice in all countries is to use only EQS. type of explosives (in preference even to 'Permitted' explosives) in gassy mines. Also, despite great improvements in the development of safe explosives for use in mines, ignitions and explosions from this cause continue to occur, special efforts are now being made to develop other methods of breaking coal. Carbox and Hydrox are examples of substitutes which were developed decades back and whose use in gassy mines is now fast extending. Among the newly developed substitutes, mentioned may be made of the 'ARR Breaker'. For the sake of safer mining it is necessary that the use of such substitutes is actively encouraged - by permitting liberal imports, to start with. Later on, when the demand of a particular equipment increases arrangement would be made for its manufacture in the country.

13.2 The estimates in respect of FLP motors are exclusive of such motors as are fitted as integral parts of mining machinery such as coal-cutting machines, drills etc.

13.3 The Coal Mines Regulations require all suspension gear to be replaced at 10-year intervals.

13.4 Regarding winding and haulage equipment, it is to be kept in mind that most of the production from underground mines in the public sector during the IIIrd Plan period is likely to come from 'incline-mines'. Also most of the new underground mines in the Public sector are being laid out for using machinery of track-less type - so that conveyors, and not haulages would be used for transport of coal. On the other hand, most of the extra production in the private sector is likely to come from the expansion of existing units which are mostly 'shaft-mines', and make extensive use of rope haulages. The requirements listed in Appendices G & H are average estimates, based on these vital differences in the nature of mining development in the public and private sectors.

13.5 Due to non-availability of timber of the right quality, it may be necessary in the near future for the mining industry to start thinking about using the more costly steel-support. The use of such support would, for obvious technical reasons, remain confined (at the beginning at least) to the thinner seams and the 'longwall' type of working faces.

13.6 Pumps and pipes are not items of safety equipment in the strictest sense, but are included in our lists as they are vitally connected with the danger of inundation. Pipe ranges are also required in mines in large quantities to transport water for alaying coal dust.

13.7.1 In due course, it is expected that all mines, whether gassy or not, would switch over to the use of

electric gas lamps for the sake of providing better lighting.

13.7.2 As regards flame safety lamps, besides officials and operators of electrical machinery, one tenth of all face-workers in gassy mines would also have to be supplied with the same (according to one of the important recommendations of the Safety in Mines Conference).

13.8 Though at present all rescue apparatus is maintained at the Central Mine Rescue Stations, it is felt that, in the early future, such equipment may also have to be kept at many more 'sub-stations' sited all over the underground mining areas.

Assumptions

14.1 To project the unit standards of requirements laid down in Appendices G and H into future annual requirements, it is necessary to assume output figures for each year of the IIIrd Plan period, so as to reach the target figure of 97 million tons in 1965-66. Assuming :

- (i) that, of the 97 million tons coal output in 1965-66, as much as 24 million tons (about 25%) would be from opencast workings compared to about 17% at present;
- (ii) that almost two-thirds of the additional output from underground workings would come from gassy mines; and
- (iii) that the demand for safety equipment for new mines opened every year would be practically uniform over the next five years;

We arrive at the following figures:

Table I. Assumed Annual Outputs for the IIIrd Five Year Plan Period

	Actual Output - 1960	Expected Output				
		1961	1962	1963	1964	1965
1. Opencast Mines	8.8	12	15	18	21	24
2. Underground non-gassy mines.	28.4	31	33	35	37	39
3. Underground gassy mines	14.4	18	22	26	30	34
Total	51.6	61	70	79	88	97

\*Provisional figures.

Table II. Assumed increase over the previous year's output

	(Million tons)						
	Achieved*	1960	1961	1962	1963	1964	1965
1. Opencast Mines	1.4		3	3	3	3	3
2.a Underground nongassy mines	2.9		2	2	2	2	2
2.b Underground gassy mines	0.3		4	4	4	4	4

\*Provisional figures

14.2 Production of lignite is expected to increase from 0.4 million tons in 1960 to 5.5 million tons in 1965-66. Whole of this output is expected to come from opencast workings.

14.3 The production of crude petroleum in India is also expected to go up from about 0.4 million tons in 1960 to about 3 million tons in 1965-66. Whole of this production is expected to come from oil-wells, for which requirements of safety equipment are quite small and consist mainly of fire fighting and 'first aid' equipment

15. In calculating the future total annual requirements, it has been further assumed that itmes of 'capital equipment' would be required one year ahead of production (some of these, like winding equipment, suspension gear etc. would in fact be required 2-3 years ahead), while itmes of consumable material would be required during the year of production itself.

Total Annual Requirements

16. The fit res for safety equipment and material required by coal mines (including lignite mines) arrived at as a result of the above assumptions, are consolidated in Appendix I.

.....



IV. REQUIREMENTS OF METALLIFEROUS MINES

17. The assessment of requirements of metalliferous mines for the IIIrd Five Year Plan is still more difficult as over 40 types of ores and minerals are produced in India (resulting in a very diverse variety of working conditions) and as the targets for production of these minerals for 1965-66 have not yet been fixed. A reply received from the Planning Commission to a request for information in this connection made in January 1961, is placed at Appendix J.

Assumptions

18.1 The Committee was thus left to make its own estimates for future production of various ores and minerals. Assuming a general two-fold increase over the next years, with the exceptions that:

(i) production of manganese ore and limestone etc. would increase practically three-fold to meet the large rise of demand from the steel plants and cement factories etc; and

(ii) production of gold and mica would remain more or less at the present levels (most of the mica is produced for world consumption, India supplying about 80% of the total world demand);

we get the following targets for the IIIrd Five Year Plan:

Mineral (Production Unit given in parenthesis)	1960		Estimated Production in 1965-66	Remarks
	Employment (000's)*	Production**		
Manganese Ore (m.tonne)	58.7	1.15	3.5	Mainly open cast worki
Iron Ore (m. tonne).	56.2	10.7	32.	All open- cast worki
Limestone, Dolomite & Gypsum (m.tonne).	47.3	13.3	35.	-do-
@Mica (1000 tonne)	32.5	28.8	30	Mostly under ground min
Gold (1000 Kg.)	16.5	5.0	5.0	From four large under ground min No expan- sion envisaged.
Copper Ore (M.tonne)	4.5	0.5	1.0	From under ground mine
Magnesite (m.tonne).	5.4	0.15	0.3)	
Chromite ( -do- )	2.2	0.10	0.2)	
Bauxite ( -do- )	2.2	0.36	0.7)	Mostly
FireClay ( -do- )	2.3	0.26	0.5)	opencast
Chinaclyd ( -do- )	5.3	0.25	0.5)	workings
Steatite ( -do- )	2.3	0.06	0.1)	-do -

\*Based pro rata on 1959 figures, and not actuals.

\*\*Provisional figures supplied by Indian Bureau of Mines @ 1959 figures.

18.2 Except for gold ore, copper ore, some atomic minerals and mica, and about 10% of manganese ore, almost the whole production of the above ores and minerals would come from opencast mines. Also in view of the nature of underground workings in metalliferous mines, it would be seen that their requirements for safety equipment also would be marginal except for ventilating, winding and fire-st-aid equipment.

18.3 In preparing the estimate for total requirements of metalliferous mines, it has been further assumed that, on an average;

- (i) the equivalent of only 2-3 new underground metalliferous mines (employing 500-1500 persons each) would be opened annually during the next 5 years and that most of these would be comparatively shallow; and
- (ii) the annual increase of production of ores and minerals from opencast workings during the IIIrd Plan period would be of the order of 8-9 million tons.

#### Requirements

19. Proceeding on the same basis as in the case of coal mines, the figures for safety equipment and material required by metalliferous mines work out as given in Appendix K (for a unit of one million ton of ore and minerals by opencast methods) and Appendix L (Total Annual Requirements).

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V.7 INDIGENOUS MANUFACTURE

20. It goes without saying that it should be our aim to become completely self-sufficient as regards requirements of safety machinery and equipment for a basic industry like mining. The only exceptions are items whose manufacture is highly specialised or whose demand is not sufficient for economic production within the country. Appendix M gives the total estimated annual requirements of the mining industry for different items of Safety Equipment & Material for the year 1961 and 1965.

21. Despite considerable correspondence (and, in some cases, also discussions) with the various Manufacturers and with the Development Wing of the Ministry of Commerce and Industry, it has not been possible for the Committee to obtain anything like a complete picture of the various schemes for indigenous manufacture of extremely difficult to obtain proper data for raw material requirements for such manufacture. However, whatever information was collected, is consolidated below;

'Permitted' explosives etc.

22.1.1 Messrs. Imperial Chemical Industries (India) Private Ltd. have started a subsidiary, Messrs Indian Explosives Ltd. to manufacture explosives in India. Their factory, which is located at Gomia in the Bokaro Kargali Coalfield in Hazaribagh district in the State of Bihar, is at present designed to manufacture only non-permitted explosives of the gelatinous type. Since the start of production in November 1958, the following quantities have been manufactured:

1958	....	219 short tons
1959	.....	3,780 short tons
1960	.....	6,500 short tons

The designed capacity of the Gomia plant is 5,000 short tons of gelatines (non-permitted) per year. As may be seen from the production figures given above, this capacity has already been exceeded.

22.1.2 It must be mentioned here however that, besides mining purposes, large quantities of explosives are also required for other uses - mainly by the defence services and civil engineering authorities. For the sake of comparison it may be mentioned that during the one-year period from October, 1958 to September, 1960, a total of 10,000 short tons of high explosives were sold by ICI in India, out of which only 7,500 short tons were supplied to regular mining customers. Out of this, 'permitteds' amounted to 2,366 short tons (including 630 short tons of Eqs type explosives)

22.1.3 Arrangements are already in hand to increase the production capacity of the Gomia plant to 15,000 short tons per year of gelatines and powders (including Permitted and Eqs types) and Ammonium Nitrate - based explosives, by 1962-63.

22.2 Arrangements should also be made for the indigenous manufacture of detonators (including electric detonators), shotfiring cable and, if possible, exploders and exploder batteries.

22.3 Attention may also be invited here to the need, in course of time, for indigenous manufacture of 'substitutes for explosives' for use in gassy coal mines - see para 13.1 above.

Flame-proff Equipment

23. According to information sent on 10th January 1961, Messrs. Heavy Electrical Ltd. Bhopal (a Government of India undertaking) are considering the manufacture of the following electrical plant (including FLP equipment) for the mining industry:

- (a) Switchgear suitable for 3300 volts and 400 volts.
- (b) Induction Motors and Control gear.
- (c) Gateend Boxes etc.

The Heavy Electricals have stated that the \*production programme for each itme has to be planned on the requirements, and we ourselves are seeking information about the country's demand for such equipment". The earliest delivery that can at present promise is by 1963.

23.2 Messrs. Kirloskar Electrical Co. Ltd. (of Post Box 1017, Bangalore-3) are already manufacturing an FLP motor (fan-cooled) of 10 h.p., 1500 r.p.m. rating in Frame FQB-180b - which has already passed all test for motors for Group I and II gases according to BSS 299. The complete range of FLP motors, all fancooled, proposed to be manufactured by this company (in technical collaboration with Merr's. Bruch Electrical and Engineering Co., of U.K.) is given below:

Frame	Rating (h.p)			
	2 Pole	4 Pole	6 Pole	8 Pole
FQB-112b	2.2	1.5	1.1	--
FQB-132b	5.5	3.7	2.2	1.5
FQB-160b	11	7.5	5.5	3.7
FQB-180b	18.5	15	10	7.5
FTQB-1	25	22	18.5	15
FTQB-2	45	37	30	22
FTQB-3	65	55	45	30
FTQB-4	--	75	55	37

The company propose to manufacture 100 units upto frame FQB-180, during 1961. During the next two years, they intend to gradually develop the remaining larger frames. The exapnsiion programme is scheduled to be completed by 1963 when they expect to be manufacturing FLP motors upto 100 h.p. sizes.

The Company also state that, with their present capacity, they can manufacture 400,000 h.p. of Induction motors, mainly of non-FLP type.

23.3 Messrs. Elmechs & Collieres Private Ltd. (of 36 B.K. Shaw Market, 23 Canning Street, Calcutta-10) have indicated that they propose to manufacture:

- (a) FLP Air Circuit Breakers (upto 100 amps)
- (b) FLP Mining Bells and Transformers; and
- (c) FLP Cable Glands and Joint Boxes.

They have, however, not yet finalised their programme of manufacture.

23.4 Messrs. Siemens Engineering & Manufacturing Company of India-private Ltd. (of G.P.O. Box No. 715, 24 Chittaranjan Avenue, Calcutta-12) have indicated that their associates, Messrs. Bharat Bijlee of Bombay, have a licence agreement with Messrs. Siemens Schuckertwerke A.G., Erlangen, West Germany for progressive manufacture of motors (including FLP motors) and transformers according to Siemen's designs. Their motors would be of the 'spiral cage' type, and will initially be of 5, 10, 20 and 50 h.p. sizes. They will be of the fan-cooled type and will have a synchronous speed of 1500 r.p.m. The company hope that these motors will be available in the market towards the middle of 1960. They have, however, not yet finalised the middle of 1960. They have, however, not yet finalised the scheduled quantities to be manufactured.

24.5 Messrs. Kilburn & Company-Private Ltd. (of Post Box No. 61, 2 Fairlie Place, Calcutta-1) have already started manufacturing FLP switch-gear of the following types:-

- (a) Oil Circuit Breakers upto 100 amps.
- (b) Oil-immersed Starters upto 55 h.p.,  
at 550 volts.
- (c) Air-break Contractor type Starters upto 10 h.p.

In their next manufacturing programme, the company propose to manufacture FLP Oil Circuit Breakers upto 300 amps. and Starters upto 125 h.p. They expect to be able to deliver even higher ranges by March, 1961.

23.6 Messrs. Meameco Private Ltd. (of Post Box No. 33, Dhanbad), have the following equipment on their programme of manufacture:

- (a) FLP switch-gear
- (b) FLP Controllers
- (c) FLP Transformers upto 10 kva  
(medium pressure to low pressure).
- (d) FLP Signalling Equipment.
- (e) FLP Resistances.
- (f) Earth Leakage Protective Apparatus
- (g) Core Balance Transformers.

This list merely represents a tentative programme and a firm decision would be taken by the company only after a survey of the demand has been completed.

23.7 Messrs. Martin Burn Ltd. have also indicated their intention to start manufacturing FLP equipment in India. They too have, however, not yet finalised their plans in this connection.

23.8 Messrs. English Electrical Company Ltd. (of Post Box No. 2224, D3 Gillander House, 8 Netaji Subhas Road, Calcutta-1) and Messrs. Groves, Cotton and Parkinson Private Ltd. (of Post Box No. 166, 4 Mission Row Extension, Calcutta-1) do not, as yet, have any plans to manufacture FLP equipment in India.

23.9 It would be pertinent to point out here that though most of the electrical equipment already in use in mines is of 550 volts, equipment of this voltage is not on the manufacturing programme of Heavy Electricals. Mention may also be made here of the fact that, in many countries, the range of medium voltage has now been extended to about 1100 volts. Intending manufacturers of FLP electrical equipment in India might therefore keep this development in mind.

23.10 It has not been possible for the Committee to collect any information about the programme of manufacture of electrical cables (of both armoured and trailing types) in India.

### Winding Equipment

24.1.1 Messrs. Heavy Engineering Corporation Ltd. (Coal Mines Machinery Project) Durgapur have the following items of safety equipment under this heading of their manufacturing programme:

- |                  |     |                   |
|------------------|-----|-------------------|
| (a) Safety Hooks | ... | 100 per car       |
| (b) Keps         | ... | 24 sets per years |

They expect to make this equipment available in the market by the end of 1963.

In addition, they would also be manufacturing a number of Automatic Contrivances, Continuous Speed Recorders and Depth Recorders for the winding engines manufactured by them. They will, however, not manufacture any rope capps.

24.1.2 Messrs. Meanco Private Ltd. (of Post Box No. 33, Dhanb) have the following items of safety equipment relating to winding on their manufacturing programme:

- (a) ROPE Capps
- (b) Safety Hooks
- (c) Distribution Plates
- (d) Chains & D-links.
- (e) Automatic Contrivances
- (f) Depth Recorders
- (g) Keps

The above list merely indicates a tentative programme and the company would take a firm decision only after a survey of demand has been completed.

24.1.3 Messrs. Kilburn & Co. Private Ltd. (of 2, Fairlie Place, Calcutta-1) shortly expect to start full-scale manufacture of rope capps. A proto-type has already passed the necessary tests etc. carried out in the presence of the Government authorities concerned.

### Chains

24.2 An enquiry from the various manufacturers of chains and links in India has elicited the following information:

24.2.1 Messrs. Indian Link-Chain Manufacture Ltd. (of Bombay-Agra Road, Bhandup, Bombay-78) already have facilities for making steel chains upto  $\frac{1}{2}$ " diam. They shortly intend to instal machinery for the manufacture of chains upto  $\frac{13}{16}$ " diam. Their installed capacity at present is for 480 tons of chains per year, and this is expected to go upto 780 tons per year with the completion of their expansion programme. Production in 1959 was 137 tons.

24.2.2 Messrs. Ashok Steel Chains Manufacturing Co. (of 6 Sewree Cross Road, Bombay-15) are manufacturing electrically-welded M.S. chains (made on automatic bending machines and butt-welded on automatic welding machines) in sizes 1/8" diam to 3/4"-diam. Over this size and upto 1 1/4" diam, they hand-forged the chains and arcweld the links. Their installed capacity is for manufacture of 588 tons per year.

24.2.3 It would appear from the information received that the indigenous chains are not yet suitable, as regards size as well as quality, for use in mine suspension gear - on which depend the lives of hundreds of thousands of persons going underground daily.

Annealing facilities

24.3 It is necessary that all suspension gear should be properly annealed and heat treated at periodic intervals. Proper facilities for this purpose should therefore be provided in mining areas. An enquiry from the engineering concerns in the coalfield areas has elicited the following information:

24.3.1 Messrs. Barakar Engineering & Foundry Works Ltd. (of Nirshachati, District Dhanbad) and Messrs Geo Miller & Co. Private Ltd. (of 7 Hastings Street, Post Box No. 564, Calcutta) do not have the necessary arrangements for undertaking this type of work.

24.3.2 Messrs. Indian Iron & Steel Co. Ltd. have indicated that, though at present they do not have spare facilities for annealing, they may be in a position to undertake such work in future. Messrs. Kumardhubi Engineering Works Ltd. (of Kumardhubi District Dhanbad) may also be able to undertake this work if the demand is adequate.

24.3.3. Messrs. Ekra Engineering Wokrs (of O.O. Bansjora District Dhanbad) claim to be in a position to take up jobs of annealing suspension gear, as also Messrs. Balmer Lawrie and Co. Ltd. (of Grand Truck Road, West, Asansol).

24.3.4 Messrs. Kilburn & Co. Private Ltd. (of 2 Fairlie Place, Calcutta) have arrangements for annealing cage suspension gear at a leading Calcutta workshop. In fact, they have already carried out this work on behalf of several coal companies.

Telephones etc.

25. The sole responsibility for meeting all requirements for telephones in India (including mining type telephones) is that of Messrs. Indian Telephone Industries Ltd. Duravaninagar, O.O. Bangalore. An enquiry from this concern has elicited the information that they have not yet included mining type telephones in their production programmes, but that they do intend to do so in the near future. In the meanwhile, all demands for mining type telephones referred to them are being met by imports. The following orders were placed with them during the past three years for different types of mining telephones:

Type	1957-58	1958-59	1959-60
(i) J.L 11600 Magneto Mining Telephones	15	..	..
(ii) J.L.11601 Magneto Mining Telephones	10	74	225
(iii) No.2974-A Magneto Mining Telephones	..	52	50

## Haulage Equipment

26.1 Safety equipment under this heading includes haulage rope cappings, haulage clips and intercoupled runaway switches and stop blocks, etc. All of these are of easy manufacture and are in fact already being made in mine workshops.

26.2.1 Another item under this heading is fireresistant conveyor belting, Messrs. Goodyear Tyre & Rubber Co. of India have been able to produce 'Neoprene' conveyor belting to US Bureau of Mines specifications, whose use has already been approved by the Chief Inspector of Mines in non-gassy mines (as well as in gassy mines until suitable PVC type fire-resistant belting is manufactured in the country). The belting can be produced in widths ranging from 12" to 48" with 3 to 7 plies, and with the thickness of top and pulley covers ranging from 3/64" to 1/4".

26.2.2 Messrs. Asbestos, Magnesia & Friction Materials Limited (of 7 Hasting Street, Calcutta-1) also intend to make PVC-coated conveyor belting in India.

## Wire Ropes

27. Information regarding the capacity for manufacturing wire ropes in India has been received only from two firms. In this connection, it may perhaps be mentioned that wire ropes are needed for several non-mining uses also, including shipping and wherever cranes and heavy earth-moving machinery is used. <sup>Indigenous</sup> steel ropes have already been in use in the country for nearly three years, mainly by non-mining users. In mining, their use upto now has been restricted to haulage purposes and to non-manwinding shafts.

27.1 Messrs. J.K. Steel Ltd. (of 7 Council House Street, Calcutta) have an installed capacity of 3,000 tons of wire ropes per year on two-shift basis. After completion of their proposed expansion programme, this would increase to 6,000 tons per year. Their production in 1958-59 was 650 tons and in 1959-60 955 tons.

The necessary raw material i.e. high carbon wire rod is being imported by them, since it is not at present manufactured in India.

27.2. Messrs. National Rolling & Steel Ropes Ltd. (of Nicco House, 1&2 Hare Street, Calcutta-1) have an installed capacity for manufacturing 2,000 tons of wire ropes of various sizes and types per year, and this is expected to go up to about 3,000 tons per year on completion of their expansion programme. Their production for the past three years has ranged between 1,000 tons and 1,500 tons per year.

The necessary raw material i.e. high carbon wire rod of various carbon ranged (from 0.45% to 0.80%) is being imported. The company also import high tensile galvanised wire for the construction of galvanised ropes for want of galvanising facilities at their works.

27.3 The requirement of mining industry for manila ropes is not large, and can easily be met from reliable indigenous sources.



### Mine Support

28.1 The annual requirement of the mining industry for prop withdrawers is only about 250 per year. This item is of quite easy make and could therefore be manufactured indigenously by any of the large engineering workshops in India.

28.2 The industry required large quantities of timber, mainly for purposes of supporting strata. For this purpose it is necessary that the (props' used be straight and thick, and of uniform section. The material being made available to the mining industry is, however, of much poorer quality. It would therefore appear necessary for this matter to be brought to the notice of appropriate Central and State government departments so that action is taken to see that timber of the right quality and in the required quantities is made available to the mining industry.

28.3 In view of the difficult timber position it may become necessary, in due course, to change over to steel mine supports. By the time this happens, however, sufficient steel is expected to be made within the country to meet all requirement.

### Pumps etc.

29.1 Small pumps are already being made within the country. It is necessary, however, that the range of indigenous manufacture is increased to include the large capacity pumps required by the mining industry.

29.2 Most requirements of the mining industry for small diameter and low pressure pipes are already being met from indigenous sources. Pipes about 5" diam. are however still not being manufactured in sufficient quantities, while there is no indigenous production at all of pipes suitable for withstanding high pressures.

### Lighting Equipment

30.3.1 Oldham electrical cap lamps are already being manufactured in India at the Madras factory of Messrs. Oldham & Sons (India) Private Ltd. of 5 McLean Street, Madras-1. At present, the firm are manufacturing 3,000 cap lamps (plus 2,500 to 3,000 spare batteries) on a single-shift basis. The company have indicated that equipment is already installed in their factory for stepping up production to 4,000 cap lamps per month on single-shift basis - provided import of necessary components for the same is permitted. The number of cap lamps manufactured at this factory since its inception is given below:

1954-55	...	1,711
1955-56	..	2,013
1956-57	..	9,199
1957-58	..	11,974
1958-59	..	12,776
1959-60	..	20,908

30.1.3 The manufacture is under a progressive manufacturing scheme and about 85% of components (by value) are already being, being manufactured within the country. A list of items still imported is given in Appendix N-A.

30.1.4 Appendices N-B and N-C give, respectively, the estimated production of spare parts for 1960-61 and the quantity of spare parts actually manufactured during the period 1954-60.

30.2 The mining industry required about 5,000 flame safety lamps annually in the foreseeable future. The quantity appears large enough to justify the manufacture of such lamps in India under license. Facilities are also required for the manufacture of the fairly large quantities of spares (mainly wire gauzes and glasses) required for the 30,000 flame safety lamps already in use in mines. In this connection, it may perhaps be mentioned that Messrs. Elmechs & Colliers Private Ltd. (of 23, Canning Street, Calcutta-) have indicated their interest in manufacturing spare parts for safety lamps.

### Ventilation Equipment

31.1.1 Messrs. Heavy Engineering Corporation Ltd. (Coal Mines Machinery Project) of Durgapur have the following types of fans on their manufacturing programme:

- (a) Main fans for circulating  
2,266 to 2,832 cu.m/min.  
of air at 2.54 to 3.81 cm.  
water gauge .. .. 20 per year
- (b) Main fans for circulating  
4,248 to 7,080 cu.m/min.  
of air at 3.81 to 6.35 cm.  
of water gauge .. .. 30 per year
- (c) 7.5 h.p. Booster Fans .. .. 50 per year
- (d) 5 h.p. Booster Fans .. .. 50 per year

These fans are expected to be available in the market by the end of 1963.

31.1.2 Messrs. Meameco Private Ltd. (of Post Box 33, Dhanbad) have also indicated that their tentative programme of manufacture includes mine fans and water gauges. A firm decision for such manufacture by them would, however, be taken only after a survey of demand has been completed.

31.1.3 Messrs. Keymer Bagshawe & Co. (India) Private Ltd. (of 22 Strand Road, Post Box No. 399, Calcutta-1) are already manufacturing axial flow fans at their Rishra Works. The firm has experience since 1939 of manufacturing centrifugal and propeller type fans in India for non-mining uses, and they now intend to enter the mining market. They claim that they are in a position to manufacture axial flow fans of large diameters and high capacities. Their fans, however, are still to be tried under mining conditions.

Uptil now the company have manufactured only 6-8 axial flow fans for surface use. They state however that they are in a position to supply 40-50 such fans per year with their existing plant.

The company can also supply small cases axial flow fans (of 19" dia. and above), with direct-coupled motors, for underground use.

### Fire-resistant Brattice Cloth etc.

31.2.1 The present requirements of the mining industry for fire-resistant brattice cloth is of the order of 300,000 yards per year; and this is likely to increase nearly two-fold during the next five years. In addition, about 100,000 yards of

flexible air ducting is required at present; and this requirement too is likely to double in five years' time.

31.2. The absence of any standard specifications for fire-resistant brattice cloth is coming in the way of hessian cloth manufacturers starting the manufacture of such cloth. This matter has since been referred to the Indian Standard Institution.

After considerable experimentation, on suggestions made by the ICI technical department, Messrs. Bengal Coal Co. Ltd. have chosen the following solution for 'fire-proofing' hessian cloth to meet the test requirements laid down in SMRE Report No. 81.

(For 100 gallons of water)

Amm. Di-hydrogen Phosphate	..	100 lbs.
Amm. Sulphate	..	40 lbs.
Amm. Chloride	..	30 lbs.
Boric Acid	..	26 lbs.
Borax	..	16 lbs.
Lissapol D Paste	..	2 lbs.

Copper salt is added as preservative. The fire-proofing is adversely affected by leaching but, on the other hand, wet hessian cloth would not apparently catch fire easily.

A summary of some existing specifications relating to fire-proofing of textiles in general (and not specifically for hessian cloth) supplied by the India Jute Mills Association Research Institute (17-Taratola Road, Calcutta-27) is given in Appendix O-A. A note on Fire-proofing Jute (based on a British Trade Research Association Patent) supplied by the Indian Central Jute Committee (4 Hastings Street, Calcutta-1) is also attached as Appendix O-B.

31.2.3. In the meanwhile, several firms have indicated their interest in undertaking manufacture of fire-resistant brattice cloth. These include:

- ) Messrs. East India Rubber Works Private Ltd.,  
161 Chhittranjan Avenue, Calcutta-7;
- ) Messrs. Goodyear Tyre & Rubber Co. Private Ltd.,  
(Post Box No. 2670, G.P.O.)209, Lower Circular  
Road, Calcutta-17; and
- ) The Jute Mill department of Messrs. Andrew  
Yule & co. Ltd.

Messrs. L. Harley & Co. Ltd. (of 5 Delhi-Serampore Road, Entally, Post Box No. 7811, Calcutta) already manufacture fire-retarding brattice cloth (to their own specifications and standards) for supply to mining users. They claim that the brattice cloth manufactured by them "can stand a 3" blue flame of a Bunsen burner and the cloth does not flare up but only chars away, that is, turns into ash". Their annual capacity for production at present is about 150,000 yards and, during the past three years, they have produced an average of 60,000 yards annually.

They however state that two of the chemicals required namely, Sulphate of Ammonia and Pospos No. 1 (and ICI product) are not easily available. The latter has in fact to be imported.

31.3 It has not been possible for the Committee to obtain information about indigenous capacity for manufacturing items like gas analysing apparatus, methanometers, anemometers and hygrometers etc. As many be seen from Appendix M, however the requirements of the mining industry for these equipments is not large - so that unless they are also required by some other users in the country, they will perhaps have to continue to be imported from abroad.

Equipment for Dust Control,  
Fire-Fighting & Rescue etc.

32.1 Adequate manufacturing facilities exist within the country for the manufacture of fire extinguishers and other fire-fighting equipment. (See Appendix P - which is based on information furnished by the Development Wing).

32.2 The annual requirements for Rescue Apparatus is not very large and, therefore, it would perhaps be necessary for this equipment also to continue to be imported for some time.

32.3 The present requirements of the mining industry for incombustible dust (for treating the roadways in coal mines against the explosion hazard) is about 40,000 tons per year; and this is expected to rise to about 80,000 tons per in five years' time. The specifications for this dust, as laid down in the Coal Mines Regulations, 1957 are given below:

"The dust shall be:

- (i) free from any material containing injurious free silica;
- (ii) of such fines and character that it is readily dispersable into the air and that, when used in places which are not directly wetted by water from the strata it does not cake but is dispersed into the air when blown upon with the mouth or by a suitable appliances; and
- (iii) as far as practicable, light in colour."

Suitable limestone and gypsum, which are usually used for such purposes in other countries, are not yet available in the country in adequate quantities. Messrs. Indian Patent Stone Co. (Private) Limited (of 55 Canal East Road, Calcutta-10) have however indicated that they are in a position to supply about 20-30,000 tons of materials meeting the above specifications, every year. The reference is probably to sludge from paper mills.

Protective Equipment

33.1 The manufacture of miners' helmets is in the production programme of many companies, including the following:

- (a) Messrs. Indian Carboard Industries Ltd. (Managing Agents, Messrs. Kilburn & Co. Private Limited) 2, Fairlie Place, Post Box No. 61, Calcutta. They expect shortly to be able to produce about 1500 helmets per month on single-shift basis.

- (b) Messrs. Mine Service Corporation, Murgasal, Asansol. They are at present selling Duraloy safety helmets made by a plastic manufacturer in Calcutta to their design. The present installed capacity is 15,000 helmets per year and this can conveniently be doubled. Manufacture at the rate of 500 helmets per month was started in November 1960. The helmets are made from special rigid PVC which is imported from U.K.
- (c) Messrs. Supreme Industries Ltd., Wadala, Bombay-31. They have not yet finalised their programme of manufacture.
- (d) Messrs. Dominion Plastics Industries, Chowpatty Chambers, Bombay-7.
- (e) Messrs. Bird & Company Private Ltd., 1, Indian Exchange Place, Calcutta-1.

In this connection, It may perhaps be mentioned that only Heavy Duty helmets (to specifications laid down in BSS 2826:1957) are considered suitable for use in mines.

33.2 Adequate capacity for manufacturing miners' boots already exists in the country. Other items of protective equipment required by the mining industry can also be manufactured to specifications laid down.

#### Medical Equipment

34. Facilities exist within the country for manufacture of all requirements of the mining industry for ambulance vans and first aid kits. It is, however, advisable if the likely requirements of the mining industry are brought to the notice of the manufacturers so as to enable them to design and produce equipment to suit mining conditions.

#### Survey Equipment

35. Theodolites, dials and levels are already being manufactured within the country, but upto now, the quality of the equipment is not very high. Till the quality of indigenously-made equipment improves, it would be necessary to continue importing survey instrument made by reputable manufacturers abroad.

36. As may be seen from above, there are many items of mine safety equipment which are either not being manufactured in the country at all or whose manufacture is still inadequate - either in respect of quality or of quantity, or both. It is therefore necessary that proper arrangements should be made within the country for the manufacture, to the desired quality and in the required quantities, of all our requirements of mine safety equipment and material - subject, of course, to the limitations mentioned in para 20 above.

## VI. THE PROBLEM OF SPARES

37.1 After a particular machinery or equipment has been installed and has been in use, it starts requiring repairs and replacement of certain parts after some time. For ensuring continued operation and usefulness of such machinery, it is necessary that the replacement is made properly and in time for any delay in such replacement would mean keeping the whole machine or equipment out of use. And more often than not, the part required may be quite a small one, costing only a fraction of the price of the whole machine. Mining machinery is usually a rather costly one and, for its continued satisfactory operation, it should be ensured that spare parts of the right quality are readily available to the users.

37.2 The problem of spares is faced by every mine which has been in operation for a few years but, the older a piece of machinery, the greater is its dependence on spare parts. 'Spares' are thus vital not only to increased production but also to the maintenance of existing production levels.

38. As we have seen above, ready availability of spares of the right quality is essential to the working of any machinery. In respect of safety equipment and machinery, however, they are absolutely indispensable. Thus, if a haulage engine requires a spare part, the part could perhaps be turned out the local workshop and used till the proper replacement has been received. But if, say, a safety lamp gauze needs replacement, only a gauze of the approved design and make can be used. And till such a gauze can be obtained, the whole lamp becomes unsafe and has to be kept out of use.

### Most spares to be imported

39. Most machines and other safety equipment used at present in mines are of foreign manufacture. In many cases, the various parts are of proprietary design and should necessarily have to be imported. In the greater interests of safety (as well as of production), it is necessary therefore that liberal facilities are provided for timely import of necessary spare parts in adequate quantities. Foreign exchange spent on spares is, for obvious reasons, better utilised than that spent in purchasing new complete equipment.

### Indigenous manufacture of Spares

40.1 In the meanwhile, avenues must be explored for the indigenous manufacture of suitable spare parts of mine safety machinery and equipment. This can be done satisfactorily only in the case of standardised equipment and in case of parts whose requirements are fairly high. Here also, it must be kept in mind that safety equipment is not only likely to be of proprietary design but may also be subject to statutory approval. In such cases, the foreign manufacturers of the equipment would have to be persuaded to make arrangements (in collaboration, if necessary, with some existing manufacturing units in India) for the manufacture of suitable spare parts in this country. Till then, such parts will have to continue to be imported.

40.2 It also follows from above that, in any programme of indigenous manufacture of safety equipment (or, for that matter, of any machinery and equipment), adequate capacity for manufacturing spare parts should be provided right from the beginning.

## VII. IMPORT OF MINING SAFETY EQUIPMENT

41. As may be apparent from Section V, there is at present a very large gap between the requirements of the mining industry for safety equipment and the indigenous capacity for manufacture. Though this gap is likely to reduce with the passage of time, it will be necessary for us to continue to import mine safety equipment - and necessary spare parts for the same - for quite some time.

42. In order to ensure that safety of persons employed in the most hazardous of peace-time industries is not jeopardised due to non-availability of safety equipment and material, it is vital that the mining industry's requirements for import of safety equipment and of spare parts are met in full and in time. Occasions have not been infrequent in the past when the Mining Industry had had cause for complaint in this respect. Such causes need to be thoroughly investigated and removed.

### Procedure for importing equipment

43. The import policy of the Government of India is laid down, for half-yearly periods, in 'Red Books' governing Import Trade Control Policy. Relevant extracts relating to the procedure to be adopted for obtaining a licence for import are given in Appendix Q (Established Importers) and Appendix R (Actual Users). In short, imports can be made by general dealers for open sale from ready stock. Import licences for this purpose are granted only to 'established importers'. In addition, every 'actual user' can import his requirements after obtaining an Actual user's Licence.

44. For import through established importers, a ceiling is fixed in respect of every item during every licencing period. Import Quota for every established importer is fixed on the basis of past imports made by him. For this purpose, certain basic periods are fixed - different for different items. After all applications for grant of EIL's have been received in the office of the Chief Controller of Imports & Exports, a proportionate quota (for different applicants) is worked out of the total quota that has been fixed in respect of each category for the licencing period concerned.

45.1 Applicants for Actual User's Licence (AULs) are required to apply to the Chief Controller of Imports & Exports with an Essentiality Certificate from a Certifying Authority notified for the purpose. For coal mines, this authority is the Coal Controller and, for other mines, the Indian Bureau of Mines. Under each half-yearly Import Trade Policy, items permissible for licensing to Actual Users are specified. Also, ceilings are fixed separately for complete units and for spares; and AULs are issued as the applications are received, subject to availability of "ceilings".

45.2 Restricted and banned items may also be licensed as a special case in consultation with the Development Wing, if these are not obtainable from imported stocks or from indigenous manufacturers - on production of evidence to that effect.

### Delay in issue of Import Licences

46. One of the main causes for complaint from the mining industry is the alleged delay between the submission of an application and the grant of necessary import licence. It has also been pointed out that, in several cases, applications

are returned and/or rejected on grounds that indigenous sources should be found even after indigenous sources have been thoroughly investigated and local suppliers' original letters stating their inability to supply the material are sent with applications for import licence.

#### Import of equipment manufactured indigenously

47.1 There are many items of mine safety equipment for whose manufacture facilities for manufacture exist within the country. In many cases, however, the delivery times are very long. In some cases, the mines could plan sufficiently ahead so that orders are placed in time with indigenous manufacturers but, in an unpredictable industry like mining, it is not easy to plan ahead in many matters of detail. There have also been occasions of the indigenous manufacturers extending the delivery dates considerably. Also, requirement for certain equipment is likely to arise all on a sudden. In such cases, applications for import should be favourably considered and necessary licences issued after minimum delay.

47.2 There are also cases of equipment (such as pumps, fans etc.) where the range of indigenous production is not wide enough to meet the requirements of the mining industry. In such cases, the fact of existence of indigenous manufacture should not be ground for refusing or delaying an application for import licence.

47.3 On certain equipment like mining suspension gear, the life and safety of persons directly depends. Before the use of such equipment of indigenous make is permitted in mines, it is necessary to ensure that the manufacturing and testing facilities available are adequate and still more vital that proper arrangements are made and followed to keep a check on the continuing quality of production. Till this has been done, i.e. till the quality of indigenous manufacture of these items is ensured beyond doubt, their use in mines should be positively discouraged. Cases have come to the notice of the Committee where applications for import of such equipment have been rejected on grounds that indigenous capacity for manufacture exists - where in fact the quality of such manufacture has still to be established to the satisfaction of safety authorities. This has happened perhaps because the authority entrusted with safe working of mines and with the granting of statutory permission to safety equipment (i.e. the office of the Chief Inspector of Mines) is not consulted during the processing of applications for such import.

47.4 Much valuable time and energy is apt to be wasted when an application for the import of an item is rejected on the plea that endeavours should be made to obtain the same from indigenous sources when the article is not made in India in the size or type ranges required, or when, in case of items of vital importance, the quality of indigenous goods has not yet been established. It is also necessary that consideration is given not only to the capacity of an indigenous manufacturer to produce a certain item, but also to this ability to deliver the goods in time. Where indigenous manufacturers are heavily overbooked, import licences should not be rejected. As prompt use/replacement of safety equipment is very necessary in the interest of human lives engaged in a very hazardous industry, it would appear necessary for applications for import of mine safety equipment to be given top priority.



Certifying Authority  
For Mine Safety Equipment

48: The present certifying authorities for mining equipment are, for obvious reasons, not in a position to assess the urgency of the need for particular items of safety equipment and material. Nor are they likely to be fully aware of the quality of indigenous production of such equipment etc. and whether the same is acceptable to the safety authorities. In fact, in certain respects, such as requirements of FLP equipment, they have to collect the necessary information from the Office of the Chief Inspector of Mines. It would thus appear not only logical but also necessary in the interests of safety in mines, that the Office of the Chief Inspector of Mines should be the Certifying Authority for grant of Actual User's licence in respect of Mine Safety Equipment. For the sake of clarity, the items coming under this little may be specified. Appendices A and B may form the basis for drawing up such a list.

Other Difficulties.

49.1 Instances have also been pointed out where the import authorities have rejected applications which have been investigated and recommended by the Certifying Authorities. While such cases may be quite few, they are apt to create a rather undesirable impression psychologically.

49.2 Difficulties also arise due to the value of applications being reduced. It is apparent that if the amount allowed in the import licence provides for the import of only part of an equipment or machinery, the import is not of such use to the actual user.

50. A further difficulty is faced by the smaller mines who require only limited quantities of spares and equipment. Considerable time is taken up by these mines having to apply for import of only a few items of equipment; and it could therefore be of assistance if the ceilings for EILs could be increased to cover small indents of this nature.

Spare Parts

51.1 Equally if not more important is the case of spare parts. Their vital importance to the maintenance of safe conditions in mines has been explained in Section VI. Spares can at present be obtained only through AULs. By the very nature of the procedure involved, this is a time-consuming process - and in the meanwhile safety (and thereby production too) is likely to suffer.

51.2 The present system of obtaining spares only through AULs is not only unsatisfactory because of the delays involved but, in actual practice, also results in a larger use of foreign exchange. Because it is necessary for each user to have all spares readily available, the same spare is apt to be stocked by a larger number of parties, and thus in much larger quantities, than would be the case if the part concerned were available from open sale. The demand for spare parts is also likely to be inflated. In addition is the likelihood of spares required by one party being stocked by another party which does not actually need it but all the same has to hold on to it.

51.3 After considerable thought, the Committee consider that the best solution for the problem is to permit larger import of spare parts by Established Importers, so that spares are readily available in open sale at proper prices. To minimise malpractice only reliable firms (such as the authorised agents in India of foreign manufacturers) may be given this facility.

51.4 Of course, the first spares which are usually supplied with the new equipment itself should continue to be supplied as hitherto.

### Import Trade Policy

52.1 In short, it is vital to the safety and life of persons employed in mines to ensure that the mining industry's requirements for import of safety equipment and material (and particularly spare parts and replacements) are met in full. In particular, separate and liberal import ceilings should be fixed in respect of Mine Safety Equipment and spares, so that safety of men working in one of the most dangerous industries is not jeopardised.

52.2 In respect of safety material and equipment which is not manufactured in India, or in respect of which all their requirements cannot be met from indigenous sources (such as safety explosive wire ropes etc.), adequate quotas should be allowed to Established Importers so that they may be able to supply requirements of mines as and when required, and also carry reasonable stocks of spares.

52.3 There are certain items of mine safety equipment (like exploder batteries, gas-indicator tubes etc) which have only a limited useful life after the date of manufacture. With the present system of 6-month import licences, actual users have to use up a licence soon after obtaining the same - whether they need the equipment or not, for fear of the licence becoming time-barred. The period of import-licences for such items should be at least one year so that the item can be imported just when required by circumstances.

53. The British Mining Equipment Export Association of 32 Victoria Street, London S.W.1. can be of assistance in connection with import of mine safety equipment from the United Kingdom.

VIII. MINE SAFETY EQUIPMENT ADVISORY BOARD

54. As would be clear from the foregoing, the problem of making available to the mining industry all the equipment and material necessary for its safe working involves a number of diverse factors. On the one hand it is necessary to ensure that in the various schemes for industrial development of the country, due place and priority is given to the manufacture of mine safety equipment and material. On the other hand it is equally vital that the requirements of the such equipment as are not manufactured within the country, are met speedily and in full through imports.

55. Both these aspects are very closely related, and need to be kept under constant review. The committee is of the view that this work should be entrusted to a specially constituted standing Mine Safety Equipment Advisory Board. While the exact constitution of this Board may be decided by the Central Government, the Committee considers it necessary for such a Board to have high-level representatives from:

- (i) The office of the Chief Inspector of Mines;
- (ii) The Development Wing;
- (iii) The office of the Chief Controller of Imports and Exports;
- (iv) Mine Owners (Private Sector);
- (v) Mine Owners (Public Sector);
- (vi) Mine managers; and
- (vii) Mine workers.

The Board should function under Chairmanship of the Chief Inspector of Mines, and may have an Officer of his office as Secretary. It may also be given powers to co-opt other members.

56. The Board may be required, in respect of mine safety equipment and material -

- (a) to make annual assessments of future requirements;
- (b) to keep track of the progress of indigenous production;
- (c) to review the position regarding import; and

generally to advise on the availability of mine safety equipment.

IX. MISCELLANEOUS

57. Before closing this report, the Committee would like to place on record their great appreciation of the valuable services rendered to the Committee by their Secretary, Shri G.S. Marwaha. The heavy work of collecting all the necessary data, and of drafting the report, fell on him but, despite his other whole-time duties, he performed this work in a very thorough and creditable manner.

Sd/- G.S. JABBI	Chairman
Sd/- K.S.R. CHARI	Member
Sd/- K.K. WELSH	Member
Sd/- B.H. ENGINEER	Member
Sd/- R.N. SHARMA	Member

Sd/- G.S. MARWAHA      Secretary

Dhanbad  
The 15th February, 1961.

LIST OF SAFETY EQUIPMENT AND MATERIAL  
(COAL MINES)

	<u>Items of Capital Equipment</u>	<u>Items of consumable material</u>
1. Explosives	Approved Exploders.	Permitted and Eqs. Explosives.
2. FLP equipment etc.	Motors Switchgear. Transformers Armoured Cables. Telephonic and Signalling equipment	Shotfiring Cables. Trailing Cables. Signalling Cables.
3. Winding	Safety Hooks. Distribution plates. Chains, D-Links.  Automatic Contrivances. Continuous Speed Recorders Depth Recorders. Keps.	
4. Haulage	Inter-coupled run-away switches & stop blocks.	Fire-resistant Conveyor belting.
5. Wire Ropes etc	Rope Cappels	Guide Rope. Winding Rope. Haulage Rope Flexible Rope
6. Mine Support	Prop Withdrawers	Tiber. Steel for Mine Support.
7. Pump & Watering	Pumps Pipes.	Alkathene Pipes.
8. Lighting etc.	Fixed lamps. Electric Cap L mps. Flame Safety Lamps.	...
9. Ventilation	Mine Fans. Continuous-recording Water Gauges. Continuous Speed Recorders.  Anemometers & Hygrometers etc. Gas Analysing Apparatus.	Fire-resistant Brattice Cloth. Air Ducting. Gas-Indicator tubes (colorimetric)
10. Dust Control, Fire-fighting & Rescue etc.	Self-contained Breathing Apparatus. Resuscitating Apparatus. High Pressue Pumps Gas masks. Fire-Extinguishers. Fire Pumps (Trolley-mounted) Ball Mills.	Incumbustible dust.
11. Protective Equipment	Safety Belts & Accessories.	Hard Hats. Miners' Boots.
12. Medical Equipment	Ambulance Vans	--
13. Surveying equipment	Theodolities. Miners' Dials. Dumpy Levels. Accessories.	... ...

LIST OF SAFETY EQUIPMENT AND MATERIAL  
(METALLIFEROUS MINES)

<u>Items of Capital Equipment</u>	<u>Items of consumable material</u>
1. Communications. Telephonic & Signalling Equipment.	.....
2. Winding Equipment Safety Hooks. Distribution plates. Chains, D-Links.  Automatic contrivances. Continuous Speed Recorders. Depth Recorders. Keps.	.....
3. Haulage Equipment. Inter-coupled run-away switches & stop-blocks.	Fire-resistant Conve belting.
4. Wire Ropes etc. Rope Cappels	Guide Rope Winding Rope Haulage Rope Flexible Rope
5. Mine Support. Prop Withdrawers.	Timber Steel for Mine Support
6. Pumps Pumps Pipes.	
7. Lighting etc. Fixed Lamps Portable lamps. (Carbide, electric cap etc)	.....
8. Ventilation. Mine Fans. Continuous-recording Water Gauges. Continuous Speed Recorders. Anemometers & Hygrometers etc. Gas Analysing Appratus. Self-contained Breathing Apparatus.	Fire-resistant Brattice Cloth Air Ducting. Gas-indictor tubes (Colorimetric)
9. Fire-fighting & Rescue etc. Fire Extinguishers Fire Pumps (trolley-mounted).	.....
10. Protective Equipment. Dust Masks; Respirators.	Safety Belts and Assessories. Hard Hats. Miners' Boots. Eye-shields, Gloves, Leg-guards etc.
11. Medical Ambulance Vans	First Aid kits.
12. Surveying Equipment. Theodolities. Miners' Dials. Dumpy levels. Accessories.	.....

SUB-COMMITTEE  
(OF THE PRODUCTION AND PREPARATION COMMITTEE OF THE  
COAL COUNCIL OF INDIA)

ON THE REQUIREMENTS FOR MINING MACHINERY AND EQUIPMENT  
DURING THE THIRD FIVE YEAR PLAN

COMPOSITION

Chairman

1. Shri B.K. Ghosh Deputy Coal Controller (Production)

Members

2. Shri S.S. Grewal Chief Inspector of Mines.  
3. Shri B.R. Tooley Chief of Planning Section,  
National Coal Development Corporation.  
4. Shri H.R. Dewan Director, Indian Bureau of Mines  
5. Shri K.J. Welsh Representing Indian Mining  
6. Shri S.C. Ghosh Association,  
7. Shri S.N. Mullick Representing Indian Mining Federation.  
8. Shri B.C. Shah Representing Indian Colliery Owners'  
Association.

Secretary

9. Shri S.S. Garga Secretary to the Coal Controller.

TERMS OF REFERENCE

- (1) To draw up a complete list of mining machinery and equipment, and to indicate the items which should be fabricated and manufactured in the country;
- (2) To examine the existing manufacturing capacity in the country of each of the items of machinery & equipment and to estimate additional annual production capacity required for each item taking into account.
  - (a) a tentative target of production of 100 million tons in the Third Five Year Plan period;
  - (b) the number of new and fully mechanised mines that may be opened; and
  - (c) the possibility of an increased degree of mechanisation in the existing mines.

...

ASSESSMENT MADE BY COAL COUNCIL SUB-COMMITTEE IN RESPECT OF  
REQUIREMENTS OF UNDERGROUND MINING MACHINERY AND EQUIPMENT

FOR A STANDARD UNIT OF  
ONE MILLION TON ANNUAL PRODUCTION

(Comprising four Collieries)

<u>ITEM</u>	<u>NUMBER</u>	<u>EXPLANATORY NOTES</u>
1. <u>Coal-Cutters</u>		
a) Coal-Cutters FLP	30	Allowance has been made for spare coal-cutters and gate-end boxes to allow for break-downs and overhauls.
b) Gate End Boxes	45	
2. Loaders.	12	The fact that expansion in the public as well as the private sector will demand this item has been taken into account. Adjustments can be made between these sectors for actual requirements.
3. <u>Conveyors.</u>		
a) Chain Conveyors	60	The demand for this will not be great in the private sector.
c) Belt Conveyors	22	Allowance has been made for the expected increase in the demand from the private sector and for the new collieries, and also for replacement and mechanisation of old collieries. Belt Conveyors will be required by various other industries also.
4. Locomotives	4	This low figures has been estimated taking into account the use of endless haulage in lieu.
5. <u>Haulages and Clips</u>		
(a) Endless Haulages	8	Allowance has been made for replacement and also for the requirements of new mines.
(b) Direct Haulages	12	Assumption has been made that coal seams would be of normal gradients and that ordinary 40 cft. coal tubs would be used.
(c) Rope clips	16	
6. <u>Electric Winders, cages winding pulleys &amp; head gear structures</u>		
(a) Electric Winders	8	The size of the winding engine will depend on the depth of shaft and amount of coal to be wound.
(b) Headgears	8	Assessment made in conformity with the requirements of winding engines.
(c) Pulleys.	20	
(d) Cages	20	



<u>ITEM</u>	<u>NUMBER</u>	<u>EXPLANATORY NOTES</u>
7. Main mine ventilating fans with motors.	5	During the next 3 or 4 years, fans will be required in increasing numbers. The motors to be used with the mine fans should be of synchronous type for power factor improvement.
8. Booster fans	12	
9. <u>Pumps</u>		
(a) Main pumps (Large capacity)	12	
(b) Dip Pumps	16	
(c) Face pumps	32	
10. Crushers	8	Crushers will be required for various uses in addition to crushing material for stowing e.g., crushing coal to size. The old mines may also require some crushers.
11. Ball Mills.	10.	Assumption has been made that some dusting will be introduced more and more in mines in the near future.
12. Sand pumps with separators and slushers	16	A large number of sand pumps is likely to be required during the Third Five Year Plan as extraction of coking coal in the Jharia field will increase and the sand supply schemes of Coal Board will be implemented.  (100 set of internal replacement parts should be provided for every 1 m. tons of coal).
13. <u>Suspension Gear.</u>		
(a) Safety hooks	22	
(b) Suspension chain sets.	25	Use of manganese steel for cage suspension gear is recommended.
(c) Rope cappels.	25	
(d) Bell Boxes	20	
14. Cage keps (Sets)	8	
15. <u>Steel props and pit prop withdrawers</u>		
(a) Steel props.	50	
(b) Pit Prop Withdrawers	80	
16. <u>Drills, Drill, bits etc.</u>		
(a) Coal Drills (Electric)	45	
(b) Coal drill bits	2000	
(c) Drill Rods	100	

<u>ITEM</u>	<u>NUMBER</u>	<u>EXPLANATORY NOTES</u>
17. <u>Air Compressors &amp; Dock drills.</u>		
(a) Air Compressors	8	Will be required for new shafts, quarrying and workshops etc., and also for coal mining where pneumatic picks are used.
(b) Compressed air drills (complete with rods & 2 bits per drill).	80	
18. Equipment for Preventing winding and over speeding.	12	
19. <u>Switch gear F.L.P.</u>		
(a) H.T. switches FLP (oil-immersed).	33	
(b) L.T. Switches ELP. (oil-immersed).	45	
(c) Air break switches FLP	60	
20. <u>Transformers, motors</u>		
(a) H.T. Power Transformers	4	
(b) Mining type Transformers	8	
(c) Industrial type Transformers	8	
(d) Drilling transformers FLP	48	
(e) Lighting transformers FLP	20	
(f) Motors	200	75% (or 150) FLP
21. Screens.	5	
22. Vibrations	4	
23. <u>Ropes</u>		
(a) Non-spin winding ropes (1", 1-1/8", and 1 1/4")	14,000 ft.	
(b) Guide ropes	35,000 ft.	
(c) Haulage ropes (1/2" to 1")	160,000 ft.	
(d) Flexible ropes	200,000 ft.	
24. <u>Safety Lamps -</u>		
(a) Electric Cap Lamps	5,000	
(b) Oil Lamps	800	
25. <u>Cables</u>		
(a) PILC DWA Cables	60,000 ft.	
(b) Training Cables for coal-cutting machines	14,000 ft.	
(c) Training cables for drills	34,000 ft.	

<u>ITEM</u>	<u>NUMBER</u>	<u>EXPLANATORY NOTES</u>
26. Rails and Joists	-	Indigenous capacity exists.
27. <u>Mines Cars, tipplers</u> <u>tub wheels and axes</u>		
(a) Mine Cars (with tapped toller bearings.	4,000	
(b) Coal tubs	1,000	
(c) Tub wheels	2,000	
28. <u>Piples Fittings</u>		
M.S. Piples 8 "	2,000 ft.	
7 "	2,200 ft.	
6 "	8,000 ft.	
5 "	7,000 ft.	
4 "	30,000 ft.	
3 "	30,000 ft.	
2 "	20,000 ft.	
1 "	20,000 ft.	
$\frac{3}{4}$ "	30,000 ft.	
$\frac{1}{2}$ "	30,000 ft.	
29. <u>Methanometers, Anemometers,</u> <u>Automatic recorders, other</u> <u>meters and gauges</u>		
(a) Methanometers	12	
(b) Water Gauges (auto- matic recording)	12	
30. Workshop Equipment		Assessed separately- list not attached here.
31. <u>Underground lighting</u> <u>units for faces</u>	600	
32. <u>Mine Safety Equipment</u>		
(a) Self-contained Breathing Apparatus	100	
(b) Resucitating Apparatus	20	
(c) High Pressure gas pumps	5	
(d) Hard hats	4,000	
(e) Fire-fighting equipment	50	
(f) Hose pipe	6,000 ft.	
(g) Gas masks	10	
(h) Gas analysis apparatus	2	

<u>ITEM</u>	<u>NUMBER</u>	<u>EXPLANATORY NOTES</u>
33. <u>Underground Bells and Telephones.</u> (Signalling equipments).		
(a) Telephone cables	4,000 ft.	
(b) Signalling Bells (Intrinsically safe)	100	
(c) Telephones (Intrinsically safe).	100	
(d) Shaft signalling equipments	10 sets	
34. <u>Survey Instruments</u>		
(a) Miners' dials.	2.	
(b) Theodolites	8	
(c) Dumpy levels	5	
35. <u>Shot-firing apparatus</u> (approved type)		
(a) Single-shot	20	
(b) Multi-shot	20	
36. Spare parts	15% on tonnage basis	
37. Wegith-bridges	4	

ASSESSMENT MADE BY COAL COUNCIL SUB-COMMITTEE IN RESPECT OF  
REQUIREMENTS OF OPENCAST MINING MACHINERY AND EQUIPMENT

FOR A STANDARD UNIT OF 2.5 TO 3 MILLION TONS  
ANNUAL PRODUCTION

<u>ITEM</u>	<u>NUMBERS</u>
1. 25 cyd. Dragline	1
2. 15 cyd. Dragline	1
3. 6/8 cys. Shovel	5
4. 4 cyd. Shovel	3
5. Dumper Shovel	60
6. Dumpers	21
7. Crawler tractor dozers	15
8. Wheel type dozers	6
9. Rotary blast hole drills	9
10. Rotay coal drills	6
11. Motor graders	3
12. Road rollers	3
13. 40 ton bottom dumpers	28
14. Towing units for item 13 above	12
15. 30/40 ton cranes	3
16. 5 ton wrecker crances	3
17. Pneumatic jack-hammers and picks	30
18. Scrapers with towing units	6
19. Low-bed trailers	3
20. 250/300 cft. compressors (portable	6
21. Jeeps	9
22. Pick-ups	6
23. 5 ton Trucks	12
24. Pumps (100 ghm capacity, with 200 ft. and 400 ft. heads).	12
25. Flexible non-spin galvanised ro;e ( $\frac{3}{4}$ " to $1\frac{1}{2}$ diam)	4,00,000 ft.
26. Spares for the II and III Plan machinery including shovel and dragline teeth	25% by weigh.

APPROXIMATE PRICE AND LIFE OF SOME ITEMS OF  
SAFETY EQUIPMENT AND MATERIAL

<u>Explosives etc.</u>	<u>Approximate price</u>	<u>Approximate life</u>
High explosives	Rs. 1.60 to Rs. 1.75 per lb.	
Detonators	Rs. 450 to Rs. 475 per 1000	
Exploders	Rs. 250 for single shot Rs. 725 for six shot  A 6-shot exploder battery costs about Rs. 100 when brought out by sea	
<u>Cables</u>		
Armoured cable	Rs. 6 per ft. (for 0.04" size)	7 years
Trailing cable (coalcutting machine)	Rs. 15-16 per ft.	2 years
Trailing cable (drills)	Rs. 5 per fet.	2 years
Shotfiring cable	--	5-7 years
<u>Communications</u>		
Telephones	Rs. 600 per telephone	3 years
Dells	Rs. 200 each. A well transformer costs about Rs.400/-	
<u>Winding equipment</u>		
Suspension gear	About Rs. 3,000 per cage	10 years (Statutory)
Automatic Contrivance	Rs. 80,000	
<u>Conveyors</u>		
PVC belting	About Rs. 26 per ft. (for 26" wide belt).	18 months
Belt joints	About Rs. 54 per box	
<u>Ropes</u>		
Guide Rope	From Rs. 2.36 per ft (for 1" size to Rs. 3.04 per ft. (for 1 1/4" size)	5 years
Winding Rope	From Rs. 3.03 per ft. (for 1" size) to Rs. 4.35 ft. (for 1 1/4 size)	3 1/2 years (Statutory)
Haulage Rope	From Rs. 0.91 per ft. (for 5/8" size) Rs. 1.08 per ft. (for 3/4" size) to Rs. 1.59 per ft. (for 7/8" size).	
Flexible Rope	From Rs. 0.70 per ft. (for 1/2" size) Rs. 1.11 per ft. (for 5/8" size) to Rs. 1.44 per ft. (for 3/4" size)	

<u>Explosives etc.</u>	<u>Approximate price</u>	<u>Approximate life</u>
Elec. Cap Lamp	Rs. 155-160 each	Head pice : 5 years Cable and Batteries: 18 months Bulbs: 3 months
Flame Safety Lamp	Rs. 70-75 each	
Flame Safety Lamp gauzes	...	1 years
Flame Safety Lamp glazzes	....	2 years (on the average)
<u>Ventilation equipment</u>		
Flexible air duct.	Rs. 8/- per ft.	
Brattice cloth	Rs. 105 per 100 yds.	
Anemometer	Rs. 700 each	
Whirling hygrometer	Rs. 200 each	
<u>Dust and Fire-fighting Equipment</u>		
Incombustible dust	Rs. 80-100 per ton.	
Fire Extinguisher	Rs. 400 each	
Alkathene pipe	Rs. 2.17 per metre ( $\frac{3}{4}$ " size)	2 years
<u>Protective Equipment</u>		
Safety Belt		5 years in underground mines, 2 years in opencast mines
Hard Hat	Rs. 12-15 each	5 years
Miners' Boot	Rs. 18-25 each	1 years
<u>Medical</u>		
Ambulance Vans	--	10 years
Station First Aid Kit	--	4 years
Officials' FA Kit	Rs. 36-30	2 years

FLP COST OF SAFETY EQUIPMENT & MATERIAL  
FOR A UNIT OF ONE MILLION TON ANNUAL COAL OUTPUT  
( UNDERGROUND WORKINGS )  
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APPENDIX 1

	Capital equipment	Consumable Material
<u>1. Permitted Explosives etc.</u>	Exploders : Single-shot .... 20	Permitted explosives .... 50 tons
	Multi-shot .... 20	Egc. explosives .... 60 tons
		Electric Detonators(all types) 0.5 million
		Shotfiring cable .... 50,000 metres
Substitutes		Multi-shot Explodar batteries 60
<u>2. FLP Equipment</u>	FLP Motors(of different h.p.) ... 150	Cables : Armoured ... 45,000 ft.
	Gate-end boxes ... 40	Trailing(for c.c. machines).. 10,000 ft.
	Switchgear:H.T.Oil-immersed ... 33	Trailing(for drills)30,000 ft.
	U.T.Oil-immersed ... 45	Telephone ... 4,000 ft.
	Air break ... 60	
	Transformers:Mining type(Power)... 8	
	Drill type ... 40	
	Lighting ... 20	
	FLP Lighting fittings ... 400	
	Telephones(Intrinsically safe) ... 60	
	Shaft signalling equipment ... 8	
	Signal bells(Intrinsically safe).. 50	
	with transformer ... 50	
	Cable vulcanisers ... 4	
<u>3. Winding Equipment</u>	Safety Hooks ... 10 sets(for two	
	Distribution plates ... eages each).	
	D-Links etc. ...	
	Chains(about 1" diam.) ... 1,000 ft.	



	Capital equipment		Consumable Material	
5. (Contd)	Keps	.... 10		
	Automatic Contrivances	... 10		
	Depth Recorders.	... 10		
	Continuous Speed Recorders	... 15		
	( including for fans)			
4. <u>Haulage equipment</u>	Haulage clips	... 32	Fire-resistant Conveyor Belting	50,000 ft.
	Inter-coupled runaway Switches and stop blocks.	... 12		
5. <u>Wire Ropes etc.</u>	Winding Rope Cappel	... 20	Guide Ropes	35,000 ft.
	Haulage Rope Cappel	... 20	Winding Ropes	14,000 ft.
			Haulage Ropes.	160,000 ft.
			Flexible Ropes	200,000 ft.
6. <u>Mine Support</u>	Prop Withdrawers	... 40	...	7500 tons.
				50 tons.
7. <u>Pumps &amp; Watering</u>	Pump : Main	... 12	Alkathene Pipes	20,000 ft.
	Dip	... 16		
	Face	... 32		
	Pipes: 5" - 8"	... 20,000 ft.		
	2" - 4"	... 70,000 ft.		
	1/2" - 1"	... 60,000 ft.		
8. <u>Lighting</u>	For FLP light fittings, see item 2.		Cap Lamp Batteries	3000
	Electric Cap lamps	... 5000	Cap Lamp Bulbs	20,000
			Safety lamp guazes	800
	Oil Safety lamps.	... 800	Safety lamp glasses	400

	Capital equipment		Consumable Material
9. <u>Ventilation</u>	Main Fans	... 5	Fire-retarding Brattice Cloth .. 10,000 yds.
	Booster Fans	... 5	Flexible air ducting .. 5,000 yds.
	Face Fans	... 25	Gas-indicator tubes .. Emergency equipment
	Continous Recording Water guages.	.. 12	Requirement can ot be estimated.
	Methanometers	... 12	
	Gas analysis apparatus	... 5	
	Anemometers	... 12	
	Hygrometers. ....	... 12	
10. <u>Dust Control, Firefighting and Rescue Equipment</u>	Ball Mills	... 4	Incombustible dust ... .. 2,000 tons
	Fire extinguishers (of different types)	... 100	Fire-Hose .. 6,000 ft.
	Self-Contained fire pumps	... 5	
	Breathing apparatus	... 12	
	Rescuitating apparatus	... 5	
	High-Pressure Gas pumps	... 1	
11. <u>Protective Equipment</u>	Safety Belts & Accessories.	... 15	Hard Hats ... .. 5,000
			Miners' Boots .. 5,000
12. <u>Medical</u>	Ambulance Vans	...	Station First Aid Kits. ... .. 100
			Officials' First Aid Kits.. .. 250
13. <u>Surveying</u>	Theodolites	... 5	Plus other surveying and plotting equipment.
	Miners' Dials	... 10	
	Dumpy Levels	... 5	

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REQUIREMENTS OF MINE SAFETY EQUIPMENT & MATERIAL  
FOR A UNIT OF ONE MILLION TON ANNUAL COAL OUTPUT  
 ( OPENCAST WORKINGS )

Capital Equipment				Consumable Material	
1. <u>Wire Ropes etc.</u>				Haulage Ropes	20,000 ft.
				Flexible Ropes	20,000 ft.
2. <u>Fire-fighting etc.</u>	Fire extinguishers	...	25	Hose Pipe	1,000 ft.
	Fire Pumps etc	...	2		
3. <u>Protective Equipment</u>				Safety Belts	50
				Manilla ropes	50,000 ft.
				Hard Hats	500
				Miners' Boots	500
4. <u>Medical</u>	Ambulance Van	...	1	Station First Aid Kits ..	20
				Officials First Aid Kits..	150
5. <u>Surveying</u>	Theodolites	...	1		
	Dials	...	4		
	Dumpy Levels	...	2		

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ESTIMATED ANNUAL REQUIREMENTS OF COAL MINES  
FOR SAFETY EQUIPMENT AND MATERIAL.  
(1961 and 1965)

	1961			1965			REMARKS	
	For new mines opened during the year	For old mines	Total	For new mines opened during the year	For old mines	Total		
	1	2	3	4	5	6	7	8
<b>1. Permitted Explosives etc. (in respect of gassy mines only):</b>								
Permitted explosives(tons ... ..	...	...	900	...	...	1700)	*	
Sq S.explosives (tons) ... ..	...	...	1,080	...	...	2040)		
Elec.Detonators(millions) ... ..	...	...	90	...	...	170		
Shotfiring Cable (million metres)..	...	...	9	...	...	17		
<u>Approved Exploders:</u>								
Single-shot	...	...	80	...	...	80		
Multi-shot	...	...	80	...	...	80		
Multi-shot Exploder batteries			1,080			2040	@	
<b>2. FLP Equipment(for gassy mines only, except where otherwise stated)</b>								
FLP motors	...	...	600	...	...	600		
Gate and boxes	...	...	160	...	...	160		
<u>Switchgear:</u>								
H.T.Oil immersed	...	...	132	...	...	132		
L.T.Oil immersed	...	...	180	...	...	180		
Air break type	...	...	240	...	...	240		
<u>Transformers:</u>								
Mining type	...	...	32	...	...	32		
Drill type	...	...	160	...	...	160		
Lighting	...	...	80	...	...	180		
FLP light fittings	...	...	1600	...	...	1600		
Telephones(Intrinsically safe; as well as ordinary mining type for use in non-gassy mines)	360	240	600	360	1440	1800		
Shaft Signalling equipment(Sets).	48	20	68	48	68	106		Assuming 5 yr.
Signalling Bells (Intrinsically safe, as well as ordinary-mining type for use in non-gassy mines)	300	120	420	300	420	720		-do-

\* In addition, about 3500 tons(in 1961, rising to 4300-tons in 1966) of permitted high explosives would be required for non-gassy mines(excluding the requirements of open cast mines) plus detonators and shotfiring cable for the same.

@ The actual demand may be smaller, due to the expected use of continental type (battery-less) multi-shot exploders.

.(Contd.....)

	1	2	3	4	5	6	7
<u>Cables (in 1000 ft):</u> (for all underground mines)							
Armoured	270	260	530	270	390	660	
Trailing (C.C. Machines).	60	200	260	60	580	640	
Trailing (drills)	180	600	780	180	1740	1920	
Telephone	24	24	48	24	36	60	
Cable vulcanisers			24			24	
<u>3. Winding equipment:</u>							
Winding Rope Cappelcs	120	90*	210	120	120	240	*At present th. are about 560 shafts deeper than 45 metres in coal mines.
Safety Hooks	120	90	210	120	120	240	
Distribution Plates	120	90	210	120	120	240	
Chains(1000 ft).	6	4.5	10.5	6	6	12	
Keps (sets)	60	45	105	60	60	120	
Automatic Contrivances	60	45**	105	60	60	120	**At present there are 100 shafts deeper than 150 metres Many of these are still to be fitted with automatic contrivances.
Depth Recorders	60	45	105	60	60	120	
Continuous Speed Recorders (including for fans).	90	70	160	90	90	180	
<u>4. Haulage equipment:</u>							
Haulage rope capels	170	180	350	170	270	440	Made locally
Haulage clips	216	216	532	216	532	748	
Intercoupled runway switches & stop blocks	...	...	90	...	...	90	
Fire-resistant Conveyor belting (1000 ft)	200	75 <sup>o</sup>	325	200	300	500	Assuming that only 2/3 of the additional underground output would be conveyed
<u>5. Wire Ropes</u>							
Guide Rope (1000 ft)	210	210	420	210	420	630	
Winding Rope(1000 ft)	84	126	210	84	252	336	
Haulage Rope(million ft)	0.97	6.88	7.85	0.97	11.20	12.17	
Flexible Rope( " )	1.2	2.2	3.4	1.2	7.0	8.2	
5A. Manila Rope (1000 ft)	15	25	40	15	100	115	
<u>6. Mine Supports:</u>							
Prop Withdrawers	240	...	240	240	...	240	
Timber (1000 tons)	...	...	345	...	...	500	
Steel Supports (tons)	...	...	50	...	...	500	

<sup>o</sup> About 60,000 ft. of belt conveyors are in use at present.

(Contd....)

	2	3	4	5	6	7
<u>Pumps etc.</u>						
Main Pumps	72	28	100	72	42	116
Dip Pumps	96	48	144	96	96	192
Face Pumps	192	96	288	192	192	384
Pipes 5" - 8" (1000 ft)	120	60	180	120	120	240
2" - 4" (1000 ft)	420	210	630	420	420	840
1/2" - 1" (1000 ft)	360	180	540	360	360	720
Alkathene Pipes (1000 ft)	120	400	520	120	600	720
<u>8. Lighting:</u>						
E Elec. Cap Lamps (1000's)	30	50*	80	30	80	110 *including 30,000
Cap lamp batteries (do)	...	...	70	...	...	250 every year
Cap Lamp bulbs (-do-)	...	...	480	...	...	1700 for supply
Lamp Gauzes (-do-)	...	...	30	...	...	50 to exist-
Lamp Glasses (-do-)	...	...	15	...	...	25 ing non-
Oil Safety Lamp (-do-)	4.8	...	4.8	4.8	...	4.8 gassy mines.
<u>9. Ventilation:</u>						
Main Fans	...	...	30	...	...	30
Booster Fans	...	...	30	...	...	30
Face Fans	...	...	150	...	...	150
Flexible air ducting (1000 yds)	30	60	90	30	180	210
Fire-resistant Brattice cloth (1000yds)	60	260	320	60	180	210
Continuous recording	...	...	...	...	...	...
Water gauges	...	...	72	...	...	72
Methanometers	72	28	100	72	100	172
Gas Analysis Apparatus	...	...	30	...	...	30
Anemometers	...	...	72	...	...	72
Hygrometers	...	...	72	...	...	72
Gas-indicator tubes (Emergency equipment requirements cannot be estimated)	...	...	...	...	...	...
<u>10. Dust Control, Fire-fighting and Rescue equipment:</u>						
Fire Extinguishers	...	...	750	...	...	750
Fire Pumps	...	...	35	...	...	35
Hose Pipes (1000 ft)	36	36	72	36	72	108 Assuming 5 yr. life
Self-contained breathing Apparatus	...	...	72	...	...	72
Resuscitating Apparatus	...	...	30	...	...	30
High Pressure Pumps	...	...	6	...	...	6
Incombustible dust (1000 tons)	...	...	36	...	...	84
<u>11. Protective Equipment:</u>						
Safety Belts etc.	240	360	600	240	1160	1400 ** including 30,000 every year for
Hard Hats (1000's)	32	48**	80	32	80	112 supply to
Miners' Boots (1000's)	32	200	232	32	350	382 existing mines.
<u>12. Medical</u>						
Ambulance Vans	10	5	15	10	8	18 Assuming 10 year life.
Station FA kits	700	990	1690	700	1700	2400 Assuming 4 years life.
Officials' FA kits (1000's)	3.6	9.9	13.5	3.6	17.0	20.6 Assuming 2 yr. life.
<u>13. Surveying:</u>						
Theodolites	33	17	50	33	17	50
Miners' Dials	66	34	100	66	34	100
Dumpy Levels	33	17	50	33	17	50

COPY OF LETTER NO. I & M-25(1)/61 DATED 17th JANAURY 1961 FROM DIRECTOR (MINERAL), PLANNING COMMISSION.

I am directed to refer to your letter No. 1060-62 dated the 9th January 1961 asking for information on the estimated production during 1960 and the target for 1965 in respect of every mineral including coal and petroleum and to say as follows :

Except in the case of coal, lignite and iron ore, targets have not been worked out in respect of other minerals. In regard to petroleum products, on the basis of the discussions in the Working Group on Fuel, an estimate has been made of the demand for the major petroleum products which could be met by 1965-66. In addition the Plan envisages the establishment of a copper smelting plant in the public sector for the production of 10,000 tons of electrolytic copper. The assessment of the mineral raw material requirements for the programme of industrial development envisaged in the Third Plan could not be taken up so far. This work is expected to be done before the plan is finalised, and the information furnished to you as soon it is ready. At the moment therefore we are in a position to furnish only the following information.

	Estimated production in 1960.	Target for 1965-66.
Coal	50 to 51 mil. tons	97 mil. tons.
Iron Ore	about 11 -do-	32 -do-
Crude petroleum	About 0.4 -do-	3 -do-
Lignite.	0.4 -do-	5.5 -do-
Manganese Ore	About 1.8 mil. tons	...
Ilmenite	0.3 -do-	...
Limestone	1.2 -do-	...
Copper Ore	0.5 -do-	...

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REQUIREMENTS OF MINE SAFETY EQUIPMENT AND MATERIAL FOR A UNIT PRODUCING/MILLIONS OF MINERAL ORE ANNUALLY FROM OPENCAST WORKINGS.

(Based on assumption that the large units would be very highly mechanised while the smaller units would be worked manually).

.....

	Capital Equipment		Consumable Material	
1. Wire Ropes etc.	-		Haulage Rope ...	20,000 ft.
			Flexible Rope ...	20,000 ft.
2. Fire-fighting etc.	Fire extinguisher ...	25		
	Fire Pumps etc. ...	2		
3. Protective Equipment.	-		Safety Belts ...	50
			Manila Rope ...	5,000 ft.
			Hard Hats ...	500
			Miners' Boots ...	500
4. Medical.	Ambulance Vans ...	1	Station First Aid Kits ...	20
			Official's First Aid Kits.	150
5. Surveying.	Theodolites ...	1		
	Dials ...	4		
	Dumpy Levels ...	2		

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ESTIMATED ANNUAL REQUIREMENTS OF METALLIFEROUS MINES  
FOR SAFETY EQUIPMENT AND MATERIAL  
(1961 and 1965)

Items 1, 2, 5, 6, 7 and 8 are mainly for underground mines).

	1961			1965			REMARKS
	For new mines opened during the yr.	For old mines.	Total	For new mines opened during the yr.	For old mines.	Total	
	2	3	4	5	6	7	
<b>1. Communications</b>							
Telephones (Mining type)	30	30	60	30	70	100	
Shaft signalling equipment (sets)	4	4	8	4	6	10	
Telephone Cables (1000 ft)	2	2	4	2	2	4	
<b>2. Winding Equipment</b>							
Winding Rope Cappels	5	30*	35	5	40	45	
Safety Hooks	5	30	35	5	40	45	
Distribution Plates	.5	30	35	5	40	45	
Chains (1000 ft)	0.5	3.0	3.5	0.5	4.0	4.5	
Keys (sets)	3	12	15	3	17	30	
Automatic Contrivances	3	3**	6	3	5	8	
Depth Recorders	3	3	6	3	5	8	
Continuous Speed Recorders	3	3	6	3	5	8	
<b>3. Haulage Equipment</b>							
Haulage Rope Cappels	75	50	125	75	75	150	
Haulage Clips	80	60	140	80	80	160	
Intercoupled Runaway Switches and Stop blocks.	50	-	50	50	-	50	
<b>4. Wire Ropes etc.</b>							
@Guide Ropes (1000 ft)	17	23	50	17	33	60	
Winding Ropes (1000ft)	7	43	50	7	53	60	
Haulage Rope (1000 ft)	240	480	720	240	960	1200	
Flexible Rope (1000 ft)	200	400	600	200	800	1000	
4A. Manilla Rope (1000 ft)	40	40	80	40	80	120	
<b>5. Mine Support</b>							
Prop Withdrawers	20	--	20	20	..	20	
Timber (1000 tons)	..	..	50	..	..	60	
Steel Supports (tons)	25	75	100	25	125	150	

\* At present there are 180 vertical shafts (deeper than 45 metres), fitted with winding engines in the metalliferous mines.

\*\*At present there are 35 shafts deeper than 150 metres.

@ Mostly rigid guides are used.

	2	3	4	5	6	7	
<u>6. Pumps etc.</u>							
Main Pumps	6	6	12	6	9	15	
Dip Pumps	8	8	16	8	12	20	
Face Pumps	12	12	24	12	18	30	
Pipes 5"-8" (1000 ft)	10	5	15	10	15	25	
2"-4" ( -do-)	35	15	50	35	20	55	
½"-1" ( -do-)	30	15	45	30	20	50	
Alkathene Pipes (-do-)	5	2	7	5	3	8	
<u>7. Lighting</u>							
Carbide Cap Lamps(1000's)	2	3*	5	2	8*	10	
<u>8. Ventilation</u>							
Main Fans	3	7*	10	3	7	10	*Includes
Face Fans	12	18	30	12	18	30	provision
Flexible Air Duct (1000 yd)	3	17	20	3	27	30	for fitting
Water guages	6	14	20	6	14	20	more fans
Gas analysing apparatus	2	2	4	2	2	4	in existing
Anemometer	6	6	12	6	6	12	mines
Hygrometer	6	6	12	6	6	12	
<u>Fire fighting and Rescue etc.</u>							
Fire extinguishers	...	...	250	...	...	250	
Fire Pumps	...	...	20	...	...	20	
Hose Pipes(1000 ft)	10	10	20	10	15	25	
<u>10. Protective equipment</u>							
Safety Belts etc.	400	1600	2000	400	2400	2800	*Includes
Hard Hats (1000's)	6	9*	15	6	14*	20	provision
Miners' Boots(1000's)	6	9*	15	6	14*	20	for supply
							to miners in
							existing min
<u>11. Medical</u>							
Ambulance Vans	...	...	9	...	...	9	
Station FA Kits.	200	800	1000	200	1000	1200	
Officials' FA Kits (1000's)	1.5	4.5	6.0	1.5	7.5	9.0	
<u>12. Surveying</u>							
Theodolites	10	5	15	10	5	15	
Dials	40	20	60	40	20	60	
Dumpy Levels.	20	10	30	20	10	30	

TOTAL ESTIMATED ANNUAL REQUIREMENTS FOR MINE SAFETY EQUIPMENT AND MATERIAL ( 1961 to 1965 )

( All figures have been rounded off )

	{ In {	rising to {	In {	Remarks.
	{ 1961 {	{	{ 1965 {	
<u>1. Permitted Explosives etc.</u>				
( for gassy mines only )				
Permitted explosives (tons)	900	----	@1700	
Eq S Explosives (tons)	1100	---	@2050	
Electric (copper) Detonators (Millions)	90	---	170	
Shotfiring Cable(m. Mmetres)	9	---	17	
Approved Exploders: Single shot	80	.....	80	
: Multi shot	80	.....	80	
Exploder batteries	1100	-----	2050	
<u>2. FLP Equipment</u>				
(for gassy mines only, except where otherwise indicated)				
FLP motors	600	...	600	
Gate-end boxes	160	...	160	
Switchgear: H.T.Oil immersed	140	...	140	
L.T.Oil immersed	180	...	180	
Air Bred type	240	...	240	
Transformers: Mining type	50	...	50	Suitably adjusted for non-gassy mines.
Drill type	250	...	250	
Lighting	125	...	125	
FLP light fittings	2500	...	2500	"
Telephones	650	-----	1900	"
Shaft signalling equipment	75	----	115	"
Signalling bells	425	----	725	"
Cables (1000 ft.)				
Armoured	530	----	660	"
Trailing(c.c.machines)	260	----	640	"
Trailing(drills)	800	----	1900	"
Telephone	50	----	65	"
Cable Vulcanisers	25	----	25	"

An estimate of additional requirements of other mines is given below:

: High explosives for opencast mines	3600 tons	9600 tons
High explosive for underground mines	4000 tons	5000 tons

plus necessary detonators and cables etc.

In 1961    rising to    In 1965

3. Winding Equipment

Wingh Rope Cappel's.	250	—	300
Safety Hooks	250	—	300
Distribution Plates	250	—	300
Chains (1000 ft.)	14	—	16.5
Keps (sets)	120	—	150
Automatic Contrivances	110	—	130
Depth Recorders	110	—	130
Continuous speed Recorders (including for fans)	166	—	190

4. Haulage Equipment

Haulage Rope Cappel's	475	—	600
Haulage Clips	675	—	900
Intercoupled Runaway Switches and Stopblocks	140	.....	140
Fire-resistant Conveyor belting (1000 ft.)	400	—	600

Suitably adjusted  
for opencast  
mines

5. Wire Ropes etc.

Guide Rope (1000 ft.)	470	—	700
Winding Rope (1000 ft.)	260	—	400
Haulage Rope (mill. ft.)	8.5	—	13.25
Flexible Rope (mill. ft.)	4.0	—	9.25
5A Manila Rope (1000 ft.)	80	—	235

( Contd.....3 )

	In 1961	rising to	In 1965
<b>6. Mine Support</b>			
Prop withdrawers	260	—	260
Timber (1000 tons)	400	—	560
Steel for Support (tons)	150	—	650
<b>7. Lighting</b>			
Main Pumps	110	—	115
Dip Pumps	150	—	200
Fire Pumps	300	—	400
Pipes. 5"-8" (1000 ft.)	200	—	265
2"-4" (1000 ft.)	680	—	900
1/2"-1" (1000 ft.)	500	—	800
Alkathene pipes(1000 ft.)	525	—	725
<b>8. Lighting</b>			
Elec.Cap Lamps (1000's)	85	—	120
Cap Lamp batteries (1000's)	70	—	275
Cap Lamp Bulbs (millions)	0.5	—	1.8
Oil Safety Lamps (1000's)	5	...	5
Safety Lamp Gauzes(1000's)	30	—	50
Safety Lamp Glasses(1000's)	15	—	25
<b>9. Ventilation</b>			
Main Fans	40	...	40
Booster Fans	30	...	30
Face Fans	180	...	180
Flexible air ducting (1000 ft.)	110	—	240
Fire-retarding brattice cloth (1000 yds.)	320	—	540
Continuous-recording Water gauges	95	—	95
Methanometers	100	—	172
Gas analysing apparatus	35	...	35
Anemometers	75	...	75
Hygrometers	75	...	75
Gas-indicator tubes		Emergency equipment - requirement cannot be estimated.	

	In 1961	rising to	In 1965
<u>10. Dust Control, Fire Fighting and Rescue Equipment</u>			
Fire Extinguishers	950	...	950
Fire Pumps.	50	...	50
Hose Pipe (1000 ft.)	95	---	120
Self contained breathing app.	75	...	75
Resuscitating Apparatus	30	...	30
High Pressure Pumps	6	...	6
Incombustible Dust <sup>0</sup> (1000 tons)	36	---	84
<u>11. Protective Equipment</u>			
Safety Belts	2600	---	4200
Hard hats (1000's)	95	---	125
Miners' Boots (1000's)	250	---	400
<u>12. Medical</u>			
Ambulance Vans.	25	...	25
Station FA Kits (1000's)	2.6	---	3.5
Official's FA Kits (1000's)	20	---	30
<u>13. Surveying</u>			
Theodoliter	65	...	65
Miner's Dials	160	...	160
Dumpy Levels	80	...	80

LIST OF ITEMS STILL IMPORTEE  
( BY OLDHAM & SONS. (INDIA) PRIVATE LTD )

For the manufacture of electric safety lamps in India.

<u>Item</u>	<u>Qty. required for</u> <u>a set of 100 lamps</u>	<u>Remarks</u>
<u>Section:1</u>		
Miners' Caplamp with battery: Headpiece Mouldings	100 'C'	Also correct grade mc ding powder not avail- ble in India.
Lens Rings	100 (C'	
Lock Barrels	100 'C'	
Lock Contracts	100 'C' and 'D'	
Switch Knobs	100 'A'	
Switch Blades with 3/16" Screws	100 'B'	
Switch Knob Washers	100 'A'	
Large Bulb Socket Assemblies	100 'A'	
Lock Barrel Wedges	100 'B'	
Headpiece glasses	100	Glass of a special armour type. Not available in Indi
Large Bulb Switch Connections with conical spring & washer	100 'B'	
Large Bulbs 4 volts	100	These are bulbs filled with krypton gas & are of a ty not manufactured in India
Reflectors	100	Efforts at indigenous man ture are affot but no succ ful sample has yet been ture as yet. 'A'
Lock Springs	100	Indigenous potential suppl have shown a disinterest manufacture in view of the size and value of the item.
Large Bulb Socket Screws	200 'A'	
Spring Washers	100 'B'	
Containers with filler plug and gaskets	100	Repeated attempts to have manufactured in India have borne no fruit so far. Eff still continuing. 'A'
Battery Sealing Compound	2 lbs 'B'	
Battery Terminal Compound	2 lbs 'B'	
Separators (Compressed)	400 'B'	Balsa wood not availabl India to our specification.
Vent Tubes	200 'C'	
<u>Section:2</u>		
<u>Static Charger Parts</u>		
<u>Section:3</u>		
<u>Charging Frame Parts</u>		
2BA Single Coil Spring Washers	400 'B'	
<u>Section:4</u>		
<u>Tools and Testing Equipment</u>		
Keys for lens lock	2 'B' & 'D'	
Keys for slotted screws	2 'C'	
Photometer	1 'B'	
Hydrometers	2 'B'	Special beads required n available in India.
Special Key for cable glands	2 'B' & 'D'	

(Contd.....)

Torque Tester	1 'B'
Topping up syringes	1 'C'
Hand tool for applying metal gromets	1 'B'

'A'	...	...	Efforts being made to have the items manufactured indigeniously but no. successful sample has been produced so far.
'B'	...	...	Not available/manufactured in India. Have therefore to be imported by Actual Users.
'C'	...	...	Indigenous manufacture has been commenced but the progress has been very slow due to production difficulties and the actual production so insignificant that imports have still to be made in these items.
'D'	...	...	These have been earmarked for indigenous production in the near future.

.....



ESTIMATED PRODUCTION OF SPARES FOR ELECTRIC SAFETY LAMPS  
(OF OLDHAM AND SON (INDIA) PRIVATE LIMITED)

<u>Item</u>	<u>Estimated Product</u> <u>for 1960-61</u>
Headpiece moulding	...
Lens Rings	...
Cable Outlet glands	1,500
Lock Pins	40,000
Large Bulb Socket Blocks	3,000
Headpiece gaskets Channel type	12,000
Switch Connections	6,000
Cap Hooks	3,000
Securing Screws	12,000
Cables complete	30,000
Terminal clamps with screws	60,000
Clips for fuse connections	12,000
Fuses	96,000
Clips for fuse and clamps	15,000
Cable glands	48,000
Cable locks	12,000
Compound cups	48,000
Belt loops	3,000
Lock Clamp & bush assemblies	9,000
Filler Plug gaskets	60,000
Screws for locking plates	30,000
Battery Insulators	48,000
Battery Covers partly assembled	6,000
Positive Groups	100,000
Negative Groups	100,000
Glass Separators	200,000
Cell Lids	100,000
Gasket Drains	100,000
Indicator lights with bulbs	600
Keys with nuts and washers	3,000
Clip Assemblies	1,500
Charge Indicator meters	3,000
Mining Accumulators	50,000

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QTY. OF SPARE PARTS ACTUALLY MANUFACTURED  
ANNUALLY SINCE START OF PLAN  
( BY OLDHAM AND SON (INDIA) PRIVATE LIMITED )

ITEM	1954-55	1955-56	1956-57	1957-58	1958-59	1959-60
Headpiece Moulding	-	-	-	-	-	527
Lens Rings	-	-	-	-	-	3,107
Cable Outlet Glands	125	18	264	491	785	750
Lock Pins	268	425	1,604	3,627	2,894	22,541
Large Bulb Socket Block	58	24	315	339	60	685
Headpiece Gaskets	-	-	-	-	-	-
Channel type	369	768	1,665	4,714	1,311	6,179
Switch Connections	149	12	235	711	824	3,249
Cap Hooks	20	39	85	90	342	864
Securing Screws	58	193	385	1,080	775	6,862
Cables complete	172	69	498	2,658	4,403	12,491
Terminal clamps with screws	544	986	1,618	6,853	10,566	29,234
Clips for fuse connections	144	36	1,339	1,268	1,233	6,443
Fuses	1,392	3,502	7,219	20,155	35,097	51,981
Clip for fuse and clamp	128	380	2,208	1,384	4,400	9,859
Cable Glands	323	307	2,502	6,498	9,862	24,244
Cable Locks	68	61	463	857	577	5,208
Compound Cups	118	122	1,019	2,563	3,363	19,118
Belt Loops	185	16	175	137	432	461
Lock Clamp & Bush assemblies	29	40	286	350	941	5,015
Filler Plug Gaskets	185	2,802	3,573	3,018	14,765	30,880
Screws for Locking Plate	124	204	1,290	5,125	3,260	16,432
Battery Insulators	236	946	2,959	3,771	11,372	27,568
Intercell Connections	610	2,100	2,554	5,318	11,776	50,248
Battery Covers partly assembled.	32	3	87	261	154	4,088
Positive Groups	-	-	-	-	-	50,248
Negative Groups	610	2,100	2,554	5,318	11,776	50,248
Glass Separators	1,220	4,200	5,108	10,636	23,552	100,496
Plastic Trays	610	2,100	2,554	5,318	11,776	50,248
Cell Lids with	610	2,100	2,554	5,318	11,776	50,248
Gasket Drains	-	-	-	-	-	-
<u>Static Charger Parts</u>						
Indicator Light Bulbs	42	12	70	-	11	178
<u>Charging Frame Parts</u>						
Keys with Nuts & Washers	4	22	246	196	1,391	1,932
Clip Assemblies	4	12	112	207	155	263
Charge Indicator Meters	30	67	74	229	697	984

SUMMARY OF SOME REQUIREMENTS FOR  
FIREPROOFED BRATTICE CLOTH

(A summary of requirements from the existing  
British and American specifications)

1.1 Specification for cloth: The weights of jute fabric constructions used vary but an average weight is of the order of 10oz/lineal yard 40" wide.

12. Specification for Brattice Cloth: Plain weave, grey light 13oz/sq. 11 porter double warp and 14 threads per inch, single weft. Width requirements are mainly 72", 48" and 36", most purchases being made in widths of 72".

2.1 Fireproofing requirements:

(a) According to most specifications, a fireproofing treatment is satisfactory when it provides no after-flaming, less than 4 secs. after-glow, and char length of less than 4-5 inches by the vertical Bunsen burner test (A.S.T.M.D-626-55T).

(b) The amended U.S.Navy specification for heavy military fabrics called for as after-flaming of not more than 3 secs. an after-glow of not more than 180 secs. and char length of 4 inches maximum by vertical Bunsen Flame Test.

(c) Fire-resistance standard of the New Zealand Mines Dept.:

"A piece 3" x 3" when heated for one minute over a Bunsen burner having a flame 2" in height, the top of the burner being 2½" below the underside of the sample, shall not inflame and shall cease to smoulder beyond the already charred area, after the removal of the flame".

2.2 Other requirements:

(a) The fabrics are generally used in the natural state and the finish should maintain the natural colour of the fabric.

(b) A minimum effective add-on to avoid both excessive increase in weight of the fabric and imparting a poor hand to the fabric. Should not discolour the fabric. Non-toxic and no physiological action of the treatment of skin.

(c) Should penetrate (and not coat) the fabric uniformly and adhere firmly to the fabric.

(d) The breaking strength of the treated fabric before ageing shall not be less than that of untreated cloth. The breaking strength of the treated cloth after exposure in the accelerated weathering, shall not be less than 90% of untreated one.

(e) The treated fabric shall be approximately as flexible as the untreated one and shall show no apparent decrease in flexibility after exposure in the accelerated weathering test.

(Contd ....)

(f) The treated fabric shall not crease or crack when subjected to temperature from minus 20°F to minus 35°F for 6 hrs. and tested at that temperature by folding sharply upon itself.

(g) Laundered twelve times, loss in fire-resistance should be negligible. The fabric should also be unaffected by dry-cleaning.

(h) The finish shall be water-resistant when tested by spray test. As regards water-permeability, the leakage of water through the treated fabric shall not exceed 10 cc. and the leakage of water through the treated duck after subjection to accelerated weathering test should not exceed 250 cc.

(i) No appreciable decrease in porosity or permeability of the fabric as measured by both air and vapour transmission.

(j) Should not promote the growth of micro-organisms and the treated fabric shall be mildew-resistant.

(k) Should not be hygroscopic and have no deteriorating effect on materials with which it may be in contact during use.

(l) The finish should have a reasonable permanency under all usage conditions, ageing, and storage.

.....

A note on  
FIREPROOFING JUTE

(British Jute Trade Research Association Patent.)

1. Recent research has shown that jute fabrics can be satisfactorily fireproofed by a process substantially different from those now being proposed for the other fibress. According to B. P. 785,610 (British Jute Trade Research Association) effective fire-proofing is obtained by treating the jute material with an aqueous dispersion containing antimony orthophosphate and a chlorine-containing vinyl thermoplastic resin together with a suspending agent for maintaining the antimony ortho-phosphate uniformly dispersed. It is claimed that jute so treated is not only resistant to flaming but also to the after-glow which can be just as destructive as flaming. Also important is the fact that jute fabric so fireproofed retains this characteristic after the fabric has been weathered outdoors for three months or more and after it has been immersed in sea water for a month or more.

2. A suitable treatment for securing this fire-proofed character consists of padding the jute fabric with the following aqueous dispersion :-

A chlorine-containing vinyl resin in the form of a 55% aqueous dispersion (the commercially available Geon 652 of British Geon Ltd. is suitable)	.....	76%
Antimony ortho-phosphate ( $SbPO_4$ )	.....	12%
A 2% aqueous solution of sodium carboxymethyl-cellylose of medium viscosity (the suspending agent)	.....	4%
Water	...	8%

Pressure in the padding mangle is arranged so that the fabric picks up 150% of liquor. The padded fabric is then dried - it is not necessary to cure fabric at a high temperature if the above designated type of vinyl resin is employed.

3. If the chlorine-containing vinyl resin is polyvinyl chloride, then the following padding liquor will be found suitable :-

Polyvinyl chloride( a 55% aqueous dispersion)	...	66%
Tricresyl phosphate(a 55% aqueous emulsion) as a softener	...	17%
Antimony ortho-phosphate	...	10%
A 2 per cent aqueous dispersion of sodium carbo-xymethyl-cellulose	...	7%

(Contd.....)

In this case, it is desirable to cure the padded and dried fabric jute for a few minutes at 130 to 150°C.

4. It may be recalled that during the war considerable use was made of a fireproofing treatment in which there was applied to the textile material an aqueous dispersion containing antimony oxide and chlorinated paraffin wax. The idea behind such a treatment was that on application of heat the wax compound decomposed with liberation of hydrochloric acid which then combined with the antimony oxide to give antimony oxychloride which is well known to have the power to retard flaming but not after-glowing. To prevent after-glowing it is generally satisfactory to have a phosphates also present as indicated in the new process described above. The insoluble resin constituent will be responsible for rendering the fireproof character taut to leaching during weathering or immersion of sea water.

...

FIRE-FIGHTING EQUIPMENT UNDER MANUFACTURE IN INDIA  
NAMES OF INDIGENOUS MANUFACTURES.

Sl. No.	Item of Manufacture	Names & Addresses of Indigenous Manufacturers.	Type of Equipment manufactured	Remarks
2	3	4	5	
1. Chemical Fire Extinguishers.	1) M/s. Bengal Chemical & Pharmaceuti- cal Works Ltd., Calcutta. 2) M/s. Kooverji Devshi & Co. Private Ltd., 164 Lohar Street, Bombay 3) M/s. Minimax Ltd., Lalbazar Street, Calcutta. 4) New Associated Commercial Enter- prises Private Ltd., 127/129 Modi Street, Bombay 5) M/s. Oriental Metal Pressing Works Ltd., 131 Worli, Bombay. 6) M/s. Sur Enamel & Stamping Works Private Ltd., 24 Middle Road, Calcutta.	Soda acid, Foam, CTC, Dry- Chemical, Water & Co <sub>2</sub> , Frowave, Hand Chemical Extinguishers.	Sufficient indigenous manufacture to meet country's demand.	
2. Portable Units.	1) M/s. Bengal Chemical & Pharma- ceutical Works Ltd., Calcutta. 2) M/s. Minimax Ltd., Lalbazar Street, Calcutta. 3) M/s. New Associated Commercial Enterprises Private Ltd., 127/129 Modi Street, Bombay. 4) M/s. Oriental Metal Pressing Works Limited, 131 Worli, Bombay.	For use in Office Godowns & Cinemas 10/34 gallons per minute.		
3. Knap Sack Tanks.	1) M/s. New Associated Commercial Enter- prises Private Ltd., 127/129 Modi Street, Bombay.			

1	2	3	4	5
4. Stirrup Pumps.	1) M/s. Kooverji Devshi & Co. Private Ltd., 164 Lohar Street, Bombay			
	2) M/s. Minimax Ltd., Lalbazar Street, Calcutta.			
	3) M/s. New Associated Commercial Enterprises Private Ltd., 127/129 Modi Street, Bombay.			
5. Pumps for Mounting on vehicles (1) Front.	1) M/s. Delhi Garage Private Ltd., Con. Circus, New Delhi.	{	120/300 g.p.m.	
	2) M/s. Addison & co., Mount Road, Calcutt Madras.	)	250 g.p.m.	
	3) M/s. Delhi Garage Private Ltd., Con Circus, New Delhi	{	120/300 & 350/350 g.p.m.	
	4) M/s. Minimax Ltd., Lalbazar Street, Calcutta.	)	150/1000 g.p.m.	
6. Trailer Pumps.	1) M/s. Minimax Ltd., Lalbazaar Street, Calcutta.	{	500 g.p.m.	
	2) M/s. Modi Brothers, Con. Circus, NEW DELHI.			
7(1) Fire Fighting Vehicles & Fire Engines (Built round vehicles manufactured indigenously).	1) M/s. Delhi Garage Private Ltd., Con. Circus, New Delhi.			
	2) M/s. Kooverji Devshi & Co. Private Ltd., 164 Lohar Street, Bombay.			
	3) M/s. Minimax Ltd., Lalbazaar Street, Calcutta.	)	includes Air field Crash tenders 1000/1500 g.p.m.	
(2) Accessories:	4) M/s. Delhi Garage Private Ltd., Con Circus, New Delhi.			

(Contd.....)



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|---|---|
| <p>5) M/s. Kooverji Devshi &amp; Co. Private Ltd., 161 Lohar Street, Bombay.</p> <p>6) M/s. Minimax Ltd. Lalbazar Street, Calcutta.</p> <p>7) M/s. P. S. G. &amp; Sons Ltd., Peelamedu Coimbatore.</p> <p>8) M/s. Sur Enamel &amp; Stamping Works Private Ltd., 24 Middle Road, Calcutta.</p> | <p>{ Hydraulic valves, Branch pipes, D &amp; C breaches Nozzles, Fire bells etc. Fire bells, Stainers, Branch pipes D&amp;C breaches Diff. Nozzles, Delivery &amp; hydraunt valves etc. Electrical Sirens.</p> <p>) Branch Pipes, D &amp; C breaches, stainers etc.</p> |
|---|---|
- 9(a) Alax hoses.
- (b) Other hose pipes (of rubber & canvas)
9. Industrial Safety Equipment.
10. Sprinkler System.
- i) Sprinkler heads
- ii) Pumps
- iii) Alarm gung
- iv) Automatic Valves.
11. Fire door Accessories.
- i) Fusible links
- ii) Alarm gongs
- iii) Automatic Valves
12. Escape & Rescue Equipments,
- (a) Ladders.
- |  |  |
|--|--|
| <p>1) M/s. Jayshree Textiles Ltd., P.O. Rishra, West Bengal.</p> <p>2) M/s. National Rubber Manufacturing Limited, Bengal.</p> <p>1) M/s. Josephs Lislle &amp; Co., 105 Appolo Street, Bombay.</p> | <p>{ Rubber Houses of various sizes.</p> |
|--|--|
- 1) M/s. Delhi Garage Private Ltd., Connaught Circus, New Delhi.
- 2) M/s. Famous Ladder Mfg. Co., Victoria Road, Bombay-27.

(Extract from Government of India  
Ministry of Commerce & Industry  
Import Trade Control Policy for  
the Licensing Period April \_\_\_\_\_  
September 1960)

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ESTABLISHED IMPORTERS

Q 16. Definition. Established Importers are persons or firms who have been acutally engaged in import trade of the articles comprised in any one serial number or sub-serial number as the case may be, of the I.T.C.Scheduel during at least one financial year (1st April to 31st March) falling within the basic period as specified for the particular serial number or sub-serial number. The importers may choose the best year from the basic period for the purpose of obtaining quota certificates certifying the value of their best year's imports. A large majority of established importers have already in their possession quota certificates issued to them by the licensing authorities. In the recent past, these quota certificates have been issued on security paper, and during the previous licensing periods an attempt was made to replace the old quota certificates with fresh ones on security paper.

17. Basic Period      The basic period out of which the established importers can select the best year for the purpose of calculating the quota in fom 1st April 1951 to 31st March, 1952. In the case of Art Silk Yarn, the basic period will continue to be from 1st April 1945 to 31st March, 1951. The basic period has been extended to 1952-53, 1953-54, 1954-55, 1955-56, 1956-57, 1957-58 and 1958-59 in the case of a large number of items. The list of items for which the basic period has been extended will be found in Appendix IX. In respect of items which were covered by Open General Licences Nos. XLIV and XLV, dated 29th September, 1956 and which have now, been brought to quota licensing the basic period will be any financial year from 1952-53 to 1955-56 only provided that;

- (i) in the case of any such items included in lists E, F and G of Appendix IX the basic period will be from 1952-53 to 1957-58 and 1952-53 to 1958-59 respectively; and
- (ii) in respect of composite Serial Nos./Sub-Nos. consisting of a number of items where certain specific item(s) was/were included in the said OGLs the basic period will be from 1951-52 to 1955-56.

18. With effect from the current licensing period the basic period has been curtailed to exclude the period commencing from 1945-46 to 1950-51. No applications for fixation/re-establishment of quotas will now be accepted in respect of past imports in any financial year from 1945-46 to 1950-51. Quotas already fixed in respect of imports during the period from 1945-46 to 1950-51 will continue to be accepted for the grant of quota licences.

(Contd..... )

19. Procedure of calculating value of licences. -- Quota licences are given to established importers as a percentage of the total value of imports in any one financial year, out of the specified basic period of the importer's choice, as evidenced:

- (a) by valid quota certificates issued on security forms;
- (b) by registration numbers issued by J.C.C.I., Calcutta, or the licensing authority concerned in connection with the Quota Registration Scheme.

No other evidence need be tendered along with the application.

20. In para 20 of Section I of the Red Book for January-June, 1955, it was notified that with effect from the July-December 1955 licensing period, the old Quota Certificates will not be accepted for grant of import licences. However, such of the importers who had not received Quota Certificates on security forms, were advised to do so immediately and this concession had been extended upto July-December, 1956. With effect from January-June, 1957, the quota certificates, if any, on non-security paper will no longer be accepted for calculation of quotas.

21. It may be noted that, in no case, will an import licence be granted on the basis of the old quota certificates (i.e. quota certificates not issued on security form).

22. If instead of obtaining the import licence on the basis of the quota certificate, the applicant desires for some good reason, to have his quota established afresh or revised he should submit an application to the licensing authority mentioned in column 3 of the policy statement in Section II. Previously, the application for the establishment of quotas used to form part of the application for the grant of a licence. In the interest of simplicity and despatch, applications for the establishment or revision of quotas should henceforward be made separately.

23. Establishment or refixation of quotas. -- Applications for establishment or refixation of quotas should be made in form 'F' given in Appendix VI, and should be accompanied by:

- (1) the previous quota certificate, wherever it is sought to be revised;
- (2) a certified copy of the import licence, if any, received for the previous half-year;
- (3) a statement of basic year's imports in the forms prescribed in Appendix VI, supported by relevant documents mentioned in paragraph 25 of Chapter II of the Hand Book of Rules and Procedure, 1956;
- (4) a statement giving reasons to prove the necessity for the establishment or refixation of the quota.

24. Applications for establishment/refixation of quotas will be entertained in respect of items for which the basic period has been extended to include the financial year - 1952-53, 1953-54, 1954-55, 1955-56, 1956-57, 1957-58 and 1958-59 or in cases in which the licensing authority is satisfied that the applicant has been unable, for some good reason, to prove his basic imports and to establish his quota in the

the previous licensing periods. The need for establishing fresh quotas will, for instance, arise in cases in which the item in question has been allotted a separate serial number, or the system of quota licensing has been introduced for the first time, or the applicant was unable, for some good reason (e.g. litigation or financial difficulties), to apply for facilities to participate in the import trade. If the licensing authority is satisfied that it is necessary to establish a fresh quota or revised the quota certificate, the basic imports will be determined, and the quota calculated in accordance with the prescribed procedure. In the case of imports at the port of Calcutta, the Customs Authorities were not issuing an extra copy of the Bills of Entry and instead Customs duty receipts were being issued; in such cases either the exchange control copy of the Bills of Entry or the Customs duty receipts together with the Bank Drafts, and the relevant invoices duly attested by the Customs Appraiser, may be accepted in lieu of the triplicate copy of the Bill of Entry. Since 14th May, 1952, the Customs authorities at Calcutta had, in addition to the Exchange Control Copy of the Bill of Entry, started issuing to the importers an extra copy of the Bill of Entry, namely, the quadruplicate copy. With effect from 15th February, 1954, however, the Calcutta Customs authorities have modified the procedure and have started issuing to the importer a triplicate copy of the Bill of Entry together with the Exchange Control Copy. With effect from the dates specified above, therefore, the quadruplicate/triplicate copies of the Bill of Entry alone (and not the Exchange Control Copies) duly supported by the relevant invoices will be accepted. No application for fixation of quota for items which are under O.G.L. or are banned, need be made.

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(Extract from Government of India  
Ministry of Commerce & Industry  
Import Trade Control Policy for  
Licensing Period April \_\_\_\_\_  
September 1960)

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ACTUAL USERS

35. Definition. \_\_\_ Actual users have been defined as those who require raw materials or accessories for use in an industrial manufacturing process. For the period July \_\_\_ December 1952, an additional condition, limiting the scope of actual users to undertakings employing not less than 50 workers had been prescribed. The condition caused inconvenience in some cases, and, consequently, it was not enforced strictly during the period January \_\_\_ June 1953. The same practice will be continued during the period April-September, 1960. When making an application for an import licence in accordance with the procedure laid down below, due regard should be paid to the provisions of the Industries (Development and Regulation) Act, 1951. The applicant should satisfy himself that the undertaking is, if so required by the Act, duly registered or licensed.

36. Application forms. \_\_\_ The forms of application for use by Industrial undertakings applying for the grant of an actual users import licence are given in Appendix VI. The form (C) given in Appendix IV, is to be used by industrial firms borne on the registers of the Industrial Advisers (Development Wing, Ministry of Commerce & Industry, New Delhi), when applying for the import of materials, or accessories required for use in the industry registered with the Development Wing. The form (B) given in Appendix VI should be used by all other actual Users. In cases where the essentiality certificate obtained by the applicant from the certifying authority is attached with the application or is submitted to the Licensing Authority separately, the Essentiality Certificate should bear the following endorsement duly signed by the applicant :-

\* "This essentiality certificate has been obtained by me from the \_\_\_\_\_ and the contents (name of the certifying Authority) of the certificate have not been changed or altered.

Signature of the applicant."

SCHEDULED INDUSTRIES BORNE ON THE REGISTERS OF THE DEVELOPMENT WING

37. Procedure for submission of applications for import licences or amendment of licences. \_\_\_ Actual Users borne on the registers of the Industrial Advisers for a particular industry should in respect of the stores required for that industry apply to the Chief Controller of Imports through the Development Wing (Co-ordination). It is not necessary for such units to obtain any certificate from any other authority. These applications will be forwarded by the Development Wing with their recommendations to the Chief Controller of Imports, New Delhi, for necessary action.

(Contd.....)

38. Actual Users borne on the list of the Development Wing should observe the following procedure in submitting their application :-

- (i) In addition to the information furnished against column B(i) of form 'C', the applicants should in their covering letter indicate precisely :-
  - (a) the name of the particular industry for which the stores are to be imported; and
  - (b) the total c.i.f. value in rupees.
- (ii) Envelopes should be superscribed "Import applications" and addressed to Assistant Director (Co-ordination-II), Development Wing, Ministry of Commerce and Industry, New Delhi.
- (iii) The applicants should ensure that the applications are posted in time to reach the Development Wing by the due date; applications sent by post and received in Development Wing after the due date are likely to be summarily rejected.
- (iv) It should be noted that the bulk applications for raw materials should not include spare parts of machinery. Separate applications should be made for import of spare parts of machinery.

39. Requests for increase in the quantity or value of the licence or for any addition in the items licensed should also be routed through the Industrial Adviser concerned.

40. I.T.C. Classification of raw materials. The Actual Users borne on the registers of the Industrial Advisers (Development Wing) are required to show the I.T.C. classification of the individual items in their applications. It is noticed that this requirement has not been complied with in a number of cases. It is therefore, again impressed on the intending applicants that they should invariably show the I.T.C. classification of the individual items in their applications failing which the Development Wing will refuse to entertain such applications. The applicants should also enclose 10 copies of the list showing the details of items sought to be imported together with their value, quantity and I.T.C. classification with the application.

41. Delay in submission of applications. It has come to notice that Actual Users borne on the registers of the Industrial Advisers submit their application for import licences to the Industrial Advisers just before the last date prescribed for the submission of applications. This is done presumably on the understanding that the more the stock of raw materials is depleted the larger will be the quantity to which the applicant will be entitled. This is not however correct on the other hand, the above practice results, in the rush of applications at the last stage and hampers the progress of disposal. It is hereby clarified that the Industrial Advisers will take into consideration only the stock expected to be held with the applicant in the middle of the licensing period irrespective of the date of application. Actual Users are, therefore, advised that they should not delay the submission of their applications and all applications should preferably be made in the beginning of the licensing period, giving the stock of the raw materials held at the time of application.

(Contd.....)

SCHEDULED INDUSTRIES NOT-BORNE ON THE REGISTERS OF THE  
DEVELOPMENT WING AND NON-SCHEDULED INDUSTRIES \_\_\_\_\_ OTHER  
THAN SMALL SCALE INDUSTRIES \_\_\_\_\_

42. Certifying Authorities. \_\_\_\_\_ Actual Users who are (i) - not borne on the registers of the Industrial Advisers (Development Wing) or (ii) borne on the registers of the Industrial Advisers (Development Wing) but not for the particular industry in respect of which the application is proposed to be made, should submit their applications to the licensing authority shown against the item concerned in column 3 of the Policy statement given in Section II. The application should be accompanied by an essentiality certificate in the form given in Appendix VI from the certifying officer concerned. The officers who are authorised to issue the certificates of the essential requirements of actual users are :-

- (a) The Director of Industries of the State where the factory is located for industries other than those detailed below;
- (b) the Textile Commissioner, Bombay, in the case of Textile Industry, other than jute, hemp and silk;
- (c) the Chairman, Tea Board, Calcutta, for Tea garden requirements;
- (d) the Chairman, Indian Coffee Board, for requirements in respect of the coffee industry;
- (e) the Director, (Sugar Technical) Directorate of Sugar and Vanaspati, Ministry of Food, New Delhi, for requirements in respect of sugar industry;
- (f) Chairman, Indian Rubber Board, Kotayam, for requirements in respect of rubber estates;
- (g) The Department of Mines and Fuel, Ministry of State Mines and Fuel, New Delhi, for requirements of the Petroleum industry;
- (h) the Iron and Steel Controller, Calcutta, in the case of requirements of producers of iron and steel and rerolling mills;
- (i) the Coal Controller, Calcutta, for requirements of collieries;
- (j) the Central Water and Power Commissioner (Power Wing), Government of India, Bikaner House, Shahjahan Road, New Delhi, in the case of requirements of electricity undertakings;
- (k) the Central Silk Board in respect of the requirements of the Silk Industry;
- (l) the All India Handloom Board for requirements of the handloom factories;
- (m) the Chief Director, Directorate of Sugar and Vanaspati, Ministry of Food, New Delhi, for requirements of Vanaspati industry;
- (n) the Chairman, Coir Board, Ernakulam, for the requirements of coir industry;

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- (o) the Director General of Shipping, Bombay, for the requirements of Shipping Industry/Shipping Companies. (in respect of sea going vessels.)

The requirements in respect of inland steam and motor vessels will be certified by the Principal Officer, Mercantile Marine Department of the area concerned)

- (p) the Directorate of Marketing and Inspection, Ministry of Food and Agriculture; Department of Agriculture, New Delhi, for requirements of fruit and vegetable preservation industry;
- (q) Jute Commissioner, Calcutta, for the requirements of Jute Industry; and
- (r) The Director, Indian Bureau of Mines, Nagpur, for the requirements of mines (other than collieries).

43. Basis and scope of Licensing. (a) The licences for raw materials will, ordinarily be issued on the basis of certified requirements for six months' consumption; but the certified requirements will be scrutinised by the licensing authority and an appropriate reduction will, where necessary, be made after taking into account \_\_\_\_\_

- (i) the stock held on the date of application and the expected arrivals against licences in hand;
- (ii) the quantum of import likely to be available through the commercial channels;
- (iii) the quantum of similar goods or substitutes likely to be available from indigenous sources; and
- (iv) the past imports of the item in question by the Actual Users.

(b) Normally the applications from Actual Users who are applying for the first time would be rejected. In the case of Actual Users who have been making imports of the items in question against Actual Users licences granted to them against earlier periods licences in excess of their average past imports will not normally be granted. However, in hard cases where the Actual User is unable to obtain his requirements from the open market the port licensing authority may in his discretion issue a licence to meet the Actual Users requirements subject to the availability of the foreign exchange and on the special recommendation of the certifying authorities.

(c) The items licensable to Actual Users have been indicated in the appropriate column of the Policy statement in Section II of this Book. A consolidated list of these items has been given in Appendix IV. Applications from Actual Users for items which are not shown as licensable to Actual Users in Section II of the Red Book will not ordinarily be entertained. Requirements for such items should be met either by using indigenous substitutes, or by purchases from internal stocks against import through established channels.







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Government of India  
Ministry of Labour & Employment

**COAL MINES LABOUR WELFARE  
ORGANISATION**



*Head quarters—Coal Mines Labour Welfare Fund.*

**REPORT**

ON THE

ACTIVITIES OF THE COAL MINES  
LABOUR WELFARE FUND 1959-60

# ANNUAL REPORT ON THE ACTIVITIES OF THE COAL MINES LABOUR WELFARE ORGANISATION FOR THE YEAR 1959-60.

## I. INTRODUCTION.

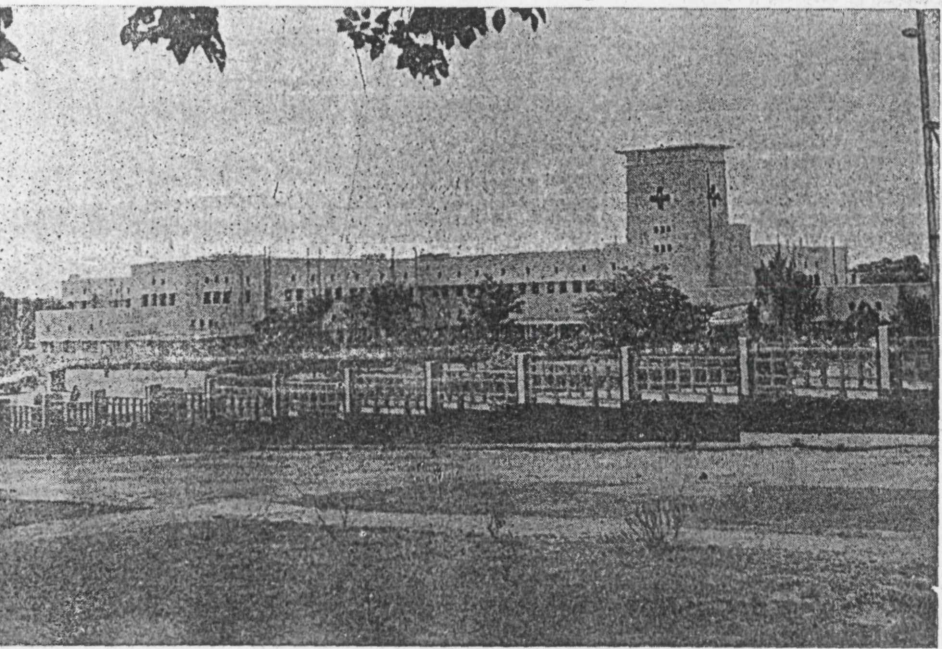
The Coal Mines Labour Welfare Organisation set up for promotion of the Welfare of labour employed in coal mining industry completed fifty years of valuable service to the coal mining population. The year under review was marked for the progress achieved particularly in two of the major welfare measures undertaken by the Organisation viz., the New House Scheme and Domiciliary T. B. Treatment Scheme and the unique achievement of running the first special train for coal-miners and of organising the first India Coalfields Sports.

The levy of cess on despatches of coal which is the main source of income of the Fund continued at the rate of 37.5 paise and apportioned between the General Welfare Account and the Housing Account of the Fund in the ratio of 6.31. The income of the Fund during the year Rs. 162.59 lakhs (Rs. 30.43 lakhs in the General Welfare Account and Rs. 132.16 lakhs in the Housing Account.) The total expenditure Rs. 149.44 lakhs (Rs. 76.33 lakhs in the General Welfare Account and Rs. 73.11 lakhs in the Housing Account).

## II. MEDICAL FACILITIES.

The achievements of the Organisation in regard to provision of medical facilities, which is one of the major projects tackled by it, have been considerable. The amount spent on medical schemes during the year 1959-60 was, Rs. 28,95,524/- including constructional works. The measures taken under this project include establishment of Hospitals, Maternity and Child Welfare centres, T. B. Clinics and Dispensaries, Domiciliary

1. **Central Hospital, Dhanbad.**—A 250-bedded modern well equipped Central Hospital is run by the organisation at Dhanbad since 1951. All kinds of specialised treatment is available at the hospital. The average daily number of in patients treated in the hospital during the year was 302 against



*Central Hospital, Dhanbad.*

266 during the previous year. The number of new patients treated in different departments of the hospital during the year is given in the following table :—

Department.	O. P. D.	Indoor.
1. Medical	8044	2674
2. Surgical	11080	2361
3. Maternity & Gynaecological	1985	951
4. Eye & E. N. T.	2959	291
5. Dental	808	—
6. V. D.	989	147
<b>Total :</b>	<b>25865</b>	<b>6424</b>

One thousand six hundred and eighty three operations were done. Plaster of paris was applied in 1159 cases. Anaesthesia was given in 1491

cases, and the number of pathological investigations done during the year was 34730. The number of patients X'rayed was 8488 and that screened 331.

2 **Central Hospital, Asansol.**—The other Central Hospital of the Fund at Kalla in the Raniganj Coalfield entered the fifth year of its existence. The average daily number of in patients treated in the hospital during the year was 266 against 260 during the previous year. Expansion of this hospital was under way. Construction of 22 quarters for Class IV staff and 5 quarters for Class III staff and two quarters for married sisters was completed. The work of the additional wards was started. Work on construction of recreational room of the hospital had also been started. Steps were taken for purchase of equipments for the newly sanctioned Deep X'ray therapy Department and necessary indents were placed with the Director General of Supplies and Disposals.

The following table indicates the number of new patients treated in the different departments of the hospital :—

Department	O.P.D.	Indoor
1. Medical	8731	2184
2. Surgical	4912	2056
3. Maternity and Gynaecological	3282	2176
4. Eye & E.N.T.	5568	367
5. Dental	2011	36
6. V.D.	536	66
<b>Total :—</b>	<b>25040</b>	<b>6885</b>

One thousand seven hundred and forty six operations were done. Plaster of paris was applied in 745 cases. Anaesthesia was given in 1637 cases. The number of pathological investigations was 24345. The number of patients who were X'rayed and screened was 6893 and 1450 respectively.

At the Blood Bank of the hospital 8040 c.c blood wer. collected and the number of persons who donated blood was 31.

The Social Worker attached to each of the hospitals attended to the needs of the patients and helped them in their correspondence, in learning Hindi Bengali and taking advantage of recreational and reading room facilities.

At the rehabilitation centres attached to the two central hospitals a total of 18331 patients was treated. The treatment given included active exercises, infra-red and ultra-violet rays, electrical stimulation massage, paraffin bath, radium heat bath and occupational therapy.

3. **Regional Hospitals** :— Eight Regional Hospitals cum-Maternity and Child Welfare Centres were maintained by the organisation one, each at Katras and Tisra in the Jharia coalfield, at Chora and Searsole in Raniganj coalfield, at Naisarai in Ramgarh Karanpura Coalfield, at Phusro in Bokaro Coalfield, at Jamai in Pench Valley Coalfield and at Dhanpuri in Vindhya Pradesh Coalfield. Construction of hospital building at Phusro in Bokaro coalfield had reached roof level. Pending completion of the hospital buildings, arrangement for indoor treatment continued in other buildings of the hospital.

The number of new patients treated at the Regional Hospitals during the year are given in the following table :—

Regional Hospital	O.P.D.	Indoor	Total
1. Katras (Jharia Coalfield)	4805	1071	5876
2. Tisra -do-	4898	755	5653
3. Searsole (Raniganj Coalfield)	1418	95	1513
4. Chora -do-	9117	1335	10452
5. Jamai (Pench Vally Coalfield)	4730	850	5580
6. Naisarai (Ramgarh-Karanpura Coalfield)	3259	670	3929
7. Dhanpuri (Vindhya Pradesh Coalfield)	2073	449	2522
8. Phusro (Bokaro Coalfield)	6633	97	6730

4. **Maternity and Child Welfare Centres.**—Besides the centres attached to the Regional Hospitals, a centre was run by the Fund at Jatachappa in the Pench Valley Coalfield. A centre under a Lady Health Visitor was also maintained in each of the Andhara Pradesh, Talcher and Sambalpur Coalfields. Maternity and Child Welfare services were also rendered by the Jharia and Asansol Mines Boards of Health for which the Fund was paying an annual grant of Rs. 50,000 - to each of the Boards. For similliar arrangements in the Hazaribagh Coalfields sanction of the Government was obtained for payment of a grant in aid to the Hazaribagh Mines Board. A total of forty nine centres was thus run through the three Boards. P yment of an annual grant-in-aid of Rs 1'000/- for maintenance of the 10 bed Maternity Block at the Government Hospital, Chanda for treatment of colliery cases in the areas was continued.

#### 5. T. B. Treatment.

- (i) With the provision of 25 beds at the Regional Hospital Searsole, a total Number of 49 beds have been provided by the Fund for the treatment of Colliery T. B. Patients.—12 beds each in Katras and Searsole T. B. Clinics and 25 beds by conversion of the Regional Hospital section of the Searsole Hospital.

(ii) In addition to the above, a total of 81 beds were also reserved by the Fund in various sanatoria for treatment of colliery T. B. Patients as shown in the following table : -

Name of Sanatoria.	No. of beds reserved.	No. of beds occupied as on 31-3-60.
1. Ramkrishna Mission T. B. Sanatorium, Ranchi.	39	39
2. Govt T B Sanatorium Nowgong, M. P.	5	4
3. Govt T. B. Sanatorium Chhindwara, M. P.	5	5
4. Pendra Road T. B. Sanatorium Kerea, M. P.	11	11
5. Christian Mission Hospital and Sanatorium, Jorhat, Assam.	5	5
6. Yerragadda T. B. Sanatorium Hyderabad.	5	5
7. Mahadevi Birla T. B. Sanatorium, Ranchi.	11	11
Total :—	81	80

(iii) Plans and estimates for construction of a 100 bedded T. B. Block as an adjunct to the Two Central Hospitals at Dhanbad and Asansol were under consideration of the Government of India. Dr. Benjamin, T. B. Advisor to the Government of India who was deputed to see the working of the various T. B. Measures of the organisation made several recommendations which included establishment of a 12 bedded T. B. Clinic at each of the Regional Hospitals and one in the Andhra Pradesh Coalfields, increasing the number of beds in Katras T. B. Clinic and those reserved in various sanatoria, conversion of the entire Regional Hospital at Searsole into a 50 bed T. B. Hospital, provision of about 130 beds in segregation wards in the different coalfields etc. These were under examination.

(iv) The scheme for payment of subsistence allowance at a rate not exceeding Rs. 50/- per month to the dependents of T.B. patients undergoing treatment as inpatients at the Fund's T.B. Clinics or at the beds reserved by the Fund at various sanatoria was continued during the year.

- (v) The scheme of domiciliary T.B. treatment to the coal mine workers which was introduced as a pilot scheme in the coalfields of Bihar and West Bengal on 1st August, 1958 with provision for treatment of 300 patients was giving excellent results. With a view to bringing all patients requiring such treatment under the scheme, provision for treatment of 700 additional patients in the said coalfields was made.



*Chemotherapy Centres - Domiciliary T. B. Treatment.*

The scheme was also extended to the coalfields of Madhya Pradesh and Rajasthan providing for treatment of a total of 41 cases. The question of introduction of the scheme in other coalfields was under active consideration. Free supply of medicines upto Rs. 40/- per patient per month, payment of a grant-in-aid for special diet upto a maximum of Rs. 50 per month per patient for a maximum period of six months and subsistence allowance to dependents are the special features of the scheme.

- (vi) A convalescent Home for cured T.B. patients was started by the Organisation at Bhuli on 18th January, 1959 with eight cured patients. Beside free supply of medicines required for such convalescent persons

according to prescriptions, training in the crafts of garment making and basket making was also given to each person and a monthly stipend at the rate of Rs. 30 - per month per head was also given for a period of three months.

6. **Dispensaries :** At the two dispensaries run by the Fund, one at the Bhuli Township in the Jharia Coalfield and the other at the Mugma Coalfield 9745 and 4419 new cases respectively were treated. The Mobile Medical Units in the Damua area in Pench Valley Coalfield and Karanpura Ramgarh Coalfield continued to render useful services to colliery workers.

7. **Ayurvedic Dispensaries :** With the opening of six Ayurvedic Dispensaries during the year, the Organisation was also running thirteen Ayurvedic Dispensaries including one recently opened at Bellampalli in the month of March, 1950 in the Andhra Pradesh Coalfield. The number of new patients treated at each of the dispensaries is given below —

Name of Dispensaries	Total number of patients treated
1. Jagjivan Nagar	3,987
2. Bokaro	3,993
3. Khas Jee nagora	4,277
4. Kothagudium	8,410
5. Birsinghpur	3,268
6. Churi	5,056
7. Central Saunda	4,599 (only for 11 months)
8. Bhuli	15,015 (only for 8 months)
9. Rudrampur	7,063 -do-
10. Ramavaram	2,105 (only for 3 months)
11. Ledo	161 (only for 4 months)
12. Newton Chickly	2,169 (only for 3 months)

8. **Financial Assistance for Dispensaries services :—**The Organisation pays annual grants in-aid to each of the colliery owners as maintain dispensaries of the prescribed standard for the benefit of labour employed in their collieries. The amount of the grant payable under the scheme is the amount of the cess at the rate of eight pias per ton recovered in respect of coal or coke despatched from the colliery less the proportionate cost of recovery or the amount spent on the maintenance of the dispensary, whichever is less. The following table indicates the position as on 31st March,



1960 of the applications received, inspections conducted and payments of the grants-in-aid made for the years 1950—58.

Year	No of applications received	No of dispensaries which found not conforming to the standard prima facia	No of dispensaries inspected	No of dispensaries yet to be inspected	No. of dispensaries found conforming to standards.	Amount Paid
1950	156	61	95	Nil	25	Rs 97 931 15 9
1951	64	25	39	Nil	38	1,60 244 1 0
1952	65	26	39	Nil	33	1 69,069 2 0
1953	67	22	45	Nil	41	2 92 654 12 3
1954	70	20	50	Nil	43	2,61 115 98 nP.
1955	73	20	53	Nil	46	2,81 071 73 ..
1956	69	25	44	Nil	35	2,47 524 76 ..
1957	81	18	53	Nil	36	2,29,758 49 ..
1958	72	14	52	6	39	2,98 396 34 ..

With a view to providing incentive to colliery owners to improve the existing dispensaries a scheme of financial assistance was sanctioned by Government. The financial assistance under the scheme consists of an interest free loan equal to actual cost of construction of new building or for improvement of existing buildings for dispensaries including purchase of equipments, subject to a maximum of 16 times the annual grant-in-aid admissible under the former scheme. The loan is repayable is not more than 32 annual instalments. Up to the 31st March, 1960 five applications had been received. Out of them only two colliery companies have been sanctioned loan as detailed below :—

M/s. Selected Satgram Collieries ... Rs. 60,000/-

M/s. Bird & Co. ... Rs. 7 01,408/-

9. **X'ray facilities** :—X'ray plants are being supplied by the Fund to colliery hospitals for facilitating diagnosis. Five such plants had already been supplied to the hospitals at Giridih, Barkui, Nowrozabad, Kothagudium and Margherita. Supply of three more plants one each to Kusstore, Jamadoba and Bhowrah hospitals was awaiting supply of equipments from the D. G. S. & D. Supply of X'ray plants to all the Fund's Regional Hospitals and a colliery hospital in Sambalpur Coalfield was also approved by the Government.

10. **Ambulance Vans** : The Fund has provided ambulance vans to the Central and Regional Hospitals for carrying patients. The van attached to the Central Hospital, Dhanbad carried 472 patients and covered 7594

miles and that at the Central Hospital, Asansol 770 patients covering 12,454 miles. The ambulance van attached to the Regional Hospital, Katra carried 237 patients covering a distance of 10,082 miles. The vans at Regional Hospitals Tisra and Naisarai carried 262 and 180 patients respectively and covered a distance of 8,842 and 8,687 miles. These vans were also used for Domiciliary T.B. treatment. Supply of new vans one each for the Regional Hospitals at Searsole, Chora and Jamai was awaited from the D. G. S. & D. with whom indents had been placed.

11. **Family Counselling :** Family counselling centres were run at the two Central Hospitals and five Regional Hospitals. Two thousand one



*Family Counselling Centre—Central Hospital, Asansol.*

hundred and seventy five cases were attended to. Sterilization was done in 222 cases.

Family planning lectures and demonstrations were also given to mothers in all the 33 Maternity and Child Welfare Centres run by the Jharia Mines Board of Health. The field workers of the Women's Welfare Section continued wide propaganda on the advantages of family planning among the women folk. Over 4,000 women were thus advised and some were taken to clinics.

12. **Leprosy:** For treatment of colliery workers suffering from Leprosy, a total of 46 beds have been provided by the Fund, 22 at the Tetulmary Leprosy Hospital and 24 at the Asansol Leprosy Hospital and grant for their maintenance is being paid by the Fund. Government sanctioned payment of a grant-in-aid to the Kulti Division of the Asansol Leprosy Association towards expenditure on construction of a 16 bedded hostel for segregation of infectious leprosy cases and recurring grant for maintenance of 8 beds thereof for exclusive use of the colliery workers.

13. **Residential Home for children:** In order to protect from infection the children of coal miners suffering from Leprosy and T.B. and to provide them with nourishing food, establishment of a Residential Home for about 30 children in the age group of 6-14 at Bhuli Township was sanctioned by Government. Steps were taken to start the home.

### III. ANTI-MALARIA OPERATIONS:

The Malaria control operations in coalfields areas which were switched over to eradication programme stepped into its fifteenth year. Anti larval work in the form of drainage work, clean weeding etc. was carried out in all the coalfields before commencement of residual insecticidal spraying in June, 1959. Two rounds of spraying were completed in all the coalfields except in Assam where three rounds are generally given. About 779 collieries and 550 adjoining villages were sprayed during the year protecting a population of about 11,66,600.

Six thousand four hundred and fifty three persons received anti-malarial drugs during the year. Entomological observations on the density of anopheline mosquitoes were carried out. It was observed that the density was low in all the areas. Spleen parasite and infant parasite examinations were carried out as usual.

Filaria Survey was started in the Jharia Coalfield. Regular mosquito collections were started from Dhowrahs of collieries and adjoining villages. Besides adult collections, search for breeding places as well as larval collections from all types of breeding places were also made. Heavy culicine breeding was found in most of the breeding places. The density of culicines were found to be much higher than anophelines in cattle sheds and mixed dwellings, while in the human dwellings no anopheline was recorded.

### IV. EDUCATION AND RECREATION.

1. **Miners' Institute:**—For providing educational and recreational facilities to colliery workers, their children and other dependents, miners'

institutes each comprising a Centre for the welfare of women and children and an Adult Education Centre for males are established in the various coalfields. The Organisation erects its own buildings for the institutes and where land is not readily available, the centres are temporarily started in accommodation offered by colliery companies. With the completion of one more institute building at Samla Kendra in the Raniganj Coalfield, 50 Miners' Institute buildings had been constructed by the Fund in various coalfields up to 31st March, 1960.

**2. Women's Welfare Centres:**—Up to the end of the last year 55 Centres had been established in the various coalfields. During the year under review 4 more centres started functioning at Kharkharee in the Jharia Coalfields Central Saunda in the Karanpura-Ramgarh Coalfield and Nigha and Girmint in the Raniganj Coalfield.

The Centres continued to provide elementary education to workers, children upto class II standard. The children attending the centre were given bath in the morning by Ayah of the centre. They were then dressed with garments supplied free by the Organisation. Healthy and interesting games were played at all the centres. Milk and tiffin continued to be distributed to the children attending the Women's Welfare centres. On every working day Chura, Gur, Kismis and UNICEF milk powder were supplied to them. Medical check up of children's health continued at all the centres. The health of the children was checked up quarterly during the year by the Medical Officer of the Organisation. Average health of the children was found satisfactory.

Besides training in handicrafts like sewing, tailoring, embroidery, repair of garments etc., literacy classes are also held for women at all the centres. The total number of women declared literate up to 31st March, 1960 was 580. All the Centres have been provided with a sewing machine each and other materials required for handicraft work.

The Field Worker went to Dhowrah daily and spent at least five minutes in each house giving talks on various subjects such as education, cottage industries kitchen, gardening, poultry keeping, evil effects of drinking, civic duties, saving of money, etc. which would assist in the general welfare of the miners' families and raise their standard of living. They had also assisted the women in various matters such as admission to hospital, etc.

**3. Adults Education Centres:** Up to the end of the last year 55 Adult Education Centres had been established. During the year, 4 more centres

started functioning at Kharkharee, Central Saunda, Ningha and Girmint. During the year under review 1137 adults were made literate. The total number of adults made literate up to 31st March, 1960 was 7450.



*Mine's Institutes – Women & Children at Work.*

A small library containing about 400 books was being maintained at each centre which was being used by a fairly large number of persons. Study tours and excursions to places of interest were arranged. A batch of 30 workers of Kargali No. 1 miners' institute went to Bokaro Thermal Plant for an education tour. A party of 14 persons from No. 3 Incline visited Hyderabad and Secunderabad. Another batch of 12 workers from Yellandu centre visited Madras, Tirupathi Mahabalipuram and Vijayawada. Cultural activities arranged at the centres included musical concerts, physical and yogic feats Bhajan and Kirtan staging of dramas, Birha Programmes, folk dances, Kawali etc. Football Volleyball, table tennis, and carrom were played at the centres. Republic Day, Independence Day, Gandhijee's Birthday, Rabindra Jayanti B bu Kunwar Singh's Day, Tulsi Jayanti, Krishna Jayanti, Swaraswati Puja were celebrated at various centres. The 16 film projector in the Jharia coalfield was used for exhibition of shows at the centres in the Jharia coalfield. Provision of such film projectors in other coalfields was awaiting supply from the Director General of Supplies and Disposals with whom indents had already been placed.

With a view to expanding the adult education activities, a scheme of feeder Adult Education Centres was introduced during the last year. Up to the end of the last year 35 such centres had been established. During the year 34 more centres were opened in the various coalfields. Thus there were 23 centres in Jharia, 7 in Hazaribagh, 16 in Raniganj, 7 in Andhra Pradesh, 12 in Madhya Pradesh and 4 in Assam.

4. **Primary Schools** :—Monthly grants in-aid were continued to three Schools in Talcher, four Schools in Andhra Pradesh and one School each in Korea, Assam and Darjeeling coalfields.

A non-recurring grant of Rs. 1500/- was sanctioned for payment to three colliery Schools in Bokaro coalfield for purchase of furniture and equipment.

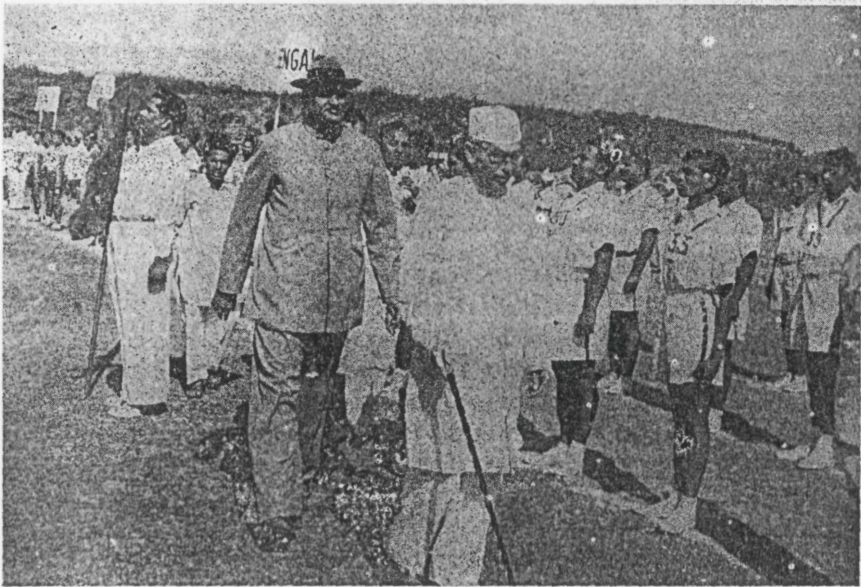
5. **Training of Welfare Personnel** :—The third course of training commenced from 2nd November 1959 at the Welfare Personnel Training Institute, functioning at Bhuli from August 1958. The first course of training ended on the 31st January 1959. Forty three persons completed the training successfully out of 51 who sat for the final examination. Out of 47 persons of the second course ended on 31st August, 1959 who sat for the examination 38 were declared successful.

6. **Grant of Scholarships** :—Seventy five scholarships @ Rs. 20/- per month each are awarded for higher general education and 22 @ Rs. 30/- per month each for technical education. Government have also sanctioned grant of 50 stipends @ Rs. 20.- per month each to sons and daughters of colliery employees undergoing training at the various training institutes opened under the Director General of Resettlement and Employment Training Scheme in the coalfields of different states. A total sum of Rs. 13 102 - was spent on scholarships during the year.

7. **Facilities for training in leadership and discipline** :- For providing facilities for training in leadership and discipline to children of coal miners, the Ministry of Education were requested to introduce their National Discipline Scheme in some of the educational institutions in coalfield areas. They agreed to the request and the scheme was introduced in 6 institutions in the coalfield areas of West Bengal. With a view to providing an incentive to the children to attend the classes it was decided to supply at the cost of the Fund a set of uniform consisting of shirts, shorts, stockings and shoes to each of the children of colliery workers undergoing training under the scheme.

**8 Training Camps for Children of Coal Miners in Leadership and Discipline :** - A proposal for imparting training in leadership, physical education and discipline to the children of colliery workers attending the Fund's miners' institutes by holding training camps was also approved by Government. The first training camp was held at Bhuli from 18th to 30th September, 1959. Thirty children selected from different institutes were admitted for the training. Each was supplied with a set of uniforms free of cost. The second training camp for another thirty children was held from 2nd November, 1959 and the 3rd camp in February, 1960. All the children trained at the camp will set an example to other children attending the miners' institutes and help introduction of the training classes at the institutes.

**9. Games and Sports :** - A total sum of Rs. 55,000/- was spent towards organising games and sports for colliery workers in the different coalfields in conjunction with the coal industry. During this year the first All India



*All India Coalfield Sports - Union Dy. Labour Minister Inspecting Athletes*

Coalfield Sports meet was organised by the organisation at Lodna Sports Ground in Bihar on the 24th January, 1960. Workers from all the coalfields participated in the sports. The function was inaugurated by Shri Abid Ali, Union Deputy Labour Minister.

10. **Health Week** :—Health Week Fortnight was also organised in most of the coalfields and a total sum of Rs. 23,250/- was sanctioned for this purpose.

11. **Exhibition of Films** : The four Mobile Cinema units maintained by the organisation one each in Jharia, Raniganj, Karanpura, Ramgarh and Pench Valley Coalfields gave a total of 961 shows during the year.

## V. ENFORCEMENT OF STATUTORY PROVISIONS.

1. **Coal Mines Pithead Bath** : The Coal Mines Pithead Bath Rules 1946 continued to be administered by the Coal Mines Labour Welfare Organisation. Under the Rules it is obligatory to provide pithead baths at every coal mine whose monthly output during the previous calendar year exceeded 500 tons. Exemption from the provision of Pithead Bath is granted in case of those mines the resources of which are not sufficient to enable them to make adequate supply of water and also to those which are likely to be exhausted within the next three years. The total number of collieries where Pithead Baths had been completed was 215 and that of collieries where they were under construction was 90.

2. **Creche in Coal Mines** :—The Mines Creche Rules, 1946 were repealed on the 7th November, 1959 and under the present Rules the owner Agent or Manager of every mine in which not less than 50 women workers had been employed on any one day of the preceding twelve months were required to provide creche. Creches had been completed in a total of 389 up to November 1959. Supply of diet to children at the creches were made compulsory. Introduction of diet improved matters. Attendance of children increased and also the popularity of the creches.

3. **Prosecution** :—For contravention of the Coal Mines Pithead Bath Rules and Mines Creche Rules, 46 prosecutions were launched during the year.

4. **Maternity Benefit** :—The Mines Maternity Benefit Act and Rules made thereunder also continued to be administered by the Coal Mines Labour Welfare Organisation. During the year mines maternity benefit was paid by the employers in a total of 2522 cases.

5. **Workmen's Compensation** :—Under order of the Government members of the Inspectorate of the Organisation followed up cases of accidents in coal mines which involve payment of compensation. No legal authority to enforce quick settlement of such cases had, however, been given. Out of a total of 4692 cases reported 3255 were followed up during the year. 2916 were admitted and 339 were not admitted. Payment was made in 1437 cases.



## VI. MINERS HOUSES :

1. **Township** :—Under the Fund's first scheme of construction of experimental townships, the organisation constructed in all 1566 houses at Bhuli, 48 houses at Bijohnagar, 219 houses at Bokaro, 180 houses at Kargali 50 at Giridih, 50 at Bhurkunda and 40 at Kurasia.

2. **Subsidised Housing Scheme** :—Under the old subsidy scheme of the Fund envisaging payment of subsidy to colliery owners at the rate of 20% of the cost of construction, the number of houses constructed was 1638 upto the end of the year.

3. **Subsidy-cum-loan Scheme** :—Under this scheme which provides for payment of a subsidy of 25% and loan of 37½% of the cost, 2070 houses were completed and 103 houses were under construction on 31-3-60. Sums of Rs. 1,41,644 and Rs. 1,13,125 had been paid as subsidy and loan under the scheme upto 31-3-1960.

4. **New Housing Scheme** : Under the New Housing Scheme of the Fund which provides for construction of 30,000 houses by the Fund at a cost of about Rs. 10 crores, 10553 houses were under construction in 211 collieries towards the end of the year.

5. **Kutchra Houses** : Government sanctioned a sum of Rs. 10,000/- for construction of 50 Kutchra houses on an experimental basis in Madhya Pradesh coalfield and allotment was made to the following collieries :

1. Messrs. Shaw Wallace & Co.	— 20 houses
2. Messrs. N. S. OJha & Co. Ltd.	— 10 houses
3. Messrs. Jhorwari Kitar Colliery	— 10 houses
4. Messrs. Jharawan and Hirdagarh colliery	— 10 houses
	Total — 50 houses

## VII. OTHER AMENITIES :

1. **Death Benefit** :—The scheme for grant of financial assistance to the widows and school going children of colliery workers who meet with death as a result of fatal accidents at collieries at the following rates was in operation during the year. Under the scheme a monthly allowance of Rs. 10 per month to the widow of the deceased worker for a period of 2 years and a scholarship of Rs. 5/- per month to each of the children of the deceased worker attending school for a period of three years were being paid. A total sum of Rs. 26,400 was sanctioned during the year for payment to 95 widows and 20 school-going children.

2. **Co-operative movement in coalfields** :—The drive for coal miners co-operatives launched by the organisation continued to make steady progress. The number of new societies established in different coalfields was 35. The organisation was making all efforts to help the societies run on sound economic units. Upto 31st march, 1960, 39 societies were paid non-recurring grant at the rate of Rs. 67 each towards preliminary cost of establishment. The scheme for payment of loan on nominal interest from out of the Coal Mines Labour Welfare Fund to Co-operative Societies of colliery workers was under active consideration.

3. **Holiday Home for Coal Miners** :—A Holiday Home has been set up by the organisation in hired accommodation at Rajgir in Bihar which is famous for its hot springs and is a place of historical importance and pilgrimage for people of all religions. For transport of workers to and from the Home conveyance is provided by the organisation free of cost. Facilities for indoor and other recreational activities have been provided at the Home. Patches of workers were sent to the Home. The workers visited Banganga Hot springs, Pawpuri, Hazrat Kund, Nalanda University and museum. On their way they were shown Tilaya Dam and the Mica mines.

4. **Centres for imparting training in tailoring for dependents of the victims of the Chinakuri accident** :—A centre for imparting training in tailoring to female dependents of the victims of the Chinakuri accident was run at the Fund's Miner's Institutes at Chinakuri from February, 1959 to August 1959. Fifteen female dependents were trained. A stipend of Rs. 30 per month was paid to each trainee during the period. On completion of the training period a sewing machine was given to each to enable them to earn their living. The scheme was financed from out of the donations received from various sources.

5. **Establishment of a Rehabilitation cum-Convalescent Home** : A proposal for establishment of two Rehabilitation-cum-Convalescent Home one for Bihar and West Bengal and the other for the coalfields in Madhya Pradesh was approved by Government. As the intention was to start the Homes in suitable buildings available on hire or purchase the possibility of obtaining such accommodation was being explored.

6. **Facilities of training in handicrafts to disabled colliery workers** :—With a view to providing facilities of training in handicrafts to partially disabled colliery workers, a scheme of establishment of a training centre at Chinakuri Miners Institute was started in May, 1959. Five disabled persons were trained in the crafts of basket making and tailoring. During the first three months of the training period the disabled persons were being paid a stipend of Rs. 30/- per month per head. Another such centre was also opened at Jamadoba Miners Institute on 9-11-1959.

7. **Excursion-cum-Study tour for Coal Miners** :— With a view to providing an opportunity to the coal miners to visit important places in the country, an excursion-cum-study tour was arranged. It was the first venture of the organisation to run a Special Train. The first special train carrying over 500 miners left Dhanbad on the 5th April, 1959 and returned on the 20th April, 1959 after visit to many important places like Lucknow, Haridwar, Bhakra Nangal, New Delhi, Mathura, Agra, Varanasi and Puri. The Coal



*Miners Special Train – Miners Meeting President.*

Miners had the unique opportunity of meeting the Governor of Uttar Pradesh, Swami Sivananda, the Union Minister and Deputy Minister for Labour and Employment, the Prime Minister and the President of India. A second special train was also arranged in March 1960. It started on the 23rd March, 1960. After successful completion of 15 days country-wide tour the second special train carrying 626 coal miners arrived back at Dhanbad on the 6th April, 1960. The coal miners of this special train had also occasion to meet the President, Prime Minister and the Union Labour Minister and visited Benaras, Lucknow, Haridwar, Bhakra-Nangal, Delhi, Amritsar, Agra, Vishakapatnam and Puri.

MEETING OF EXPERTS ON MAJOR  
MINE DISASTERS

( Geneva, 13-24 March 1961 )

R E P O R T

1. At its 145th Session (Geneva, May 1960), the Governing Body decided to convene a Meeting of Experts on Major Mine Disasters with the following terms of reference:

- (a) to consider the occurrence of disasters in all types of mining;
- (b) to make recommendations for the prevention of such disasters, with particular reference to methane and coal-dust explosions;
- (c) to discuss and suggest means of reducing the number of a casualties in mine accidents, with reference also to rescue operations; and
- (d) to make recommendations as to the most appropriate action which could be taken by the member States and the International Labour Organisation in order to contribute to the prevention of mine disasters.

2. The composition of the meeting was fixed as follows:

Mr. J. BENSON (United States), Director of Safety, Southern Coal Producers' Association, Washington, D.C.

Mr. N.I. BORYTCHEV ( U.S.S.R.) Deputy Chief of the Division of Labour Protection, Central Committee of the Mineworkers Union, Moscow.

Mr. L. CHAUVEAU (France), Safety Engineer, Auchel Group, Nord and Pas-de-Calais Coalfield, Auchel.

Mr. W. CYBULSKI (Poland), Professor in charge of safety in mines at the Polytechnics School, Gliwice; Director of the Experimental Mine of the Central Mining Institute, Katowice.

Mr. L. DE CONINCK (Belgium), Mining Engineer, Director of the National Centre for Co-ordination of Rescue Stations, Charleroi.

Mr. C.R. DROUARD (France), Principal Inspector of Mines Paris.

Mr. C. ERLINGHAGEN (Federal Republic of Germany), Senior Mining Engineer, Member of the Executive Body of the Coal Mining Federation, Essen.

Mr. G. GECK (Federal Republic of Germany), Head of the Mining Section, Federal Ministry of Economic Affairs, Bonn.

Mr. T.L. GIBBS (Union of South Africa), Acting Government Mining Engineer, Johannesburg.

Mr. S.S. GREWAL (India), Chief Inspector of Mines in India, Dhanbad.

Mr. F.E. CRIFITH (United States), Supervisory Coal Mines Fire Control Engineer, Bureau of Mines, Pittsburgh.

Mr. H.R. HOUSTON (United Kingdom), Deputy Chief Inspector of Mines and Quarries, London.

Mr. K. KOIWAI (Japan), Director the Mine Safety Bureau, Ministry of International Trade and Industry, Tokyo

Mr. G.O. ONISCHEWKO (U.S.S.R.), Chief Inspector of Coal Mines, Committee on Wages and Labour, Moscow.

Mr. K.H. SAUNDERS (United Kingdom). Head of the Department of Engineering and Safety, National Union of Mineworkers, London.

Mr. M.A. VANDENHEUVEL (Belgium), Director-General of the Mining Administration, Brussels.

3. Mr. KOIWAI was detained in Japan in connection with an inquiry into a recent disaster and could not take part in the meeting.

4. In addition to the experts, the following observers took part in the meeting:

Mr. M. GERLICHE, Secretary of the Permanent Body for Safety in Coal Mines, High Authority of European Coal and Steel Community, Luxembourg;

Mr. I. LAVERGEN, Chief of the Division of Power, Organisation for European Economic Co-operation, Paris ;

Mr. V. DUGUET, Secretary-General of the Miners' Trade Unions International, Prague;

Mr. R. TOURET, Safety Engineer, Lorraine Coalfield, Merlebach, representing the Miners' International Federation.

5. The meeting took place at the International Labour Office from 13 to 24 March 1961 and held 21 sittings.

6. Mr. VANDENHEUVEL and Mr. GIBBS were unanimously elected Chairman and Reporter.

7. The Director-General was represented by Mr. M. ROBERT, Chief of the Occupational Safety and Health Division, assisted by Mr. J. NORTHCOTT of the same Division.

#### STUDY OF MINING DISASTERS

8. The Office had compiled for the experts a working paper which in particular provided statistical information on the principal causes of mining disasters in which ten or more persons lost their lives. This information was based on particulars furnished by 11 important mining countries and related to 513 disasters that caused the death of 18,581 persons during the period 1920-1959.

9. As a working basis the experts accepted the interpretation placed on the term "mining disaster" by the Office in the compilation of the statistics, i.e. an accident in which ten or more persons were killed. It was noted that deaths due to disasters accounted for

about 6 per cent. of the total number of deaths due to mining accidents. About 75 per cent. of the accidental deaths in underground workings resulted from falls of roof, side or face or occurred in haulage and transport - accidents that individually rarely resulted in multiple fatalities of a major character.

10. As regards the nature of mining disasters, the experts noted the preponderant role of explosions of methane and of coal dust, in so far as concerned both the number of disasters (72 per cent. of the total) and the number of lives lost (70 per cent. of the total). Among the principal immediate causes of these explosions were electricity, explosives and shotfiring, fires, naked lights, smoking and flame safety lamps, but in nearly a third of the cases the causes could not be established with certainty.

11. Fires, intrusions of water, major collapse of strata and accidents during man-hoisting in shafts were other serious causes of disasters, and the experts gave attention to the various circumstances and causes. As regards the technical matters which were discussed, particular attention was devoted to methane and coal-dust explosions, as it was clear from the figures quoted that these demanded the closest attention.

12. Throughout the meeting the main concern was to search for and examine means of preventing further disasters or reducing their incidence. Particular past occurrences were only examined in so far as they might indicate lessons and procedures for the future. Within the framework of the terms of reference, discussions took place on technical considerations relating to the causation and prevention of disasters, including provisions for rescue, on administrative and organisational aspects and on action which might be taken by member States and the I.L.C.

## TECHNICAL CONSIDERATIONS

### General

13. The experts considered that the full and complete study of the technical aspects of all the factors involved in mining accidents, and in disasters in particular, was a task of a vast and complex nature. The meeting confined itself therefore to a brief study of certain features under the various headings which have revealed themselves to be the main causes over recent years, as it was realised at the outset that it would not be possible in the time available to treat each of the numerous subjects fully with a view to setting down comprehensive recommendations or drawing up codes of practice.

### Explosions of Methane

14. It was generally felt that good ventilation was the first defence against explosions of methane. It was impossible to prescribe minimum quantities or velocities to suit all cases, and the most effective procedure would be for each country to lay down a standard of purity which would have to be observed in all parts of the mine in which persons work or travel.

15. It was observed that flammable gas could be found not only in coal mines, but also in othertypes of mine.

#### Methane Detection

16. Safety from the explosion hazard underground depended on the detection of the presence of methane particularly before such operations as shotfiring took place.

17. Precision methanometers giving direct readings had been developed and were of great value if used by competent persons. Automatic detectors which both gave a warning and cut off electric power at predetermined concentrations showed great promise, particularly for use in conjunction with modern coal-getting machines which were coming into use to an increasing extent. In the field of methane control, recording methanometers represented also a progress in the field of methane detection.

18. It was considered that the flame safety lamp was indispensable at the present time in most countries and that its use for general methane detection might be continued until such time as it may be superseded by some other suitable and more effective means.

#### Dilution of Methane by Ventilation

19. The problem of the ventilation of a gassy mine should be approached firstly at the pre-operational planning stage and, secondly as regards the measures to be adopted for the ventilation of all sections of the mine and of the working faces during the production stages. The problem of ventilation should be borne in mind when the method of mining was selected.

20. In the planning stage, careful calculations should be made of the minimum quantities of air required, regard being had to the nature of the deposit to be worked and the mining methods to be adopted. Provisions should also be made for future ventilation requirements in the light of the amount of gas which would be liberated and the planned rate of development, both of which affected the rate of methane pollution.

21. Auxiliary ventilation of dead ends in gassy mines by means of fans and air ducting can lead to numerous dangers, and this subject received special consideration by the experts. Auxiliary fans had often to be used. It was stressed that their use and placing should be covered by regulations in the various countries. The question of re-starting an auxiliary ventilation system after it had been stopped for any reason should receive particular attention, and should be carried out by competent personnel specially appointed to take the necessary steps to deal with any methane accumulation.

#### Acceptable Methane Concentrations

22. There was general agreement that a maximum acceptable level for methane concentrations should be fixed. Immediate action should be taken to restore the position if this level was exceeded. General preference was for a maximum figure of 1 per cent. When expressed as an average figures in the total air-stream across the area concerned.

23. In any place where the figure was found to exceed 2 per cent;., all persons except those required to remedy the situation should be withdrawn immediately.

#### Methane Drainage

24. In many cases the introduction of methane drainage systems in mines had enable work to proceed under safe conditions where otherwise this would have been impossible. The value of such schemes was emphasised. In addition methane drainage had enabled electricity to be introduced into workings where previously it was prohibited. Experiments had also been conducted into the feasibility of preliminary drainage from the surface in the initial stages of the life of a mine.

#### Local Accumulations

25. Attention was drawn to the dangers resulting from firedamp accumulating in roof cavities and to the problem of layers of gas lying close to the roof, especially in high roadways. Both of these required special treatment for their removal.

#### Causes of Ignition of Methane

26. Recent explosions in one country had underlined the danger of sparks caused by rocks falling on to steelwork, and by friction between siliceous rocks during caving. Machine cutting in coal close to hard deposits might be dangerous if the fastmoving picks struck against them and produced frictional sparks in the cut. It was felt that further work on the subject of frictional sparking was desirable.

27. It was noted that ignitions of firedamp by electricity had been carefully considered among other matters by an I.L.O. committee of experts in 1957, when a comprehensive code of practice was drawn up.

28. The use of explosives was recognised as a major source of ignition, but the experts felt that this subject was of such magnitude and complexity that it could only be studied adequately at a meeting specially convened for the purpose.

### Coal Dust Explosions

#### General

29. Explosions of coal dust and the danger of their propagation over a wide area was recognised by the experts as being a subject requiring close study in the prevention of disasters. The initiating source was almost invariably a methane explosion and if this led to a coal dust explosion which could not be arrested almost immediately, a disaster of major proportions was inevitable.

30. The meeting examined the subject under a number of headings: types of mine where the danger existed, control of coal dust production, sources of ignition, prevention of propagation, arresting the explosion after it had developed and supervision of control measures. Attention was, however, again drawn to the difficulty of giving full and proper attention to individual technical subjects in the time available.



## Types of Mines

31. The experts were unanimous that precautions against coal dust explosions should always be taken in all coal mines where the ratio of volatiles to total combustibles exceeded 14 per cent.

## Prevention of Coal Dust Production

32. The control of coal dust production involved numerous considerations and the use of water was of great value in this connection. Water infusion had proved effective under some conditions but the experts stressed that all coal-getting machinery which produced dust should be provided with efficient water sprays or other means for dust prevention. Similar measures should also be applied to all other sources of dust production. Large accumulations of coal dust should not be allowed in underground workings and in this connection special attention should be paid to the upper parts of roadways.

## Sources of Initiation

33. The chief source of ignition of coal dust was explosion of methane and stringent precautions should therefore be taken against the methane danger. Sight should not be lost however, of the fact that under favourable conditions coal dust explosions could be initiated by other means.

## Prevention of Propagation

34. All places where dangerous coal dust was present should be stone dusted in accordance with regulations drawn up by the competent authority. Basic principles in this connection were discussed and stress was laid on the danger of surface layers of fine coal dust. In cases where effective stone dusting was impracticable, special measures should be taken to prevent coal dust explosions. Where coal dust was already naturally wet, water could be used to render it harmless provided that the dust was kept permanently in a saturated condition. Wherever stone dust was used in wet conditions, it should possess the property of non-wettability.

35. It was felt by the meeting that the development of new effective methods to replace stone dusting should be encouraged. In this connection it was noted that some success had been achieved with the salt crust method and the use of calcium or magnesium chloride pastes.

## Arresting the spread of Coal Dust Explosions

36. The early arrest of a dust explosion after it had developed was essential and most experts were of the opinion that stone dust barriers were the most effective means to this end, but the meeting also gave consideration to the use of water spray curtains and general stone dusting. The location, type and design of these barriers were debated and it was agreed that these details should be specified by the competent authority.

## Control and Supervision

37. Regular and representative sampling of dust should be carried out in all coal mines where stone dusting was applied and stone dust barriers should be adequately controlled and carefully maintained. Particular attention should be paid to these points.

## F I R E S

38. The subject of the prevention of accidents due to fires in coal mines had been comprehensively covered by an I.L.O. meeting of experts in 1957, when a code of practice was drawn up. In view of this the meeting felt that it was not necessary to go over the same ground.

## Inrushes of Water

39. Various aspects of this danger were discussed and it was noted that most countries had adequate regulations for the prevention of such accidents. Attention was drawn to the necessity for keeping accurate plans of workings and for the adoption of safety precautions, such as the driving of exploratory boreholes when approaching old workings containing, or likely to contain, accumulations of water or when driving through water-bearing strata or approaching the surface.

## Collapse of Strata

40. This danger was more evident in deep metal mines and it was noted by the experts that the question of strata movement and rock bursts was receiving close attention in the countries where this problem was of special concern.

## Rescue Work

41. The experts recognised the extent to which well-organised and speedy rescue could limit the severity of a disaster. A review was made of the organisations in the various countries represented, having regard to the recommendations made at the 1957 Luxembourg Conference on Safety in Coal Mines and the I.L.O. Code of Practice on Prevention of Accidents Due to Fires Underground in Coal Mines.

42. The experts noted that these services were efficiently organised in their respective countries, although they varied from country to country. Discussion covered arrangements for summoning rescue teams, provision and equipment of rescue stations and questions of selection and training of rescue workers; while it was felt that few additional suggestions could be made, the meeting recommended the enforced provision of a self-rescue apparatus giving protection against carbon monoxide for all persons underground in coal mines.

43. In making this recommendation the meeting took into consideration that many lives had been saved by this type of apparatus in those countries where its use was

obligatory. It was stressed that the apparatus should be light, robust and easily carried by every person in the mine. Experts further drew attention to the desirability of encouraging the development of an apparatus which would afford protection against oxygen deficiency as well as carbon monoxide, and at the same time be easy for workmen to carry.

44. In regard to mines other than coal mines, it was also recommended that the use of self-rescue apparatus should be enforced where conditions were deemed by the competent authority to warrant such a provision.

45. In view of the importance of the question of mine rescue, the meeting recommended that the I.L.O. should give consideration to the preparation of a code of practice covering all aspects of this question and applicable to all types of mining operations.

## ADMINISTRATIVE AND ORGANISATIONAL CONSIDERATIONS

### GENERAL

46. Attention was given under this head to matters such as the provision of regulations and safety codes, methods and systems of inspection, the conduct of investigations and the holding of inquiries into disasters, the training of officials and workmen and the adoption of any steps at the governmental, management or workers' level, or by the I.L.O. to improve safety.

### Safety Laws, Regulations and Codes

47. The experts were unanimous that safety laws, regulations and codes of practice in the various countries played an important part in the prevention of mine disasters and stressed that these should be regularly revised and kept up to date in the light of modern developments and experience gained. In the making of new regulations and in the revision of existing regulations, it was emphasised that there should be close co-operation and consultation between government, management and workers.

48. Some discussion took place on the granting of exemptions from regulations and it was agreed that where such exemptions are granted special compensatory safety measures should be prescribed.

### Inspection Services

49. Governmental mine supervisory and inspection services were organised broadly on the same principles throughout the major mining countries. The experts considered it important that the structure of these services should be such that engineers of a high calibre were attracted into their ranks; recruits should have received education up to the university or equivalent level and should also be experienced in mining practices and technique. Their remuneration and status should be comparable with that of senior engineers in the mining industry in order to make the service attractive as a career to the right type of person.

50. In most cases inspections on a greater or lesser scale were also carried out by the workers' organisations or by the workers themselves, and the importance of their role in this respect was recognised.

51. Emphasis was laid on the need for liaison and co-operation between governmental inspection services, employers and workers. Each had an important role to play in ensuring safety, but lack of co-ordination could considerably reduce the effectiveness of their efforts.

52. An important aspect of safety inspection concerned future planning of mines. Before a new mining venture commenced or before changes of policy, methods, scale of production and the like were decided upon, due consideration should be given to safety by the inspection services.

53. Finally, stress was laid on the necessity for a high standard and the complete independence of the governmental inspection services.

#### Investigations and Inquiries into Disasters

54. The meeting discussed the value of full and impartial investigations into accidents in the interests of safety. In the case of disasters and certain other accidents which were of particular importance or interest, the investigation should be exhaustive and no effort should be spared to determine the circumstances and causes of the occurrence. The experts were unanimous that the officer or body conducting the investigation should be qualified technically for the assignment; where necessary, the assistance of specialised technical services should be enlisted.

55. Considerations of personal legal responsibility for the occurrence should not be allowed to cloud the technical considerations, although it was appreciated that the two aspects were often linked.

56. The circumstances and causes of disasters should be reported on in essential detail, and the report should contain any conclusions and recommendations which would be of value in the avoidance of future occurrences of a similar nature.

57. The circulation of these reports on a national scale was common in most mining countries and had been of considerable assistance in the field of accident prevention. In some instances circulation had been extended to countries with common interests and sharing similar problems. The desirability of extending the system of circulation on a fully international basis was stressed by the experts. They appreciated, however, that there were certain difficulties in this respect; among these were the question of translation into the various languages and also the desirability of avoiding unnecessary circulation of full documentation in certain instances.

58. The meeting considered it advisable that the I.L.O. should give careful consideration to providing the necessary service in this respect, particularly as the operation of a world-wide centre of information was one of its traditional activities.

### Safety Education and Training

59. Various well-known methods, intended both for management and workers - such as safety bonus schemes, inter-mine competitions, propaganda campaigns and the like - were discussed. Whilst encouraging results had been obtained in certain instances, the experts reached the conclusion that these methods of promoting safety were far from perfect and that all countries should devote special attention to the question of making them more effective.

60. The degree of safety obtaining in a mine depended to a great extent on the spirit in which all concerned, both personally and collectively, contributed their support to the promotion of safety.

61. The experts agreed unanimously that safety should form an integral and important part of all vocational training and education schemes. The meeting felt that vocational training should be directed equally to inspection services, management and workers.

62. Trade unions, workers' consultative councils, management associations, government authorities and professional scientific bodies should all contribute to further progress in this field. A particular responsibility rested on governmental authorities in order to ensure that, when certificates of competency were issued, the safety aspects of the various occupational categories had not been neglected.

### Accident Statistics

63. The experts did not devote much attention to the question of accident statistics in mines, as they considered that it was of little value at the international level in so far as the prevention of mine disasters were concerned. It was recommended, however, that each country should publish statistics of fatal accidents in their mines on a basis related to exposure to risk.

### Scientific Research and Exchange of Information.

64. A great deal of valuable research and investigation was going on in mining countries and new techniques and methods for combating hazards were being developed. The experts urged that governments, together with employers' and workers' organisations, should give active encouragement and support to this work and, where necessary, ensure its expansion.

65. It was felt, however, that a certain amount of effort might be wasted as a result of inadequate co-ordination between countries and, furthermore, that the results of research were not disseminated on as wide an international basis as was desirable.

66. Countries should as far as possible arrange amongst themselves for the interchange of information; the meeting felt that this was a field in which an important service could also be provided by the I.L.O.

Action by the I.L.O.

67. The experts noted that since the last war, the I.L.O. had brought about a considerable acceleration of its work in the field of safety in mines. In 1949, a Model Code of Safety Regulations for Underground Work in Coal Mines was adopted by a tripartite technical conference. In 1953 and 1955 a substantial study entitled "Safety in Coal Mines" was published in two volumes. In 1956 the same subject was discussed at the Sixth Session of the Coal Mines Committee, and a report on accident prevention was prepared in 1957 for the Tripartite Technical Meeting on Mines other than Coal Mines. Also in 1957, a meeting of experts was held in Geneva and two codes of practice on the prevention of accidents due respectively to fires and electricity underground in coal mines were prepared and widely circulated. The experts felt that these codes of practice had been particularly valuable, not only to countries undergoing industrial expansion but also to more developed countries. On the subject of health protection, two meetings of experts on dust problems were convened by the I.L.O. in 1952 and 1955.

68. The experts had a wide exchange of views on the most useful action which could be undertaken by the I.L.O. in the near future in order to make a further contribution to the prevention of mine disasters. In view of the vast and complex nature of the subject under consideration, the recommendation was unanimously made that it would be desirable for the I.L.O. to convene further expert meetings to deal in detail with certain more important technical questions raised during the present meeting. The experts, however, expressed the wish that the subjects of such meetings should be clearly limited so that each of them could receive proper attention and be adequately dealt with.

69. Among those subjects which should be given a high priority, the experts listed friedamp (including the question of the flame safety lamp) and ventilation, coal dust and explosives and shotfiring. Matters such as rescue, major collapse of strata, inrushes of water and man-hoisting could be dealt with subsequently.

70. Unanimous agreement was reached on the above program of future I.L.O. action, but the method to be followed in connection with these meetings and the publication of their results gave rise to some discussion. Some experts considered that proceedings should be issued which contained not only the conclusions reached by the experts but also the main views expressed in the course of the discussion; in their opinion, the broad exchange of views and experiences was perhaps more important than the recommendations which might be arrived at. The majority of the experts, however, considered that this would not be adequate and that it would be most useful if practical recommendations could be made on the subjects under discussion. The meeting finally agreed that the best method would be to deal with only one subject at a time, but to deal with it as comprehensively as possible; the adoption of recommendations should not prevent the publication of a fairly substantial report recording different viewpoints expressed and the conclusions reached.

71. With regard to the Model Code of Safety Regulations for Underground Work in Coal Mines, adopted in 1949, no final view was expressed as to the desirability of having it revised in the near future, but it was generally felt that the preparation of further codes of practice on the lines of those prepared in 1957 would be more useful, and that the revision of the Model Code would be facilitated once its main subjects had been thoroughly studied by specialist meetings.

72. As regards the dissemination of the results of previous meetings convened under the auspices of the I.L.O., some experts indicated that they had seen them for the first time in the course of the present meeting. The wish was therefore expressed that the I.L.O. should consider ways and means of improving the dissemination of its technical publications to the various circles most directly concerned, that is the specialised services within government departments, employers' organisations and trade union organisations concerned with the mining industry.

73. It was recalled that one of the traditional tasks of the I.L.O. was to collect and disseminate information on the various aspects of occupational safety and health, and the meeting hoped that a special effort could be made to ensure a broader exchange of information particularly as regards research work carried out in the field of mine safety and the results of any inquiries conducted into multiple accidents occurring in mines; the matter was particularly important for developing countries.

### C O N C L U S I O N

74. The experts stressed the fact that if any really significant reduction was to be made in the number of mine disasters and fatalities resulting therefrom means would have to be found of reducing the number and effects of explosions of firedamp and coal dust, which accounted for more than 70 per cent. of all major mine disasters. Although time did not permit a detailed investigation to be made of selected disasters, the experts felt that the basic causes of major and minor accidents in mines were fundamentally the same. For these reasons, the approach to the elimination of disasters should be through an understanding of the basic causes of accidents and by taking measures to prevent all accidents in mines.

(Signed) : M.A. VANDENHEUVEL,  
Chairman.

(Signed) : T.L. GIBBS,  
Reporter.

*Price :*