PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

(246-A)

"12.6"

WORKING OF EMPLOYEES' PROVIDENT FUND SCHEME DURING 1959-60

27 LAKHS OF SUBSCRIBERS

New Delhi, Paus 12, 1882.
January 2, 1961.

The number of subscribers to the Employees' Provident Fund increased to 27 lakhs during 1959-60 from 25.44 lakhs in the previous year.

The Scheme framed under the Employees' Provident Funds Act, 1952, applied to 39 industries by the end of March, 1960 as compared with 6 initially.

According to the Annual Report on the working of the Scheme during 1959-60, the total contributions to the Fund amounted to Rs.16.36 crores as compared with Rs.14.59 crores in 1958-59.

The scope of the scheme was widened during the year to bring certain classes of workers within its ambit: (a) employees working outside the precincts of a covered establishment in connection with its work; and (b) employees, with emoluments exceeding Rs.500/- per month, if they apply for membership of the Fund, with the consent of their employers.

Also, the condition regarding the qualifying period for membership of the Fund was liberalised so that an employee, who actually worked for not less than 240 days, during a period of 12 months or less, became eligible for membership of the Fund. Previously, the qualifying period was one year's continuous service or actual work for not less than 240 days, during a period of 12 months. As a result of the amendment, a regular worker could become a member of the Fund without having to complete 12 months.

During the year, contributions to the Fund continued to be invested exclusively in Central Government

securities.....2.

securities through the Reserve Bank of India, but the pattern of investment was slightly altered in order to fetch a better yield. By the end of March 1960, a sum of Rs.73.40 crores had been invested, and the yield from these investments during 1959-60 was Rs.2.09 crores as compared with Rs.1.58 crores in the previous year.

The number of establishments covered under the Employees' Provident Funds Act, on a voluntary basis, increased during the year from 53 to 95, which was an index of the growing popularity of the Scheme among the employers also.

Sustained efforts were made during the year under review for recovery of outstanding amounts. Against recovery cases filed during the year and the overdues of the preceding year, a sum of about Rs.2.09 crores was realised; this was more than twice the recovery during 1958-59, which stood at Rs.98.76 lakhs. At the close of 1959-60, 1,747 revenue recovery cases were pending involving a sum of about Rs.2 crores.

During the year, a Special Reserve Fund, with Rs.20 lakhs transferred from the Reserve and Forfeiture Account of the Employees' Provident Fund, was set up to assist out-going members of the Fund or their nominees or heirs, in cases where their employers had not paid in full the provident fund contributions.

SKD/Rao.
PRM

735/2.1.61/16.30hrs./29.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

12.6

EMPLOYEES' STATE INSURANCE SCHEME
BENEFITS EXTENDED TO
DANDELI AND HISSAR

(246-A)

New Delhi, Pausa 18, 1882
January 8, 1961

About 3,600 more factory workers have benefitted by the Employees' State Insurance Scheme as a result of the extension of the Scheme to Dandeli in Mysore State and Hissar in Punjab from the midnight of Saturday, January 7, 1961. The families of the insured persons in these areas will also become entitled to medical care under the scheme, thirteen weeks after the insured persons themselves become entitled to medical care.

Two whole-time dispensaries - one each at Dandeli and Hissar - have been set up for this purpose by the respective State Governments. A panel doctor has also been appointed in Hissar. At Dandeli the dispensary of the Plywood Factory will cater to the needs of the insured persons.

Pay offices have also been set up at Dandeli and Hissar for making cash payments.

PS/BLG

950/7.1.61/1700hrs/154

Government requests the employers, workers and State Governments to take immediate steps to implement the recommendations of the Wage Board. Government expects that the parties will show a spirit of accommodation in interpreting and implementing the recommendations and difficulties, if any, will be solved by mutual negotiations and agreement.

The Government of India wish to express their appreciation of the great thoroughness and care with which the Board has dealt with the matters referred to it."

The Sugar Wage Board was set up in December 1957 with Shri Bind Basni Prasad as Chairman. Its report was released by Government on December 7, 1960.

The Board recommended, among other things, that although the total minimum wages would necessarily vary from region to region, the basic minimum wages should be Rs.60-1-65 and the rest should be treated as D.A. for each region. For the purpose of wage fixation, it divided the country into four regions -- North, Central, Maharashtra and South. It also said that its recommendations should take effect from November 1, 1960.

SKD/Rao.
PARL

125/23.2.61/12.45hrs./CCO/2.

46-A

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
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"12.2"

CONDITIONS OF LABOUR
IN COIR INDUSTRY

New Delhi, Pausa 16, 1882.
January 6, 1961.

An enquiry into the conditions of labour employed in the coir industry has shown that the economy of the industry depends to a large extent on exports, which account for about 50% of the total production of coir yarn and coir goods. The volume of production and thus the employment of labour in the industry mainly depends on the quantum of exports. This dependence on exports is mainly responsible for the prevalence of under-employment of labour and unemployment in some periods in the industry.

The Labour Bureau in the Ministry of Labour and Employment conducted the enquiry by drawing, at random, a sample of 47 units out of 158 registered factories in Kerala, which accounts for about 95% of the total production of coir yarn in the country.

According to the enquiry, the total employment in the coir industry by the end of December 1959 was 15,823 of whom 14,978 workers were employed directly and the rest through contractors.

There were 3,608 women workers i.e., 24% of the total labour directly employed.

Out of 14,978 workers employed directly, 14,047 (93.8%) were permanent, 872 (5.8%) temporary and 59 (0.4%) casual workers.

Also, 13,310 (88.9%) were working on piece-rates while the remaining 1,668 (11.1%) on time-rates.

An analysis.....2.

An analysis of the earnings of workers in 21 selected occupations in the coir industry showed that those engaged in shearing and twisting received the maximum wages, the daily average being Rs.4.08 and Rs.4.01 respectively. Those engaged in spooling received the minimum, the average daily earnings being Rs.0.98 np. For the other occupations, the average daily wages ranged from Rs.1.75 to Rs.3.44.

The system of production bonus was prevalent in the industry. The rate of bonus was determined by the Coir Industrial Relations Council on the basis of a formula which took into account the total business done by the industry during a year. The bonus was generally paid in instalments at the time of festivals.

The enquiry showed that provident fund facility did not exist in any of the units surveyed. Gratuity, however, was being paid in some units, and the rate of gratuity varied from unit to unit.

The workers in 43 of the sampled units were organised into trade unions. Most of the trade unions were registered and recognised by the managements.

SKD/Rao.
PRM
900/5.1.61/18.00hrs./105

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

PARLIAMENT

LOK SABHA

"12.10"

GOVERNMENT ACCEPT RECOMMENDATIONS
OF SUGAR WAGE BOARD

RESOLUTION PLACED ON TABLE OF LOK SABHA

New Delhi, Phalguna 4, 1882.
February 23, 1961.

The Government of India today announced their acceptance of the recommendations of the Central Wage Board for Sugar Industry subject to certain considerations.

A Resolution to this effect, published in the Gazette of India, was placed on the Table of Lok Sabha today by the Union Deputy Minister for Labour, Shri Abid Ali, in reply to a Short Notice question by Shri K.N. Pande.

The Resolution states:

"After careful consideration of the Board's report, Government has decided to accept the recommendations of the Board subject to the following:

(a) Workload studies

Government has taken note of the Board's recommendations that workload studies be undertaken in the sugar industry and that such studies should be preceded by reasonably specific programme of implementation drawn up in consultation with the organisations of the interests concerned. Government propose to consider the matter further in consultation with the parties.

(b) Bonus

Government commends the bonus formula for the North and Central regions recommended by the Wage Board. If, however, the parties concerned in any of the States included in these regions agree to adopt any other formula for determination of bonus payable in respect of a particular period, they may be allowed to do so.

Government....2.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
PARLIAMENT

LOK SABHA "12.10"

IMPLEMENTATION OF RECOMMENDATIONS OF
WORKING JOURNALISTS WAGE COMMITTEE

New Delhi, Phalgun 9, 1882.
February 28, 1961.

The Union Deputy Minister for Labour, Shri Abid Ali, stated in a written reply to a question by Shri D.C. Sharma in Lok Sabha today that implementation of the recommendations of the Working Journalists Wage Committee was within the 'State sphere'.

Shri Abid Ali gave the following information in regard to implementation of the recommendations in various States:

Andhra Pradesh:- One complaint has been received from an individual working journalist regarding fixation of his pay. The matter has been taken up with the management by the State Government.

Bihar:- A few cases of non-implementation have been noticed in five establishments and the matter is under investigation by the State Government.

Madras:- The management of Ananda Vikatan has not yet implemented the recommendations and the workers have, therefore, been advised to make an application for recovery of money due to them.

Maharashtra:- Of the eight complaints received, only one appeared to be genuine. The management concerned is having direct negotiations with the Union.

Uttar Pradesh:- Twelve complaints were received and appropriate action has been taken.

West Bengal:- One complaint was received and it was referred to the Labour Court for determination of the dues of the working journalists.

Delhi:- Seven complaints were received and appropriat action taken on each case.

SKD/Rao.
PARL

750/28.2.61/12.20hrs./810/1.

P.I.O.352

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
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"12.3"

CONSUMER PRICE INDEX NUMBER FOR DELHI

INCREASE OF ONE POINT DURING JANUARY

New Delhi, Phalguna 6, 1882.
February 25, 1961.

The Consumer Price Index Number for Working Class for Delhi (base shifted to 1949=100) appreciated by one point to 122 during January 1961, according to the Labour Bureau, Government of India.

The fuel and lighting group index number appreciated by 2 points due to a rise in the prices of firewood and mustard oil. The clothing group index number advanced by 2 points due to higher quotations for longcloth and shirting. The food group and the miscellaneous group index numbers remained stationary.

On base 1944=100, the consumer price index number for Delhi for January 1961 was 161.13 as compared with 159.94 for the previous month.

On base shifted to August 1939=100, the estimated consumer price index number for Delhi for January 1961 was 420.15. This was 2.77 points higher than the figure for the previous month.

SKD/Rao.
PRM
730/25.2.61/10.45hrs./712/1.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
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"12.8"

STANDING LABOUR COMMITTEE
TO MEET IN NEW DELHI

New Delhi, Phalguna 3, 1882.
February 22, 1961.

The extent to which tripartite decisions should be binding on the parties concerned is among the subjects to be discussed by the Standing Labour Committee, which will hold its next session in New Delhi towards the end of April.

The Committee will also consider the question of extending the scheme of Joint Management Councils and will review the functioning of Works Committees in industrial establishments.

Other subjects to be discussed are:- (a) sanctions under the Code of Discipline, (b) amendment of the Indian Trades Union Act, 1926, to provide for resolution of disputes among rival office-bearers of a union, (c) abolition of rickshaw-pulling and (d) indebtedness of colliery workers.

SKD/Rao.
P.I.B.

720/22.2.61/12.15hrs./509/1.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

"12.11"

INDIAN LABOUR YEAR
BOOK 1959 PUBLISHED

New Delhi, Chaitra 9, 1883.
March 30, 1961.

The Labour Bureau of the Government of India has brought out the Indian Labour Year Book 1959 -- a standard work of reference on labour matters.

The publication contains information on employment, wages and earnings, cost and levels of living, industrial relations, labour welfare, industrial housing, health and safety, labour administration, labour legislation, Indian labour overseas and India and the I.L.O. Besides, it has an exhaustive statistical appendix.

The price of the publication is Rs.18.50 or 28 Sh. 6 d. Copies can be had from the Manager of Publications, Civil Lines, Delhi-8.

SKD/Rao.
PRM
745/30.3.61/1130hrs/1008/1

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.6"

~~PROPOSALS TO AMEND EMPLOYEES' STATE INSURANCE ACT~~

New Delhi, ~~Phalguna 19, 1882.~~ March 10, 1961.

The Employees' State Insurance Corporation, at its meeting in New Delhi on ~~Thursday~~ Monday, appointed a Sub-Committee to consider various proposals to amend the Employees' State Insurance Act and submit its recommendations within 3 weeks.

The amendments proposed sought, among other things, to simplify the procedure and rationalise the benefit provisions under the Act with a view to providing better service to the insured workers and to extend the benefit provisions to persons drawing a salary upto Rs.500/- per month as against the present limit of Rs.400/- per month.

The Union Labour Minister, Shri Gulzari Lal Nanda, who presided over the meeting, said that the two main points of criticism against the working of the Employees' State Insurance Scheme were that the quality of service provided needed to be improved and that there were delays in payment of cash benefits. He said that earnest efforts should be made to improve various services that are being provided under the Scheme. Shri Nanda stressed that it was the quality of the personnel running the Scheme that was more important than construction of buildings for housing dispensaries and hospitals.

The Corporation elected a new Standing Committee consisting of two representatives each of employers and workers and one each of the medical profession and Parliament for a term of three years. S/ Kolhatkar has been (Above) elected representatives of employers elected to serve the Committee.

~~SRD(Exo.~~
REM

~~730/LD.3.61/1829hrs/354/1~~

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
PARLIAMENT

2/16-A

LOK SABHA "12.9"

WORKERS' PARTICIPATION IN MANAGEMENT OF PUBLIC SECTOR UNDERTAKINGS

DETAILS OF SCHEME BEING WORKED OUT

New Delhi, Phalguna 22, 1882. March 13, 1961.

The question of speeding up the progress of the scheme for giving workers a voice in the management of public sector undertakings through Joint Management Councils was discussed at a high level inter-ministerial meeting on February 22, 1961.

Details of the scheme, on the basis of the conclusions reached at the meeting, are being worked out.

This was stated by the Union Deputy Minister for Labour and Planning, Shri L.N. Mishra, in reply to a question by Shrimati Ila Palchoudhuri in Lok Sabha today.

SKD/Rao.
P.RL
250/13.3.61/12.25hrs./377/1.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
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"12.11"

WORKING CLASS CONSUMER PRICE INDEX NUMBER

DECLINE AT 8 CENTRES DURING JANUARY

New Delhi, Phalguna 24, 1882. / March 15, 1961.

The provisional all-India consumer price index number for working class for January 1961 declined by 2 points and stood at 122. The final all-India index number for the months of November and December 1960 stood at 124.

According to the Labour Bureau, Government of India, the consumer price index numbers (base shifted to 1949=100 except where otherwise indicated) declined at 8 centres, increased at 6 and remained stationary at 2 during January.

The maximum fall of 3 points was recorded by the index number for Dehri-on-Sone, which stood at 104. The index numbers for Cuttack, Kharagpur and Satna (base 1953=100) declined by 2 points each to 124, 114 and 96 respectively. The index numbers for Jamshedpur, Jharia, Monghyr and Beawar (base August 1951 to July 1952 = 100) receded by one point each to 120, 103, 98 and 102 respectively.

In this group of centres, the food group index number declined at 7 centres, the clothing group index numbers at 4 centres and the fuel and lighting and the miscellaneous group index numbers at one centre each.

INCREASE AT 6 CENTRES

The index numbers for Delhi, Ajmer, Berhampur, Gauhati, Ludhiana and Bhopal (base 1951=100) appreciated by one point each to 122, 111, 119, 103, 104 and 112 respectively.

In this group of centres, the food group index numbers advanced at 3 centres, the clothing group index number at one centre, and the fuel and lighting and the miscellaneous group index numbers at 2 centres each.

STATIONARY AT 2 CENTRES

The index numbers for Silchar and Mercara (base 1953=100) showed only fractional variations and stood at 104 and 137 respectively.

The provisional index numbers for Tinsukia and Akola stood at 114 and 109 respectively.

SKD/Rao. 950/14.3.61/17.40/456/1.
PRM

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

"12.6"

EMPLOYEES' STATE INSURANCE SCHEME

5,000 WORKERS IN U.P.
TO GET BENEFITS

New Delhi, Chaitra 5, 1883.
March 26, 1961.

The benefit provisions of the Employees' State Insurance Act were extended to about 5,000 workers in Meerut, Moradabad and Firozabad in U.P. from ~~the mid-night of~~ March 25.

Medical care to the workers is being provided by the State Government under the Service System and, for this purpose, one full time dispensary has been set up in each of these areas. For payment of cash benefit under the Scheme, one Sub-Local Office each at Meerut and Firozabad and one Pay Office at Moradabad have been set up.

SKD/Rao.
PRM

955/24.3.61/10.15hrs/851/1.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

"12.3"

SHIFT IN EMPHASIS FROM LEGISLATION TO COOPERATION

LABOUR MINISTRY'S REPORT FOR 1960-61

New Delhi, Chaitra 6, 1883.
March 26, 1961.

The shift in emphasis from legislation in labour matters to cooperation between parties under Government auspices has been one of the special features of industrial relations in recent times, according to the Labour Ministry's annual report for 1960-61.

The report says that as a result of a review of the labour policy pursued in the Second Plan, it is felt that while Government's intervention in industrial disputes in the context of planning is unavoidable to a certain extent, real progress can be made only by the development of cooperative arrangements by the parties themselves in response to the changing needs.

WAGE BOARDS

The year under review, according to the report, brought tangible results to the working class through the implementation of recommendations of the wage boards for the textile and cement industries.

The recommendations of the Textile Wage Board have been implemented by about 75 per cent of the units in the cotton textile industry. Attempts to secure acceptance of the recommendations by the remaining units are continuing, and, if necessary, suitable legislation will be promoted for the purpose.

The.....2.

The recommendations of the Cement Wage Board are also in the process of implementation. The study in regard to workloads, suggested by the Wage Board, is in progress in a few selected cement factories by the Chief Adviser of Factories.

CODE OF DISCIPLINE

The report says that the Code of Discipline continued to exercise a restraining influence on industrial unrest by promoting an awareness of mutual obligations among the parties. The tripartite Implementation Committees at the Centre and in the States have been responsible for bringing about settlements in a number of complicated disputes. As a result of efforts made by the Central Implementation machinery, the number of cases settled out of court increased from 41 per cent in 1959 to 54 per cent in 1960.

DECLINE IN TIME-LOSS

While in 1958 the time-loss was 7.8 million man-days, 1959 registered a decline of about 2.2 million and 1960 a further decline of about 1 million. Considering the increase in the number of industrial workers, this decline, the report says, is indicative of greater industrial peace during 1960.

LABOUR LEGISLATION

In the field of labour legislation, a number of amendments to existing enactments were carried out either for the purpose of plugging loopholes in the existing legislation or for securing effective implementation. The Indian Trade Unions Act, 1926, and the Plantations Labour Act, 1951, were amended, and the scope of the Employees' Provident Funds Act was extended to cover small establishments employing a minimum

of.....3.

s. The Motor Transport Workers Bill, 1960, [illegible] law, will regulate matters like hours of work, r, over-time, leave with wages etc of workers in sport undertakings; while the Maternity Benefit O seeks to reduce the disparities in benefits under ferent Maternity Benefit Acts in the country.

SOCIAL SECURITY SCHEMES

The Employees' State Insurance Act was extended the year to cover about 16 lakhs of workers in 112 centres. y, one third of this number has been covered along with families.

The Employees' Provident Funds Act, 1952, which itially applied to 6 industries, covered 47 industries by the end of December 1960, and the number of workers getting the benefit of provident fund was 28.2 lakhs.

AGRICULTURAL INQUIRY

The report of the Second Agricultural Labour Inquiry, carried out during 1956-57, was published during the year. In view of the changes in concepts and definitions, the results of this inquiry and the preceding agricultural labour inquiry cannot be strictly compared in all their details. The annual report says that "from a critical examination of the report it would be seen that the picture presented by the second inquiry is perhaps not as gloomy as might appear at first sight from the bare statistics recorded".

During the year, there was no significant change in the number of Joint Management Councils set up in various units to promote the scheme of labour participation in management. The workers' education programme, however, launched in 1958, made steady progress under a semi-autonomous board -- the Central Boa for Workers' Education.

SLD/Rao.
PRM

975/25.3.61/10.00hrs./863/3.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
PARLIAMENT
LOK SABHA

Rec. No. 877/11-4-61

QUARTERS FOR COAL MINERS

New Delhi, Caitra 24, 1883
April 14, 1961

Shri L. N. Mishra, Deputy Minister of Labour, Employment & Planning, told Shri T.B.Vittal in the Lok Sabha today that 1,287 houses were constructed and 1,009 were under construction (during the six-month period ending March 31, 1961) under the New Housing Scheme of the Coal Mines Labour Welfare Organization.

PARL:

UCT/Gandhi

240/14.4.61/1600hrs/394/1

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

PARLIAMENT

"12.3"

LOK SABHA

SILICA MINES IN WETORE (MAHARASHTRA)

New Delhi, Caitra 24, 1883
April 14, 1961

One mine named the Vetora Silica employing 100 workers was stopped by the Mines Inspectorate following a fatal accident and bad working conditions. Most of the workmen are reported to have already alternatively employed by the lease owner. No complaints about unemployment have been received.

It is understood that the mine owner intends working the mine from December 1961 after rectifying the defects pointed out by the Mines Inspectorate.

This information was given by Shri Abid Ali, Deputy Minister of Labour, in the Lok Sabha today in a written reply to a question by Shri Assar.

PARL:

UCT:Gandhi
240/14.4.61/1600hrs/395/1

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
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"12.13"

TRAINING OF APPRENTICES IN INDUSTRY

GOVERNMENT CONSIDERING LEGISLATION

New Delhi, Phalguna 15, 1882.
March 6, 1961.

The Deputy Minister for Labour and Employment, Shri L.N. Mishra, said here today that Government were seriously thinking of enacting legislation to make it compulsory for industry to take up apprentices for training in their workshops not only to meet their own needs but also to form a pool of trained craftsmen.

Shri Mishra was addressing the trainees of the Industrial Training Institute at Rhotak, who had completed their course.

He said that though training in the Industrial Institutes, set up by Government, was intensive, it could not be considered to be complete unless the trainees had spent some time on the floor of a workshop under actual working conditions. He added that they had had considerable difficulty in arranging these practical training in the workshops of the industry. There did not seem to be adequate appreciation of the fact that these apprentices were being prepared to handle jobs in various industries of the country and would find employment in both the public and the private sectors.

Shri Mishra said that inspite of the inducements offered to industry to provide this training, progress in this direction had not been to the desired extent. Unless active steps were taken to produce the required number of craftsmen of the proper quality, it would not be possible for industry to progress at the desired pace.

He said that by the end of the Second Five Year Plan, there would be a total of 158 Industrial Training Institutes with a seating capacity of 42,136. With a bigger and more ambitious Third Plan, there would be need for a larger number of craftsmen. It was therefore, proposed to introduce about 58,000 additional seats and establish about 150 new Industrial Training Institutes during the Third Plan period.

One of the most important factors for the success of the training programmes was well-qualified instructors, Shri Mishra said. Government had accordingly provided facilities for training of instructors at the Central Training Institutes at Aundh, Koni, Calcutta and Kanpur. It was proposed to set up a similar institute at Ludhiana, for which the Government of Punjab had already agreed to give 30 acres of land, free of cost.

SKD/Rao.
PRM

750/6.3.61/1050hrs/189/1

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
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"12.3"

PRESS NOTE

AUGUST 15 AS PAID HOLIDAY

INSTRUCTIONS TO EMPLOYERS

In pursuance of the instructions issued by the Union Ministry of Labour and Employment on previous anniversaries of Independence Day, workers were permitted to participate in the celebrations on August 15, without being made to suffer any loss of wages.

The Government of India have issued a similar directive this year to their Officers-in-charge of industrial undertakings, and they hope that other employers also will cooperate with them by declaring this national day as a paid holiday.

In view of the great importance of the occasion, Government believe that many industrial undertakings have already prescribed August 15 as one of the regular holidays, but where this has not been done, they hope that the employers will treat the day as an additional paid holiday and not as a substituted holiday.

Ministry of Labour and Employment,
New Delhi, Sravana 2, 1883 (July 24, 1961

UCT/Gandhi
PRM:
1020/24.7.61/14.55hrs/438/1

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

FOR PUBLICATION ON OR AFTER SEPTEMBER 17, 1961

"12.13"

****
*National Technical *
Training Week Feature
****

TRAINING FOR EMPLOYMENT

by

P.M. Menon, Secretary, Ministry of Labour & Employment

Newly industrialising countries everywhere are faced with the twin problems of shortage of trained personnel on the one hand and an abundance of unskilled labour seeking gainful employment on the other. This was the situation we faced in India when we started the First Five Year Plan and though we have made much progress, the need for trained personnel to man our industries is continually on the increase. This is, of course, because of the developing tempo of the economy. Moreover, it takes time to train a man to be a skilled worker or fit him into an occupation requiring specialised knowledge or dexterity. In the case of the learned professions like Medicine and Engineering, apart from the period required for the basic general education, the professional part of the training itself takes more than five years. In the case of a craftsman it takes at least two years to give him the minimum skill needed for this work.

Any programme of industrialisation requires men, money and machines. Of this, three-fold need, men come first, men with the necessary skill and the technical know-how.

Skilled craftsmen form the foundation of an industry. On them will depend the quality of its product and therefore, its competitive position and its capacity for growth. The training of skilled craftsmen is, therefore, being given high priority in our Five Year Plans. During, the Second Plan, the number of

Industrial.....

P.I.O. 353
GIPNLK—58/P.I.B.—6-1-60—50,000

Industrial Training Institutes was increased from 59 to 167 and the number of seats in these Institutes from 10,000 to 42,000. During the Third Plan, the number of training institutes will be raised to over 300 and facilities will be provided to train a lakh of trainees at a time in these Institutes, which will be located in different areas throughout the country. The training is provided free of charge and the Government also provide stipends to a proportion of the trainees. The minimum educational qualification for admission to some of the engineering trades is Matriculation, and for the other trades two standards below Matriculation.

It has been estimated that during the Third Plan period about 12-13 lakhs of craftsmen - about 8 lakhs in engineering trades and the rest in non-engineering-trades will be required to meet the needs of the different industries in this country. Within the limits of our resources it will obviously not be possible to provide institutional training for such large numbers in this period. Only a part of this large number can be trained in the Industrial Training Institutes. The rest will have to be trained within the industry itself and by the traditional method of passing skill from father to son. Public undertakings and private enterprises, large and small, have, therefore, to lend a hand in accomplishing this task. In doing so it will be a good thing if they will consider not only their own immediate short-term requirements, but also the requirements of the country as a whole for trained manpower, in a large perspective.

I would like to refer here specially to an aspect of training which is very important for the development of industrial skills but which has not made much progress so far in India. I refer to the training of apprentices in industry. It is well known that craftsmen are best trained under actual workshop conditions. This involves a system of apprenticeship for young entrants into industry and in all industrialised

countries,.....

countries, organised apprenticeship training is in vogue for skilled occupations. In India, a national apprenticeship scheme was introduced during the Second Plan period but it has not made much progress so far. Few seats in industrial establishments and factories have been made available for training of apprentices. This is a matter in which whole-hearted support of industrial managements is called for, in the interests of the progress of industry and the country's economic development generally.

A National Council for Training in Vocational Trades has been established for the development and maintenance of uniform and adequate standards of training for craftsmen. This Council which has on it technical experts and representatives of professional bodies as well as representatives of employers' and workers' organisations, sets standards, determines training programmes and policies, conducts examinations and awards certificates in craftsmanship which are nationally recognised. The National Trade Certificates help to maintain all-India standards and also facilitate inter-State mobility of trained craftsmen, an important consideration in a developing economy.

It is obvious that an adequate number of trained instructors should be available if the programmes of craftsmen training and technical orientation to education at the primary and secondary levels are to be achieved according to Plan. Good training depends on the availability of good instruction. To meet this essential requirement three Central Training Institutes for men craft instructors and another for women instructors have already been established and three more are proposed to be established during the Third Plan period. Together, they will have an intake capacity of 1800 by the end of the Third Plan.

It is a matter of common knowledge that the whole range of industry is under-going rapid changes. New machines and techniques are.....

techniques are being developed and introduced which need educated and intelligent men to handle them. The accent invevitably, therefore, is on a higher level of education for craftsmen who run these machines so that the products of our industry may be able to compete in world markets. In the highly industrialised countries of the world, skilled craftsmen are increasingly drawn from among persons with a good high school education. Such a trend is evident in India also, but it needs to be encouraged by employers and those concerned with training for industry. Apart from its economic aspects, such a development will have beneficial social consequences and will tend to raise the prestige of skilled manual occupations.

Every year, over 5½ lakhs young persons pass the matriculation or equivalent examinations. A much larger number drop out of schools at the matriculation stage. Most of the young people seek employment in clerical or other non-manual occupations, a limited field which cannot absorb them all. The consequent unemployment leads to frustration, and all its attendant adverse social and economic consequences. The craftsmen training programme is designed to equip these educated young men, who have the necessary aptitudes, with the requisite skills which will lead them to gainful employment; it will train them for employment which will help to develop our National economy. Those who do not wish to take up wage paid jobs can set up independent businesses or production units on their own or form cooperatives. The training they receive in a useful craft will stand them in good stead in organising such ventures. The future holds bright prospects for the technician and the trained craftsman whose skills are essential for our developing industries.

One word to industrial managements. In the past, little effort had been made towards building up a skilled labour force who could produce for a competitive world market. It is high time that every one cooperated in improving the level of skill of our

craftsmen by.....

craftsmen by providing more and better training facilities and encouraging educated young persons to take advantage of them. It is only to the extent that India's craftsmen can compare in skill and capacity with their compeers in other countries that our industrial developments and economic prosperity will have been established on firm foundations. This is a goal for the attainment of which we must all strive hard.

Courtesy: All India Radio

THE ABOVE IS FOR PUBLICATION ON OR AFTER SEPTEMBER 17, 1961

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PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.13"

FEATURES

National Technical Training Week Feature

FOR PUBLICATION OR BROADCAST ON OR AFTER SEPTEMBER 17, 1961

TRAINING OF GRAMSEVAKS AND GRAMSEVIKAS

By

Dr. J.C. Ramchandani,
Director of Extension Training, Ministry of Food & Agriculture, Government of India.

Since Independence India, as a Welfare State, has been facing one of the world's most difficult human problems to raise the standard of living of the 80% population living in villages. It is a tremendous task to create among 60 million families living in villages "a burning desire to change their old-time outlook and arouse enthusiasm in them for new knowledge and new ways of life", to create in them a burning desire for a higher standard of living , " a will to live better."

It is true that even before attainment of Independence, the problem of agricultural production and rural welfare received some attention of the then administration. But the approaches adopted and efforts made in this direction did not produce required results as Development Departments concerned with welfare of rural communities worked in water-tight and isolated compartments without knowing what the other one was doing for the villager. The resources of these Departments were so meagre that they only reached a very insignificant fraction of the farming community with the result that socio-economic condition of village people improved to a very insig-

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significant extents. A big gulf was created in the educational and economic levels of rural and urban society.

This state of affairs under which the rural community suffered could no longer be tolerated by the National Government and they immediately undertook a revolutionary measure to revitalise the weaker foundations of the rural society by introducing in this country a big programme of Community Development. The basic idea under this movement was to bring about intensive development aiming at reaching every family in the country-side and securing coordinated development of rural life as a whole. It was not a new concept initiated, many efforts had already been made in the past by official and non-official organisations aiming at rural reconstruction. It differed from earlier efforts in the respect that it covered all aspects of rural life because no lasting results in village uplift can be secured if its different segments are dealt with in isolation. As a matter of fact, this programme was based on the experiences gained in the past in this country and, to some extent, the experiences of other countries in administering such a programme for rural welfare.

It would be seen therefore, that the latter experiments in rural reconstruction aimed at better coordination and integrated approach in the village problems. In early 1952, 15 pilot projects were set up with financial assistance from the Ford Foundation and under the supervision of the Ministry of Food and Agriculture. Each project comprised 100 villages with a population of nearly 60,000 people. The multi-purpose village level worker looked after a group of 6-8 villages and encouraged adoption of improved agricultural practices through the use of extention methods. Emphasis in this programme was laid on integrated agricultural development advocating full use of improved seeds, manures and fertilizers, agricultural implements, irrigation, soil and water conservation

and other.....

and other improved practices in agriculture. In the initial stages, the multi-purpose village level workers were mostly drawn from the Departments of Agriculature. Such functionaries though had some training in agriculture, yet lacked basic training in extension, education methods and general extension work. In order to provide the requisite type of training to such a category of multi-purpose workers, simultaneously 5 extension training centres were started in various States by the Ministry of Food and Agriculture with the assistance of the Ford Foundation.

The success of these pilot projects and earlier experiments in rural development led to formulation of Community Development programme referred to above. In October 1952, Community Development programme was started in India in 55 selected projects, spread all over the country. The experience gained in this programme and success attained in a short period necessitated its rapid expansion to other areas so that each family living in the countryside could have the benefits available under the Community Development programme. With this object in view, in 1953, the programme of National Extension Service was introduced in the country and it was later planned to cover the entire country with the National Extension Service blocks by October, 1963. It is for this programme that the Directorate of Extension and Training started the programme for pre-service training of nearly 50,000 gramsevaks needed to man 5,000 blocks by which the entire country is expected to be covered.

Pre-service training of Gramsevaks

It is needless to emphasize the need for setting up special type of training institutions for the pre-service training of gramsevaks required to man the community development blocks. In order to attain desirable success in agricultural and community development work through the agency of multi-purpose extension workers at the village level, it seems desirable that they should be imparted a special type of

training.....

training which could make them competent to communicate the results of proven research to villagers and induce them to adopt improved practices in order to raise their standards of living. The pre-service training programme in the beginning was started at only 5 centres, the number of which was later raised to 43. They imparted six months training in subjects like agriculture, animal husbandry, public health, cooperation, social education and extension methods. Experience soon indicated that this period was too inadequate and the training of such front-line workers needed a considerable strengthening in agricultural sciences. With this consideration, basic agricultural schools were set up in the country in 1953-54 and the training period of gramsevaks was raised to 1½ years i.e. one year's training in basic agriculture at schools followed by six months training in extension methods and the other related subjects such as cooperation, public health, panchayat, etc. at the extension training centres.

As these training institutions were engaged in preparing the workers who would directly work with the villagers, due importance was always given to keep them in tune with prevailing field conditions and necessary changes in its content and methodology of instruction were incorporated from time to time. The programme was also studied by many expert committees which recommended appropriate changes conducive to good field work. This pattern of training continued till the end of the year 1958, when the National Development Council decided the staggering of allotment of blocks and to cover the entire country with National Extension Service blocks by October 1963 instead of by the end of the Second Five-Year Plan. At this time, COPP Study Team on Community Projects recommended that the training period for Gramsevaks should be extended to two years. In the light of past experiences and recommendations of COPP, the entire training programme was modified and two year integrated training introduced, instead of having separately one year's training in basic agriculture and further

six.....

six months training in Extension at separate institutions. The training course of the village level workers was intensified. Greater stress was given on agriculture and allied subjects with which the V.L.Ws were more concerned in the field. The new training provided an opportunity to the village level worker to study the subjects of agriculture, agricultural engineering, horticulture, plant protection, animal husbandry, public health, cooperation, panchayat, social education, general extension and extension training methods, minor engineering works and rural industries. The training institutions were strengthened in the above mentioned areas in order to provide field-related training to the trainees. In this way, 100 extension training centres were set up to impart an integrated type of training to the village level workers. The total number of trained village level workers uptodate is 42794 while 9027 village level workers are under training at various extension training centres.

Pre-service training of gramsevikas

Significant changes in the farm and home cannot be brought about if there is no organisation to educate the village women who play a very prominent role in rural economy. Soon after the inception of Community Development programme, it was felt that there must also be a woman worker comparable to V.L.W. at the village level who could look after the programme covering all aspects of home life, nutrition, housing, clothing, pre-natal and infant care, child care health, and sanitation and agriculture, etc. To accomplish this goal, the programme of gramsevika training was started in 1954 by the Ministry of Food and Agriculture, Government of India. Twenty nine home science wings were established at the campus of selected extension training centres with an approach that facilities of extension training centre like staff and equipment could be available for the training of gramsevikas. At present, there are 43 home science wings which are functioning in various regions of the country. It is proposed to start 27 more home science wings

during.....

during the Third Plan, thus raising the number to 69. So far, 3320 gramsevikas have been trained and 1,055 are under training.

Training of village artisans.

The role of agricultural implements in the production programme has fully been recognised The tempo of agricultural production could be accelerated to a great extent if somehow or the other the extension workers were able to convince the farmer to adopt improved implements in farming practices. It was, therefore, considered essential that the training in agricultural implements should be imparted to gramsevaks as well as to village artisans in their repair and maintenance. 25 workshop wings have been attached to the Extension Training Centres for the purpose and it is proposed to increase their number to 50 during the Third Plan. 1155 village artisans have so far been trained and 270 are under training in various workshop wings.

Training of Principals and Instructors in Extension Education Methods.

Extension is a continuous process designed to make the rural people aware of their problems and communicating to them ways and means by which they can solve it. It involves not only education of the rural people in determining their problems and methods of solving them but also inspiring them towards positive action in doing so. It is, therefore, of the highest importance that instructors engaged in teaching programme at the extension training institutions may have a sound knowledge of the process of communication and methods of extension to make their teaching most successful and practical. The quality of training imparted at the extension training centres largely depends upon the callibre and competence of the teachers who are responsible for carrying out the instructions in various subject-matter fields. It has been the experience that though the instructors have a good subject matter knowledge yet they lack in teaching experience and know-how on latest

communication processes. To overcome this defect, the Directorate organised 10 short seminars in 1959 at the Agricultural College, Osmania University, Hyderabad for all Principals and Instructors of training institutions totalling nearly a thousand by a team of experts in Extension Education both from India and abroad.

This effort has been followed by establishing an Extension Education Institute where three months' intensive training in Extension methods is being given. At this Institute, Instructors and Principals of the training institutions have an opportunity to study during their course of training the process of extension education and its role in rural development, extension programme planning, extension teaching and and communication methods, sociological aspects of rural development, rural economics and farm planning, home science and rural youth extension. So far 151 instructors have been trained and 32 are under training.

During this year, two more Extension Education Institutes at the Osmania University of Hyderabad and Agriculture Institute, Anand would start functioning. These Institutes would take up specialised higher courses of M.S. in Extension and even Ph.D. besides regular three months training in Extension Education and Communication Methods.

Refresher course of Extension Officers and Instructors.

In this age of science and technology, there is a fast-moving change at every front. If extension officers and instructors who are responsible for providing direction in Community Development programme, have to keep pace with the changing field conditions, they need regular subject matter refresher training in agriculture, animal husbandry and allied fields. The Directorate of Extension has undertaken an ambitious programme of organising such refresher training at selected agricultural and veterinary colleges and at other specialised institutions. Every year 40 courses of one month duration each are

organised.....

organised under this programme. So far, nearly 2,000 instructors and extension officers have received training in subject matter fields. In the Third Plan, 200 courses would be organised and 6,000 more extension officers and instructors will receive training under this arrangement.

Refresher training of gramsevaks and gramsevikas

The effectiveness of the front-line workers like gramsevaks and gramsevikas can only be maintained if they have sufficient opportunities to grow up professionally through a continued process of inservice training. The Directorate of extension has, therefore, undertaken an extensive programme of refresher training for those village level workers who have been in the field for three to five years. During the Second Plan, 20 extension training centres were proposed to start this programme. So far 13 such centres with a capacity of training 30 trainees in a batch, have been started. It is hoped that by the end of the First Year of the Third Plan, the rest of the centres would also start functioning. In the Third Plan, 4 additional centres have been planned. After 1963 when some of the extension training centres would have become surplus from the pre-service training programme of village level workers, they would be utilised for all types of inservice training programme including refresher training of village level workers. So far 1663 gramsevaks have been trained. It is expected that during the Third Plan nearly 34,000 gramsavaks would undergo inservice training.

On similar lines, refresher training of gramsevikas has also been provided in the Third Plan at selected Home Science Wings. It is proposed to organise 110 such courses for training of 3,300 gramsevikas.

Extension wings in Agricultural and Veterinary Colleges

Agricultural and Veterinary Colleges did not maintain a close touch with the field in the past with the result that the agricultural and veterinary graduates who were entrusted

. with.....

with the responsibility of field work under the Community Development programme lacked in skills required of a good extension worker. In order to make the agricultural graduate more useful for the extension programme, Extension Departments have been established in selected agricultural and veterinary colleges. Each Agricultural College to which an Extension Wing is attached has also an advantage of having a block available to it which serves as its laboratory for the field work. In view of satisfactory work done by these departments in making available useful experiences to the undergraduates, the Indo-American Team has recommended that Extension Departments be extended to other agricultural and veterinary colleges. So far 8 Extension Wings have been established and during the Third Plan 23 additional wings would be started in agricultural and veterinary colleges. Similarly, two extension wings in Home Science Colleges would also be established during the Third Plan, to train the under-graduates in Home Science.

Training of Gramsevaks and Gramsevikas in Youth Activities:

Community Development programme has so far brought into its fold only the practising farmers and adult villagers. Much emphasis has not been given to the growth of the young rural boys and girls who if properly initiated and inspired can materially add to the tempo of the programme. Young people of today are the future adults of tomorrow and they would take up the responsibilities in various social, economic and political fields. There must be some arrangement that these young persons get an opportunity to take scientific training in the profession which they would like to pursue during their future career.

Gramsevaks and Gramsevikas who are so close to the villagers and their organisations, are charged with a direct responsibility to work for promotion of such associations. Keeping this objective into consideration, it was decided that the gramsevaks and gramsevikas be provided an appropriate type of training in

youth.....

youth work. To achieve this object, a suitable syllabus has been added to the gramsevaks and gramsevikas syllabus so that they may have necessary knowledge in relation to this important programme.

In order that the gramsevak and gramsevika trainees may have practical experience in youth work, a scheme to organise 10 pilot youth clubs including mahila mandals around each extension training centre has been adopted by this Directorate. It is proposed to organise a total number of 1,000 clubs out of which nearly 700 clubs with a membership of nearly 12,000 have already been organised. The club members are provided suitable guidance by the staff members of the training institutions and the block staff to take up economic, social and recreational programmes in the field of agriculture, animal husbandry, plant protection, bee-keeping, sericulture, recreational activities, sports and games, road repair and construction, drainage and village sanitation etc.

The Directorate has also undertaken a programme of institutional training in relation to the youth programme at the Extension Education Institute, Nilokheri in order to give orientation to the Principals and Instructors of training institutions in this programme.

A programme of follow-up activities for those International Rural Yough Exchanges and farm leaders who have been on study tours to USA and Australia has also been undertaken with the view point that their services should be utilised for disseminating their experiences to their neighbours and other young men and women in the localities where they reside.

The Directorate of Extension was assigned an outstanding task of imparting technical training to all front line workers needed to carry out Community Development and agricultural production programmes at village level. The above is only a brief account how extension training programme has started in this country and how it has progressed.

It may.....

It may not be understood that everything has been accomplished in this field, we have yet to go a long way. We are always receptive to new ideas which could bring about substantial improvements in quality and content of the training programme and make it most suited to the field requirements.

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BHADRA 26, 1883

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(EMBARGOED UP TO AND INCLUDING BHADRA 26, 1883 (SEPTEMBER 17, 1961)

12.13

(Training Week Feature)

TRAINING FOR TOMORROW

By

Shri L. N. Mishra
Union Deputy Minister of Labour, Employment & Planning

The employment situation in our country presents a striking paradox: while we seem to have more and more of those whom we cannot employ - we hardly have enough technical men to keep the economy going or, at any rate, growing fast. Yet during the next five years quite a big Plan has to be seen through - a Plan which is about equal in size to the first two taken together. And a Plan, after all, is like an architect's blue print. The real structure has to be built brick by brick by men of skill. Where are we to get all these skilled men from? The obvious answer is training. The main point in holding this National Training Week is to focus attention on this aspect of our planning efforts and enable the public to take a brief look at our needs in this sphere and the arrangements made to give the Third Plan the necessary support of technical manpower.

We require technical men at three levels - graduates, diploma holders and skilled craftsmen. On present estimates, we are likely to require over half a lakh of engineering graduates during the Third Plan period in addition to the number we already have, and the additional requirement of diploma holders in engineering and technology would be of the order of one lakh. We would also need over one million skilled craftsmen. Now, when we started on our Third Plan we had one hundred engineering colleges turning out about 5,700 engineers and two hundred technical institutions turning out nearly 8,000 diploma holders. During the Third Plan, the number and capacity of these institutions would be increased and the out-turn of

engineering.....2/-

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GIPNLK—58/P.I.B.—6-1-60—50,000

engineering graduates would be of the order of 12,000 and that of diploma holders 19,000.

About training the large number of craftsmen that we will need we have already had a national scheme for training of craftsmen, where young men between 16 and 25 are getting training in different trades through a network of institutes set up all over the country. This training consists of a course at the institutes followed by a spell of practical training inside industry itself. At the end of the First Plan, these training institutes had a total seating capacity of about 10,000. It went up to over 43,000 by the end of the Second Plan. Our proposal is to raise this capacity to over one lakh by the end of the Third Plan. We have now about 167 training institutes. This will go up to 318 in the Third Plan. Apart from the expansion in seating capacity we have taken steps to ensure that the quality of men turned out by the institutes also goes up. In order to ensure uniformity in standards we are holding tests on an all-India basis, and certificates are being issued to successfull candidates.

We have been running some special schemes for training of displaced persons. The seating capacity under this scheme is about 3,000. We have also been running a number of work and orientation centres for the benefit of the educated unemployed. We now propose to integrate both these schemes into the principal scheme for training of craftsmen.

One inevitable difficulty in the extension of training schemes, without lowering the quality of training, relates to finding good instructors. We have provided for this also. At the end of the First Plan we have only one Central Institute for training of instructors. At the end of the Second

we have.....3/-

we have four. The seating capacity of these institutes was also increased from 140 at the end of the First Plan to over 500 at the end of the Second. We propose to set up three more Central institutes for training of instructors as also to expand the capacity of some of the existing ones, so that between them they may have about eight hundred places by the end of the Third Plan.

Our programmes in respect of expansion of training facilities have not been easy going. In fact, handicaps were many. There were shortages of equipment as also of good instructors. We are grateful for the assistance we have received from the I.L.O. the T.C.M. and the U.N. Special Projects Fund.

We know that our present scheme for institutional training would not go far enough to yield the required number of craftsmen that we would need during the Third Plan period. We have, therefore, sought the cooperation of industry in the matter of provinding training fadilities to our youth. In a developing country, industry has also an educational role to play. That precisely is the basis on which we started the National Apprenticeship Training Scheme. We want to expand this scheme during the coming years and a law is being enacted so that through the National Apprenticeship Scheme about 14,000 seats might be made available by the end of the Third Plan.

In addition to these full-time training schemes we have introduced a sheme for evening classes. This, we thought, would be of benefit to workers who are already in employment and are eager to improve their skills by acquiring more

knowledge.....4/-

knowldge. This has been a very popular scheme. We have got now about 2,000 places under this scheme. By the end of the Third Plan this would be increased more then five times.

This is a very brief sketch of the efforts that are being made to promote the necessary skills which alone can ensure the success of our Plans. The development of technical knowledge and of technical skill is as much a need for economic development as a product of such development. Apart from institutional arrangements that might exist in a society the very fact of industrialisation creates a climate in which the general level of technical knowledge even of ordinary man goes up. A man in an industrially advance country would be knowing more about machines and gadgets as he comes into the contact with them in his daily life than a man who has been told about it in his training classes. As our industrialisation proceeds the stage will be set for a change in men's mental attitude and opportunities for acquiring technical knowledge will expand. Meanwhile, everything must be done to assist in this process. All our training schemes are basically a contribution to this process.

-- Courtesy: All India Radio

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PRESS INFORMATION BUREAU

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"12.11"

WORKING CLASS CONSUMER PRICE INDEX NUMBER FOR JULY

RISE IN FOURTEEN CENTRES: STATIONARY AT THREE

New Delhi, Bhadra 27, 1883
September 18, 1961

The Working Class Consumer Price Index Number (base shifted to 1949=100) increased in 14 centres during July, 1961, according to the Labour Bureau of the Union Ministry of Labour and Employment.

The maximum rise of 7 points was recorded by the index number for . Mercara (1953=100) which stood at 143. The index number for Delhi and Monghyr appreciated by 3 points each and stood at 130 and 99 respectively. The index numbers for Cuttack, Gauhati, Silchar, Akola, Bhopal (1951=100) and Satna (1953=100) appreciated by 2 points each to 134, 106, 109, 116, 113 and 101 respectively. The index numbers for Ajmer, Jamshedpur, Berhampur, Tinsukia and Ludhiana advanced by one point each and stood at 113, 122, 127, 119 and 106 respectively.

In this group of centres, the food group index numbers appreciated in all the centres, the fuel and lighting group index numbers at 6 centres, the clothing group index numbers at 3 centres and the miscellaneous group index numbers at 7 centres.

STATIONARY AT 3 CENTRES

The index numbers for Jharia, Dehri-on-sone and Jabalpur showed only fractional variations and stood at 102, 109 and 110 respectively.

The provisional index for Kharagpur stood at 119.

The provisional all-India index appreciated by one point and stood at 126 during July 1961.

UCT/Gandhi

P.I.O. 318 PRM:

740/18-7-61/12.2/4257/1

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.11"

CONSUMER PRICE INDEX NUMBER FOR DELHI

New Delhi, Bhadra 28, 1883
September 19,1961

The Working Class consumer price index number for Delhi (base: shifted to 1949=100) remained stationary to the July figure of 130 during August, 1961, according to the Labour Bureau of the Union Ministry of Labour & Employment.

The fuel and lighting group index appreciated by one point due to a rise in the prices of charcoal. The food, clothing and miscellaneous group index numbers remained stationary.

On base: 1944=100 the index number for August 1961 was 171.18 as against 171.16 for July, 1961.

On base shifted to August, 1939=100 the estimated index number for Delhi for [illegible] was 446.49.

UCT:Gandhi

PRM:
80/19.9.61/12.00;[illegible]/415/1

TEL : 45783
53348

SAMACHAR BHARATI

[*Proposed News Agency of Indian Languages.*]

Ref.

~~23 York Hotel~~
~~New Delhi~~

27th September, 1961.

Shri S.A. Dange
4 Ashoka Road
New Delhi

46-A

C-39, Prem House,
Connaught Place,
NEW DELHI-1.

Dear Sir,

May I through this letter call your attention to a matter which I believe to be pertinent to any long-term constructive programme for national integration? The matter I wish to raise had attracted the attention of the Kher Commission five years ago. But subsequent discussions on that Commission's proposals were so canalised that only matters of immediate controversy or those calling for direct governmental action received attention, and a most important constructive recommendation was simply relegated to the background because it lay out side political controversy and pertained to what the Kher Commission called the "private sector" of the language issue.

I submit that those drawing up a programme of national integration should not confine themselves to issues which loom large as they figure in current controversy. They must also ponder over constructive proposals which, though they may have little bearing on current controversy have the potentialities of yielding solid integrational dividends in the years to come. It is commonly recognised that the Press can play a very important part in integrational campaigns by directly preaching integration, or by introducing a wholesome tone into discussion, or by avoiding acrimonious writing. It is not so commonly realised what an important contribution the press in Indian languages can make by bringing those languages closer to each other. The accompanying note, based largely on the Kher Report, calls attention to a concrete constructive porposal of national importance. I hope you will give this matter serious thought and if you find yourself in agreement with the Kher Commission urge your colleagues at the integration meetings to bless the idea as one of practical importance in a constructive programme of national integration.

Yours truly,

Feroz Chand

(Feroz Chand)
Convener
SAMACHAR BHARATI STHAPANA SAMITI

VITAL - BUT IGNORED

A Note to call the attention of the National Integration meetings (September 1961) to certain important recommendations of the Official Language Commission.

The Education Ministry today is holding a store 300,000 technical and administrative words waiting to be added to the common pool for all Indian languages. Surely this carries immense integrative potentialities. How to realise these potentialities is an important question for those drawing up a plan of integration.

The Kher Commission was concerned mainly with what it called the "Public Sector" of the language problem - the sector comprising the "fields of law, judiciary and the public administration". In the "Private Sector" the commission included "the field of education, the Press, trade, commerce and industry, the learned professions, public life generally, etc."(p.43). Again and again it refers to the importance of the "Private Sector" and of the Press in that sector, but it tries to confine its inquiry to the "public sector". However, in chapter XIII it found itself impelled to undertake a ramble outside its proper territory, and this excursion into the "private sector" bears the heading "The Press and the Indian Languages". The particular problem that has necessitated this is thus indicated in the opening paragraph: "While the sphere of the Press lies outside the ambit of direct governmental action there is one aspect relating to the Press in India to which in the present context a reference is necessary. This is the question of supply of news in the medium of the Hindi language, and if possible also other major regional languages, for servicing the Indian language newspapers in the country." The Press Commission figures are quoted to show that both in the number of newspapers and in aggregate circulation it is the Indian languages press that dominates, not the English language press; and the future is thus confidently visualised: "The Press Commission conc

that, with the growth of literacy, there is an immediate potential for a very large increase in readership, much greater in the rural areas than in the urban areas; that the English newspapers do not have any considerable scope of adding largely to their circulation; but that Indian languages newspapers have great possibilities and in the next few years we might expect that their circulation would increase to double the present figures". Viewing in this context the problem of news agencies and of making news available through Indian media to the Indian languages newspapers the Kher Commission observe:

"Having regard to the cost and inconvenience entailed in translating the news ~~in translating the news~~ into the different Indian languages in so many newspaper offices and further having regard to the vast prospective scope for Indian language newspapers, the question of taking measures for the news being supplied to Indian language newspapers in an Indian language medium or media, assumes great significance. The provision of such a facility would doubtless serve as a valuable impetus to Indian language newspapers. We are not concerned with reforms relative to the constitution or functioning of the existing Indian news agencies or the question of setting up additional news agencies and other specialised, organisational problems relating to the functioning of news agencies or the dissemination of news; these have all recently come under the consideration of the Press Commission. Nor are we concerned with technical problems relating to means and methods of telecommunication by news agencies to their customers. We are concerned only to emphasize that the provision of a full and comprehensive news service in one or more Indian language media would serve as a great help and impetus to Indian language journalism and, as such, deserves exploration, and eventually suitable sponsorship, from the Government.

This issue has another and an important bearing on the subject-matter of language which we must notice. The

newspapers, including both the daily and the periodical ones, undoubtedly play a very important role in stabilising the currency of terms and in establishing literary vogues. The supply of news in an Indian language by an Indian news agency would furnish ready opportunities for ensuring that the use of various terms and expressions, not only in the Union language but also in the other Indian languages, is uniform, and standardised in each language and common as far as possible to all of them. If for no other reason, for this purpose alone, the arrangements for the supply of news in the medium of an Indian language deserve consideration and every encouragement at the hands of Government".

The importance of this last factor becomes clear from a statistical idea of the common pool. In chapter V (para 10) the Kher Commission, summarising the replies furnished by the Ministry of Education to their questionnaire (or in the course of the evidence given before them by that Ministry's representatives), say:

"Up to date a total number of 35,000 scientific and technical terms in Hindi have been prepared as detailed below:

Terms finalised up to date	5,500
Terms under submission to Cabinet	3,147
Terms published in the form of provisional lists.	7,000

The rest of the terms are awaiting the approval either of the Board or of the various Expert Committees concerned.

The annual output of terms at present is about 20,000. This output can be raised by augmenting the staff.

The work actually started in 1952. The number of terms prepared in that year was about 2,000. In 1953 the number of terms prepared was 6,323, in 1954 it was 15,692 and in 1955 the number was 23,145. We were further told in oral evidence that provision has been made for the augmentation of the staff in the Second Five Year Plan, by an addition of five more special officers and 50 more research assistants. We were also told that at a rough estimate it was thought

that 2½ to 3 lakhs of terms would be needed to make a general shift in the linguistic medium practicable and that with the additional staff etc. the Ministry hoped to step up the output of such new terms, against 23,000 achieved in 1955, to 50,000 annually."

To bring this information to date it is necessary to remark that some 3 lakh words have already been added to the common pool -- and that the pool still continues to swell, the yearly output stepped up as anticipated. The end is by no means in sight, and for several years the pool can go on growing. There are vast tracts - like those of sport and entertainment not yet touched, not yet on the Ministry's programme - which also call for such adoption and mintage in the interest of the common pool. There are bodies outside the Education Ministry also busy with such adoption and mintage, and we must mention here the one recently set up for legal terminology.

This vast and growing common pool certainly can make a most remarkable contribution towards bringing our divergent languages closer. But at present this vastmintage remains stored in the mint itself. It must pass from hand to hand, and its look (in print) become familiar to the common eye (of the common reader) and its ring to the common ear. It is only then it can be called current coin and it is only then it can realise its integrative potentialities. The production of scientific text-books may be a slow process and they will be read by limited numbers. An Indian Languages News Agency, through its daily coverage of legislative and administrative matters, of law-suits, of sporting events and entertainment, of doings in the scientific and oultural domain, supplemented by first-rate scientific cultural features services, is the most powerful instrument that can be thought of for making the new mintage current coin.

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(BHADRA 26, 1883)

"12,13"

* National Technical *
* Training Week Feature *

VOCATIONAL TRAINING: A MAJOR ILO PROGRAMME

by

V.K.R. Menon, Director, I.L.O., India Branch

If one is to define the objective of the I.L.O. in the fewest words, it may be said to be the betterment of conditions of the working classes. The I.L.O. is realistic enough to know that such betterment cannot proceed limitlessly without linking this with the efficiency of the worker as, in the last analyses, increased wages, provision of amenities and so on will have to be related to productivity. Except in purely unskilled jobs, no worker can produce the best unless he has had proper training.

Any idea that a person can just be picked up and put on a job and that he will be trained on the job itself, was a wrong conception even three decades ago. To-day, with the enormous technological innovations and the complications necessarily arising thereof, any lack of seriousness of the need for properly organized vocational training schemes will be indeed dangerous; more so in a country like ours where the execution of the successive five-year plans requires skilled personnel at a multiple which not many guessed in the initial years of planning. It is now realised that inadequacy of skilled personnel can hinder progress even more than lack of finances. If the International Labour Organisation has

intensified.....

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intensified its activities in the field of vocational training, the reason will be apparent. It is the Organisation's desire to assist the developing countries, in fields within its competence, in reaching their goals in regard to industrial and general economic development.

It follows from what I have just stated that vocational training has all along been one of the major activities of the I.L.O. and that these activities are progressively on the increase. With this preface, we might proceed to summarise the developments.

The preamble of the Constitution of the I.L.O. which, by the way, is now forty-two years old, itself mentions the organisation of vocational and technical education among the reforms necessary for improving the conditions of labour. The first instrument dealing with the subject was a recommendation adopted by the International Labour Conference in 1921 urging upon member countries to develop vocational agricultural education. If read with another recommendation adopted at the same session, dealing with measures to combat unemployment in agriculture, one will notice a clear recognition that proper vocational education could be one of such measures. It was at the annual Conference held in 1939 that two fairly comprehensive recommendations were adopted, one on vocational training and the other on apprenticeship. To correctly appreciate the position then as compared with to-day, it should be remembered that till the commencement of World War II, the I.L.O's work primarily related to standard-setting, the volume of operational work being relatively small. The value of the standards set in the recommendations adopted in 1939 will be clear when one sees that some parts of these recommendations can serve as excellent guidance points even to-day.

With the world plunged into war soon after the adoption of the above recommendation, the next occasion for renewal

of .....

of I.L.O.'s activities was immediately towards the close of the War. The momentous Philadelphia Charter of the I.L.O. was adopted in 1944 [illegible] out the future objectives and obligations of the Organisation in much greater detail. Vocational training also assumed urgency in one particular direction, that is, in finding measures for ensuring full employment in the transition from war to peace.

At least for limitation of space, I do not propose to deal with a few other instruments adopted by the I.L.O. up to 1955. They dealt with the problem in certain limited fronts. Against this, two major events have increased the I.L.O.'s activities in the field of vocational training, out of all proportion. These were the launching of the United Nations Programme of Technical Assistance in which the I.L.O. like the other Specialised Agencies, is an active participant and the more recent launching of the United Nations Special Projects Fund. The funds made available from these sources are mostly intended for operational activities in the under-developed countries. No quotas are earmarked for work in any particular field and the choice of projects has to be made on grounds of urgency and of the relative importance attached by the recipient countries themselves. The assistance by the I.L.O. consists of provision of experts and equipment, a certain number of fellowships for nationals of the recipient countries for training in countries outside where the subject under study has developed much greater, and the holding of regional and inter-regional seminars and training courses facilitating pooling of knowledge and experience. The Special Projects Fund is intended for relatively large projects spread over larger periods and including a generous supply of equipment.

One method, though by no means a perfect one, of assessing the importance attached to vocational training may be the quantum, in financial terms, of the assistance received by the recipient countries in this field as compared with all other

fields .....

other fields of I.L.O.'s activities. The following figures relate to expenditure under the I.L.O.'s share of the Expanded Programme of Technical Assistance:

Year	Total provision (U.S. dollars)	Provision for Vocational Training (U.S. dollars)	Percentage
1950-51*	336,316	137,653.24	40.9
1952	1,876,454	1,120,243.038	59.7
1953	2,268,106	1,279,211.784	56.4
1954	1,991,585	1,041,784.306	52.1
1955	2,632,222	1,339,800.998	50.9
1956	3,045,438	1,495,210.658	49.1
1957	3,201,277	1,776,709.735	55.5
1958	3,422,850	1,683,036.300	51.8
1959	3,362,166	1,684,445.166	50.7

* Eighteen months.

Perhaps another method of comparison may be of expert assistance rendered. During 1960 two hundred and fortyeight experts worked on I.L.O. projects under the Expanded Programme of Technical Assistance. While a breakdown by different fields of activities is not readily available, an analysis of the figures for Asia shows that at the end of the year out of 33 experts on assignment in a dozen countries in Asia, six or approximately 20 per cent. were for vocational training and allied subjects.

All available reports on the evaluation of work under the Expanded Programme of Technical Assistance show that the projects have worked satisfactorily. There have been a few failures here and there which was naturally to be expected in a new venture. One indication of the appreciation of the recipient countries is the added interest shown by them in receiving further assistance. This work, as is the case with all other work of the I.L.O. is quiet and does not hit the headlines. This is probably why, except perhaps by those directly concerned, the public at large does not know quite enough about the working of the I.L.O. technical assistance programmes.

The United Nations Special Projects Fund was launched in 1959. It could be regarded as a sort of compromise arising out of the claims put forward by several underdeveloped countries for establishment of the Special U.N. Fund for Economic Development(SUNFED). The Special Projects Fund finances execution of projects, mainly in the underdeveloped countries, which are sizeable and fairly long-term in nature

and which have a bearing on sound economic development in the countries concerned. Contributions are wholly voluntary so that the exact amounts cannot be foreseen. Nevertheless, some targets are attempted and by and large these have been fulfilled.

For instance, the funds allocated up to December 1960 amounted to U.S. $ 96 million. Though the projects are examined and sanctioned by the authorities of the Special Projects Fund, normally, the Specialised Agency of the United Nations responsible for a particular field, is appointed as executing agency on behalf of the Special Projects Fund. Thus the I.L.O. has been designated as the executing agency in regard to projects relating to vocational training. The importance which the authorities of the Fund and the I.L.O. attach to vocational training can, in a way, be judged by the fact that out of the first batch of projects submitted by the Government of India to the Special Fund, the first to be sanctioned related to vocational training, the establishment of an Instructors' Training Institute at Calcutta. In regard to projects submitted by other countries also, those relating to vocational training received priority. Subsequently, the Fund also approved aid for the establishment of similar Instructors' Training Institutes at Kanpur and Madras. The Plan of Operations for the first two institutes (Calcutta and Kanpur) have been signed and implementation is well under way. Taking these two projects together the assistance from the Fund in the form of experts and equipment will amount to approximately U.S. $ 2.10 million, while the Government of India's rupee contribution will amount to approximately U.S. $ 4.26 million. The period of expert assistance by the Special Fund totals 825 man-months, spread out over a period of roughly three years in the case of each project. The two institutes together are expected to provide training on highly up-todate standards for 724 persons per course. Hitherto, one primary reason why vocational training did not make adequate progress was the

fact that the instructors imparting training were themselves not highly trained and qualified. The new institutes when they function fully will be the solution to this serious existing deficiency.

By my abruptly turning off to the I.L.O.'s operational activities, one may think that the standard-setting work of the Organisation has been abandoned. This is not so. The I.L.O. recognises the growing importance of operational work but it is equally convinced that the standard-setting work has also its own importance. The subject of vocational training was specifically discussed at the annual Conference only in June this year. When the Governing Body of the I.L.O. decided to place this item for discussion at the Conference, it recognised that conditions had changed considerably since the subject was discussed last in 1939 and, to a limited extent, in 1950. The present discussions were, therefore, far more general and comprehensive, covering the operational activities of the I.L.O. to see how far it could assist countries, particularly those in the throes of industrialisation, to apply international standards as also what use could be made of the various types of international technical co-operation and assistance that are now available. The result was a detailed preliminary study by the office which included collection of the existing position on main aspects of vocational training in all the member countries. The materials collected were condensed in a report which was examined by a committee of the Conference which made its recommendations. The Committee's report included a draft Recommendation which will come up for final consideration again at the Conference next year (1962).

The comprehensive manner in which the subject has been treated will be apparent from the text proposed by the committee which deals with: national planning and administration, arrangements for co-operation, information about training opportunities, arrangements for vocational guidance.....

Guidance and Selection, Prevocational preparation, Organisation of training, Methods and Means of training, Training by Undertakings, Accelerated training, Apprenticeship, Training of Supervisors up to the level of Foremen, Teaching Staff, Countries in the process of Industrialisation and International Co-operation.

As I indicated earlier, if the draft Recommendation, substantially in the form submitted by the committee, is ultimately adopted by the Conference, it will give ample guidance points to the countries, particularly the developing countries. One needing such guidance should not look merely at the text of the recommendation as might be adopted but should also study the reports on the basis of which the discussions and final conclusions were reached. Very often, when dealing with a particular subject, say, vocational training, those responsible are anxious to know how the matter is dealt with in other countries. Not many are perhaps aware that the answers can be found in such cases by a scrutiny of the I.L.O. reports on the subject. This explains why the reports and conclusions reached by the I.L.O. do effectively provide valuable and practical guidance to member countries.

To sum up, therefore, vocational training is one of the major fields of I.L.O.'s activities. The importance, for the reasons I have tried to explain, is growing rather than diminishing. The I.L.O. is making all efforts to meet its consequent growing responsibility in this field. This is done, both in the old traditional way of studies and setting up of standards as also by the considerably added operational activities in which the Organisation is now engaged. The activities cannot be measured by any specific yard-stick but it is correct to say that in comparison with the state of affairs before world war II, the I.L.O's work on vocational training has now grown very considerably indeed. This is because from the point of view of the countries needing I.L.O.'s assistance, there is no other field where the assistance is needed in greater degree.

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* National Technical *
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"12.13"

TRAINING OF CRAFTSMEN IN A DEVELOPING ECONOMY

by

K.L. Joshi,
Chief(Education)
Planning Commission

It was during the Second Plan period that the scheme of training craftsmen was reorganised with the advice of the National Council for Training in Vocational trades, established in 1956. Certain institutions were established during the course of the Second War to train craftsmen to meet the needs of defence activities. Following the War, they were used as ex-servicemen training centres. When the post-war rehabilitation work was completed, the institutes continued as training centres to prepare craftsmen and operatives for industry and to provide training for displaced persons following the partition of the country. In 1944, an Advisory Committee on Technical Training was constituted by the Government of India to review the work of War-time technical training schemes and to recommend measures for adopting it to meet peace-time requirements. This Committee expressed a view that the best way of ensuring a regular supply of skilled craftsmen to industry was through a comprehensive and systematic course of apprenticeship but they felt that the workshop in India was not usually a very good school for obtaining knowledge of first-rate workshop practice and therefore, recommended that apprenticeship in industry should follow the course of training in specially

designed .....

designed training centres. Among the recommendations of this Committee was an idea that the duration of training should be of 3½ years of which 2 years should be spent in a training centre and the balance as an apprentice in a factory. Secondly, the qualification for admission should be up to a standard two years below matriculation or its equivalent. This scheme prepared in 1944 could not be implemented on account of the social and political changes that followed and in October, 1948 Government of India proposed that the scheme be modified so as to provide the training on the same lines as for exservicemen to adult civilians instead of younger persons. In 1952, the Government of India appointed the Shiva Rao Committee on training and employment services organisation of the Ministry of Labour. They recommeded that the training facilities provided in the centres run by the Directorate General of Resettlement and Employment should be integrated with similar facilities provided by the State Governments, the administration responsible for the D.G.R.E. scheme being also transferred to State Governments. They also stated that it should be the responsibility of the Central Government to lay down the policy of training craftsmen, to promote the channel of training facilities with due regard to all the needs and to coordinate the overall training programme throughout the country.

The real impetus to organise training for craftsmen was given by the National Council for Training in Vocational Trades since established in 1956 as a result of this recommendation of Shiva Rao Committee. The Council has representatives from the Central Government, the State Governments, Labour, employers and other interests. State Councils were also established in each of the States to implement the policy laid down by the Central Council. The Directorate General of Resettlement and Employment, now known as Directorate General of Employment and Training, was made responsible for the implementation of the policy of the National Council and is

now.....

now concerned with the training of craftsmen to meet the needs of industries. Courses of training in both engineering and non-engineering trades were evolved and these implied institutional courses of 18 months duration followed by a practical course of 6 months in industries. During the Second Plan, therefore, the number of such organised training centres increased from 59 to 167 with a total admission capacity of 42,000. In addition, special facilities were provided for training displaced persons. In the Third Plan, additional training facilities will be provided for about 58,000 craftsmen bringing the total number to about 1 lakh and the institutions and the training centres will rise from 167 to 318 by the end of the Third Plan.

As against 117 engineering colleges and 263 polytechnics in the Third Plan, 318 industrial training institutes might appear to be a small number. But since the whole development is a matter of the work of the National Council and the State Councils during the last six years, considerable experience has yet to be gained in respect of the needs in the field of trade and industrial education. Besides, apart from other forms of training craftsmen, under the National Apprenticeship Scheme, arrangements from training 12,000 persons are expected to be made and apprenticeship is to be placed on a compulsory basis and it is proposed to introduce legislation for the purpose.

Different ways of training craftsmen and provision of facilities.

At present craftsmen or skilled workers and operatives are trained in several types of institutions and in different ways. These include as has been stated in the Report of the Third Plan, (1) industrial training institutes under the scheme of the Ministry of Labour and Employment; (2) Government Departments or agencies having their own training

facilities.....

facilities such as Defence, Railways, Posts and Telegraphs and individual public enterprises (3) facilities for training provided by the State Departments of Industries Ministry of Commerce and Industry for small-scale industries (4) centres for training rural artisans under the Community Development Programme (5) numerous privately run industrial schools and (6) the traditional methods of transmission of skill from father to son or from a skilled worker to a raw recurit. As few industries are being set up, demand for craftsmen trained in the industrial training institutes has been increasing.

Provision of facilities for training of craftsmen and operators involves efficient, administrative, supervisory and teaching personnel and also organisation of workshops, buildings for teaching and hostels for the students. 151 additional Industrial Training Institutes are being established in the Third Plan as against about 108 in the Second Plan with a provision of Rs.49 crores as against Rs.13 crores in the Second Plan. Several Central Ministries and Departments associated with them have special in-service and practical training programmes. Among these mention may be made of the National Laboratories, Atomic Energy Establishment, Ministry of Irrigation and Power, the India Metereological Department, All India Radio, etc. Besides, the training programmes of the All India Boards for small-scale industries, coir, silk, handlooms and handicrafts and those of the Khadi and Village Industries Commission provide training of skilled and semi-skilled workers required in their respective fields. The National Council for Training in Vocational Trades and its Co-ordination Committee would co-ordinate the different training programmes of various types and of different durations.

Employed industrial workers need to improve their skill and the demand is for increasing opportunities for traning

them. Evening classes for industrial employed workers were provided in the Second Plan for about 2,000 persons. These will be further increased to 11,000 by the end of the Third Plan. There is also a proposal to establish higher national trade certificate course with a duration of six to twelve months depending on the nature of the trade for craftsmen who have already secured a trade certificate in the course.

Craft Instructors.

A significant problem is that of finding craft instructors in vocational trades for programmes of training craftsmen in industrial training institutes and elsewhere. Three Central Training Institutes had been set up by the end of the Second Plan at Calcutta, Bombay and Kanpur. The admission capacity in these schools was of the order of 500. Further, for the training of women instructors there is a Central Training Institute at Delhi. In the Third Plan, these Institutes will be expanded to an admission capacity of over 1000 seats. In addition, 3 new institutes are to be established at Madras, Hyderabad and Ludhiana, so that by the end of the Third Plan, there will be about 1800 seats for training instructors in different trades. The outturn of these institutes during the Third Plan is estimated at 7,800.

Estimating requirements

Estimates of requirements of craftsmen for the Third and the Fourth Plans are difficult to make. The requirement of additional craftsmen now included in the Report of the Third Five Year Plan is about 13 lakhs. Similarly, additional craftsmen required for the various industries during the Fourth Plan period have been estimated to be between 18 to 20 lakhs. The methods employed to arrive at these estimates are yet very empirical and considerable detailed work will have to be done in relation to various sectors employing craftsmen and operators to check up the figures.

According...

According to one method, the ratio between engineers and craftsmen and operatives was tentatively considered to be 1:32 by the end of the First Plan on the basis of a calculation that there were 31,200 engineers and about 10 lakhs of craftsmen and operatives both in engineering and non-engineering trades. Gradually this ratio is being modified in relation to larger employment of engineers, so that by the end of the Second Plan it has tended to be 1:25. For the Third Plan, the same ratio could be assumed and the additional engineers required in the Third Plan mentioned in the Report of the Third Five Year Plan has been estimated to be 51,000. Therefore, the craftsmen and operatives both in engineering and non-engineering trades that will be required would be 12.75 lakhs or say 13 lakhs. In the same way, it has been estimated that for the Fourth Plan about 80,000 additional engineers will be required. Therefore, the additional craftsmen and operatives both in engineering and non-engineering trades that will be required would be of the order of 20 lakhs.

This broad way of calculation has been checked up by another method of projecting the requirements from employment data and also from the data about the jobs created in engineering activities in industries during the First and the Second Plans. Moreover, calculations were also based on the actual requirements of different Ministries, State Governments and industries in private and public sectors. These figures are calculated in a conservative way so as to yield no scope for any wastage of efforts in producing trained manpower. However, detailed work will have to be done again for the requirements of the Fourth Plan, because the ratios in different industries vary; for example, while the proportion of craftsmen or operators will be large in certain industries like textiles, the proportion

of engineers....

of engineers will be larger in industries dealing with machine tools, steel plant, fertilizers, heavy industries and other big projects.

It was safe, however, to assume that about 13 lakhs of craftsmen and operatives will be required in engineering and non-engineering trades during the Third Plan of whom 8.10 lakhs are in engineering trades and the rest in non-engineering trades. It is expected that out of the 8.10 lakhs in engineering trades, about 2 lakhs will be trained by the Industrial Training Institutes of which the number will be 318 during the Third Plan. A large proportion of the balance is being trained in several industries as well as establishments under Railways, Posts and Telegraphs, Defence, etc. having their own training programmes. A proportion of skilled and semi-skilled workers are also trained through traditional methods, the skill being imparted from father to son. The facilities to be provided by the Industrial Training Institutes are, therefore, smaller in numbers, but gradually the trend would be to increase these and it is hoped that once the employment position in relation to the development of industries is fairly well-known, facilities could be created for additional training. For this purpose, the National Council for Training in Vocational Trades have appointed a Co-ordination Committee with representatives of different Ministries and the Planning Commission with a view to reviewing the position of training facilities in a coordinated way from time to time and assess and make suggestions for new developments and requirements of training facilities in different sectors. They will also keep themselves informed of the ways in which training facilities are offered in different sectors and in industries both in public and private sectors. This will result in the steps to be taken to see that adequate training is provided in different institutions with a view to bringing about a dynamic relationship between the out-turn of the institutions and the requirements.....

requirements of industries and other economic activities quantitatively and qualitatively.

Changes in training in relation to demands.

It has to be recognised that purposes of vocational trade and industrial education are to prepare youth and adults for entering into profitable employment in industry through training and instruction in skills and through technical and other information. The courses and instruction for this purpose must be based upon the needs of local industries for workers and must meet the needs and desires of students at the time they are in training. Special courses will have to be introduced from time to time in relation to specific needs and the content of instruction will also undergo various changes and could be determined through information from local industries and industrial workers. Such information has to be kept current through a continuous programme of industrial contact.

Various types of training have also been visualised, e.g. the pre-employment or preparatory training for youth or adults who have no previous experience in the occupations they desire to enter. Secondly, employed persons preparing to do better work in their occupations require extension or upgrading of training. This helps them to broaden their knowledge and improve their skills with a view to their desire to assume greater responsibility for production work. Thirdly, there can be training for special responsibilities in supervision and some kind of leadership in different positions in industries.

Secondary education and industrial training.

Another point to be considered is the adjustment of training programmes in relation to the total school education. The technical bias has been provided by the technical stream in multi-purpose schools whose number is 2115 by the end of the Second Plan in a total number of 16,600 secondary schools. These

will.....

will rise to 2446 in a total number of 21,000 high and higher secondary schools by the end of the Third Plan. Besides, junior technical schools will be established in the Third Plan as adjuncts to polytechnics. During the Second Plan, 38 such schools were established as an experimental measure and 96 more junior technical schools will be established during the Third Plan. Technical institutions for girls and women are also being provided in the plans of the States. Students at the secondary education level studying technical education either in the multi-purpose school or the junior technical schools or technical high schools as in Maharashtra and Gujarat prepare themselves as apprentices and can be most helpful in filling the gap of requirements in different industries. The various experiments in having technical and scientific bias in secondary education will have their impact in diverting students to vocational programmes. Questions such as integration of trade and industrial education with school education will come up gradually and necessary adjustments might be desirable during the course of this development.

Flexibility in training programmes

Change is as great a characteristic in industrial training as in industry itself. New methods and time-saving devices are being employed in the development of industries and the content of industrial training will undergo changes in the same way. There are, however, some basic principles of trade education which have to be understood and practised. Vocational education is a social movement and is not only related to the school programmes but also the programme of further education, adult education or continuation school systems. Its main purpose is to fit men and women for useful employment. The programmes, therefore, have to be organised so as to be flexible, capable of modification and adjustment in respect of duration and qualitative improvement and specific in training.

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NATIONAL TECHNICAL TRAINING WEEK FEATURE

TECHNICAL TRAINING IN DEFENCE DEPARTMENT

by
Col. D.S. Roy

Technical training in the Defence Departments is carried out by the training establishments of the three services, Research and Development Organisation and Production Organisation. Broadly speaking, the training schemes could be divided into two categories, namely, training in use maintenance and repairs of equipment, and training in science and technology for research, development and production.

TRAINING IN ARMED FORCES

The necessity for training in use, maintenance and repairs of equipment is obvious. The Armed Forces, time and again, introduced fresh machinery and equipment to meet the demands placed on them. It is imperative that personnel be trained in the working mechanisms of these machinery and equipments, so that they could be kept in good order and in readiness to fulfil their operational role. This is ensured by carrying out regular inspection of such equipment, location of defects, repairs to rectify the defects and by enforcing a rigid maintenance system. This role is carried out by the Technical Corps/Services of the Armed Forces.

To fulfil this role the Services maintain technical training centres and schools. In these institutions facilities are provided for the detailed understanding of the various

mechanisms .....

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mechanisms on the models of equipment in use in the Services concerned. Regular courses are organised with experienced staff to guide the trainees in the procedures for testing of equipment, fault finding and skilled repairs. The bewildering complexity of the defence equipments would serve to indicate the extent to which specialization is required of services technicians. To name only a few are the Armoured Fighting Vehicles Mechanics, Wireless Mechanics, Instrument Mechanics, Radar Mechanics, Shipwright Apprentices, Artificer Apprentices in Marine Engineering, Fitters Air-Frame, Fitters Engines, Armourers, Electricians, Vehicle Mechanics and Gun fitters.

The Armed Forces have by necessity to be self-contained for purposes of carrying out repairs to equipment, They maintain repair workshops of various capacities. Thus, they are called upon to train craftsmen in general engineering trades such as Welders, Turners, Machinists, Carpenters, Blacksmiths, Tin and Copper smiths, Fitters, Pattern Makers, Moulders, Upholsterers, Tool Makers etc.

The training courses are carried out in the training Centres/ Schools/Groups of the respective Services. The Bombay Engineering Group, the Madras Engineering Group and the Bengal Engineering Group at Kirkee, Bangalore and Roorkee respectively are run to train craftsmen/tradesmen for the Corps of Engineers and Army. The Signal Centre, Jubbulpore and the School of Signals, Mhow cater for the needs of the Corps of Signals and the Army. At the EME School and Centre at Secunderabad, training is imparted in various crafts and trades, so as to enable the Corps of Electrical and Mechanical Engineers to fulfil their role which is 'repair and recovery of all equipments in the Army". In addition, Army Base Workshops, EME, wherein facilities for complete overhaul of equipment are available, are maintained at Delhi Cant., Kirkee, Bangalore, Meerut, Allahabad, Kankinara, Agra and Jubbulpore, and in these workshops schemes for training of apprentices in equipment such as vehicles, diesel engines, wireless and radar equipment are also carried out.

The Indian .....

The Indian Navy runs training Schools/Establishments to meet their requirements of technically trained personnel. They are Dockyard Apprentice Training School and Shipwright Training School at BOMBAY, INS SIVAJI & Naval College of Engineering, LONAVLA, INS CIRCURA at JAMNAGAR, INS GARUDA and other training establishments at Cochin, and INS CIRCARS AT VISHAKAPATNAM.

The Air Force Establishments, where such training is carried out, are Air Forces Technical College and No. 3 Training School, JALAHALLI, No. 2 Ground Training School at TAMBARAM and Air Force Technical Training School at KANPUR.

The Recruiting Organisation with Centres at various cities and towns help the public by furnishing details regarding the employment opportunities in the Armed Forces and are entrusted with the task of enlisting fresh recruits.

TRAINING IN RESEARCH AND DEVELOPMENT ORGANISATION

Training in science and technology is imparted to defence personnel, both civil and service, with a view to create research-mindedness and development of inventive skills, in addition to improvement of professional expertise, in order that the research and development effort of the department is rendered more effective. Such efforts aims at the development of better standards of service equipment of indigenous origin. The combined research and development effort of civilian scientists and service personnel pre-supposes a thorough understanding of each other's equipment and allied problems in all their aspects and training of service personnel in advance science and technology to enable them to play their role more adequately in the over-all research and development effort. The former is achieved by running fellowship and apprenticeship schemes at and under the aegis of Defence

Science .....

// requirements and limitations. Therefore, training schemes in this behalf call for familiarising civilian scientists with defence.

Science Laboratories and the latter, at the Institute of Armament Studies, KIRKEE.

TRAINING IN ORDNANCE FACTORIES

The Ordnance Factories of the Defence Department which manufacture a wide range of equipments/stores also run training schemes and apprenticeship courses to meet the requirements of technicians in the factories.

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.Training Week .
.Feature .
..... TRAINING IN HINDUSTAN STEEL PLANTS

For the three one-million-ton plants Hindustan Steel need 2000 engineers for supervisory posts and 19,000 operatives and skilled workers. The proposed expansion of these plants would require another 1400 engineers, about 1900 diploma holders and about 12000 skilled workers. In the beginning, Hindustan Steel Ltd. had to draw their requirements from the open market, as the only source from which men with the requisite experience could be had was from the existing steel works in the country and since they were engaged on their own programme of expansions they could spare only a few for the Hindustan Steels plants. In the initial stages it was not possible for Hindustan Steel Ltd. to run their own training institutes and arrangements had to be made to train a large number of engineers and operatives in the existing steel works and a few engineering firms in India as well as abroad.

Most of the engineers sent abroad for training were either fresh University Graduates or engineers with a few years experience in some engineering concern. So far 1442 engineers and 468 operatives have been sent abroad under various aid programmes viz.- Colombo Plan, United States Technical Cooperation Mission, Ford Foundation, UNTAB, etc.

Some trainees.....

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Some trainees have been sent under special arrangements with equipment suppliers in the USSR and West Germany.

In India arrangements were made with the Tata Iron & Steel Works for the training of 450 operatives per year. The training of these operatives continues. Operatives were also trained and are still being trained in the Indian Iron & Steel Co. and Mysore Iron and Steel Works. For the training of skilled workers arrangements were made with the engineering firms in and around Calcutta and Bombay. This programme was introduced as a temporary measure to meet the initial requirements of trained personnel.

With the starting of several units in Hindustan Steel Plants and the consequent creation of training facilities training institutes have been established at Rourkela and Bhilai to train engineers, operatives and skilled workers. The Training Institute at Durgapur is being established. Schemes for the training of Graduate Apprentices and skilled workers in the plants have been drawn up. An Advisory Committee on training has been set up in each plant with General Manager/General Superintendent as the Chairman. The functions of the Advisory Committee are:

(i) To make recommendations on the standard of recruitment of Graduate Apprentices, operatives and artisans, and

(ii) To implement the programme for the training of Graduate Apprentices, Operatives and Artisans and to make arrangements for their examinations.

The object of Graduate Apprentice training is to prepare trainees for supervisory positions such as foreman or assistant foreman in the various departments. Candidates for admission as Graduate Trainees should possess Bachlor's degree in

engineering or....

1. Technical Institute Training Orientation. - 1 week

   Technical theory lectures) Workshop Instructions.) - 7 weeks

   (End of Technical Institute Training for Junior Operative trainees.)

2. Inplant Job Training.

   Department Orientation. - 1 week

   Institute lectures for Senior Operative trainees (1 day per week) -17 weeks

   Job training -10 to 18 months.

   Total training period -12 to 24 months.

Besides, the Senior Operatives receive technical lectures on metallurgy of iron and steel for four months and spend one day per week at the Institute where they are assigned problems relating to their specific jobs. The on-the-job training they receive is on a buddy system basis, i.e. the trainees are placed as understudies to incumbents of the positions for which they are being trained. The training is supervised by the Departmental Training Engineers.

It is the Artisan Trainees who have to do much of the work with their own hands and therefore, they are trained to become skilled craftsmen in the maintenance trades such as mechanist, pipe fitter, welder, turner, carpenter, etc. Artisan trainees are recruited from Matriculates or from those who possess an equivalent school leaving certificate. The total period of training is 3 to 4 years, made up of orientation course for two weeks, workshop instruction and trade theory for 18 months which is conducted in the Technical Institute, inplant training in maintenance shops for about 78 to 130 weeks followed by further training

for 1½ years....

for 1½ years to two years in the plant's maintenance shops under the supervision of the departmental training engineers and an experienced artisan instructor.

All these trainees are employees of HSL and no fee is paid by them. The trainees are taken on different stipend rates and after their training is over they are absorbed in the various grades. The rates of stipend are:

i) Graduate trainees - first year Rs.250/-
Second year Rs.350/-.

ii) Senior Operatives - first year Rs.120/-
Second year Rs.140/-.

iii) Junior Operatives - first year Rs.70/-
Second year Rs.75/-.

iv) Artisan Trainees - first year Rs.70/-
Second year Rs.75/- and third year Rs.80/-.

Immediately after the training is over these trainees are absorbed in the following grades:-

i) Graduate trainees - Rs.350-850

ii) Senior Operatives - Rs.115-10-250

iii) Junior Operatives - Rs. 60-3-90

iv) Artisan Trainees - Rs. 80-5-120 (Proposed).

The intake of each of the three Technical Institutes is approximately 100 engineers, 200 Senior Operatives, a limited number of Junior Operatives and about 300 Artisan Trainees per annum. No Diploma is issued to these trainees.

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GOVERNMENT OF INDIA

NATIONAL TECHNICAL TRAINING WEEK FEATURE

"12.13"

FOR PUBLICATION OR BROADCAST ON OR AFTER SEPTEMBER 17, 1961.

TRAINING PROGRAMME IN PUBLIC SECTOR PROJECTS

With the rapid growth of public sector in the industrial field during the last one decade, their requirements for fully trained technicians in these enterprises have increased manifold. Covering such diverse fields as steel, machine tools, heavy electrical equipment, precision instruments, penicillin, fertilisers, etc. the public sector undertakings have their individual and specialised needs for technicians and their training programmes have to be framed to meet these specialised requirements. It is clear that raw men passing out of technical institutions can prove useful to the enterprises only after a period of apprenticeship properly conceived and efficiently implemented. Especially in the present context of rapid industrial development, resulting in a very large demand for technical men all over the country, there is no getting away from the fact that unless adequate facilities for training are afforded, it will be a serious hinderance to the achievement of the Ilan targets.

It is gratifying to note that govemment have fully realised the importance and urgency of adequate training programmes in the different public sector enterprises. While the undertakings, which are in the initial stages of implementation, are considering programmes to suit their needs and capacities, the units, which are in the construction stage or which have commenced production, have put in operation well-planned training programmes. Whether in the steel plants or heavy electrical factory at Bhopal or the H.M.T. at Bangalore and elsewhere, these programmes are being run smoothly to the all round advantage of these units as well as the country at large.

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Industrial enterprises in the public sector have to set a model for others in this respect. The training programmes are not only to meet the requirements of individual enterprises but should be looked upon as a long range investment in youth, forming an integral part of the industrial development in the country.

STEEL PLANTS

For the three steel plants, there is need for 2,000 engineers for supervisory posts and 19,000 operatives and skilled workers. The proposed expansion of these plants would require another 1,400 engineers, about 1,900 diploma holders and about 12,000 skilled workers. In the beginning, Hindustan Steel Ltd., had to draw their requirements from the open market, as the only source from which men with the requisite experience could be had was from the existing steel works in the country and since they were engaged on their own programmes of expansions, they could spare only a few for the Hindustan Steel Plants. In the initial stages it was not possible for Hindustan Steel Ltd., to run their own Training Institutes and arrangements had to be made to train a large number of engineers and operatives in the existing steel works and a few engineering firms in India as well as abroad.

Most of the engineers sent abroad for training were either fresh University Graduates or engineers with a few years experience in some engineering concern. So far 1,442 engineers and 468 operatives have been sent abroad under various aid programmes via Colombo Plan, United States Technical Co-operation Mission, Ford Foundation, UNTAB, etc. Some trainees have been sent under special arrangements with equipment suppliers in the USSR and West Germany.

In India arrangements were made with the Tata Iron and Steel Works for the training of 450 operatives per year. The training of these operatives continues. Operatives were also trained and are still being trained in the Indian Iron and Steel Co., and Mysore Iron and Steel Works. For the training of skilled workers arrangements were made with the engineering firms in and around Calcutta and Bombay. This programme was introduced as a tempo-

rary measure to meet the initial requirements of trained personnel.

With the starting of several units in Hindustan Steel Plants and the consequent creation of training facilities Training Institutes have been established at Roukela and Bhilai to train engineers, operatives and skilled workers. The training Institute at Durgapur is being established. Schemes for the training of Graduate apprentices and skilled workers in the plants have been drawn up. An advisory Committee on training has been set up in each plant with General Manager/General Superintendent as the Chairman. The functions of the Advisory Committtee are :

i) To make recommendations on the standard of recruitment of Graduate Apprentices, Operatives and artisans.

ii) To implement the programme for the training of Graduate Apprentices, Operatives and Artisans and to make arrangements for their examinations.

The object of Graduate Apprentice training is to prepare trainees for supervisory positions such as foreman or assistant foreman in the various departments. The training covers a period of two years consisting of an orientation training of two months, institute training in workshop practice for one month and in-plant technical training and technical training and technical lectures on metallurgy of iron and steel, steel plant practices, etc. for 21 months.

It is the Artisan Trainees who have to do much of the work with their own hands and, therefore, they are trained to become skilled craftsmen in the maintenance trades such as mechanists, pipe fitter, welder, turner, carpenter, etc. Artisan trainees are recruited from Matriculates or from those who possess an equivalent school leaving certificate. The total period of training is 3 to 4 years.

I. HEAVY ELECTRICALS (INDIA) LTD.

The Heavy Electricals Factory at Bhopal, first of its kind in India, had recently started production. The manufacture of Heavy Electrical Equipment admittedly [illegible] requires a high degree of engineering skill and precision. Besides, the handling of a variety of insulating

materials is of utmost importance and has to be done with extreme care.

After a detailed survey of the country's resources in the matter of technical manpower, the Government of India decided on a bold policy of training technical personnel for the Heavy Electricals Factory at Bhopal in consultation with the British Technical Consultants in two parts, viz. (a) training of key personnel in the works of the Consultants in the United Kingdom and (b) training in India.

Experienced engineers were sent for training in the Works of Messrs. Associated Electrical Industries in design, drawing and manufacturing work to take up the positions in the fa factory organisation. They constitute the first nucleus of managerial staff, departmental Chief Engineers, Factory Superintendents and other senior and junior engineering and manufacturing personnel.

The period of training varied from 12 to 36 months and all these men were closely associated with their counterparts in Consultant's factories and thus getting an opportunity to learn their work under effective guidance from men of experience.

TRAINING IN INDIA

After making arrangements for training of key personnel and senior technical staff abroad, the bulk of the requirement had to be met by training the men in India. Hence, a comprehensive scheme for establishment of a large and modern Training School and a Training Workshop was approved by the Government of India even without waiting for the find decision of the main project.

The Training Workshop at Bhopal has been planned with a view to training technical men required to man an altogether new industry involving a very high degree of accuracy and skill in the various engineering trades. The Training Workshop has actually been planned on the principle of Training-cum-Production Workshop with modern machine tools of exactly identical types, which are installed in the main factory so that the passed out apprentices can take their places directly as efficient workers

after a short period of adjustment to the working conditions in the factory. It is ensured that the apprentices obtain very intimate knowledge of the controls and speeds of output of machines which is of paramount importance.

The scheme has been designed to train different categories of personnel at various levels in the factory.

Under the scheme of training for Graduates, the first 12 months are spent in the Workshop in the Training School in various trade sections like Fitting, Turning, Machining, Welding, Sheet Metal, Pattern Making, Foundry, Blacksmithy and Coils & Insulation for a period of 5 weeks in each of the Sections to acquire a degree of basic skill and an intelligent appreciation of the precision work.

After the first year in the Training School Workshop, the Graduate Apprentice is provided with opportunities to go on to the factory departments on both engineering and manufacturing sides taking into consideration his own preference and suitability.

TECHNICAL APPRENTICE SCHEME

The general pattern of training for technical apprentices follows the scheme for Graduates with a greater concentration on working processes involved in the manufacture of particular products in greater detail and the performance of machine tools and equipment in the factory. By and large, the Training Schemes for the Degree holders and Diploma holders in Engineering are so designed as to make up the deficiency in the knowledge of practical application of their engineering knowledge acquired in the colleges and polytechnics.

DRAUGHTSMEN APPRENTICES

Under this category, Matriculate boys who have passed 18 months of Draughtsmanship (Mech) course from the various Industrial Training Institutes in the country are recruited for a further period of 2 years. A course of practical training on the workshop methods and machine operations is given for the first 6 to 8 months before they are put on the Drawing Board to develop their skill in actual draughting. During their practical work on drawing, they are also introduced to electrical drawing which is not covered by

the syllabus adopted by the Industrial Training Institutes.

Besides, Trade Apprentices are also trained for equipping them in fitting and assembly, turning, machinning tool room Welding, Sheet metal, blacksmithy, Pittern making, moulding and core making Coils and insulation and armature winding.

The largest number of men are recruited in this category who are ultimately to be considered for absorption in the factory as artisans. The quality of the products of a factory is directly linked with the degree of skill, the limit of accuracy of work and the pride of wormanship of the artisans employed in the factory. The training programme for the Trade Apprentices is built with the above basic principles in view. Apprentices are selected from the Industrial Training Institutes all over the country and who have acquired a basic knowledge in particular engineering trades mentioned above.

The course of training covering a period of 2 years for these Trade Apprentices are designed to enlarge on their basic practical skills and also develop their knowledge in reading of simple working drawings. A keen sense of accuracy, speed and good workmanship is instilled in the minds of Apprentices by providing modern tools for execution of their exercises and employing precisi instruments and gauge to measure them.

At the end of their training of 2 years, the Trade Apprentic are expected to be ready for absorption in regular employment in the factory as 'B' grade skilled artisans.

PROGRESS OF THE SCHEME

Commencing from January 1959, four batches of trainees totalling 3445 in all categories have been recruited for training in the School and the fifth batch of another 800-900 men are about to commence training.

In order to keep the flow of men from the Training School to the Factory continuous over the period of next 3 to 4 years, recruitment of trainees in the artisan and draughtsman categories is being done every six months according to a planned schedule worke in close conjunction with the phased build up of technical manpower in the main Factory Departments.

There is real worth qualifiedInstructors in the country. Coupled with the ability to teach the theory of a trade or draft and allied production methods and every effort has been made to recruit the right type of persons selected from all over the country.

HINDUSTAN ANTIBIOTICS LTD.

Hindustan Antibiotics, engaged in the manufacture of penicillin and other antibiotics, has been in production since 1955. The manufactu is based upon the forementation technology involving the growth of micro-organisms and processing the end product. A series of training schemes have been evolved.

As the technical process followed in the manufacture of penicillin is highly complex in character, those selected for appointment are initially given basic training, lasting six to nine months, before being entrusted with independent operational duties. For this purpose, batches of Fresh Chemistry graduates and others holding diploma or degree in engineering faculty are given apprenticeship training for a period of six months. About 30 candidates are trained every year and absorbed as regular employees.

In-plant Training: Based upon the recommendations of the Engineering Personnel Committee of the Planning Commission, various vocational training institutes have been started all over the country to provide the necessary skilled and semiskilled workers for manning the industries. These institutes provide theoritical technical training in the various professions and trades such as Blacksmith, Carpenters, Fitters, Machinists, Moulders, Welders etc.- Under this 'In-plant Training' scheme every year about 10 students passing out from the Industrial Training Institues, Wadia College, Poona and Industrial Training Centre, Sundh Camp, Poona, are given practical training for a period of six months in the Hindustan Antibiotics Ltd. Under the University Apprenticeship Training arrangement, about 10 students aretrained free every year.

Yet another scheme is that of the Ministry of Scientific Research and Cultural Affairs for a practical training for graduates and diploma holders in engineering and other technology in order to condition

them for gainful employment Under this scheme stipends are awarded by the Ministry to selected students to enable them to undergo practical training in approved organisations. So far 8 candidates have have been attached to this company and some of them have been absorbed as regular technicians after their training.

HIND STAN MACHINE TOOLS LTD.

The paucity of skilled artisans and trained technicians was realised and appreciated even in the early stages of planning of the Hindustan Machine Tools Factory. In order to meet his lacuna, the Training Centre was set up with all speed and resources. From a small beginning, the HMT Training Centre has now expanded its activities considerably in consonance with the increased requirements of the main factory for skilled artisans, trained technicians and engineers.

The training Centre was initially manned by expert Swiss technicians, but at present, it has now been possible to staff it by qualified Indian nationals.

All the trainees are required to undergo basic training upto about 6 months. On completion they are required to spend the remaining period of their training in the Plant as In-plant Trainees, except workmen trainees who are sent to the Plant re-classified as Operators. During the initial period of 6/8 months every trainee undergoes a course in Fitting, besides learning Metric system, Drawing Reading, Introduction to Materials, Tolerance systems and getting acquainted with 'feeling' for fine work. At this stage they are regrouped as either Hand Operators, viz. Bench Fitters, Scrapers, Tool Makers etc., or Machine operators viz. Turners Millers, Shapers, Grinders, etc., based mainly on their aptitude.

Three year diploma holders from the Universities, Government Polytechnics and occupational Institutes are selected for these posts. Duration of training is 6 to 9 months. The trainees after the Basic Training are further trained in the Plant in Department such as Designs, Planning, Inspection, Production etc. mainly in line with their aptitude.

For the selection is from among the graduates in Mechanical Engineering or First Class Diploma holders in Mechanical Engineering with a minimum of 2 years experience in the Machine Tool Industry the duration of training is upto 2½ years. The trainees in this category are also given the basic training upto 12 to 18 months in the training centre in all the Sections.

The H.M.T. Traing Centre has a capacity for 240 trainees in two shifts. With the growing need of HMT for skilled artisans, technidans and engineers for their various expansion projects viz the Second Machine Tool Factory and Watch Factory in Bangalore and other two Machine Tool Factories to be established elsewhere in t the country, the present capacity of the Centre is inadequate. The management is, therefore, considering augmenting the capacity, even temporarily, by adding plant and instructional aids and also diverting some of their supervisory men from the Plant for taking up the duties as Instructors in the Training Centre.

PRAGA TOOLS CORPORATION LTD.

In Praga Tools, a Centre has been organised to train suitably qualified young men in different trades and absorb them in the Factory after the attainment of necessary skill. The Training Centre is located in the Industrial Estate at Sanatnagar, Hyderabad. Admission of the candidates is regulated according to the requirements of the Company from time to time.

At present about 40 trainees are undergoing training in this Centre.

The training is of about 2 years' duration, of which a period of 18 months is spent at the Training Centre and the remaining 6 months in the Factory.

It is proposed to expand the training facilities in order to train artisan staff in the several trades from raw school boys, organise refresher courses to staff already employed in the factory, train Engineering Graduates in Workshop practice and train draughtsmen for the jig and tool trade.

Other industrial undertakings in the public sector also have training schemes.

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National Technical
Training Week Feature

TRAINING PROGRAMMES OF THE TATA IRON & STEEL CO.LTD. AND THEIR USEFULNESS

By S.K. Nanavati* and K.A. Shenoy**

It was again the vision and insight of Jamshetji Nusserwanji Tata that ultimately resulted in a full fledged comprehensive technical training programme of the Tata Iron & Steel Company Limited in Jamshedpur. When the Tata Iron & Steel Co. Ltd. started in 1907, all equipment and most of the technicians needed to run these, had to be brought from abroad. Qualified Indians were not available at that time, neither were there even a handful of experienced Indians in the field because of absence of metallurgical industries in India. "Let the Indian learn to do things himself" said Jamshetji. Thus in 1921 was set up the Jamshedpur Technical Institute - just nine years after steel was first tapped with the assistance of 250 foreign technicians who were to be eventually replaced by Indians. The birth of the Jamshedpur Technical Institute was symbolic of [illegible] the pioneering efforts of Tatas in their determination to provide the necessary complement of trained Indian technical personnel at a time when hardly any facilities in the country existed for the training of technicians.

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** Mr. K.A. Shenoy is the Superintendent of Training, Tata Iron & Steel Company Ltd.

Organisation and .....

ORGANISATION AND MODE OF TRAINING

The Institute is run exactly like a works department of the Steel Company, and even the Works service rules are applicable to the staff. This provides excellent grounding for the trainees who, when they secure regular employment, are able to fit in easily with the works atmosphere.

The Superintendent of Training is the head of the Technical Institute and is directly responsible to the General Manager. A Technical Education Advisory Committee advises the General Manager on all important matters concerning the department.

Arising out of the present needs of the Steel Company and the employees, the existing schemes of training can be broadly classified as under:

a) Pre-employment training of new entrants - Graduate trainees, technical probationers, artisan trainees and mason trainees.

b) Trade testing and employees' training

c) Evening classes

d) Vacation training for students of technical institutions.

e) Refresher courses for operatives.

f) Training for outside organisations including the Government of India and public sector industries.

g) Practical training of instructors nominated by the technical institutions of the State.

Pre-employment training of new entrants - Graduate trainees, technical probationers, artisan trainees and mason trainees.

. Graduate Training Scheme

Under this scheme, about 25 trainees under 25 years of age are recruited every year to take a two-year course of training for senior supervisory posts.

The trainees get a monthly maintenance allowance of Rs.300/- during the first year and Rs.350/- during the second year and are bound by guarantee to complete their training and to serve the Steel Company, if required to do so, for a minimum period of five years. During the first year they attend the Works and the Technical Institute every alternate week. Practical training in the Works is thus supported and supplemented by theoretical lectures in the.....

in the Institute. At the end of the first year, training in the Works is intensified, while theoretical lectures by Works officers are held four times a week in the evenings. The general training is completed at the end of the 18th month, and the remaining six months are devoted to specialised training in the departments.

ii. Technical Probationers.

Under this scheme young graduates in science between 19 and 23 years of age are recruited for 3 years training for ultimate absorption in production departments for positions like Assistant Second Hands, Assistant Blowers, Assistant Rollers, etc. The emphasis is on-the-job training with compulsory attendance in a specially designed evening course of 3 years' duration. These technical probationers are paid Rs.7.25 - 0.28 - 8.37 p.d. during training plus usual allowances applicable to employees.

iii. Artisan and Mason Training Schemes.

Boys between 16 and 18 years of age are trained for two years to qualify as skilled artisans. The number of trainees recruited each time depends on the requirements of the Steel Company. The trades taught equip the trainees for a wide range of jobs such as fitters, welders, machinists, balcksmiths, moulders, pattern-makers, masons, etc. Trainees receive intensive training in their respective trades in a well equipped training shop and mason shop. Apart from the main trade, auxiliary trades such as carpentry, blacksmithy and welding are also taught for a period of 12 weeks. Though the emphasis is on practical training, the trainees have to attend theoretical lectures for one full day every week.

Throughout the two years, physical training is compulsory and self-reliance is encouraged. Practically, all work in the training shop, such as sweeping the floor, cleaning the machines, bringing in the raw material and delivering the goods, is done by the trainees themselves. A uniform is compulsory and this is supplied free of cost.

During the training period, each trainee receives an

allowance of .....

allowance of Rs.2.25 per day during the first four months; Rs.2.50 per day from the 5th to the 14th month; and Rs.3.00 per day for the remaining period. On completion of the course, he receives a minimum total emolument (inclusive of bonuses) of Rs.150/- per month.

(c) Trade Test and Employees Training.

The system of trade testing was introduced in 1944. The trade test specifications are drawn by a Joint Committee of Management and Workers' Union. The programme of tests is administered by the Superintendent of Training who is assisted by a full-time Trade Testing Officer. So far about 9,000 trade tests have been conducted. The Superintendent of Training regards trade testing as one of the most important aspects of work of the Technical Institute which has helped the Steel Company to put the right man in the right job. The specifications for the different trades, many of which have a general application, have been made available on request to many other industries all over India.

With the development of specifications and tests, there was naturally a demand from the employees for facilities to equip themselves for these tests. An Employees Training Centre, complete with class rooms and a spacious workshop was established as a part of the Institute. Training is completely free and all requisites such as tools, raw materials, etc. are provided at the Centre without any charge. Some 400 employees are always on the rolls of this centre.

(d) Evening Classes.

It is one of the declared intentions of the Steel Company to provide all reasonable facilities for technical training to its employees who have the desire and initiative to improve their prospects. Side by side with the training of new entrants to the industry, the Company has evolved several schemes to enable employees to qualify themselves for promotion to supervisory posts when vacancies occur. The courses are also open to employees of the Associated Companies and to non-employees.

The scheme consists of a number of carefully drawn up evening courses.....

evening courses. Though some of these courses started over 30 years ago, they were put on a planned basis in 1947. A special feature of the evening classes is the duplicate system. In Jamshedpur, most workers have to work in 3 shifts in weekly rotation. Obviously a man on the 2.00 P.M. to 10.00 P.M. shift cannot attend the evening classes. To overcome this difficulty, classesheld in one week are repeated the next week.

The courses are entirely voluntary but in order to encourage good attendance, cash prizes are offered by the Company. The popularity of these courses can be judged from the fact that about 400 students annually take advantage of these facilities. The total number of trainees, employees and students attending the Institute's evening classes at any time is about 900.

(c) Vacation Training for Students of Technical Institutions.

For many years now, the Steel Company is providing practical training facilities to students from engineering and technical institutions from different parts of India during long vacations. The Steel Company allots a fixed number of seats to various institutions, the selection of trainees being left to the Principals of these institutions. The period of training is limited to 6 months and students work to a regular programme.

(d) Refresher Course for Operatives.

In addition, special evening classes are conducted for employees of the Steel Company in order to help them improve their theoretical proficiency in particular subjects connected with their work, such as mechanical drawing, sketching and use of precision instruments, metric system, lubrication, reheating furnaces, blueprint reading, etc.

(e) Training for outside organisations including the Government of India and Public Sector Industries.

i. Training Men for Hindustan Steel.

The Steel Company has extended all available training facilities to Hindustan Steel Ltd. According to the present arrangement,

there are under.....

there are under training at the Jamshedpur Technical Institute, Graduates, Graduate Trainees, Key Personnel, Operatives and skilled workers.

Besides this, the Steel Company is also giving an orientation course of training for engineers of Hindustan Steel deputed for training abroad. This course has a duration of six weeks to six months and trainees are all graduates in mechanical, electrical or chemical engineering or in metallurgy.

Government of India Trainees

Under this scheme, the Steel Company has offered facilities to train 10 Mechanical Engineering and 3 Metallurgical Engineering Graduates every year. The Company gives a stipend of Rs.75/- p.m. and the Government pays an equal amount. The trainees receive general training for the first six months and thereafter are attached to a department for specialised training. The Company also makes arrangements for their lodging and provides medical attention at concessional rates. The selection is made by a sub-Committee consisting of a representative of the industrial establishment, a representative of the Eastern Regional Committee of the All India Council for Technical Education and the Asstt. Educational Adviser (Technical), Ministry of Scientific Research and Cultural Affairs.

Training of Burmese Nationals

In response to a request from the Government of Burma, the Steel Company has trained 11 Burmese nationals in the operation and maintenance of Sheet Mills. They were given two years intensive 'on-the-job' training in the Sheet Mills, and the programme was administered by the Technical Institute.

Burmah-Shell and Indian Tube Mill Trainees

The firms which regularly send selected graduate trainees to the Jamshedpur Technical Institute are Burmah-Shell Oil Storage and Distributing Company of India Ltd. and the Indian Tube Company (1953) Ltd. These trainees undergo a two year training

course on lines.....

course on lines similar to the graduate training course, suitably modified in accordance with the special needs of the two Companies. The trainees are bound by the same rules and regulations as graduate trainees.

Practical training of Instructors nominated by the Technical Institutions of the State

Under this scheme, Technical Institute trains 10 to 12 Instructor Trainees from the State of Bihar. These trainees are offered training facilities for periods varying from 6 to 12 months with a view to enable them to become good Instructors in their own trades.....

SUPERVISORY TRAINING PROGRAMMES

Along with the technical training programme, the Tata Iron & Steel Company started in 1953 the training of Supervisors at the Staff Training Institute headed by the Staff Training Officer. The Staff Training Officer is directly responsible to the General Manager who is assisted by a Staff Training Committee consisting of senior officers of the Steel Company. The present training programme in the Company seeks to develop the following essential qualities in the supervisors:

1. A knowledge of Company organisation and his place in it,
2. An intelligent appreciation of Company objectives, policies and practices,
3. Information about the background to the problems which arise on the shop floor,
4. Ability to plan and direct the work in his section,
5. Ability to lead his men and knit them together into a happy working team,
6. Making the best use of the resources that are available to him,
7. Good housekeeping and ensuring the safety of the men and equipment in his charge, and
8. Consulting his people so that they get a sense of participation in the work.

An Assessment

The training in the practical application of engineering principles is almost solely the responsibility of the industry.

The development.....

The development of the skill of an engineer takes place only after exposure to the light of practical experience in the job. The type of leadership to be expected would depend upon both the quality of education and post-college training the young men receive. The Graduate Training Programme of the Tata Iron & Steel Co. Ltd. has fulfilled this objective to a very large extent and today more than 80 percent of the positions of Departmental Heads and Assistant Departmental Heads including the positions of General Superintendent and the General Manager are occupied by the Ex-Graduate Apprentices. The Artisan Training Scheme has served the purpose of injecting young blood into the stream of skilled workers who have by and large risen from the rank and file of unskilled and semi-skilled labour. In the years to come, it is hoped that these young boys who have been thus injected at the level of skilled workers will eventually replace the existing untrained and illiterate skilled workers thus resulting in higher productivity. The Steel Company, however, has been very alive to the question of giving adequate opportunities for training and self-improvement of persons who have the initiative and enthusiasm to move upward within the Company. The Employees Training Scheme has amply fulfilled this objective and it is very heartening to see that the employees even in advanced age groups are [illegible] conscious and voluntarily take training and derive benefit. The pattern of evening classes has served not only to help the skilled workers to move into the junior supervisory positions but also help the employees of the Associated Companies in Jamshedpur to advance in their careers. The Company has pioneered a scheme - Closer Link between Industries and Technical Institutions. The aim of the scheme is to acquaint the teaching staff with the actual working environment which will improve their ability to apply fundamental knowledge to actual machines or equipment and identify the fundamental principles that are applicable in a

variety of seemingly different situations in industries. It is hoped that ultimately, arising out of the scheme, a nucleus may be created in the country of consultants to industries drawn from technical institutions. The training programme for outside organisations including the three Government Steel Projects is symbolic of the contribution that is being made by Tatas to the Public Sector and also in meeting to a certain extent the shortage of technical personnel in the country.

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FOR PUBLICATION OR BROADCAST ON OR AFTER SEPTEMBER 17, 1961

National Technical Training Week Feature

TRAINING FOR EMPLOYMENT

BY

Shri Gulzari Lal Nanda,
Union Minister for Labour & Employment and Planning

Manpower requirements of the various training programmes are among the most important aspects of any plan of economic advancement. The National Technical Training Week which we will celebrate from the 17th September to 23rd September, 1961 all over the country gives us an opportunity to ponder over this important problem. Matching of natural and material resources with human resources with as much precision as possible calls for an examination of the requirements of trained and capable persons equipped with knowledge of various processes of production and modern developments in science and technology. Exploitation of new possibilities of utilisation of natural resources for agriculture, heavy industries, power, oil, steel, metallurgy and chemical will require, in the last analysis, men equipped with knowledge, skill and experience. Moreover, activities in major projects of irrigation, agriculture, transport and communication, and minerals affect a very large number of people, labour force, skilled craftsmen, engineers and administrators. Economic development of a country, therefore, demands trained manpower along with the use of materials and machines.

In a technological age such as ours, quantitative and qualitative changes in education and training have a cumulative effect on the various aspects of economic growth and particularly on employment. Full employment is indeed the very consequence of all economic development and that

is the very goal of our planned efforts. Along with engineers or technologists who are required for designing and carrying on research programmes and execute bigg projects, a large number of technicians and craftsmen or skilled workers are required. There are varying ratios in this respect but our present experience is that for one engineer or technologist, about 2 or 3 diploma holders are necessary and about 20 to 25 skilled workers would be required. It is estimated that about 13 lakhs of additional craftsmen will be required for the successful implementation of different projects under the Third Five Year Plan, about 8 lakhs being in engineering trades and the rest in non-engineering. Several industries as well as establishments under the Railways, Posts and Telegraphs, Defence, etc., have their own training programmes. A proportion of skilled and semi-skilled workers are also trained through traditional methods, the skills being imparted from father to son. Facilities for institutional training at centres maintained by State Governments in collaboration with the Ministry of Labour and Employment are thus required for a smaller number out of these 13 lakhs. But even then, these are of a much larger order than the requirements in the Second Plan.

Though every year nearly 3 million young men and women join the ranks of those who are in search of employment, paradoxically enough workers to do skilled jobs are still in greater demand and difficult to obtain. A study of the figures from the employment exchanges reveals that while there is a preponderance of applicants seeking clerical jobs against a small number of vacancies, the number of people seeking technical jobs is small as compared with the large number of vacancies.

It is this imbalance which has to be resolved in the Third and successive plans. Shortage of skilled workers

not ....

not only holds up execution of projects, but also prevents the creation of new employment opportunities in the country. The dual role of vocational training, therefore, in fulfilling the national target of industrial expansion on the one hand in creating scope for the employment on the other, has to be recognised. Training not only equips people for jobs but also provides many opportunities for self-employment. Many a youngman with skills acquired by training can set up his own little ventures which in years to come may grow into larger undertakings.

Vocational training in one form or another has existed since the early man began using his skill and imagination in constructing or creating material objects for better living and inventing tools for the purpose. The young members of the primitive society acquired knowledge and skills through natural or deliberate imitation of the actions of their elders. During the development of organised society, however, such skills and knowledge were taught to youth by the elders as a discipline for living. Some form of apprenticeship training has undoubted been the chief means of giving vocational education.

Expansion of industries under the First Five Year Plan necessitated the training of craftsmen to meet the increasing demand of industry. During the Second Five Year Plan, greater attention was given to the establishment of steel plants, heavy electricals and other basic and heavy industries, industrial estates, medium and small scale industries. Trained craftsmen were, therefore, required in large numbers. During the Third Five Year Plan, still greater emphasis will be laid not only on training of a larger number of craftsmen but also on the improvement of quality of training.

CO-ORDINATION IN .....

CO-ORDINATION IN TRAINING EFFORTS

Several Ministries of the Government of India like the Ministry of Defence, Railways, SRCA, Community Development, Food and Agriculture, besides the Ministry of Labour and Employment are providing facilities for the training of craftsmen. Likewise, different departments of the various States are also making efforts to provide training facilities at different levels. Some private industrialists and factory owners are having apprenticeship programmes for the training of skilled workers. It is necessary to take a total view of the vocational training programme in the country including the training of millions of artisans in the villages and the traditional methods of communicating skills from father to son. We have also to take into consideration the training of those engaged in existing industries like textiles, buildings and constructions, etc. in the country. Attention, therefore, has to be paid towards the improvement of skill of the existing workers, as improvement in the skill of these workers would go a long way in improving their efficiency and productivity and contribute to the satisfaction of the workers themselves.

To co-ordinate properly the over-all training programmes and promote development of training facilities, a National Council for Training in Vocational Trades has been set up which advises the Government on all-India training policy, standards and programmes. The Council has on it representatives of the concerned Central State Governments, Employers' and Workers' Organisations, Ministries, professional bodies and technical experts. The Council prescribes syllabi, lays down standards of training and arranges periodical inspection. Likewise, every State has also set up a State Council for discharging

similar ....

similar functions at the State level. A co-ordination committee of the Council has been established with a view to seeing that the training programmes of different Ministries, State Governments and private undertakings are examined and coordinated and information is circulated to all concerned in the form of pamphlets, brochures and other useful publications.

TRAINING OF CRAFTSMEN

Consistent with the availability of resources, the Government is doing its best to promote vocational training programme on a national basis. The Ministry of Labour & Employment has organised a programme of accelerated training by setting up a number of industrial training institutes all over the country. To make training effective, workshop conditions are being reproduced to the best possible extent in these institutes. At present there are 167 institutes with 40,000 seats. It is proposed to increase the number of such training institutes to 318 and the number of seats to nearly one lakh within the first three years of the Third Five Year Plan.

The quality of craftsmen depends to a large extent on the quality of crafts instructors and there cannot be good instructors unless they are themselves properly trained. Accordingly, a Central Training Institute was set up at Koni Bilaspur, M.P., in 1948 for the training of instructors. As the scheme for the training of craftsmen expanded from 10,000 seats to nearly 40,000 seats during the Second Five Year Plan, it became clear that besides other difficulties, paucity of trained craft instructors was proving to be a bottleneck in the expansion of the programme. To meet the situation, three Central Training Institutes for training of instructors have already been established and their number will be increased to six during the Third Plan. The

quality ....

quality of training imparted to instructors is also being improved. As a first step, the period of training has been increased from 5½ months to 9 months. Assistance is also being received from the UN Special Fund through the agency of International Labour Organisation in the form of experts and equipment for most of the institutes. The institute at Bombay is being set up with assistance from T.C.M.

A majority of workers enter the industry without a proper background of work. Therefore, side by side with the expansion of facilities for training of craftsmen, evening classes are being organised for such workers in different places to improve their theoretical knowledge. In order to encourage craftsmen working in industry the National Council for Training in Vocational Trades permits persons having a minimum experience of 3 years in industry and fulfilling the required educational qualifications to take the all-India tests for the award of National Trade Certificates.

APPRENTICESHIP TRAINING

It has long been recognised that craftsmen are best trained in industry under actual workshop conditions. Therefore, apart from the Industrial Training Institutes a scheme to train people in factories and industries has also been organised. This scheme known as the National Apprenticeship Scheme was started during the Second Plan. So far it has been possible to place nearly 1215 apprentices. Progress in this direction has not been satisfactory. A Bill has, therefore, been introduced in the Lok Sabha with a view to utilising fully the facilities available and to regulate the programmes of practical training in industry.

OPERATIVES

A majority of workmen in industry are operatives, for

whom training has to be given on the job. The only place where tools, machines, materials and processes are available, is where the work is being done and relatively only a small percentage of jobs can be reproduced in a training centre or a school room. While Government is making efforts to train skilled personnel to the extent of availability of resources, this can only touch the fringe of the training needs in the country. It is, therefore, evident that if the output has to be expanded, quality standards to be improved and waste prevented, industry must come forward to organise intensive training programmes on the job itself for the vast army of workers in industry.

Whatever is capable of being done at all, can be done better if persons doing it are properly trained. If the challenge of the time has to be faced squarely and our cherished goal of industrial advancement realised, training should be organised on a mass scale. The Prime Minister has said "the war of economic freedom has been launched". I take the liberty of making a special appeal to all, particularly the industrialists to organise programmes of training on an ever-increasing scale till it includes in its ambit every working individual high or low. The National Technical Training Week which will be celebrated all over the country from 17th Sept. to 23rd Sept. 1961, will offer an opportunity to all concerned to understand the various training programmes, to improve methods of training and to expand the areas of trained personnel in relation to the economic programmes envisaged for the Third and subsequent Plans.

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National Technical Training Week Feature

IMPORTANCE OF TECHNICAL TRAINING IN INCREASING PRODUCTIVITY

by
Dr. Nabagopal Das,
Director General,
Employers' Federation of India.

The most crying problem in industry today is how to increase productivity. While industrial production has registered a spectacular increase over the past ten years (the index shot up from 100 in 1951 to 137.3 in 1957 and to 169.2 in 1960), the same cannot be said of productivity. No doubt productivity also has increased (according to a survey made by the Eastern Economist productivity increased from 114.2 in 1951 to 131.7 in 1957), but as the figures themselves show, the rise in productivity has not been commensurate with the rise in production.

It must be emphasised at the very outset that the worker is not a complete master of his productivity. The tools and machines used, the techniques followed, the nature of the raw materials consumed and the technical organisation of the factory where the works have, in most cases, more influence on productivity than the physical or mental efforts the worker makes. A distinction should also be made between machine-paced and man-paced work. When there is an automatic machine, productivity or even efficiency is controlled more by the machine than by the man. Negatively, increase in productivity should not always be identified with harder work on the part of labour, nor decrease in productivity with slackness.

What are the factors which affect the productivity of labour? These may be classified broadly under three heads: (a) general factors, (b) technical factors and (c) human factors.....

factors. Under "general factors" would come items like climate, geographical distribution of raw materials, organisation of the labour market, degree of unemployment, labour shortages and labour turnover. "Technical factors" will include standardisation of work and material, wear and tear of machinery, quality and amount of machinery available, distribution of labour as between different operations, degree of integration within the factory, and control over raw material. Equally important are the "human factors", such as labour management relations, social and psychological conditions of work, wage incentives, physical fatigue and the technical aptitude of the labour force.

It is this last item in the third set of factors which is being underlined in the ensuing National Tefhnical Training Week. If the efforts made in our country during the past decade have not raised industrial productivity to the extent desired, part of the failure must be attributed to the shortage of technically proficient personnel.

When we speak of technically proficient personnel, we refer to men (and women) at all levels - those who plan, organise and supervise production as well as those who fall within the category of workmen. While technical education at the former level can help to redress shortcomings in the organisation of production, training at the lower level increases the efficiency of the worker. Increased productivity through the application of new methods of production can be achieved only if workers at the lower level also are adequately equipped in technological and organisational methods.

Experience has shown that if new methods of production are applied in the absence of adequate technically trained personnel, productivity does not increase, because of the poor operation and maintenance of machines the limited exploitation of basic resources, etc. In some underdeveloped countries, the overstressing of capital shortage has led to the neglect of technical training and education, with the result that

economic.....

economic development has not proceeded at the pace at which it should have done.

It is unfortunate that in India at least, the importance of technical training for the personnel engaged in industry has not been lost sight of. Technical education was assigned an important place in both the First and Second Five Year Plans and the Draft Outline of the Third Plan has re-emphasised that "the assessment of manpower requirements and the training of technical personnel are among the basic conditions for economic development". Many steps have been taken to expand the facilities for training the large number of technical personnel required for industry. There has been considerable progress, during the past ten years, both in the number of technical institutions and in the outturn of qualified technicians, as would be evident from the following table:

	1950	1955	1960
No. of Engineering Colleges and Polytechnics	135	179	294
Annual outturn	4,676	8,516	15,707

There has been a similar increase in the number of institutions and annual outturn, in the category of junior technical schools, vocational training instituttes and schools for various arts and crafts.

Bearing in mind the increased tempo of economic development during 1961-66, the Planning Commission has assessed the requirements of technical personnel during the Third Plan period as follows: degree-holders, 45,500; diploma-holders, 80,000; craftsmen for engineering trades 7,50,000; craftsmen for non-engineering trades 3,50,000. Corresponding programmes at various levels have also been drawn up to meet these large requirements.

These are steps in the right direction. Even so, the percentage expenditure on technical education in relation to total expenditure on education will be much lower than in the developed countries of the West. Secondary classical schools

outnumber technical schools and colleges and colleges by at least 5 to 1 - a figure which provides a sad contrast to the state of affairs prevalent in the European countries.

One way in which the gap can be bridged is by industrialists expanding and developing their apprenticeship training programmes. At present, most of them train young men for their individual requirements only. It would be desirable and necessary for them to take a broader view of the country's needs and organise apprenticeship training schemes for others as well. As far as small units are concerned, they can form group schemes as in the U.K. and thus help increase the supply of technical personnel.

A word of caution may be uttered at this stage. While expansion of facilities for technical training is most welcome, the quality of training must not be watered down. It has been the general experience of many employers that the technically qualified persons coming out of the colleges and other institutions today are not up to the mark. The reasons for this state of affairs should be investigated and appropriate steps taken at least to arrest further deterioration. For example, adequate economic and social incentives must be offered to the teachers in technical institutions. Money should be spent on expanding and improving existing well-established institutions rather than on setting up a large number of poorly equipped and badly staffed new institutions.

The point that requires emphasis is that technical training not merely increases the efficiency of the worker, but also accelrates economic development. On the one hand, the stepping up of productivity enables the worker to earn more and spend more. On the other hand, it increases the resources of industry and enables more of such resources to be set apart for further development.

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the Central Government and the State Governments for technical education in the First and Second Plans.

The diploma courses are conducted at the institutions called Polytechnics. These courses occupy an important position in technical education in India as very large numbers of holders of these diplomas are required. They are designed to train technicians, who will eventually occupy supervisory positions like Junior Engineers, Foreman supervisors, overseers, etc., in industry and other technical organisations. The courses are of three years duration after High School Education (10 year's schooling; Secondary School Certificate; Matriculation) and have a practical bias. A view has however been advanced in recent years that the practical knowledge and experience required by a technician cannot be given to him in an adequate measure in a course that is wholly institution based and as such the present three-years diploma courses do not always produce the right type of personnel. The All India Council for Technial Education has, therefore, devised a "sandwich course" of four years in which practical training in industry and institutional studies alternate in suitable layers. The scheme has been introduced at selected centres in cooperation with Industry. As the training facilities expand, the "sandwich" course will become an important feature of technical education in India. The diploma courses are offered in the main fields of civil, mechanical and electrical engineering. A few institutions also offer courses in textile technology, leather technology, mining engineering, metallurgy, automobile engineering, tele communication engineering, radio engineering, printing technology and other fields according to regional requirements for technical personnel at this level.

The first degree courses are conducted at Engineering Colleges and Higher Technological Institutes. The object of the first degree courses is to train technologists, some of whom may eventually become designers, research engineers or specialists in various.....

various fields either after further studies at post-graduate level or experience in the profession or both. These courses are not concerned with preparing persons for specific positions or jobs in industry, but are designed to give a broad based education in scientific principles and methods underlying technology. The duration of the course was generally four years with a pass in Intermediate Science as the minimum admission qualification. The Intermediate in Science, a preparatory stage for University course in Science or technology is of two years duration after the High School education extending over a period of ten years, i.e., after Matriculation or the Secondary School Certificate. With the reorganisation of secondary education, the Intermediate course is being abolished. The new pattern envisages a 11 year schooling that prepares candidates for life and direct entry to University reducing the length of B.A. or B.Sc. course to 3 years. As a result of these changes, the first degree engineering course will be of five years duration after the Higher Secondary stage. The first degree courses are offered in the main fields of Technology, viz., civil engineering, mechanical engineering, electrical engineering, electrical communication engineering, chemical engineering, mining, metallurgy, textile technology, agricultural engineering, leather technology and architecture courses in instrument technology, automobile engineering, aeronautical engineering, marine engineering and production engineering are also offered by some institutions at first degree or equivalent level.

In addition to a quantitative expansion of training facilities, there has been a qualitative improvement of standards. The crux of the problem of standards in technical education is three-fold: teacher, equipment and buildings. The All India Council for Technical Education and its Regional Committees have carried out a comprehensive survey of the state of each institution in the country and have formulated schemes for its improvements and developments which envisage provision of adequate instructional facilities including teachers that are necessary for maintaining high standards. On the recommendations of the All India Council, large grants are

being given to the institutions by the Central Government, State Governments and the University Grants Commission for buildings, equipments, staff and maintenance.

Engineering education to be effective in terms of a national plan must be dynamic. It must facilitate adaptability to changing conditions in technology. It must constantly raise the level of attainments of the products of technical institutions. India needs not only skilled workers and technicians but also design engineers and engineer scientists. Before 1947, there was hardly any institution that provided facilities for post-graduate studies and research in engineering. Indian students had to go abroad for advanced training. Today, over a dozen institutions have been developed within the country where facilities for post-graduate studies and research work are available for over 500 scholars and the facilities are being steadily expanded. The fields of study also cover a wide range some of which are for instance power engineering, dam construction and irrigation engineering, production engineering and aeronautical engineering are especially important to the economic development of the country. The facilities for post-graduate studies and research will be increased in the course of next five years in order to provide for over 2,000 scholars.

As a first step towards the development of advanced technical education in the country, the Central Government decided to establish a chain of four Higher Technological Institutes. The first Institute was started in 1951 at Kharagpur and has been fully established and developed. Equipped with all Faculties, viz., Liberal Arts, Fundamental Sciences and the various Technologies that are necessary for the realisation of the highest ideals of technical education, the Institute provides facilities for the education and training of well over 1,500 students in the undergraduate courses and 300 students offered include naval architecture and marine engineering, fuel and combustion engineering, production technology, Geo-physics, foundry engineering etc., and are designed to meet the special requirements of industrial and other developmental

projects.....

projects for high grade Technologists. The other three Higher Technological Institutes are in process of development in Bombay, Madras, and Kanpur. The Bombay Institute started functioning in 1958 and the Madras and Kanpur Institutes in 1959 and 1960 (respectively. All these Institutes are being planned on the same comprehensive scale as the Kharagpur Institute and when completed will take the technical education in the country several steps further. Each will be a fully residential institution designed to promote corporate life among students and teachers and will provide facilities for about 1,500 students in the undergraduate courses and about 500 students for post-graduate courses and research. In the establishment and development of these institutions, technical assitance from foreign countries has been secured. The Bombay Institute is being assisted by the Soviet Union, the Madras Institute by West Germany and the Kanpur Institute by the U.S.A. A new College of Engineering and Technology is being established at Delhi with assistance provided by the United Kingdom.

Another important centre of Post-graduate studies in Engineering is the Institute of Science, Bangalore, that has been developed in the last ten years both for advanced training and for research in various fields. For specialised courses such as mining engineering and metallurgy, a number of centres have been established both for degree and diploma courses. For printing technology, four Regional Schools, one each at Madras, Calcutta, Allahabad and Bombay have been established.

The position stated above gives a brief account of the progress made in the field of technical education at the diploma, first degree, post-graduate and research level, the facilities that are available today, for the courses/studies in technical education at different levels, the pattern and the objectives of these courses. Besides this, thought has been given by the All India Council for Technical Education and this Ministry to the vocational and industrial training or education at the level of skilled workers. So far the

skilled workers were trained in different ways at different age levels with varying but not wholly satisfactory results. It was felt that the rapid and large-scale industrial development of the country will progress if it was supported by an adequate educational system which would not only train engineers and technologists but a strong cadre of skilled workers of fine quality and with an enlightened mind who constitute the base of technical manpower. On the other, hand, secondary education, which is in the process of being re-organised, is recognised on all hands as a terminal stage for most boys in India and education of a boy between the age of 14 to 17 should, therefore, be such that it prepares him adequately to enter life. The question has been as to how to provide diversified opportunities for education and training to a majority of students after 14 for gainful occupation in life. The answer has been found in Junior Technical Schools, a special type of Secondary technical education, designed specially for students who wish to enter industry. The School offers a three-year integrated course in general education, technical education and technical training in various engineering trades. In each year of the course, general education, technical studies, workshop training are so integrated that all these three elements constitute the base for the total development of the candidate. So far 38 Junior Technical Schools have been established.

In order to meet the shortage of teachers that has arisen as a result of this rapid expansion of Technical Education, a Teacher Training Programme has been organised at selected centres in the country. Under this scheme, bright young gradutes are selected and trained for periods upto three years as undergraduates to senior Professors. Nearly 195 candidates are undergoing training at present and it is proposed to expand the programme in order to train larger number of teachers for the new institutions to be established during the Third Plan Period. In addition, a large number of teachers have been sent abroad for advanced training many of whom have come back and are serving in our institutions.

A scheme of revised salary scales for teachers of technical institutions has been sanctioned in order to attract well qualified and experienced persons to the teaching positions. The revised salary scales compare favourablby with those offered by industry, Government departments and other organisations to technical personnel.

In order to assist poor but meritorious students in their technical studies, a scheme of Merit-cum-Means Scholarships has been sanctioned and is in operation. Under the scheme, over 2,000 scholarships have been awarded to degree and diploma students in all our technical institutions. 800 research scholarships have also been instituted to assist research scholars in their work in Universities and other research centres. In order to encourage research of the highest standard possible, 80 National Research Fellowships have been instituted.

All this expansion has been possible due to the energetic and farsighted approach to the problem by the Central Government on the advice of the All India Council for Technical Education. The Council represents all the interests which are concerned with technical education. It consists of representatives of all State Governments, Ministries of the Central Government, Parliament, Industry, Commerce, Labour, Professional and learned societies, Universities, Technical Institutions and various other concerned interests. Its functioning inter-alia include the preparation of plans for the development of technical education on an all India basis, assessment of the requirements for technical manpower of different types and suggesting measures to meet them, suggesting improvement in the pattern of technical education from time to time to suit changing conditions, establishing liaison between Industry, Government departments and other organisations on one hand and technical institutions on the other, coordinating the activities of States, recommending grants and other forms of assistance that might be given by the centre to the State Government Institutions, Universities, Institutions and other organisations for development of technical education. Presided over by the Minister of Scientific Research and Cultural Affairs as its Secretariat,

the Council functions with fewer handicaps than most other advisory bodies. As a matter of convention, the recommendations of the Council are generally accepted by the centre and State Governments. For the proper discharge of its functions the Council has set up a coordinating committee, four Regional Committees and seven Boards of Technical Studies. The Boards of Studies advise the Council on all academic aspects, viz., the pattern of technical education, duration standard and contents of the courses, etc. The Boards also lay down the minimum standards of instructional facilities required for the conduct of various courses by technical institutions. The Regional Committees assist the Council in promoting a coordinated development of technical education in the regions. Schemes for the establishment of new institutions and improvement and development of existing institutions are formulated by the Regional Committees. The Regional Committees also keep a constant watch over the progress of institutions in their respective regions and render expert advice and assistance to the institition s concerned. The Coordinating Committee is the Executive of the Council and coordinates the work of the Regional Committees and the Boards of Studies.

The problem now facing the country is improvement of the quality of technical education and a proper allocation of facilities among different levels. Before independence, technical education was not only inadequate in quantity but there was also not enough diversification within and among different levels. Engineering was mostly confined to Civil Engineering and it is only during the last decade that large scale facilities for other and many new types of engineering have been developed. Similarly, the proportion between engineering and technical graduates and skilled and semi-skilled workers in different fields of technology was not worked out on any scientific basis. The ratio of graduates to diploma holders was also 1:1, while in most industrially advanced countries there are at least four diploma holders for every graduate. The result was that many graduates were used for work which do not require training at the University level, while on the other side there was always shortage of persons in the

intermediary ranks. This imbalance has been partially corrected and at the end of the Second Plan, the proportion of graduates to diploma holders is about 1:2. Even this is not fully satisfactory and our aim should be to increase the facilties at the diploma level at an accelerated pace so that by the end of the Fourth Five Year Plan, if not earlier, a healthier balance between the levels may be established.

One other change which is imperative in the modern age is improved scientific content of engineering and technical courses. It is true that some elementary science has always formed part of the training for both degree and diploma students, but developments in the modern age have proved that a much higher standard of science is required for carrying out the tasks which technology must fulfil in the modern age. This has special importance for India as our engineers and technologists in the past have been mainly executives and administrators and not pioneers or designers. It is however clear that no country can hold its own in the modern world unless it has trained manpower which is able to execute all known processes and at the same time develop and initiate new processes of their own.

Attempts are being made to improve the standard of engineering and technical education through the incorporation of more science. Simultaneously it has been recognised that humanities must also be included in scientific and technical courses. The technologist of today is not merely an expert dealing with processes and machines but also increasingly an administrator who has to deal with large masses of men. The modern age is essentially an age of technocrats and these technocrats cannot perform their functions satisfactorily unless they are imbued with the values which govern relations of man. In fact, advance in scientific and technical knowledge may become a menace rather than a blessing for man unless the scientists and technocrats of today incorporate in their nature, qualities of understanding and compassion which have throughout the ages bound human beings into one society

public buildings, etc. have tended to go a long way in bringing about a rapid and appreciable change in the pattern of demands for both capital and consumer goods in the rural areas. For example, improved ploughs, seed drills, thrashers, weeders and such other agricultural appliances are increasingly in use. Also equipment and tools are needed for village and small scale industries, like beehives, handloom accessories, wardha ghanis, ambar charkhas, smokeless chulahs and so on. Besides, oil engines, pumps etc. have to be repaired. The existing craftsmen with traditional skills and techniques find it difficult to manufacture these and even to repair them. It is, therefore, very important and urgent to give adequate training to equip the traditional craftsmen to meet the changing demands of the rural areas. However, the training that was imparted in the past in these training-cum-production centres and also by the peripatetic centres did not meet the requirements.

The defects of the training in the past were many. The combining of the production work adversely affected the efficiency of the training programme. It was found not possible to undertake efficient training and commercial production simultaneously. The staff employed for the training were also not competent and were inexperienced. Those training-cum-production centres were also not properly equipped. There was also no proper supervision of training centres which were scattered in the various blocks. The salaries offered to the instructors of the e centres were too poor to attract qualified and experienced people. The training centres were also run as temporary establishments, with the result qualified people were not attracted to be on the staff. Besides, there was no planned follow-up programme in most of the cases, with the result a large numb r of trainees who came out of these training-cum-production centres did not get resettled in their professions. In fact, the training imparted also did not give them confidence to remain engaged in those industries.

The criticism...

The criticism against these training-cum-production centres mounted up from the Programme Evaluation Organisation and other Study Teams. The Government of India, therefore, appointed a committee with Shri P. Raj Nath, Director of Training, Ministry of Labour & Employment as the Chairman. The committee had a very wide terms of reference and was asked to assess the training programme and also to recommend suitable measures to make the training purposeful and effective. The committee was also particularly asked to recommend syllabi for the various trades in which training was to be imparted.

The committee submitted its report during February 1960. The committee considered the type of training required for rural artisans and felt that it would be different from the training imparted to in the craftsmen training centres as they have been trained for organized urban industries. Rural artisans have to be trained for self-employment and they should also know the various facets of the manufacture of the articles required to be produced by them, including the purchase of raw materials and marketing. The committee taking into consideration all these recommended that there should be rural artisans training centres of two types - institutional training centres which would give training in the various improved techniques for attaining the requisite skill in the trades required for enabling the trainees to take up the trades as an independent profession or on organised basis through industrial cooperatives. The other recommendation was that mobile training parties and centres for upgrading the existing skill of craftsmen amongst concentrations of artisans should also be organised. The Rajnath Committee further recommended that normally four trades should be clustered together in one training centre and this centre should normally cater to the needs of four to five blocks. Such an arrangement will facilitate in employing a qualified supervisor for each cluster. In order to upgrade the skills of the existing artisans of higher age group there may be an extension wing of the cluster type training centre.

The craftsmen may be brought to this training centre and they may be given intensive training for a short period on such machines, equipment, tools and production processing for which they will have immediate use. Instructors from the cluster type training centres may also go and stay for a few weeks or months at the concentrations or villages of traditional artisans in order to impart them and guide them in improved methods of production, use of better tools and equipment. Several other recommendations were also made by the Committee such as about equipping these training centres, proper selection of trainees, supervision, inspection and periodical progress test. One of the most important recommendations of the Rajnath Committee was the regarding follow-up programme as that was one of the serious drawbacks in the past. The committee recommended that there should be regular arrangements for organising the trained artisans expeditiously into industrial cooperative societies should be completed as far as practicable before the trainees leave the training centre. Arrangements for procurement of the the required raw materials should be made through cooperatives and other agencies and they should be linked up with the supply departments of apex cooperatives having such business. There should be also adequate arrangements for giving credit facilities for these trained artisans. Arrangements also should be made for supply of improved tools and equipment which are required for these artisans and these should be given to them immediately after they finish their training, so that they could take home these improved tools and machines when they come out of the training institutions in order to enable them to enagage straightway in the jobs in which they have been trained.

. They also...

6. They also recommended 26 trades which may be considered as the most common industries in which training may be imparted in the various cluster type training centres. The industries recommended by the committee for arranging training are carpentry, blacksmithy, general fitter leather goods manufacture, bricks and tiles making, spinning, weaving, village oil industry, soap making, flaying, hand-made paper making, tailoring, match making, bamboo and cane works, dying and printing, fibre industry, bakery and confectionery, fruit and vegetables preservation, hois ry, hand-knitting etc.

7. The Misra Committee on Industries Pilot Projects also considered the question of organising proper training to rural artisans and they felt at least 50 artisans from each block should be trained during the Third Plan period.

8. The recommendations of Rajnath Committee have been considered by the Srinagar Conference on Community Development and also circulated to the State Governments. By and large all the recommendations have been accepted. During the Second Plan period 38 cluster type training centres have been started by Uttar Pradesh, 21 by Mysore, and 13 by Andhra Pradesh. It is proposed that a minimum of one cluster type training centre should be started during the Third Plan period in each district district or one for every 15 blocks. Hence, it is expected that about 325 cluster type training centres would be established by the end of the Third Plan.

9. Uttar Pradesh is in fact leading in this particular programme of industries in the rural areas. The short-term intensive and advanced training arranged for the grown up artisans in their clusters was found to be extremely useful. These cluster type training centres could be developed, so that they would become nuclie of technical development and technical knowhow in the surrounding villages.

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GOVERNMENT OF INDIA

FOR PUBLICATION OR BROADCAST ON OR AFTER SEPTEMBER 17, 1961
(BHADRA 26, 1883)

National Technical Training Week Feature

NATIONAL TECHNICAL TRAINING WEEK

AIMS AND OBJECTS

By
D.P. Singh
Research Officer
Planning Commission

The economic growth and development of a country depends upon the training and effectively motivating human beings. The level to which the industrial development will take place and be maintained depends upon the adequate supply of skilled worker.

Our country has before it large programmes of industrial development. A sum of Rs. 1500 crores is proposed in the public sector for the Third Plan for the development of industries and mining as against Rs. 890 crores and Rs. 179 crores in the Second and First Plans respectively. According to the Industrial Policy Resolution of April, 1956 all industries of basic and strategic importance or in the nature of public utility services would be in the public sector. Moreover other industries which are essential and require investment on a scale which only the State, in present circumstances, could provide will also be in the public sector. The State has, therefore, to assume direct responsibility for the future development of industries over a wider area and to train workers to man these industries on a larger scale.

According to the Draft Outline of the Third Five Year Plan about 34,000 towns and villages will have electricity by the end of the Third Plan as against 19,000 by the end of the

P.I.O. 353
GIPNLK—58/P.I.B.—6-1-60—50,000

Second Plan.....

Second Plan. In other words all small towns with population between 5,000 and 20,000 will be electrified. This will offer opportunities for the expansion and development of small scale industries. It is, therefore, essential that the technical training is imparted on a sufficiently wider scale for the successful working of these industries.

3. During the Third Plan, the requirements of craftsmen and other skilled workers have been estimated to be 12.7 lakhs as compared with 6.35 lakhs during the Second Plan. Arrangements of a major magnitude will, therefore, have to be made during the Third Plan to meet the developing needs of the industries. Not only we require skilled workers and craftsmen in larger number during the Third Plan but also the quality of their workmanship has to be of a much higher order due to the technological revolution which has been brought about in the country.

To stress the importance of producing large number of technical personnel and increasing their efficiency the National Technical Training Week is being celebrated in the country from September 17, to September 23, 1961.

GENESIS OF THE IDEA

The idea of "Technical Training Week" originated in Australia. During his visit to that country, the Duke of Edinburgh was much impressed by a scheme which had been in operation in that country for a number of years. The scheme is designed to encourage young workers and apprentices in industry to take advantage of existing training facilities. Every year an Apprenticeship Week is celebrated in Australia with exhibitions, tours, prize-giving and other functions designed to popularise the need for apprenticeship training and the facilities available for meeting that need.

AIMS.....

AIMS AND OBJECTS

The Week is intended to draw attention to the various apprentice training schemes and the technical training programmes which are open to the young people in the country. It is a method of bringing together the most interested parties in technical education viz., parents, teachers and employees who generally do not see very much of each other. During the Week, therefore, visits to the training centres will be open to the parents of students, headmasters of schools, principles of colleges and the general public to make them aware of the training programmes available in the country. Besides, there would be radio talks, film shows and seminars with a view to familiarising the general public with the training facilities in the country.

The Week is meant to stress the importance of training both for the benefit of individual firms and in the interests of the community themselves. It will also give increased opportunity to young people to learn of the facilities available for training and education, in the country. The Week will enthuse all concerned in regard to the importance of technical training not only in the industrial institutes in various States but also other forms of training skilled workers like those obtained in the Ministries of Defence, Railways, Transport and Communications, Commerce and Industry, etc. This also includes various short-term training courses for artisan training introduced under the various Boards and also other forms of training in the various industries including the apprenticeship training scheme and practical training given to various trainees by different industries.

Another point regarding the celebration of the Week is that with the rise in the number of students in the high and higher secondary schools, a large number is interested in the practical training for becoming a skilled worker. While the interest of the students and that of the general public

is.....

is towards the technical training, it is necessary necessary to emphasise that proper diversification of educated youth should be done towards craftsmen training. More facilities should be provided to the extent there is demand in the industries for this type of training. Today, number of private industries have their own training programmes and many young men are taken as apprentices and unskilled workers who are later trained into skilled workers. The importance of apprenticeship training for young persons must have a significant place in modern times. It is, therefore, envisaged that the Apprentice Training Scheme may be inaugurated at the beginning of the Week to emphasise the importance of apprenticeship training for supplying the needs of the technical personnel for the industries.

The skilled workers are required not only in industries but in agriculture and small scale industries and therefore, a broadeer view of the requirements of technical personnel will have to be taken. The celebration of the National Technical Training Week will not only emphasise such requirements in the various fields but also indicate the facilities available at present for the various trades. The Minister for Labour, Employment and Planning and Deputy Chairman, of the Planning Commission, Shri Gulzari Lal Nanda, while inaugurating a meeting of the Committee connected with the celebration of the Week commended the usefulness of organising the National Technical Training Week and observed that "this would create a sense of urgency about the need for training programmes among our young men and women on the one hand and among the industrialists and other employers on the other, so that training programmes could be organised on a co-ordinated basis at different levels of skilled workers - whether operatives, foremen, supervisors or managers". He further observed that "through the celebration of this Week, this message should reach all concerned and make them realise that a single purpose ran through the variety of training programmes organised in different fields."

Addressing....

Addressing the same Meeting, Shri Gulzari Lal Nanda, [illegible] called for intensive efforts by Government and industry to accelerate the tempo of training programmes to meet the growing needs for trained personnel. "We should be prepared to meet these enlarged needs" he observed. Moreoever, he pointed out that the industry developed on the strength of trained personnel. Therefore, there is a need for taking a total view of training programmes in the country and that it would be helped by the National Technical Training Week as the programmes include the bringing out of a special brochure by the D.G.E.T. which will give a full picture of the training programmes available in the country. Moreover, special exhibitions will be held at the Centre and in the capitals of the State and at other places with the material and charts indicating the various ways of training craftsmen and urge for technical training will be created by the distribution of career pamphlets in English, Hindi and other regional languages as well as guidance literature so that more and more persons come forward for the technical training to keep a constant flow of technically trained persons who are required to meet the developmental needs of the country.

The National Technical Training Week is, therefore, intended to serve a very useful purpose. However, as Shri [illegible] Nanda said "the celebration of a Technical Training Week should develop into a purposeful activity and result in substantial action and that it will not pass away without leaving any impression like the celebration of certain other "days" and "weeks".

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THE ABOVE IS FOR PUBLICATION OR BROADCAST ON OR AFTER SEPTEMBER 17, 1961 (BHADRA 26, 1883).

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GOVERNMENT OF INDIA

FEATURE

"12.3"

FOR PUBLICATION OR BROADCAST ON OR AFTER OCTOBER 9, 1961 (ASVIN 17,1883

INDUSTRIAL PEACE FOR RAPID ECONOMIC ADVANCEMENT

ROLE OF CODE OF DISCIPLINE

Economic activity has not to be conceived of solely in terms of output and return; the principal test of this would be the good of all those who are engaged in it, the quality and growth of the individual human being and the service and happiness of the entire community. The Code of Discipline lays down specific obligations for the management and the workers with the object of promoting constructive cooperation between them at all levels. Working of the Code will be reviewed by the Indian Labour Conference opening in Bangalore on October 9,1961

The development of industrial relations in the Third Five Year Plan rests on the foundations created by the working of the Code of Discipline which has stood the strain of the test during the last three years. A full awareness of the obligations under the Code has to extend to all the constituents of the central organisations of the employers and workers, and it has to become more and more a living force in the day-to-day conduct of industrial relations. The sanctions on which the Code is based have to be reinforced, relying on the consent of the parties, for this purpose. So says the Third Plan report.

The Code, which came into operation in June 1958 by voluntary agreement between workers and employers, aims at avoiding work stoppages as well as litigation, securing settlement of dis disputes and grievances by mutual negotiations, conciliation and voluntary arbitration, facilitating free growth of trade unions and eliminating all forms of coercion and violence in industrial relations. The object is to maintain industrial peace, reduce strife and promote labour welfare.

Towards this goal the Code has worked during the last three years. That man-days lost as a result of work stoppages

should have been cut down from 47 lakhs in the first half of 1958 to 19 lakhs in the second half of 1960 and a large number of industrial disputes should have been prevented by timely action speaks for itself. And all this through voluntary approach.

In Central sphere alone, within two years of the introduction of the Code of Discipline, the number of man-days lost was brought down from 15.57 lakhs in 1958 to 5.36 lakhs in 1960. In coal mines where industrial unrest was more pronounced in the past, marked improvement was obtained. Against 3.28 lakh man-days lost in 1959, only 1.27 lakh man-days were lost in 1960.

The statistics, however, do not tell the whole story and do not convey the full impact made by the Code on industrial relations. Evidence is now available to show that the faith of the parties in the voluntary approach is increasing and there is a growing desire to settle disputes under the Code rather than fighting them out in law courts.

The Code is being increasingly invoked both by employers and workers indicating that an awareness about their obligations has been created and many of those who were earlier sceptical about the usefulness of the Code do not now hesitate to seek its assistance. Any number of examples can be quoted:

LABOUR RELATIONS IMPROVED

One of the largest coal mining concerns, which was previously lukewarm towards the Code, adopted a grievance procedure at the instance of the Evaluation and Implementation Division of the Union Labour Ministry and effected improvements in its personnel administration. At the end of the year it was able to report that "with the introduction of the two-tier system and the grievance procedure there has been a distinct improvement in the relations between the management and the labour".

A management in the public sector did not implement an agreement reached in 1958. Industrial relations reached a breaking point. Timely intervention saved the situation and a settlement was brought about under the Code.

In a .....

In a colliery some workers had not been paid bonus for three years and even lay-off compensation and over-time was not paid for some time. Labour relations were very strained as some workers had been suspended and disciplinary action was proceeding. Reference was made under the Code and it was possible to bring about an amicable settlement.

STRIKES AVERTED

In 150 cases it was possible to improve industrial relations by getting awards, agreements and labour enactments implemented by persuation. There are also a number of cases where settlement was brought about through persuation. even where prosecution had started. Instances can be multiplied to show how strike threats, hunger strikes included, were averted and production allowed to continue.

Benefits received by the workers under the Code of Discipline include recognition secured for Trade Unions, establishment of grievance procedure, setting up of screening machineries by Central organizations and out of court settlements.

The Code of Discipline is applicable to all industrial undertakings, in both public and private sectors, except banks, insurance companies and railways.

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GOVERNMENT OF INDIA

"12,9"

THREE LAKH INDUSTRIAL WORKERS TO BE TRAINED

CENTRAL WORKERS' EDUCATION BODY MEETS

New Delhi, Asvina 1883
September 26, 1961

About three lakh industrial workers will be given training during the next five years under the workers' education programme. For this a sum of Rs.2 crores has been provided in the Third Plan.

This was disclosed by Shri Gulzari Lal Nanda, Union Minister for Labour & Employment and Planning, in New Delhi on Monday while addressing the annual meeting of the tripartite Central Board for Workers' Education.

Already 11,800 workers have been trained and over 7,500 are under training. Moreover, the 12 regional centres set up by the Central Board have trained 1,250 worker teachers besides 256 who are under training.

Shri Nanda said that the success of the Third Plan depended to a large extent on the ease with which the labour force could adjust itself to changing social conditions. It was, therefore, of great importance that the workers' education programme be related with the schemes of economic and social development.

The three-tier programme of workers' education envisages training of top level instructors called teacher administrators, training of worker teachers and training of the rank and file of the workers. The object of the scheme is "to create over a period of time, despite lack of general education, of a well-informed, constructive and responsible-minded industrial labour force capable of organizing and running trade unions on sound lines without leaning heavily on outsiders and without lending themselves to exploitation by extraneous interests".

Shri Nanda said that the aim was to reach every worker in the country in the shortest possible time and the programme should be developed with speed and vigour. He laid special stress on the .....

on the need for improving the quality of education imparted to the workers. An effective education programme would be more useful to the workers and the community at large and would justify the resources spent on it.

He called upon the Board to devise ways and means of rapidly expanding the scheme to cover a large section of the labour population. It was their special responsibility to see that the shortfall of the Second Plan was made up and targets of the Third Plan achieved, and even excelled.

He appealed to employers and the workers to reorientate their thinking to suit rapidly changing conditions and concepts. An enlightened working class movement, he said, was not going to submit to the negation of the goals set out in the Plan and the constitution. In the coming years workers would have to share and assume greater and greater responsibility and they must be equipped through education to accept this challenge. We should also adopt proper practices consistent with our ideals to avoid conflict and strife and to take the society forward.

Regarding the selection of workers for training, the Minister said that those having qualities of leadership should be selected for a further course of training which should be of an advanced nature. Considerations of literacy and membership or otherwise of unions should not be allowed to come in the way of selection of workers for training, as the ultimate aim was to reach every worker literate or illiterate, members of unions and others.

On the question of qualitative improvement of the educational programme, Shri Nanda said that if an understanding was provided to the worker as to how he stands in relation to his environment, what was expected of him, what potentialities he had and what he could do for the community, we should be satisfied with the achievement.

To improve attendance in the unit level classes, they should be organized during working hours and the employers having accepted the scheme should give to workers one hour off for this purpose.

Employers....

Employers should also give facilities for holding the classes and should provide necessary accommodation.

Shri R. L. Mehta, Joint Secretary, Ministry of Labour & Employment, presided over the meeting which was attended by representatives of workers and employers' organizations.

The Board approved opening of four more regional centres and over 200 additional primary centres during the ensuing year. It approved budget estimate of about 32 lakhs for 1962-63 against 18.74 lakhs for the year 1961-62.

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GOVERNMENT OF INDIA
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EMPLOYEES' STATE INSURANCE SCHEME

EXTENSION TO NEW AREAS

New Delhi, Asvin 13 , 1883
October 5 , 1961

The Employees' State Insurance Scheme has been extended to Dindigul, Alandur, Velacheri and St. Thomas Mount in the State of Madras from this month. About 2,800 more factory workers will get benefits under the scheme.

The families of the insured persons in Dindigul area will become entitled to medical care 13 weeks after the date the insured persons have become entitled to medical benefit.

Medical care in these areas will be provided by the State Government under service system and for this purpose one whole-time dispensary has been set up at Dindigul. For payment of cash benefit one pay office has been set up in Dindigul.

The employers of the factory covered under the scheme will now be required to pay the employers' spceicial contribution at the rate of 1¼ per cent of the total wage bill vide Central Government Notification No. SS.131(9) dated February 1, 1952, instead of ¾ per cent which they were paying so far.

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"12.3"

NOT TO BE PUBLISHED OR BROADCAST BEFORE MONDAY SEPTEMBER 25, 1961

CALCUTTA TRAMWAY STRIKE (1958)

BOTH EMPLOYERS & WORKERS INFRINGED CODE OF DISCIPLINE

ENQUIRY BODY'S FINDINGS RELEASED

New Delhi, Asvina 2 1883
September 24, 1961

Mehta
The tripartite/Committee which enquired into the 1958 strike in Calcutta Tramway Company has found both the Company and the Unions guilty of certain infringements of the Code of Discipline.

This enquiry into a major strike - lasting 42 days and involving 10,000 workmen - by a tripartite body under the Code of Discipline was the first of its kind.

The outcome of the strike which caused inconvenience and hardship to the public and was costly to the management and the workers has been summed up in the report by an apt quotation from the Board Secretary who, while speaking to the leaders of the Central Union, Simon Harness, at the end of a winter-long strike in Galsworthy's "Strife", said:

> "D' you know, Sir - these terms, they're the very same we drew up together, you and I, and put to both sides before the fight began? All this - all this - and what for?"

The report says that "if in future disputes are to be settled without work stoppages, the Company must provide the means for collective bargaining and establish an authoritative organ for joint consultation. Industrial peace, in the ultimate analysis, rests on those who rub elbows at the work places of the industry. Hence the importance of organising effective Works Committees at all the depots with a view to setting up eventually a Joint Management Council".

The 64-page report, [illegible] submitted in March, 1960, was discussed at the Central Implementation Committee in October, 1960 but the.....

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GIPNLK—60/PIB—4.9.60—2,30,000

but the decision on the report was postponed pending consideration of the basic question as to what strikes constitute a breach of the Code. The Central Implementation Committee at its meeting on September 15, 1961 took a policy decision that "extensive publicity be given to habitual defaulters of the Code and those who commit grave breaches of it besides those who fail to set them right expeditiously". Accordingly, it was decided to make public the report on the strike in Calcutta Tramways Ltd.

Shri R. L. Mehta, Joint Secretary, Ministry of Labour & Employment, was the Chairman of the Committee which included three assessors each on behalf of the employers and employees. Dr. Ranen Sen (AITUC), Shri Narain Das Gupta (HMS) and Shri Kali Mukerjee (INTUC), represented the Central Organizations of Workers; and Hon. Shri S.K.Sinha (Employers' Federation of India), Shri K.L.Dhandhania (All India Organization of Indian Industrial Employers) and Shri K.K.Kapani (All India Manufacturers' Organisation) represented the employers.

The report is based on examination of 44 witnesses, some of them twice; the evidence running into 200 typed pages. About 40 documents were produced by the witnesses in support of their statements making 200 pages of typed material.

ASSESSMENT

Shri Mehta, in his report says that among the weapons in the armoury of trade unions strike was the one which should be used only when everything else had failed. In the present case, however, the only weapon used right from the beginning was strike - lightning strike, token strike, a "spontaneous" strike, and a strike that lasted nearly a month and a half.

What had these strikes achieved? On the debit side the workers lost about Rs. 10 lakhs in wages and the Company about Rs. 30 lakhs in revenue. The travelling public had to go without its popular and cheap means of transport for about a month and a half. The workers still feel dissatisfied.

On the credit side the Company was able to raise fares by 1 n.P. after six years of trying and three official enquiries.

Contrary.....

Contrary to the fears the incident passed off without even a scuffle and, apart from a few individuals complaints, with scarcely any protest from the general public.

Shri Mehta, Chairman of the Committee has come to the conclusion that the workers got only about 3/5th of what they were offered at one stage and that too after one year's delay and much travail. The game was hardly worth the candle.

DECISION ON REPORT

The Central Implementation Committee has approved the basic question raised in the Report that if any "spontaneous" strikes (i.e. strikes by workers of their own volition without any encouragement from the union leaders and in spite of their exhortations to the contrary) are organized and they are contrary to the Code, the Unions must condemn them in public so that responsibility for these strikes might be fixed where it belongs.

The Implementation Committee has further recommended that the responsibility for the breaches of the Code by the Unions and the Company as brought out in the report may be communicated to them and to the Central organizations to which they belong. If breaches of the Code still exist they might be asked to set them right. It also recommended that the management might be requested to take action regarding conferment of recognition under the Code on the majority union after taking into consideration its responsibility for the breaches of the Code.

In a note Dr. Ranen Sen, one of the assessors, has come to the conclusion that "the responsibility for the strike should be placed squarely on the management of the Calcutta Tramway Company who failed to realise what the responsibility to run a public service like Tramway means". He feels that the labour policy pursued by C.T.C. was an out-moded one. Even if the Code of Discipline was adopted the authorities of the CTC failed to bring any change in their outlook nor they acted as enjoined upon them by the Code. The Labour Department, Government of West Bengal, played none too a commendable role and antagonised the workers till the matter went up to Ministerial level. According to Dr. Ranen Sen, workers had no other way .....

way than to take stand on the principle of social justice and resort to strike after exhausting all avenues of a negotiated settlement.

INFRINGEMENT BY COMPANY

Shri Mehta has come to the conclusion that the Company infringed the Code in not evolving a grievance procedure or setting up Works Committees at each depot and in not providing an adequate machinery for collective bargaining. By not conferring formal recognition on the majority union it committed another breach of the Code, which was brought into sharp relief by the last minute attempts of the Company to drive a wedge in the ranks of the Joint Council by offering the majority Union some of the facilities due to a [illegible] recognised union.

The delay in implementing the Award on medical benefits caused by avoidable references to Tribunals on minor matters of interpretation was another infringement of the Code. Such delays and lack of sympathy are major causes of industrial unrest as they make workers suspicious of the bona fides of the employer. The famous saying of Coleridge, 'Persons are not things", is relevant in this connection.

Similarly, it does not help to improve discipline if major and minor misdemeanours are not distinguished in the Standing Orders. To reassure workers that their service records, maintained by the Company, are correct the Company should have agreed to issue to workers copies of service books. Finally, the Company committed a technical breach of the Code by not displaying it in its offices. But the Company was justified in insisting that before it considered the workers' demands involving financial commitments the fares should be raised. And this was one of the main issues of the dispute".

In the matter of the grant of medical leave and sickness benefits, the Report says, the Company's attitude has been legalistic, dilatory and unsympathetic and this had no doubt contributed its share towards embittering relations between the management and the workers.

INFRINGEMENT .....

INFRINGEMENT BY WORKERS

The Unions infringed the Code by keeping up a spirit of agitation amongst the workers on issues already settled by tribunals. The calm of finality was never allowed to descend on any disputed matter. When demands for additional monetary benefits were reiterated an extraordinary condition was imposed that the Company should not augment its revenues by raising fares. One wonders if this attitude was inspired by a solicitude for the travelling public or spite ofor the Company?

The Calcutta Tramways Company is a public utility concern, yet sudden strikes were launched on May 3, May 14 and June 24 in contravention of both the Industrial Disputes Act and the Code of Discipline. The 42-days stoppage of work was also illegal and though a notice was served the strike was against the Code as well. The refusal of the unions to take part in the proceedings of the Fourth Industrial Tribunal was also a breach of the Code. So was the refusal to make use of the offers of help made by the State Labour Minister and the Union Deputy Labour Minister to bring about a settlement. It was thus the Joint Committee rather than the Company, which was spoiling for a show-down. Lastly, the Code must condemn the acts of assault, intimidation, coercion, etc. which took place during the strike".

The report further says that everything by way of advice, warning, appeals, assurances and offers of help was done to avert the strike. The inescapable conclusion, therefore, is that there was no justification for the workers to resort to direct action". The Tramway Workers' Union must also bear part of the blame for allowing itself to be used in this manner' (i.e. allowing the Company to confer on it some sort of recognition at the last minute with a view to driving wedge between it and the Joint Council).

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GOVERNMENT OF INDIA

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INDIAN LABOUR YEAR BOOK 1960 PUBLISHED

New Delhi, Kartika 9, 1883
October 31, 1961

The Labour Bureau of the Government of India has brought out the Indian Labour Year Book 1960 -- a standard work of reference on labour matters.

The publication contains useful information on employment, wages and earnings, cost and levels of living, industrial relations, labour welfare, industrial housing, health and safety, labour administration, Indian Labour overseas and India and I.L.O. An added attraction of the present volume is the inclusion of a chapter on 'Agricultural Labour' which presents the salient features of the All India Report on the Second Agricultural Labour Enquiry (1956-57).

The price of the publication is Rs.14.00 or 22. shillings. Copies can be had from the Manager of Publications, Civil Lines, Delhi-8.

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UCT/Gandhi

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PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

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FOR PUBLICATION OR BROADCAST ON MONDAY NOVEMBER 13, 1961

SECOND AGRICULTURAL LABOUR ENQUIRY

REPORT FOR WEST BENGAL PUBLISHED

New Delhi, Kartika 21, 1883
November 12, 1961

Agricultural Labour in West Bengal

The estimated number of agricultural labour households in West Bengal went up by about 8.9 per cent - from 10,78,000 in 1950-51 to 11,63,100 in 1956-57. During this period the percentage of landless agricultural labour households went up from 53.71 to 63.49.

This information is given in the second volume of the Report on the Second Agricultural Labour Enquiry (1956-57). According to this enquiry attached labour households in 1956-57 accounted for 21.31 per cent of the total for the State, the remainer being casual labour households. The proportion of attached and casual agricultural labour households was 8.7 : 91.3 in 1950-51. The increase in the proportion of attached labour households might be due to the heavy pressure on land coupled with a continued process of sub-division and fragmentation of holdings resulting from inheritance laws and land reform measures undertaken by the State.

The average size of the agricultural labour household rose to 4.30 in 1956-57 from 4.0 in 1950-51. The average number of wage earners was 1.52 per household compared with 1.50 in 1950-51.

The All-India Report on the Second Agricultural Labour Enquiry was issued in December, 1960; the second volume relating to the State of West Bengal has just been published. The enquiry in the state was conducted in 251 villages on the principle of stratified random sampling but staggered evenly over a period of 12 months. Data on employment, unemployment, wages and earnings, income, expenditure and indebtedness were collected from 2094 agricultural labour households.

One of.....

P.I.O. 320
GIPNLK—55/PIB—1-12-59—2,30,000

One of the objects of the Second Enquiry was broadly to assess the impact of developmental schemes, undertaken during the First Plan on the conditions of agricultural labourers as between 1950-51 and 1956-57. A comparative picture of the conditions of agricultural labourers as between the two points of time has, therefore, been given in the Report. It has, however, been indicated at appropriate places the limitations of such a comparison arising from differences in the concepts and definitions and procedures adopted during the two enquiries.

Regarding employment in West Bengal, the report says that casual adult male workers were employed on an average, for wages for 232 days in 1950-51 and for 227 days in 1956-57. They were self-employed for 40 days in 1950-51 and for about 25 days in 1956-57. They were unemployed for 113 days in 1956-57 as against 93 days in 1950-51.

The Report feels that the measurement of employment was not meticulously done in the First Enquiry. Wage employment for half the day or more was counted as full day's occupation and less than that was ignored. All those who worked even for a day in a month were taken to have been gainfully employed. In respect of unemployment, data were collected only for those adult male labourers who reported wage-employment in each month.

In the Second Enquiry (1956-57), the intensity with which the activity pattern, major or minor, was followed was duly taken into account. For this purpose, four intensity classes were laid down, namely, fully half, nominal, and nil. A full-days' work meant three - fourth or more of the normal working hours, the 'norm' being about 10 hours. More than one-fourth and less than three-fourth of the normal hours was considered as work with half intensity. Less than one-fourth was deemed as work with one-eigth intensity. In the tabulation of employment data, the intensities were duly taken into account.

Self-employment data was not collected separately in the First Enquiry, but was only of an inferential nature and was obtained as the residual left after deduction of the sum of

wage-employment

wage-employment and un-employment from 365 days. These limitations of the first Enquiry data have to be kept in view while comparing the two sets of figures. In fact the employment figures of the Second Enquiry tended to be somewhat underestimated as compared to the First Enquiry.

WAGES

In West Bengal about 71 per cent of the average income of agricultural labour households was derived from wage-employment in agricultural operations and non-agricultural operations taken together during 1956-57 as against 81 per cent in 1950-51. About 51 per cent of the man-days worked were paid for in cash in 1956-57 compared with 78 per cent in 1950-51. Payments made entirely in kind accounted for 12 per cent during 1956-57 against 16 per cent in 1950-51. Wage payments made partly in cash and partly in kind formed 36 per cent of the total man-days worked in the Second Enquiry while they related to 5 per cent in the First Enquiry.

The average daily wage rate of adult male casual workers increased from 166 n.P. in 1950-51 to 143 n.P. during 1956-57. The average daily wage rate of adult women also fell from 104 n.P. in 1950-51 to 98 n.P. in 1956-57.

In comparing the average wage-rates obtaining in 1956-57 and 1950-51, the difference in imputation procedure for payments in kind as between the First and the Second Enquiries and the relative importance of payments in kind at both the points of time have to be kept in mind, since evaluation of kind payments was done at wholesale prices during 1956-57 as against the ruling retail prices during 1950-51.

HOUSEHOLD INCOME

The average annual income of an agricultural labour household in 1950-51 was Rs.608, while it was Rs.657 in 1956-57.

The average income realised from different sources during the First and the Second Enquiries by agricultural labour households is given below:

Source of income.....

Source of income	1950-51 Rs.	1956-57 Rs.
1. Cultivation of land	46.21 (7.6)	65.23 (9.92)
2. Agricultural labour	390.94 (64.3)	365.48 (55.60)
3. Non-agricultural labour	99.10 (16.3)	103.40 (15.73)
4. Others	71.75 (11.8)	123.21 (18.75)
Total	608.00	657.32

N.B. (Figures in brackets are percentages to total income from all sources).

But for the fall in income accruing from agricultural labour, the agricultural labour households, earned more on all accounts during 1956-57.

The per capita income of agricultural labour households was Rs.152.79 in 1956-57 as against Rs.152.00 in 1950-51.

CONSUMPTION AND COST OF LIVING

The average annual consumption expenditure of agricultural labour households increased from Rs.625 in 1950-51 to Rs.725 in 1956-57. The percentage expenditure according to different consumption groups is given below for 1950-51 and 1956-57.

Period	Percentage to total			
	Food	Clothing and foot-wear	Fuel and lighting	Miscellaneous and services and house rent
1956-57	78.7	5.1	8.1	8.0
1950-51	85.9	4.7	1.2	8.2

Thus, the percentage expenditure on food in 1956-57 had come down as compared to 1950-51.

The average income per household during 1956-57 was Rs.657.32 while average consumption expenditure was Rs.725. The deficit was thus Rs.67.68. The major part of this deficit was met by sale of capital assets, transfer receipts, and past savings etc.

The intake of cereals came to 0.51 seer per capita per day in 1956-57 as against 0.60 seers in 1950-51. Indebtedness.....

INDEBTEDNESS

About 69 per cent of agricultural labour households were indebted during 1956-57 as against 33 per cent in 1950-51. The average accumulated debt per household increased from Rs.15 in 1950-51 to Rs.39 during 1956-57.

The average debt per indebted household also rose from Rs.44 in 1950-51 to Rs.56 in 1956-57.

Of the total debt, about 71 per cent was incurred for meeting consumption expenditure in 1956-57 as against 90 per cent in 1950-51 Similarly, debt incurred for production purposes accounted for 12 per cent of total loan in 1956-57 as against only 2½ per cent in 1950-51.

Of the total loan, 21 per cent was taken from money lenders, 14 per cent each from employers and shop keepers and 50 per cent from friends and relatives etc., in 1956-57, the corresponding figures for 1950-51 being 25, 43 and 2 and 30 per cent respectively.

THE ABOVE IS FOR PUBLICATION OR BROADCAST ON OR AFTER NOVEMBER 13, 1961

UCT/Gandhi

PRM:

1.50 / 10.11.61 / 9.30 hrs / 139/5

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA
****

"12.13"

LOK SABHA

CRAFTSMEN AND ENGINEERS FOR THIRD PLAN

New Delhi, Agrahayana 3, 1883
November 24, 1961

The total requirement of craftsmen during the Third Five Year Plan would be about 12.7 lakhs - 8 lakhs in engineering and the rest in non-engineering trades. It was proposed to increase the number of Industrial Training Institutes from 167 with about 42,000 seats to 318 with about one lakh seats. This would provide about 2 lakh craftsmen during the Third Plan. Besides there were also other training schemes in both the public and private sectors which, it was expected, would meet the anticipated requirements.

This information was given by Shri L.N.Mishra, Deputy Minister of Labour & Employment and Planning, in a written reply to a question by Shri Hem Barua in the Lok Sabha today.

PARL:

UCT/Gandhi

830/24.11.61/15.00hrs./569/1.

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA.
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"12.3"

INDUSTRIAL DISPUTES DURING SEPTEMBER, 1961

IMPROVEMENT RECORDED

New Delhi, Agrahayana 7, 1883
November 28, 1961

'Personnel' and 'Wages and Allowances' were the two major causes of fresh industrial disputes during September, 1961, accounting for 15 and 11 disputes respectively.

There were 58 fresh industrial disputes during the month, of which 3 resulted in lockouts. This showed substantial improvement compared to the previous month when 97 fresh disputes took place of which 8 resulted in lockouts. In 48 of the disputes in September the maximum number of workers involved was 12,690; normal employment was 20,431 in 45 of these disputes.

The number of industrial disputes current at any time during the month was 63 compared with 120 in the previous month. In 59 of these the maximum number of workers involved was 15,124 and the normal employment was 23,714 in respect of 55 disputes.

The total number of man-days lost due to 57 of the 63 disputes during September was 1,10,914 and the average duration of disputes current at any time was 8.2 days.

This information is based on monthly returns on industrial disputes received by the Labour Bureau of the Government of India. The returns were not, however, received from the States of Gujarat, Jammu & Kashmir, Madhya Pradesh, Orissa, Punjab, West Bengal and the Union Territories of Himachal Pradesh, Manipur and Tripura.

The cotton mills, machinery (except electrical machinery) and cement industries were the major fields of industrial unrest, which together accounted for 12 disputes involving about 80.6 per cent of the total number of man-days lost during the month.

The industrial.....

The industrial unrest, on the whole, was the highest during the month in the States of Madras, Rajasthan and Maharashtra, accounting for a time-loss of 43.9, 25.6 and 20.7 per cent respectively of the total man-days lost.

The index of industrial unrest for the manufacturing section (Base 1951=100) for the month was 21 (provisional). The number of disputes terminating during the month was 52.

UCT/Gandhi

PRM:

1100/27.11.61/683/2

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

"12.6"

LABOUR WELFARE PROGRAMMES

SUBSTANTIAL PROGRESS MADE

New Delhi, Agrahayana 5, 1883
November 26, 1961

Substantial progress was made in the workers' welfare programmes during the three-month period ending June, 1961.

For providing wholesome food and snacks at reasonable prices 5 new canteens were started in coal mining area, bringing the total number of canteens to 328.

For looking after workers' children in non-coal mining area, 237 creches were functioning.

During the above period 1124 workers of an Ammunition Depot introduced a Workers' Death Benevolent Fund enabling the nominee of a worker who dies in harness to receive a sum of Rs.1124 from the Fund as immediate relief.

At the Bombay Telephone Workshop a basic literacy class in Marathi was started for the benefit of industrial workers. As part of workers' education scheme the student workers of D.D.T. factory visited the Hindustan Housing Factory, New Delhi.

A P & T Welfare Fund was constituted by the Department in each circle and at the Centre. Besides giving financial assistance to recreational clubs and community centres, the Fund aims at providing immediate relief of an emergent nature for which no other provision exists and financial and medical assistance in cases of exceptional hardship resulting from serious illness.

Other welfare activities during the three months under review included investment in small savings by workers of the C.O.D., Avadi, setting up of a clinic for health check-up of children at the Bhilai Steel Plant, and shramdan by workers of a Defence establishment to the tune of Rs.16,000/- for constructing a school building.

UCT/Gandhi 1050/25/11/61/5pm/633/1
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PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

"12,13"

ORIENTATION COURSE IN VOCATIONAL GUIDANCE

New Delhi, Agrahayana 4, 1883
November 25, 1961

The third Orientation Course in Vocational Guidance organized by the Directorate General of Employment & Training, concluded its two-day session in New Delhi today. Employment Officers from various parts of the country participated.

The object of the course was to give to the officers up-to-date knowledge, in basic principles and concepts underlying vocational guidance.

Training was imparted in all major concepts including the role of intelligence, aptitudes, interests and personality factors in vocational success, emphasis being on practical training and individual discussions.

UCT/Gandhi

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650/24/11/61/582/1

WAGES

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PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"12.11"

CONSUMER PRICE INDEX NUMBER FOR DELHI

New Delhi, Kartika 27, 1883
November 19, 1961

The working class consumer price index number for Delhi (base: shifted to 1949=100) receded by one point to 127 during October, 1961, according to the Labour Bureau of the Union Ministry of Labour & Employment. The food index declined by 2 points mainly due to fall in the prices of wheat and milk.

The miscellaneous group index receded by one point due to lower quotations for toilet soap. The clothing group index appreciated by one point due to higher quotations for markin. The fuel and lighting group index remained stationary.

On base 1944=100 the working class consumer price index number for Delhi for October, 1961 was 168.06 as against 169.24 for September, 1961.

On base shifted to August, 1939=100 the estimated index number for Delhi for October, 1961 was 438.40. This was 2.87 points lower than the figure for the previous month.

UCT/Gandhi

PRM:

P.I.O. 313.
GIPNLK--42/PIB/60--27-7-61--12,67,500

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

(24-A)

ACCELERATED RATE OF ECONOMIC GROWTH -

A SOLUTION TO UNEMPLOYMENT

SHRI GULZARI LAL NANDA'S BROADCAST

New Delhi, Agrahayana 7, 1883
November 28, 1961

"The solution of our difficulties regarding employment lie.. in the acceleration of the rate of growth of our economy. To secure that we must curb the rising trend in the growth of population, increase the rate of savings and realise a rising level of efficiency in the execution of our projects and in the day to day economic activity", said Shri Gulzari Lal Nanda, Union Minister for Labour, Employment and Planning, broadcasting a talk from the Delhi Station of All India Radio last night.

Thus alone, he said, we could ensure for everyone, who needed and sought a job, the opportunity for gainful employment and the satisfaction of the basic needs.

Shri Nanda said that India had a very impressive record of progress in the creation of new jobs on an expanding scale during the last ten years. The tempo of economic activity in the First Five Year Plan period yielded new employment opportunities for about 55 to 60 lakhs, while the large-scale stepping up of investment during Second Plan had an employment potential of about 80 lakh new jobs. All that effort, had, however, not proved to be adequate in relation to the needs of the country for additional employment.

Provision of employment opportunities on an adequate scale, he said, was therefore, a major objective of planned development in India.

P.I.O.318

Following.....

Following is the full text of the broadcast:

"Provision of employment opportunities on an adequate scale is a major objective of planned development in India and one of the primary tests of the success of our Plans. India is, in fact, faced with a problem of unemployment and underemployment of very large dimensions. We have, at the same time, also a very impressive record of progress in the creation of new jobs on an expanding scale during the last ten years.

NEW JOBS

"The volume and range of employment in an economy reflect the stage of economic development and the tempo of economic activity. In the First Five Year Plan we took our first steps in planned development and achieved a total investment of Rs.3200 crores in the public and private sectors together. It is estimated to have yielded new employment opportunities for about 55 to 60 lakhs. In the Second Plan, investment was stepped up on a large scale attaining a total of Rs.6700 crores, i.e., 110% more than in the case of the First Plan. The Second Plan had an employment potential of about 80 lakhs new jobs. In the first year of the First Plan, the total investment was just around 500 crores whereas in the last year of the Second Plan it rose to over 1600 crores, i.e., more than three times in the course of the decade. One can gather from these figures, the scale of the efforts that are being made to increase the volume of employment.

"In respect of certain areas of our economy we have specific information about the actual employment and how it has increased during this period. Organised industry employed 29.6 lakhs in the year 1950 as compared to about 35 lakhs in the year 1960. The number of those engaged in mining rose from 5.4 to 6.2 lakhs, and in Railways from 8.9 lakhs to 11.6 lakhs. There are similar increases in administrative services and various other occupations. All this effort has, however, not proved adequate in relation to the needs of the country for additional employment.

Our difficulties.....

RAPID GROWTH OF POPULATION

"Our difficulties in this respect have been aggravated largely by the rapid increase in population that has occurred during the last ten years. When the First Five-Year Plan of the country was initiated in 1951, we had a population of about 36.1 crores whose varied needs had to be satisfied more fully than before through our Plans. It was reckoned that those who were available for and required gainful employment constituted about 40% of the population on the basis of its age and sex composition. Thus we had over 14 crores in the labour force of the country in the year 1951 of which 71% were dependent for livelihood on agriculture, 10% on industry and mining, 7.5% in trade, commerce and transportation and the rest were engaged in various professions and services.

"According to the experience of the previous decade the population was expected to rise at the rate of 1.25% per year, i.e., every year over 45 lakhs more would be added to our numbers. Our Plans, therefore, were called upon to furnish additional employment for 1 crore and 80 lakhs during the ten years.

"The 1961 Census disclosed however that the rate of increase of population had risen from 1.25% to 2.1% per year and the total number of new entrants now works out as 2 crores and 20 lakhs for the period of the last ten years. Including the employment gap thus created we were confronted with a backlog of unemployment to the extent of 90 lakhs at the end of the Second Five-Year Plan. In the course of the next five years the labour force is likely to increase

by .....

by about 1 crore and 70 lakhs. These figures explain the nature of the continuing challenge that the growth in the country's population presents in the sphere of employment.

MEETING THE CHALLENGE OF UNEMPLOYMENT

"I shall explain briefly the various ways in which the challenge is being met and how we expect over a period to eliminate unemployment and ensure the full and effective use of the nation's vast manpower resources.

The main answer to the problem of unemployment lies in intensive economic development. It is our endeavour to achieve a rate of economic growth over the next three Plans as close as possible to six per cent per annum. This involves a massive effort to raise domestic savings and enlarge our investments. Thus, over the next 15 years we expect to increase national income from Rs.14,500 crores to about Rs.33,000 to Rs.34,000 crores and to undertake investment of the order of Rs.53,000 crores.

"In the second place our constant concern is to maximise the effectiveness of investment in relation to employment. This objective is sought to be realised in a number of ways. First, we aim at building up the largest possible potential for industrial growth and securing progressive elimination of the structural deficiencies in the economy. This explains the accent on basic and heavy industries to ensure self-sustained growth of the economy and a widening scope for extension of employment opportunity. Secondly, in adopting modern technology and in undertaking extensive construction projects, a vital condition is to ensure the largest possible utilisation of manual labour and of simpler techniques consistent with the overall interest of the economy. This consideration

is sometimes overlooked by those responsible for projects and other activities. In the Third Plan, therefore, there is the greatest stress on the use of labour-intensive methods of construction and on the development of the decentralised sector of industrial activity in which small-scale units become steadily more efficient.

In this context I should also refer to the vast expansion of our training programmes. We have suffered in the past on account of shortages of personnel in certain spheres as well as deficiencies in the matter of the quality of our trained personnel. Striking improvements are now being made in both these aspects. The outturn of our engineering colleges has increased from about 2000 in 1950 to over 5000 in 1961 and in the case of Diploma Courses there has been an increase from 2500 to over 10,000. The capacity of our craftsmen training centres has in the last five years gone up from 10,000 to 42,000.

These are the elements which have entered into the size and structure of the third Five-Year Plan. The Plan has now an investment content of Rs.10,400 crores. This is more than the aggregate of the investments in the First and the Second Plans and carries an employment potential of 1.4 crores. If we cannot do better, 30 lakhs may thus be added to the earlier backlog of unemployment. Who can relish the prospect of so many more persons wholly uncared for?

RURAL WORKS PROGRAMME

"The Planning Commission and the National Development Council have come to the conclusion that it would be highly undesirable to leave a gap of this size, in the performance of the Third Five-Year Plan so far as employment is concerned, and other avenues must be explored to bridge the gap to the utmost extent possible. The outcome is a scheme of a special kind

to provide.....

to provide some work and means of livelihood to people who live in areas subject to high incidence of unemployment or underemployment. The Third Five-Year Plan contemplates now an additional outlay of about Rs.150 crores for a programme of rural works to be undertaken wherever necessary in order to provide employment for a part of the year - about 100 days - for an increasing number, so that in the last year of this Plan the benefit extends to about 2½ million persons. The schemes selected for the purpose have to be such as would in course of time raise the economic potential of the community and thus pave the way for fuller employment of the normal kind in the area.

"Unemployment on a considerable scale, and some time in an acute form, has figured in the experience of many countries. Its character varies however. In industrially advanced countries, unemployment owes its origin largely to technological change and the ups and downs of the economy. In the United States which is the most highly developed and the most prosperous country in the world, unemployment has ranged around 7% of the labour force for some time past. In India the problem of unemployment encountered by us is associated with retarded development and insufficient diversification of the country's economy.

"The solution of our difficulties regarding employment lies, in the acceleration of the rate of growth of our economy. To secure that we must curb the rising trend in the growth of population, increase the rate of savings and realise a rising level of efficiency in the execution of our projects and in the day to day economic activity. Thus alone can we ensure for every one who needs and seeks a job, the opportunity for gainful employment and the satisfaction of the basic needs of every one in the country."

(courtesy: A.I.R)

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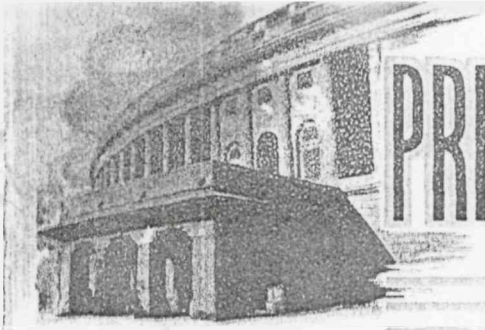


PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

PARLIAMENT LOK SABHA

JUTE THREE MILLS NOT IMPLEMENTING

INTERIM AWARD OF JUTE WAGE BOARD

New Delhi, Agrahayana 11, 1883
December 2, 1961

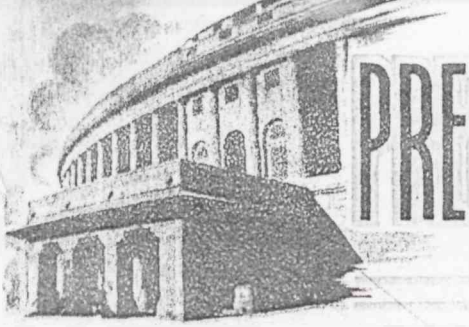
Shri Abid Ali, Deputy Minister of Labour, told the Lok Sabha today that all the jute mills except three had implemented the interim award of the Jute Wage Board. So far as the jute mills in Kanpur were concerned, on the application of the three mills the High Court of Allahabad had issued a stay order.

Shri Abid Ali was replying to a question by Sarvashri S. M. Banerjee and Tangamani.

UCT:Gandhi

PARL:

350/2-12-61/12.32hrs./29/1



PRESS INFORMATION BUREAU

"12.6"

GOVERNMENT OF INDIA

PARLIAMENT LOK SABHA

EMPLOYEES' STATE INSURANCE
SCHEME HOSPITALS

New Delhi, Agrahayana 11, 1883
December 2, 1961

Shri L. N. Mishra, Deputy Minister of Labour & Employment, told the Lok Sabha today, in a written answer to a question by Shri Kodiyan on December 2 that a scheme had been prepared to provide about 6,000 beds in 32 separate Employees' State Insurance hospitals and 25 annexes in existing hospitals during the Third Five-Year Plan. This would cost about Rs. 12 crores.

UCT/Gandhi

P.R.L:

250/2.12-61/12-30 hrs/30/1

PRESS INFORMATION BUREAU

GOVERNMENT OF INDIA

"1.7"

MORE PLACEMENTS MADE BY EMPLOYMENT EXCHANGES

New Delhi, Agrahayana 14, 1883
December 5, 1961

Employment assistance provided by the 317 employment exchanges spread all over the country recorded substantial improvement during the quarter ending June 1961.

The number of placements went up from 83,300 during the first quarter this year to 1,08,757 during the second quarter.

Monthly average number of employers utilizing the services of employment exchanges went up from 9,405 to 10,634; the number of vacancies notified by employers rose from 1,51,781 to 2,08,972.

The number of applicants on the live register on June 30, 1961 was about 17,55,500.

An analysis of the reports from employment exchanges indicates that shortages continued to persist in respect of stenographers, fast typists, mid-wives, and nurses, while widespread surpluses prevailed in respect of clerks and unskilled workers.

UCT:Gandhi

PRM: 850/4.12.61/1500hrs/91/1

PRESS INFORMATION BUREAU
GOVERNMENT OF INDIA

"12.6"

LOK SABHA

ASSISTANCE TO OLD CITIZENS

New Delhi, Agrahayana 15, 1883
December 6, 1961

Shri Abid Ali informed Sarvashri Harish Chandra Mathur and Chuni Lal in a written answer in the Lok Sabha today that Old Age Pension Schemes were already in force in U.P. and Kerala. Andhra Pradesh Government had decided to pay pensions to old and destitute persons and a similar scheme was under consideration of Madras Government. The Punjab Government had set up infirmaries for old and infirm persons without any means of livelihood.

Shri Abid Ali further said that Rs.2 crores had been provided in the Third Plan for organisation of a Relief and Assistance Fund for old, indigent and physically handicapped persons without any means of support. Details of the scheme were being finalised.

UCT/Gandhi

PARL:

260/6-12-61/180/1.