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PAPERS FOR THE MEETINGS
of the
WORKING COMMITTEE
and
GENERAL COUNCIL

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PAPERS RELATING TO

A.I.T.U.C. GENERAL COUNCIL MEETING

DELHI SESSION

February 13-15, 1960

CONTENTS

- 1 MEMORANDUM TO UNION LABOUR MINISTER FROM AITUC ON VIOLATIONS OF CODE OF DISCIPLINE
- 2 REPORT ON THE WORK OF THE A.I.T.U.C. CENTRE
- 3 MEMBERSHIP OF CENTRAL T.U. ORGANISATIONS
- Verified claims as on 31.3.58 and claims as on 31.3.59
- State-wise and Industry-wise break-up.
- 4 COAL INDUSTRY AND LABOUR - A REVIEW
- 5 STRUGGLE DIARY 1959
- 6 COMPOSITION OF WORKERS' GROUP IN INDIAN DELEGATION TO 44TH SESSION OF THE I.L.O.
- 7 AMENDMENTS TO CERTAIN LABOUR LEGISLATIONS PROPOSED BY GOVERNMENT
(a) Amendment to Industrial Employment (Standing Orders) Central Rules
(b) Industrial Disputes Act - Clearer Definition of 'Illegal Strike'
(c) Industrial Disputes Act - Additional Measures for protection against victimisation
- 8 A NOTE ON DECISIONS OF THE 18TH SESSION OF THE STANDING LABOUR COMMITTEE
- 9 DRAFT PROPOSALS ON LABOUR POLICIES & PROGRAMMES - THIRD FIVE YEAR PLAN
- 10 ON SUBSIDISED INDUSTRIAL HOUSING
- 11 SOME LONG-TERM AGREEMENTS ON TRADE BETWEEN INDIA AND OTHER COUNTRIES
- 12 INTERNATIONAL STATISTICS
i) Indices for Wages in Manufacturing Industries
ii) Consumer Price Indices
iii) Registered Unemployed Persons
- 13 EMPLOYMENT EXCHANGE STATISTICS
- 14 ALL-INDIA CONSUMER PRICE INDEX NUMBERS
- 15 INDUSTRIAL DISPUTES
- 16 INDEX NUMBERS OF INDUSTRIAL PRODUCTION
- 17 NATIONAL INCOME

Folder - 3
File - AI-73

MEMORANDUM TO SHRI G.L.NANDA,
MINISTER FOR LABOUR & EMPLOYMENT,
GOVERNMENT OF INDIA

from

ALL-INDIA TRADE UNION CONGRESS

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On

VIOLATIONS

OF CODE OF DISCIPLINE

In this brief memorandum, it would be rather unrealistic to outline in full measure the very many instances of violations of the Code of Discipline on the part of employers, both in the private and public sectors, as well as the State and Central Governments. We would therefore confine ourselves to pointing out at some length certain typical instances which in the eyes of the trade unions are sample tests of the professed allegiance of the other two parties to the Code of Discipline and the various tripartite agreements which came in its wake, and became part of the concept of the Code for Discipline in Industry. As you will remember, workers' representatives have made it clear in the 15th Indian Labour Conference and in subsequent tripartite gatherings that the decisions on wage policy, agreement on rationalisation, housing, prevention of closures as well as the Code of Discipline with its provision for recognition of unions constitute an integrated whole and, all in one, form the basis of the new turn attempted in shaping labour policy for planned economic development.

The spirit with which the Code was ratified by all parties behoves that constituents of the tripartite should pursue such policies and practices so as to reduce industrial strife and serve the needs of all-round progress and economic development. It was in the spirit of "a just recognition by employers and workers of the rights and responsibilities" of either party. And in order to promote healthy industrial relations, the Code enjoins upon employers to promote established methods of collective bargaining, by granting recognition to trade unions which fulfil certain criteria.

It has been claimed that following the ratification of the Code, the number of disputes and mandays lost has gone down appreciably. As the following typical instances will point out, it is due to the sheer good sense of the worker to give a fair trial to the solemn declarations made by employers and the Government when they ratified the Code, that even the little improvement in the situation has taken place.

To serve as an example, let us take first a unit in the Public Sector, where the State according to the framers of the Plan should show itself as a model employer.

We wish to refer to the recent developments in Hindusthan Machine Tools, Bangalore. Here in this unit, for quite a number of months, a situation of extreme cordiality even bordering on the ideal in the given circumstances developed and it became the first of the undertakings to experiment the joint management council. Production boomed as a result. But what was the reward the workers obtained? Motives other than purely industrial came into play and it became official policy to create disruption and disharmony in the ranks of the workers to serve some particular ends. Rival unions were encouraged and not only the joint council of management has been wrecked, but even the peaceful lives of the workers have been threatened by the violence which grows unchecked and perpetrated by elements who are sore at the popularity and prestige of a particular trade union.

The events in Bangalore are not isolated. Disruption, instead of facilitating collective bargaining by strengthening the unity of the workers, has become official policy, particularly of some State Governments.

The Ministers of the Andhra Pradesh Government have taken their official position to sponsor rival unions in the very units where recognised and representative trade unions exist. We do not think it will be necessary for us to point out that this would amount to "unfair labour practices" and anti-Code, to an experienced trade unionist as you are. To give you specific instances, we would refer to the participation of the Ministers of the Andhra Pradesh Government in the activities of rival (INTUC-affiliated) unions set up in the Andhra Pradesh Government-owned state transport undertaking, in the Singareni collieries, in the Nizam Sugar Factory, in Nagarjunsagar Project, etc. - all in Public Sector. We do not wish to lengthen this memorandum by giving dates, extracts from speeches, etc., but we shall certainly supply the same if you require.

The same kind of mania at disruption is particularly seen in Bombay. We do not grudge any body of workers or their well-wishers to organise themselves and get due recognition but in this case, we do have to take serious note since the efforts are to undermine the unity of the workers and thereby weaken their bargaining power. What we see in Bombay is that rival unions are encouraged to be set up and by the blessings of the State labour relations machinery, are made respectable and employers forced to negotiate and sign agreements with such bodies.

The repercussions of such a policy in the petroleum industry in Bombay are already known to you. The strike in the Godrej factory in Bombay which took place on December 17, to protest against this policy of disruption pursued by the State Government and the employer, is an indication of the mood of the workers and their disgust at these shameful practices.

We would also like to place before your attention certain activities of the Deputy Union Labour Minister, Shri Abid Ali. This aspect has been raised several times on the floor of Parliament. We have in our possession concrete evidence to show that the Dy. Minister actively encourage formation of rival unions. In a letter dated 12-6-58, Shri Abid Ali wrote to Shri Ebenezer, 72 Cyanide Lane, Marikuppam (KGF), Mysore State: "It was suggested to you earlier that starting another union would not be proper in the area where Shri Thimmayya (INTUC leader in Nundydroog Mines) is working. However, there are other two mines also and if you feel that some substantial work can be done, you may go ahead". The other two mines referred to by Shri Abid Ali are the Mysore Mine and Champion

Reef Mines.....

Reef Mines where AITUC unions, recognised by the management, exist. Such activities by your Deputy Minister will not be very encouraging to the trade unions to take the Government at their word on matters relating to the Code of Discipline and the Code of Conduct. In this connection, we would also state that the Deputy Minister's activities in sponsoring rival unions in Banks has also been brought to public attention.

These are but a few examples to show how the trade unions of the AITUC come to the conclusion that Government in the tripartite have not followed policies conducive to the implementation of the Code of Discipline speaking generally.

To come to more concrete cases:

VIOLATION OF TRIPARTITE AGREEMENTS
ON WAGE POLICY

At the 15th Indian Labour Conference, it was unanimously decided that tripartite wage boards for wage fixation should be appointed in the major industries and for the guidance of wage-fixing authorities, certain norms for calculating "need-based" wages were laid down. We feel that the Government as a party to the tripartite decision, have violated it in the following manner:

1. Wage Boards have not been appointed in all the industries recommended by the tripartite conference except in cement and sugar industries.

2. Even where set up, as in the Central Wage Board for Cotton Textile Industry, the enormous delay in submitting the report and in taking a decision on the report by the Government also constitute a denial of the legitimate demands of the workers for three long years. A wage adjudication lasting for three years, not to speak of the exasperation involved in the waiting for it as well as in the later struggle for its implementation, can only produce more unsettled conditions and thus defeat the very spirit of the Code.

3. The protest of the trade unions at the rejection of the tripartite norms on "need-based" wages by the Central Pay Commission, on the advice of the Union Finance Ministry, has been conveyed to you already.

4. The official procrastination in establishing a Wage Board for adjudicating the wage demands of plantation workers resulted in deterioration in industrial relations and you will remember that even a limited wage increase late last year came about only on the unions serving a strike notice. It is also a revealing fact that bonus agreements for 1957 and 1958 could be signed only in November 1959.

5. The failure of the Government to ensure the grant of the increase in D.A. as well as interim wage increases, considering the low wages in the industry which were due to the jute workers is also noteworthy. The attitude of the employers and the Government in this regard led to the strike of over two lakh workers on December 14. But even then Government did not intervene.

6. None of the State Governments or for that matter, the Central Government, have taken any action in ensuring that the norms laid down by the 15th Indian Labour Conference on "need-based" wages were taken into account, in fixing minimum wages in the different industries, as per the Minimum Wages Act.

VIOLATION OF TRIPARTITE AGREEMENT
ON RATIONALISATION

The most intensive form of rationalisation now in vogue is the introduction of automatic looms in textile industry. The AITUC had time and again pointed out that the introduction of automatic looms would involve large-scale retrenchment but the Government have sought to place reliance on the employers' professed desire to follow strictly the Delhi Agreement on Rationalisation. The following concrete instances will show that the hopes of the Government have been misplaced.

On the other hand, it will be clear that Government themselves have become party to the violation of the Code of Discipline by the failure to correctly implement the tripartite decisions on this question.

In the mills of the Bombay Dyeing and Manufacturing Co., Ltd., at Bombay, 570 automatic looms are proposed to be installed in place of ordinary looms. The scheme is to upplant 1,482 plain looms and instal automatic looms to be worked on 32 looms to a weaver basis. The present looms that are working are not old looms. These are quite in excellent condition and are worked on 4 looms to a weaver basis. Accordingly, some 780 looms have already been uprooted. This has affected some 135 to 150 substitute workers, who were formerly finding work on all the 26 working days.

In this connection, we would also like to point out that the agreement concerning installation of automatic looms provides for allotment of maximum of 144 automatic looms to any individual mill. And in special circumstances, and when the employer has been observing all the norms of the tripartite agreements, this can be raised to 300. The question naturally arises how this particular concern was made an allotment of as many as 570 automatic looms? The scheme of Bombay Dyeing Mills provides for installation of 768 automatic looms and a start is being made with 570.

The Mumbai Girni Kamgar Union, Bombay, had notified this fact to the Union Minister for Industry as well as to you in November 1959, but no action was taken by Government.

The violation of the agreement on rationalisation by the employer and the violation of the agreement on installation of automatic looms by Government in the matter of allotment of loomage in this regard, confirm the apprehensions of the workers about the implementation of these tripartite agreements.

In a number of mills in Bombay, e.g., Shreenivas Mills, Kamala Mills, etc., workload has been raised and rationalisation affected in the Spinning Department. Here a 'sider' is now required to attend to four sides in place of the customary two. This has led to displacement of some 200 substitute workers in Kamala Mills, who had been working there for a number of years. In Shreenivas Mills, the number displaced is even higher. The peculiar position is that in both these Mills, the change was effected without even putting up a Notice of Change, and in the case of Kamala Mills when the matter was pending before the Conciliation Officer. The change was therefore not only a violation of the Code but an illegal action on the part of the employers.

It may be recalled that the strike in the Harvey Mills in Madurai, Tuticorin and Vikramasingapuram which took place last year, resulting in loss of over seven lakh mandays followed the unilateral action taken by employers in increasing workload and consequent retrenchment of workers.

NON-IMPLEMENTATION OF OTHER TRIPARTITE
DECISIONS, AWARDS, ETC.

- (1) Failure to apply the Code of Discipline equally to Private and Public Sectors. The Union Government have failed to implement the agreement on Code of Discipline inasmuch as the Code has not been made enforceable to Railways, Defence, P&T, Banks, Insurance, CPWD and State Transport workers - all units in Public Sector. Government failed to convene a conference of representatives from the above departments to ratify the Code of Discipline, despite earlier assurances to do so. While agreeing to the Code of Discipline in the 16th Indian Labour Conference at Nainital, AITUC had pressed and was assured that it will be equally applicable to the Public and Private Sectors.
- (2) Failure to enforce recommendation of 17th Indian Labour Conference for recourse to voluntary arbitration for settlement of industrial disputes: In this connection, we would like to refer to the following disputes: (i) the State Bank of India Staff Federation suggested reference of the outstanding disputes to arbitration but this was turned down by the management of the State Bank of India and the union is being forced to go on strike. This attitude of the management in the Public Sector is against the spirit of the Code of Discipline. (ii) In Punjab, the P.R.T.C. Workers Union, Patiala, on 7.12.59 suggested to the Pepsu Road Transport Corporation, Patiala, as well as to the Labour Minister, Punjab, to refer the outstanding disputes to arbitration but this was also turned down. Earlier this union demanded adjudication and settlement of the dispute but for months together, no action was taken by the Punjab Government. This enterprise, being a State undertaking, also falls in the Public Sector.
- (3) Failure to implement tripartite decision on Grievance Machinery at plant level: Guiding principles for a Grievance Procedure were adopted by the 15th Indian Labour Conference and subsequently a Model Grievance Procedure was formulated by its sub-committee. However, Government as well as the employers have failed to implement this decision of the tripartite conference.
- (4) Failure to constitute representative E&I Committees at State level: As per the recommendation of the 16th Indian Labour Conference, tripartite Evaluation and Implementation Committees were to be set up at State level, on the lines of the Central I&E Committee. But to this day, one of the most important State Governments, Bombay, has not set up the Committee. We do not think the delay on the part of the State Government in this regard is due to the bureaucratic red tape but is conscious and deliberate. When on such an important decision of the tripartite conference, a State Government behaves in this fashion, no better example is needed for others to undermine the Code of Discipline.

The desire to discriminate in favour of the INTUC seems to be paramount in the minds of the State Governments. In Punjab and Orissa, particularly, in addition to representation to the INTUC as such, federations and unions of the INTUC are given separate representation. In this connection, you are requested to refer to our letter No.185/(EC)/59 dated June 17, 1959.

In M.P. a separate E&I Committee has till to-day not been formed. For the last few months, it has been notified that the State Labour Advisory Board will look after E&I work also.

In Punjab, the Labour Commissioner has stated that there is no need to have grievance procedure. In this connection, your attention is invited to our Punjab State Committee's letter No. PIUC-LM/60-1 dated 5.1.60 addressed to the State Labour Minister and copy to you.

- (5) Failure of State Government of Bombay to amend State Industrial Relations Law: As per the Code of Discipline and the decisions of the 16th Indian Labour Conference in the matter of recognition of trade unions, provisions for recognition of unions in the Bombay Industrial Relations Act should have been amended, to bring provisions of this Act in line with the tripartite decisions. By the failure to do so, the State Government have violated the Code of Discipline.
- (6) Failure to amend the Companies Act and take legal measures to facilitate taking over of closed units: In discussions at the 16th Session of the Indian Labour Conference held at Nainital, it was given to understand that the Companies Act will be amended in such a manner as to facilitate quick taking over of concerns closed or threatened with closure. This was not done and the result is that months - and in some cases, nearly an year - were taken to take over the closed units, causing untold hardship to the workers. In the following cases, long delays took place (i) Sakseria Mills, Bombay; (ii) Model Mills, Nagpur; (iii) Kaleeswarar Mills, Coimbatore. Here again the spirit of the Code of Discipline has been violated insofar as quick action was not forthcoming to prevent the hardship caused to the workers.
- (7) Non-implementation of decision of 16th Indian Labour Conference on closures: The following units resorted to closure without the stipulated period of notice as per the Nainital decisions: (i) Bharat Woollen Mills, Calcutta - closure from February 10, 1959; (ii) Bhavnagar Rayon Mills, Bhavnagar - closed from March 8, 1959; (iii) Kesoram Cotton Mills Ltd., Calcutta - closure of night shift working in printing department from 21.12.1959 (iv) Shrinivas Mill, Bombay - closure of Weaving Department from January 1, 1960.
- (8) Failure to enforce Inter-Union Code of Conduct: No action was taken by the E&I Division on the complaints made by the AITUC regarding the slanderous articles published in the INTUC organ, INDIAN WORKER, reported nearly two years ago. No steps were taken to set up machinery consisting of representatives of four central TU organisations, with an Independent chairman for implementation of the Inter-Union Code of Conduct. In 1959 except for a casual meeting for an hour or so after at 17th Indian Labour Conference meeting at Madras, when everything was postponed to another meeting to be called in September 1959, no meeting of representatives of the four central TU Organisations has been called.
- (9) Refusal to constitute Works Committees: The U.P. Government by an order dated October 25, 1950 dissolved all Works Committees in the State. The AITUC had pointed this out to the Union Labour Ministry in a letter dated July 5, 1958, requesting them to intervene so that the decision of the U.P. Government may be reversed and the provisions of the Industrial Disputes Act in relation to Works Committees are fully implemented in Uttar Pradesh. The AITUC had raised this question in several tripartite meetings since then. But this important labour enactment continue to be flouted by a State Government.

In this connection, the AITUC had also referred to the Union Labour Ministry a letter sent to its affiliate, the Mazdoor Sabha, Sehore by the Labour Commissioner, M.P. State Government. In the letter (No. 1952-A/II/IR dated May 1, 1958),

the Labour Commissioner.....

the Labour Commissioner held that "the constitution of Works Committee at this stage is not found necessary as the Bhopal Sugar Industries Employees Union which has the largest membership of workers employed in the factory is virtually recognised by the employer for all the purpose of industrial relationship between the employer and his employees." On this case also the AITUC had no response from the Union Labour Ministry.

(10) Jamshedpur Affairs: The Bihar Government have refused to refer to conciliation and adjudication the disputes raised by the Jamshedpur Mazdoor Union on the illegal discharge of employees by the Tata Iron & Steel Co., as well as other employers in Jamshedpur. Since these matters have been raised with your Ministry in a number of representations, we do not wish to detail them all over again here in this memorandum. The fact remains that the State Government are showing a vindictive attitude and this is seen in the large number of cases foisted on trade unionists in Jamshedpur - over 150 cases - the large majority of which were dismissed by Courts and accused acquitted.

Again, the Bihar Government have flouted the recommendation of the State Labour Advisory Board in the matter of holding a ballot of workers when recognition of unions comes under dispute. The Jamshedpur Mazdoor Union and the AITUC have brought this matter several times to the attention of the State Government as well as to you but no action has been taken.

(11) Non-Implementation of Award by employers in Textile Industry in W.Bengal - The Kesoram Cotton Mills Ltd., Calcutta; the Dunbar Cotton Mills Ltd., Shannagar, Dhakeshwari Cotton Mills, Ansol and Central Cotton Mills, Howrah, discontinued the implementation of the First Cotton Textile Tribunal's Award (1948) unilaterally after one year. The Second Omnibus Tribunal in the Award (published in Calcutta Gazette, 10.6.58) held that the mills should continue to pay the benefits awarded by the previous Tribunal. On September 28, 1959, on a reference for clarification, the Tribunal held that workmen are entitled for lumpsum payment of the arrears due to them under the previous Awards. However, the employers in textile industry in W.Bengal have refused to implement the Awards and have taken recourse to appeal in the Supreme Court. Such gross violation of the Code of Discipline could not be checked by the W.Bengal Government. When it is seen that employers in default belong to Big Business groupings as the Birlas, and when the State Government authorities are absolutely powerless to check such abuses, the workers concerned cannot be expected to have much faith in the Code of Discipline.

(12) The East Jamehary Dispute: According to an agreement which was arrived at in the presence of the Regional Labour Commissioner (Central), the management of East Jamehary Colliery agreed on September 8, 1958 that "the management would take back 30 workers immediately, 67 workers in batches of 10 to 15 as and when vacancies arose, within a period of 15 to 20 days and 21 workers who had been arrested by the police for violence after their acquittal" (vide Ministry of Labour & Employment letter No.E&I-35(31)/58 dated Oct.7,1958). Since then the cases of alleged violence launched against 34 workers were set aside and workers acquitted of all charges. But the management refused to reinstate 49 workers. The Dhanbad Tribunal on 27th November 1958 upheld that the management had indulged in a lock-out by refusing to re-employ the workers after May 30, 1958. Despite numerous representations made by our affiliate, the Colliery Mazdoor Sabha, as well as the AITUC, the Union Labour Ministry could take no effective steps to rectify the position during all these months.

Contd.....

- (13) Discrimination against AITUC unions in Coal Mines in Bihar:
In the year 1959, not a single dispute raised by the AITUC affiliated unions in the coal mines in Bihar were referred to adjudication by Government. On the other hand, the Central Labour Relations Machinery took special care in declaring the strikes led by AITUC unions as illegal while no strike led by INTUC union was declared illegal. Such blatant discrimination in a vital industry as coal serves as an illustration of the official policy vis-a-vis the Code of Discipline.
- (14) Denial of Registration to AITUC affiliates in Bihar: The application of the following unions for registration is pending for nearly two years now: (i) Maubhandar Copper Workers Union, Ghatshila; (ii) Dhanbad Dist. Firebrick and Ceramic Workers Union, Dhanbad (iii) Mines Mazdoor Union, Barajamda; (iv) Hindustan Vehicle Mazdoor Union, Phulwarisarif, Patna; (v) The Biri Shop and Establishment Workers Union, Giridih; (vi) Patna Engineering Workers Union, Patna. The abnormal delay and refusal to register trade unions of the AITUC on the part of the Bihar Government have been brought to the attention of the Union Labour Ministry several times. On this question, the 16th Indian Labour Conference also recommended speedy disposal of applications for registration made by unions. The above cases show that the situation in Bihar remain as it was and the Bihar Government continue to violate the decision of the tripartite conference with impunity.
- (15) Abolition of contract system in collieries: The Sixth Session of the Industrial Committee on Coal Mining unanimously recommended the abolition of contract system in collieries. Subsequently, however, it was found that particularly in the collieries of the National Coal Development Corporation, this system is still continuing and contracts have been renewed, despite the agitation by workers to end the system forthwith. If Government cannot enforce this decision in their own collieries, the fate of this decision in private sector collieries can be easily imagined.
- (16) Tribunal Award in the case of workers of National Tobacco Company, Guntur: The Award was given providing for increase in basic wage and D.A., on 31st March 1952. The Labour Appellate Tribunal of India dismissing the appeal of the management, confirmed the award on 22nd May 1953. The award is yet to be implemented. The 15,000 workers involved are now entitled to arrears of over Rs.4 lakhs. The State Government took no action to implement this award fully. On the other hand, the State Government, bypassing the N.T.C. Workers Union (AITUC) which has the majority following, are trying to foist an agreement between the management and an INTUC union, denying the payment of arrears to the workers.
- (17) Violation of Agreements by management of Kesoram Cotton Mills Ltd., Calcutta: This had been reported to the E&I Division of the Union Labour Ministry in October 1958. The agreements related to the payment of bonus for 1955-56, 1956-57 and 1957-58. This matter, along with the suppression of Works Committee in the mills and the question of recognition of the majority union, the Garden Reach Textile Workers' Union were referred to the E&I Machinery of the W. Bengal Government. The State Government could do nothing to get these gross irregularities on the part of the management rectified and the Union Labour Ministry also could not intervene on this question. The management also refused to implement the Award of the Cotton Textile Omnibus Award in respect of increment of wages to maintenance ^{workers}, D.A., gratuity, etc. Many joint conferences were held at the State level at the instance of the Implementation Committee but the State Government appeared powerless to get the Award implemented properly.

VIOLATION OF CODE IN RESPECT OF
RECOGNITION OF TRADE UNIONS

(1) The Coal Workers' Union, Giridih: Despite the continuous efforts made by the Union to be recognised by the management, the National Coal Development Corporation has refused to do so. Elections held in certain collieries have shown that the Colliery Workers Union has the majority following. It is reported that the NCDC management postponed elections in the Kargali collieries apprehending that the Coal Workers Union may get a majority in the Works Committee. Such practices in a unit in the Public Sector cannot be described as conducive to implementation of the Code of Discipline.

(2) Assam Coal Mine Workers Union, Ledo: According to membership this union has the majority following and fulfils the criteria laid down by the Code for recognition. However, not only the union has not been recognised but it was bypassed in negotiations and the Central labour relations machinery encouraged signing of agreements between the management and the minority union affiliated to the INTUC. Full details of this dispute are already with you, as represented by the union as well as by the AITUC.

(3) Hindustan Machine Tools Employees Association, Bangalore:
This union is not affiliated to any central TU organisation. Nevertheless, the case of this union is illustrative of the manner in which the provision for recognition in the Code has been implemented. The union in the innumerable representations to the Union Ministers had requested intervention on this question but to no avail. Even when the union representatives participated in the Joint Council of Management, no formal recognition was forthcoming. The recent developments have been stated earlier in this memorandum.

(4) The Indian Rare Earths Employees Union, Bombay: This case was forwarded to you vide our letter dated November 23, 1959. The case is pending for over two years.

(5) Unions in Andhra Pradesh: The following unions which fulfil the criteria laid down by the Code have not been recognised by the Andhra Pradesh Government:

- i) Andhra Pradesh Highways Employees Union, Hyderabad (AITUC)
- ii) Andhra Provincial PWD Workers Union, Dhavaleshwaram (AITUC)
- iii) Andhra Provincial Hospital Employees Union, Visakhapatnam (AITUC)
- iv) Andhra Provincial Municipal and Local Bodies Employees Union, Vijayawada (AITUC)
- v) Andhra Provincial Electricity Employees Union, Vijayawada (Independent)

(6) Cement Employees Union, Porbandar, Bombay State: The application of this union for recognition is pending since September 1955. The union made representations since then to the Commissioner of Labour, Bombay but to no effect. During verification of membership, it has been ascertained that this union has 220 members (as against the claim of 300) and the rival INTUC union has a membership of only 50. However, the management refused to recognise the Cement Employees Union but has recognised the rival INTUC union. Incidentally, we may also point out that the A.C.C.Ltd., Porbandar, admitted in the Supreme Court that the Cement Employees Union is the majority union. However this union was ignored and the company did not consult it when Works Committee was constituted.

(7) P.H.W.D. Workers Union, Wayada Pole, Wadi, Baroda: This is the only registered union functioning in Bombay Government's PHWD establishment in Baroda but the administration has refused to grant recognition. The union also faces the particular disadvantage insofar as no conciliation proceedings are initiated on its demands as this happens to be a Government establishment.

(8) Unions in Jute Industry, West Bengal: None of the trade unions of jute workers in West Bengal is recognised by the employers. According to the verification of membership for 1957-58 our affiliate have a larger membership but not recognised.

(9) Denial of Recognition to Textile Mazdoor Ekta Union, Amritsar by employers in Amritsar: The following employers have not implemented the Code of Discipline by recognising the Textile Mazdoor Ekta Union, which fulfils the criteria laid down by the Code:

- 1) Podar Textile Mills, Amritsar
- 2) G.K. Industries, Amritsar
- 3) Model Woollen & Silk Mills, Amritsar
- 4) Himalaya Woollen Mills, Chheharta
- 5) All-India Embroidery Mills (P) Ltd., Chheharta
- 6) Hindustan Embroidery Mills (P) Ltd., Chheharta
- 7) Nirmala Textile Finishing Mills (P) Ltd., Chheharta
- 8) India Woollen Textile Mills (P) Ltd., Chheharta
- 9) India Calico Printing Mills, Chheharta
- 10) Punjab Worsted Spinning Mills, Chheharta
- 11) Surindra Textile Mills, Chheharta
- 12) Khanna Silk Mills (P) Ltd., Amritsar
- 13) Lal Textile Finishing Mills (P) Ltd., Amritsar

The Textile Mazdoor Ekta Union has been pressing for recognition for long - the latest letter being of December 12, 1959 and again on February 3, 1960, demanding recognition of the union. There is no response from the employers.

(10) While not a single union of the AITUC either in the Public Sector or Private Sector was accorded recognition since the Code was adopted, what is most deplorable is the eagerness of the authorities to withdraw the recognition granted earlier. We wish to refer in this connection to the case of Lever Bros. Employees Union. Here in the usual pattern of sponsoring rival unions as official policy, a rival INTUC union was formed in the establishment, hastily "verified" incorrectly and declared as "majority" union. The main issue involved here was whether appeal against verification results can be made as well as the decision of the meeting held on March 21, 1959 providing for detailed checking of claims during verification for recognition purposes. On these two points, when representations were made to your Ministry, the Ministry chose to remain silent. Thus the waywardness of the Bombay Labour Ministry. was in effect condoned by the Union Labour Ministry.

(11) Under the Code of Discipline and the criteria for recognition of trade unions, a union having membership over 50 per cent of the complement in an establishment is entitled to limited recognition - recognition for representing at least the individual grievances of workers, where representative unions covering an industry or an area may exist. The Mumbai Girni Kamgar Union, Bombay, on the basis of its membership in the Shreenivas Mill, Bombay, applied for this "limited recognition" on June 26, 1959. The management however refused to honour this provision of the Code and the union has not been allowed to

represent individual.....

represent individual grievances. The union had referred this matter to the Central E&I Division on July 13, 1959 but no action was taken.

Thus it is evident that the Code of Discipline has not/at all helped in strengthening collective bargaining insofar as there has been no improvement in the matter of recognition of trade unions.

K.G. Srinastava

K.G. SRINASTAVA *Feb 9*
Secretary

All-India Trade Union Congress

Delhi,

February 9, 1960

Copy to: Labour Ministers of all State Governments

Central Organisations of Employers

Central Organisations of Workers

AITUC GENERAL COUNCIL MEETING

(Delhi, Feb. 13-15, 1960)

report
on the
work of the
AITUC CENTRE

1. SECRETARIAT MEETINGS

During 1959, regular meetings of the Secretariat were held seven times, once at Bangalore and other meetings in Delhi. Besides these regular meetings, as and when required, members of the Secretariat consulted and discussed issues which came up before them when at headquarters.

2. WORKING COMMITTEE MEETING

The Working Committee of the AITUC met in Delhi on August 8, 9 & 10, 1959. Besides reviewing the developments during the first seven months of the year and adopting resolutions on major questions, the Committee also devoted considerable attention to organisational problems. The decisions of the Committee have been circulated to STUCs and Unions through circulars and through the Trade Union Record.

3. INDIAN LABOUR CONFERENCE

The 17th Session of the Indian Labour Conference was held at Madras from July 27 to 29, 1959. The AITUC was represented by Coms. S.A.Dange, K.G.Sriwastava, Homi Daji and Renu Chakravarty.

At a meeting of the sub-committee of the ILC held in Delhi to finalise conclusions and deal with agenda not covered during the ILC Session, held on September 5, Com.K.G.Sriwastava represented the AITUC.

Com.Indrajit Gupta represented the AITUC at the meeting of the Sub-Committee on Code of Discipline and Labour Participation in Management held in Delhi on December 8.

The Sub-Committee of the Standing Labour Committee to consider amendments to the Industrial Disputes Act met at Bombay on January 1, 1959. The AITUC was represented by Coms. V.G.Row and Subramanyam.

4. TRIPARTITE CONFERENCE ON PUBLIC SECTOR

A tripartite conference to consider the ratification of the Code of Discipline and recognition of unions in Public Sector was held in Delhi on January 11. Com.S.A.Dange represented the AITUC.

5. INFORMAL MEETING WITH LABOUR MINISTER

The Union Labour Minister met informally the representatives of central trade union organisations, at Delhi on November 18. Com.Indrajit Gupta represented the AITUC.

6. MEETINGS WITH LABOUR MINISTRY ON VERIFICATION OF T.U. MEMBERSHIP

The procedure for verification of TU membership was discussed at a meeting convened by the Labour Ministry on March 21, in which representatives of central TU organisations participated. Com.K.G.Sriwastava represented the AITUC.

To consider the results of the verification for the year ending 31-3-58, meetings were held in the CLC's office on October 19 and November 11. Com.K.G.Sriwastava represented the AITUC, with Com.M.Atchuthan as adviser.

7. INDUSTRIAL COMMITTEES

The Sixth Session of the Industrial Committee on Coal Mines was held in Delhi on February 21. The AITUC was represented by Com.T.B.Vithal Rao and Com.Kalyan Roy.

Sub-Committees of the Industrial Committee met four times later - On March 12-13 at Calcutta (on Standing Orders); On April 15-16 at Delhi (General Problems); On June 9-10 at Calcutta and on August 19 at Dhanbad (on water supply). Com. Kalyan Roy attended the first three meetings while Com.Chinmoy Mukherjee attended the Dhanbad meeting.

The AITUC was also invited to a meeting of the Miners' Boots Committee held in Delhi on November 4. Com.Kalyan Roy attended on our behalf.

The Industrial Committee on PLANTATIONS met at Calcutta on October 23 and 24. Com. Monoranjan Roy represented the AITUC. Com. Shankar from Kerala was nominated as adviser to our delegate but he failed to attend the meeting. Neither did he inform the Central Office the reasons which prevented his participation.

The Bonus Sub-Committee of the Industrial Committee on Plantations met in Delhi on October 6 and later at Calcutta on October 25. Com.Monoranjan Roy could not attend the meeting on October 6 due to delay in getting notice of the meeting. He attended the meeting on October 25.

The Industrial Committee on JUTE met at Calcutta on December 11. Com.Indrajit Gupta was the delegate of the AITUC.

8. REPRESENTATION ON STATUTORY BODIES

(a) E.S.I. Corporation: The General Meeting of the Employees State Insurance Corporation was held in Delhi on April 1, 1959. Com.S.Y.Kolhatkar, AITUC representative, walked out of the meeting as a protest against the policy of discrimination against the AITUC in denying representation on the Standing Committee of the Corporation.

Com.H.Banerji represented the AITUC at the meeting of the Medical Benefit Council held in Delhi on August 31.

(b) Central Board of Trustees, Employees Provident Fund: Com.Sudhir Mukhoti attended the meeting of the Board held on March 30.

(c) National Productivity Council: The Third Annual Meeting of the National Productivity Council was held in Delhi on April 11. Coms. Satish Loomba and N.K.Krishnan represented the AITUC. Com.Loomba also attended the meetings of the Governing Body of the NPC held on July 23 (from this meeting he walked out in protest against discrimination in nominations for productivity teams) and on September 29. Com.N.K.Krishnan attended the meetings of the Finance Committee of the NPC.

(d) Central Board for Workers' Education: The Board met in Delhi on August 7 and November 16, 1959. Com.Vithal Chaudhuri attended the meetings on behalf of the AITUC.

Com. M.K.Pandhe represented the AITUC at the meeting of the Sub-Committee of the Board for production of audio-visual aids, held at Bombay on November 29.

(e) Tea Board - Com.D.P.Ghose, AITUC representative, participated in the meetings of the Board held during the year.

9. OTHER TRIPARTITE MEETINGS

(a) A tripartite meeting to consider the extension of the Coal Award was convened by the Union Labour Ministry in Delhi on May 29. Since there was no agreement, the meeting was again convened on June 9, at Calcutta. Com.Kalyan Roy represented the AITUC at both the meetings.

(b) A tripartite conference on Petroleum Dispute was held on January 19, 1959. Com.G.Sundaram attended.

(c) The first meeting of the tripartite committee to go into functions of the Works Committees was held Delhi on November 30. Com.Ram Sen represented the AITUC at the meeting.

(d) The meeting of the Central Committee on Employment was held in Delhi in May 1959. Com.S.G.Patkar represented the AITUC on the Committee.

(e) Com.Indrajit Gupta could not attend the meetings of the Minimum Wages (Fixation and Revision) Advisory Committee because dates coincided with his appearances in court.

(f) The Conference on Mines Safety was held on January 29 at Dhanbad. The AITUC delegate, Com.Kalyan Roy, walked out of the conference in protest against the scandalous manner in which inquiry was held into the Chinakuri disaster.

(g) The Steering Group on Wages met in Delhi on July 16. Com.K.T.K.Tangamani attended on behalf of the AITUC.

(h) The Third Meeting of the National Council for Training in Technical and Vocational Trades was held in Delhi on 29th August 1959. Com.Vithal Chaudhuri attended on behalf of the AITUC.

(i) Central Implementation and Evaluation Committee: The second meeting of the Committee was held in Delhi on August 13, 1959. Coms. B.D.Joshi and Satish Chatterjee attended the meeting.

(j) The Central Advisory Council of Industries met in Delhi in November. The AITUC had refused to nominate its representative on the Council in protest against discrimination in elections to Standing Committee

10. WAGE BOARDS

Evidence before Sugar Wage Board: An AITUC delegation consisting of Coms. K.G.Sriwastava, Satish Loomba, Ram Asrey and M.K.Pandhe tendered evidence before the Sugar Wage Board on September 16 and 17, at Delhi.

11. EVALUATION & IMPLEMENTATION MACHINERY

The AITUC referred to the Central E&I Division, in 1959 the following cases, among others, of breach of the Code of Discipline; Closure of Maheshwari Devi Jute Mills, Kanpur; retrenchment in Bharat Woollen Mills; Violation of the Code in New Marine colliery (Bihar) as well as breach of the Code of Discipline in Kirkend collieries, increase in workload in Pugalur Sugar Factory; lockout in Madurai Textiles; retrenchment in M.M.C., Calcutta; recognition of Lever Bros. Employees Union; dispute in Woodbriar Estate, Nilgiri's; unfair labour practices in Shivrajpur Mines and Non-recognition of Indian Rare Earths Employees Union.

The Central E&I Division alleged that the following AITUC affiliates committed breach of the Code: Bombay Plastics Employees Union, Bombay; Dhanbad Firebrick & Potteries Workers Union, Dhanbad; Textile Labour Union, Beawar and Mysore Mine Workers Union, Marikuppam - in all, four unions, in 1959. On investigation, it was found that the allegations were incorrect.

On alleged breach of the Code of Conduct, the charge was made against the following unions: Cochin Port Cargo Labour Union, Cochin; United Iron & Steel Workers' Union, Burnpur; United Mineral Workers' Union, Gua; Colliery Mazdoor Sabha, Asansol; Coal Workers Union, Giridih; and Singareni Collieries Workers Union, Kothagudium. The charges included violent incidents, "unparliamentary language" used by speakers at meetings, etc. Investigations showed that facts were to the contrary.

Since experience showed that it was utterly useless to refer cases of violation of the Code of Conduct by INTUC, to the E&I Division, the AITUC refrained from doing so, during the year.

The inquiry into the Calcutta Tramway strike from the point of view of the Code of Discipline was conducted during the year. Com.Ranen Sen, Vice President, AITUC was an assessor in the inquiry body. Our Vice President gave his note on the draft report of Mr.R.L.Mehta, Joint Secretary, Labour Ministry, on the enquiry on May 12, 1959 but neither he, nor the Central Office, has any information as to what happened later.

The inquiry into the Kerala Plantation Strike has not yet begun. Com.P.Ramamurti, Vice President, AITUC, is the assessor on the inquiry body on our behalf.

The Labour Ministry has refused to publish the inquiry reports. At the meeting of the Central E&I Committee held in August, the report on Premier Automobiles strike was circulated as a "confidential" document.

12. INTERVENTION IN STRIKE STRUGGLES

The AITUC centre intervened and helped the strikes conducted by workers in many industries in 1959. The Central Office was particularly concerned with the strikes in Rampur sugar factories, Nagarjunsagar Project, Andhra Cement Co., Vijayawada, Madurai Textiles, MMC, Calcutta; New Marine and Kirkend collieries, Bihar, Braiburu mines and the National
..... Electrical

Electrical Industries, Bombay, to mention only a few.

(Details of strike struggles are given elsewhere in this folder)

13. IMPORTANT REPRESENTATIONS

On all the issues referred by the unions and the STUCs, the Central Office made representations to the Governmental authorities. Notable in this respect are the disputes in Jamshedpur, Burnpur, the colliery belt in Bihar and Bengal, extension of P.L. Act to Arecanut plantations, closure of jute mill in Kanpur, victimisation of professor at Kharagpur Institute, retrenchment of construction workers at Cochin Port, strikes in Andhra Cements, Madurai Textiles, etc., textile closure in Beawar, victimisation in Standard Automobiles, Madras, demands of quarry workers in Rajasthan, closure of Bhavnagar rayon mills, recognition of Lever Bros. Employees Union, on W. Bengal Government's "Welfare Institutes Bill" banning strikes in hospitals, etc., discrimination against AITUC practised by Andhra Pradesh State Government; grievances of iron ore and manganese workers in M.P., representation on Dock Labour Board and Wage Boards and non-functioning of ESI Board in Kerala. The AITUC also formally protested against irresponsible statements made by Dy. Labour Minister, Abid Ali, on the floor of Lok Sabha regarding publication of inquiry report on Jamshedpur strike. Protests were also lodged on discrimination against the AITUC in the allocation of seats in the Industrial Committee on Building Industry and the continued nomination of INTUC delegates to represent Indian workers at ILO.

14. DEPUTATIONS - INTERVIEWS

Several deputations were led by the office-bearers of the AITUC to meet Ministers and Government officials in connection with various disputes which came up during 1959

15. PARLIAMENT

Two important Bills passed by Parliament during 1959 were the Workmen's Compensation (Amendment) Bill. Our IU MPs endeavoured to improve the provisions of the Bills but in vain.

When the Parliament considered the Budget, particularly the demands for Grants for the Labour Ministry, the problems of the workers in different industries were highlighted and Government's failure in evolving and implementing a proper labour policy criticised.

Important in this regard moved in the Lok Sabha are:
resolution for grant of second instalment of interim relief to Government employees (moved by Com.S.M.Banerjee - Feb.10 & 27); Discussion on the Report of the Court of Inquiry into the Chinakuri colliery disaster (moved by Com.Renu Chakravarthi - April 2); discussion on demand for Indianisation of foreign firms (Moved by Com.K.T.K.Tangamani - April 24); Discussion on Report of GOI delegation to 41st ILO Session (moved by Com. K.T.K.Tangamani - April 28); Discussion on Equal Remuneration Bill moved by Com.Renu Chakravartti (May 1); discussion for modification of Central Civil Service Conduct Rules (moved by Com.S.M.Banerjee - May 9); discussion on Annual Report of ESIC (moved by Com.T.C.N.Menon - Sept.9); discussion on Summary of Proceedings of 16th ILC (Dec.9); on Report of Pay Commission (December 17) and half-hour discussion for increase in rate of PF contribution initiated by Com.Vithal Rao (December 21). In Rajya Sabha also, on February 13, a resolution was moved for amendment of the Service Rules, etc., which foster discrimination in Government services.

16. TRADE UNION SCHOOLS

The programme of education do not seem to have been carried out satisfactorily. According to reports available with the Central Office, only the General Engineering Employees Union, Bombay, organised a TU School during the year.

As for the Central school, preliminary arrangements have been completed and premises for holding the school has been acquired in Bombay. It is hoped that the Central School could be organised before the middle of this year. (1960)

The Government of India, under its Central Board for Workers Education has arranged a Training Course for Teacher-Administrators, for Public Sector employees. The AITUC was given three seats and from November, 1959, the following three comrades of the AITUC are undergoing training at the School at Calcutta - Com.C.Govindarajan, (Tamilnad), Com.Shafique Khan(Bihar) and Com.K.Karunakaran (Kerala).

At the Calcutta School. AITUC leaders, Dr.Ranen Sen, Vice-President, AITUC, Com.Indrajit Gupta, Secretary, AITUC, Com. Ram Sen, Com.H.Banerjee, among others delivered lectures on different topics.

17. NEEDS OF RESEARCH SCHOLARS

Research scholars have continued to seek the help of the AITUC centre, during 1959. The number of persons undertaking research projects on labour problems has no doubt increased. We have endeavoured our best to help them, though facilities we could provide leave much to be desired.

A batch of students from the Delhi School of Social Work visited the AITUC office in November. Earlier a batch of students from Kanpur also come to the Central Office. Com.K.G.Sriwastava, Secretary, explained to them the working of the Central Office as well as the problems of the TU movement in general.

18. W.F.T.U.

The 19th Session of the Executive Committee of the World Federation of Trade Unions was held at Warsaw from April 2 to 5, 1959. Comrade Dange Vice-President, WFTU, attended the meeting. Com.K.G.Sriwastava, Secretary, AITUC who happened to be in WARSAW at that time attended as an observer.

The 20th Session of the Committee was held in Bucharest from December 14 to 17, 1959. Comrade Dange could not attend due to pressing engagements here.

19. TRADE UNION INTERNATIONALS

The Administrative Committee of the Trade Unions International of Transport, Port and Fishery Workers met at Sofia on December 2-3, 1959, in which Com.Satish Chatterjee participated. Com.Chatterjee was elected a secretary of the TUI at this meeting.

The Administrative Committee of TUI of Metal and Engineering Industries met at Prague from December 19 to 21. Com.Mohd. Elias attended the meeting.

20. COMMITTEE FOR SOLIDARITY WITH ALGERIA

The International Committee for Solidarity with Algeria met at Varna (Bulgaria) on May 24-25. Com.Indrajit Gupta participated in the meeting.

21. MEETING OF WORKING GROUP ON PRESS AND PUBLICITY WORK

The WFTU convened a meeting of the Working Group on Press and Publicity Work, composed of representatives from national centres, at Prague on September 14-15, 1959. Com.M.Archuthan attended the meeting.

22. INTERNATIONAL CONFERENCES

The 2nd International Conference of Chemical, Oil and Allied Industries was held at Leipzig from May 20 to 30. Com.G.Sundaram attended on behalf of the AITUC. Other delegates from AITUC unions were refused passports.

The First International Conference of Workers in Commerce was held at Prague from June 1 to 4, 1959. Com.Haripada Chatterjee and two other comrades from the W.Bengal Cine Employees Federation participated and other delegates were refused passports.

The 3rd International Conference of Miners was held at Sosnowice (Poland) from July 15 to 19. Com. T.B.Vithal Rao and M.C.Narasimhan attended. Com.Narasimhan made the report on tasks in colonial and newly-independent countries. He also attended the meeting of the TUI Administrative Committee held earlier. Passports were not granted to other delegates of the AITUC.

The 2nd International Conference of Public and Allied Employees was held in Leipzig from August 20 to 24. Dr.A.M.O. Ghani from W.Bengal Hospital Employees Federation attended. Other delegates were refused passports.

The Third Conference of the Building, Wood, and Building Materials TUI was held at Budapest from October 24 to 28, 1959. None could attend from India since passports were not granted.

22-A. SEMINAR ON SOCIAL SECURITY

A seminar on Social Security was held in Prague, under the auspices of the ILO, from August 1 to September 10, 1959. Com.M.C.Narasimhan, on behalf of the Miners TUI, attended the Seminar.

22-B. INTERNATIONAL CONFERENCE ON SAFETY IN MINES

A conference on Safety in Mines was organised in Moscow by the Trade Union of Mine Workers, USSR, from October 28 to November 6. The AITUC was invited to send delegates but since none of our nominees could get passports, we could not participate in the conference.

23. DELEGATIONS

May Day - Three delegations were sent on May Day by the AITUC at the invitations received from fraternal national TU centres. Coms. Homi Daji and Krishi Banerjee participated in the celebrations in Moscow; Coms.Mohd.Ismail and S.Y.Kolhatkar in Peking and Coms. Indrajit Gupta and Mahendra Sen in Berlin.

Com.T.R.Ganesan, General Secretary, Tamilnad STUC and Member, Working Committee, AITUC, was our fraternal delegate at the Congress of Soviet Trade Unions held in Moscow in March 1959.

Com.K.G.Sriwastava, Secretary, AITUC, participated in the 4th Congress of Yugoslav Confederation of Trade Unions held at Belgrade from April 23 to 26.

Coms.M.K.Pandhe and Amar Sheik represented the AITUC at the Fourth Congress of Czechoslovak Trade Unions held at Prague from May 13 to 18.

At the celebrations of the fifteenth anniversary of liberation of Rumania, Com.M.Atchuthan of the Central Office participated as the delegate of the AITUC, on the invitation of Rumania trade unions.

24. I.L.O.

Barring one, at all meetings convened by the ILO and its Industrial Committees, the Government of India has excluded the AITUC from workers' group from India.

Pakistan
The AITUC was given one nominee for the Workers' Group from India on the ILO Industrial Committee on Building, Civil Engineering and Public Works which held its sixth session at Geneva from October 19 to 30. (Com.N.N.Manna, General Secretary, CPWD Workers Union, Delhi was the representative of the AITUC).

The AITUC challenged the credentials of the INTUC delegates who participated in the 43rd Session of the ILO. But the ILO's Credential Committee rejected our objection.

25. UNESCO PROJECT - WORKERS' STUDY TOURS IN ASIA

The application made by the AITUC in 1958 for UNESCO grant for sending delegations of two each to Japan and Indonesia was considered in 1959. The grant has been given for four workers to go to Indonesia, instead of two to Japan and two to Indonesia asked for. The SOBSI of Indonesia, which is the host organisation, has suggested the month of April 1960 for conducting the tour and arrangements have been made accordingly.

2/10/60
The nominees for the tour are Coms. Asha Ram (Delhi Textiles); M.C.Chervan (Kerala Transport); David Bhengraj (W. Bengal plantations) and Com. Krishna Khopker (Bombay Engineering).

26. TRAINING IN TRADE UNIONISM IN U.K. UNDER COLOMBO PLAN

The AITUC nominated Coms.K.M.Sundaram (Tamilnad), Prakash Kapatia (Himachal Pradesh) and Robert Gomes (Bombay) for training under the Colombo Plan scheme, in 1960. The AITUC had also sponsored teams for training earlier also but none of our nominees have been accepted.

27. PRODUCTIVITY TEAMS

In the case of teams to study productivity techniques, sent by the National Productivity Council, also, none of the AITUC nominees have been included on the alleged ground that the TCM of America objects. The AITUC refused to make nominations later on and our representative on the NPC also lodged a strong protest by walking out of the Governing Body meeting.

28. FOREIGN VISITORS

Com.Jean Marillier, Secretary, Trade Unions International

.....of Metal

- (14) 14. 7.59 - Provisionsl. Results of Verification of TU membership (1957-58)
- (15) 15. 7.59 - --do--
- (16) 29. 7.59 - On Working Committee meeting
- (17) 3. 8.59 - Membership Return - 1958-59
- (18) 11. 8.59 - On affiliated unions in Sugar Industry
- (19) 11. 8.59 - On organisational tasks laid down by Delhi meeting of Working Committee
- (20) 17. 9.59 - On Local Productivity Councils
- (21) 25. 9.59 - On Building Fund
- (22) 3.10.59 - On Verification of TU Membership
- (23) 9.10.59 - -do-
- (24) 3.11.59 - -do-
- (25) 20.11.59 - -do-
- (26) 23.11.59 - On Committee to review work of ESIC
- (27) 24.12.59 - On Working of State E&I Committees

TRADE CIRCULARS

- (1) 3. 1.59 - To unions in Sugar Industry - on evidence before Sugar Wage Board
- (2) 25. 2.59 - To unions in chemical and oil industries - On 3rd International Conference of Chemical and Oil Workers.
- (3) 26. 2.59 - To unions in Mining Industry - On International Miners' Conference.
- (4) 26. 2.59 - To unions of Public and Allied Employees - On International Conference of Public & Allied Employees
- (5) 26. 2.59 - To unions of Building, wood and building materials industries - on International Conference of workers in Building, Wood and Building Materials Industries.
- (6) 13. 5.59 - To all unions in engineering industry - on all-India conference of engineering workers
- (7) 11. 8.59 - To unions in sugar industry - On affiliation to United Chini Mill Mazdoor Federation.
- (8) 24.11.59 - To unions in Plantations - on Wage Board.

CIRCULARS TO UNIONS

- (1) On Industrial Committee for Building Industry (TUR, January 20)
- (2) On Industrial Committee for Tannery & Leather Industry (TUR, January 20)
- (3) On Affiliation Certificates (TUR, February 5)
- (4) On renewal of subscription to TUR (TUR, February 20)
- (5) On Affiliation certificates (TUR, March 5 and March 20)
- (6) On Affiliation fees (TUR, April 20)
- (7) On Government's Memorandum on Industrial Relations (TUR, May 20)
- (8) On ESI, PF & PENSION SCHEMES (May 25)
- (9) On Amendment to Industrial Disputes Act, Sec.20(2)(B) - (TUR, November 5)
- (10) On Verification of TU Membership (November 16)

32. PRESS STATEMENTS

The following statements were issued to the press by
.....the Central

the Central Office during 1959.

- (1) January 9 - On Bangalore Session of General Council
- (2) 14
- (3) 15 | Communiqués on
- (4) 16 | Bangalore Session of General Council
- (5) 17 |
- (6) 18 |
- (7) 19 |
- (8) March 13 - On Police firing on Punjab peasantry
(Anti-betterment levy struggle)
- (9) May 30 - On Credentials of INTUC nominees participating in 43rd ILO Session
- (10) June 5 - Indian workers' representation at ILO session
- (11) June 19 - On ILO Credential Committee's decision
- (12) June 27 - On INTUC's strike call in Kerala (issued by Shri S.A.Dange, General Secretary, at Trivandrum)
- (13) July 4 - On visit of Engineering TUI Secretary, Com. Jean Marillier, to India
- (14) July 23 - AITUC representative's walk-put from Productivity Council meeting
- (15) August 5 - On Delhi meeting of Working Committee
- (16) August 8 - Communique on Working Committee meeting
- (17) August 9 - -do-
- (18) August 10 - -do-
- (19) August 11 - -do-
- (20) Sept. 3 - On W.Bengal struggle for food, and protesting against police firing
- (21) Nov. 14 - On AITUC's message of greetings to Prime Minister on his birthday.

33. DEFENCE OF JAMSHEDPUR & GUA COMRADES

The Central Office has rendered assistance, financial and otherwise, to the extent possible in the defence of union leaders of Jamshedpur and Gua, implicated in criminal cases.

The AITUC has presented a Jeep to the Jamshedpur Mazdoor Union to help in organisational work.

34. TRADE UNION RECORD

The "Trade Union Record" was published regularly in 1959, at an average of 16 pages per issue.

The position regarding reports from centres for publication in the journal has not materially changed nor has the drive for a larger circulation made much headway, in the absence of required initiative at the STUC level.

35. PUBLICATIONS

The following books were published in 1959:

1. HANDBOOK OF TRIPARTITE DECISIONS, pp.72, Price: Rs.1.50
2. A QUESTION TO TRADE UNIONS ON ESI, PF AND PENSION SCHEMES with a Foreword by S.A.Dange, pp.108; Price - Rs.1.50
3. CRISIS AND WORKERS by S.A.Dange, pp.136; Price - Rs.2.00
4. AN OUTLINE OF THE HISTORY OF THE AITUC by K.B.Panikkar, pp.20; Price - 25nP.
5. SEVENTEENTH TRIPARTITE, pp.136; Price - 2.50

36. VERIFICATION OF MEMBERSHIP

The following figures of membership were given by the Chief Labour Commissioner (Central), as per verification conducted for the year 1957-58:

| | | | | |
|-------|---|------------|---|----------|
| INTUC | - | 727 Unions | - | 9,10,221 |
| AITUC | - | 807 Unions | - | 5,37,567 |
| HMS | - | 151 Unions | - | 1,92,948 |
| UTUC | - | 182 Unions | - | 82,001 |

The verification of claims as on 31.3.59 was being done towards the end of 1959 and will continue in early 1960. The claims made by the four organisations are as follows:

| | | | | |
|-------|---|--------------|---|-----------|
| INTUC | - | 1,270 unions | - | 15,03,605 |
| AITUC | - | 1,461 unions | - | 10,49,066 |
| HMS | - | 294 unions | - | 4,80,290 |
| UTUC | - | 285 unions | - | 1,97,587 |

MEMBERSHIP OF CENTRAL T.U. ORGANISATIONS - VERIFIED CLAIMS 1957-58 AND CLAIMS MADE FOR 1958-59

| State | No. of unions & Membership claimed for 1957-58 | Verified Membership 1957-58 | Returns Not submitted | Did not show Records | Not Regis- tered | Reistra- tion cancelled | Defunct | Incorrect affilia- tion | No. of unions and Membership claimed for 1958-59 |
|--------------------------|---|-----------------------------------|-----------------------------|----------------------------|------------------------|-------------------------------|----------|-------------------------------|--|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
| 1. Andhra Pradesh | | | | | | | | | |
| AITUC | 89/85,028 | 39/36,669 | 40/26,008 | - | 1/396 | - | 1/175 | 8/5,819 | 89/79,758 |
| INTUC | 67/52,373 | 18/4,645 | 39/20,700 | 3/2,672 | - | - | 3/20,576 | 4/1,622 | 93/82,538 |
| HMS | 11/12,147 | 8/2,724 | 3/9,488 | - | - | - | - | - | 23/24,626 |
| UTUC | No claim | | | | | | | | No claim |
| 2. Assam | | | | | | | | | |
| AITUC | 10/22,439 | 9/8,400 | - | - | - | 1/1,024 | - | - | 13/11,859 |
| INTUC | 27/249,037 | 24/217,246 | 2/25,718 | - | - | 3/5,651 | - | - | 18/242,607 |
| HMS | No claim | | | | | | | | 6/7,449 |
| UTUC | 6/1,105 | 3/653 | - | - | - | - | 1/175 | 2/277 | 4/958 |
| 3. Bihar | | | | | | | | | |
| AITUC | 52/32,915 | 34/10,914 | 9/8,895 | 7/23,566 | - | - | 1/3137 | 1/242 | 53/72,390 |
| INTUC | 77/123,883 | 50/94,479 | 19/16,980 | 6/7,299 | - | - | 1/57 | 1/354 | 87/139,740 |
| HMS | 14/58,394 | 9/11,828 | 2/1,269 | 3/44,913 | - | - | - | - | 18/43,575 |
| UTUC | 60/36,776 | 40/16,248 | 5/2,818 | 6/10,034 | - | 2/586 | 3/209 | 4/839 | 32/20,674 |
| 4. Bombay | | | | | | | | | |
| AITUC | 132/262,137 | 63/52,161 | 1/520 | 4/81,869 | 6/5,097 | 35/30,391 | 3/990 | 19/9,978 | 109/94,969 plus 44/12,764 |
| INTUC | 241/737,161 | 208/223,706 | 5/40,876 | 2/237 | 6/2,509 | 23/7,957 | 1/86 | - | 278/361,182 (Gujerat) |
| HMS | 63/135,368 | 53/79,701 | 2/1,299 | - | 1/793 | 4/1,850 | 1/5,600 | 2/570 | 74/174,323 |
| UTUC | 3/7,207 | 1/6,102 | 1/450 | - | 1/757 | - | - | - | 1/8,236 |
| 5. Kerala | | | | | | | | | |
| AITUC | 486/232,690 | 200/76,453 | 103/36,515 | 43/32,833 | 6/2,756 | 51/16,271 | - | 70/24,450 | 457/222,388 |
| INTUC | 36/27,687 | 21/12,726 | 1/500 | 8/7,581 | 4/1,119 | 1/142 | - | 1/158 | 40/42,740 |
| HMS | 2/4,480 | 1/421 | - | 1/4,000 | - | - | - | - | 5/5,870 |
| UTUC | 50/28,561 | 30/6,180 | 4/4,065 | 14/17,357 | - | - | - | 2/3,487 | 59/34,467 |
| 6. Madhya Pradesh | | | | | | | | | |
| AITUC | 30/25,216 | 10/4,534 | 15/18,294 | - | 3/810 | - | - | 1/69 | 57/23,211 |
| INTUC | 51/59,826 | 23/34,423 | 23/27,505 | - | 3/676 | 1/20 | - | 1/1,318 | 71/69,592 |
| HMS | 3/3,849 | 3/3,489 | - | - | - | - | - | - | 4/6,194 |
| UTUC | 4/442 | 3/373 | - | - | - | - | - | 1/69 | No claim |

| | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) |
|--------------------------|--------------|-----|--------------|-----------|-----------|---------|-----------|---------|----------|--------------|
| 7. Madras | | | | | | | | | | |
| AITUC | 169/247,753 | | 127/98,888 | 9/5,495 | - | 6/1,475 | 15/5,964 | - | 7/2,022 | 214/145,971 |
| INTUC | 53/72,346 | | 44/54,784 | 2/9,762 | - | 1/121 | 3/378 | - | 3/1,204 | 67/82,432 |
| HMS | 17/27,148 | | 14/29,729 | 1/200 | 1/85 | - | 1/254 | - | - | 24/32,518 |
| UTUC | 41/24,127 | | 11/1,918 | 1/3,875 | - | 3/1,238 | 8/6,500 | - | 18/8,553 | 36/17,256 |
| 8. Mysore | | | | | | | | | | |
| AITUC | 36/47,926 | | 23/25,092 | 11/4,896 | - | 1/800 | 1/800 | - | - | 62/43,894 |
| INTUC | 28/22,231 | | 16/12,651 | 9/7,144 | 1/1695 | - | 2/490 | - | - | 30/22,622 |
| HMS | 13/9,462 | | 5/692 | 6/6,770 | - | - | 2/1,605 | - | - | 18/12,860 |
| UTUC | no claim | | | | - | - | | - | - | no claim |
| 9. Orissa | | | | | | | | | | |
| AITUC | 19/27,489 | | 11,6,696 | 2/175 | 1/15,628 | 3/1,700 | 2/750 | - | - | 15/11,606 |
| INTUC | 13/15,006 | | 10/10,692 | 3/2,851 | - | - | - | - | - | 15/20,996 |
| HMS | 10/6,406 | | 8/9,749 | 2/2,306 | - | - | - | - | - | 12/13,389 |
| UTUC | no claim | | | | - | - | - | - | - | no claim |
| 10. Punjab | | | | | | | | | | |
| AITUC | 61/48,238 | | 39/17,585 | 12/3,928 | - | 2/225 | 2/270 | 3/1,811 | 3/850 | 71/49,004 |
| INTUC | 74/27,239 | | 49/16,653 | 16/4,104 | 2/616 | 2/230 | 4/2,056 | 1/320 | - | 96/31,376 |
| HMS | 4/573 | | 2/135 | - | - | - | 2/350 | - | - | 7/1,721 |
| UTUC | no claim | | | | - | - | | - | - | no claim |
| 11. Rajasthan | | | | | | | | | | |
| AITUC | 1/4,800 | | 1/1,739 | - | - | - | - | - | - | 39/12,570 |
| INTUC | 24/12,150 | | 13/4,384 | 11/5,076 | - | - | - | - | - | 43/18,273 |
| HMS | 8/2,841 | | 5/669 | 3/870 | - | - | - | - | - | 6/2,657 |
| UTUC | 1/400 | | - | - | - | 1/400 | - | - | - | 1/405 |
| 12. Uttar Pradesh | | | | | | | | | | |
| AITUC | 66/29,827 | | 17/5,074 | 39/14,475 | 3/354 | 1/210 | 2/270 | 1/90 | 3/4,198 | 91/22,665 |
| INTUC | 161/60,456 | | 99/40,800 | 48/13,959 | 6/2,553 | 1/173 | 3/221 | 1/35 | 2/305 | 204/78,432 |
| HMS | 36/20,546 | | 17/5,072 | 15/923 | 3/1,872 | - | 1/1800 | - | - | 46/27,756 |
| UTUC | 18/6,589 | | 3/1,847 | 14/4,155 | - | - | 1/591 | - | - | 29/12,553 |
| 13. West Bengal | | | | | | | | | | |
| AITUC | 240/2,42,346 | | 182/1,58,863 | 13/3,748 | 1/1500 | 4/879 | 35/18,846 | - | 5/2,341 | 240/2,43,514 |
| INTUC | 167/3,01,553 | | 102/1,57,125 | 10/11,364 | 14/27,489 | 1/900 | 31/31,174 | - | 8/20,106 | 183/2,87,879 |
| HMS | 49/65,726 | | 19/39,035 | 12/6,206 | 4/2120 | - | 9/6,498 | - | 5/2,989 | 77/80,917 |
| UTUC | 97/87,015 | | 80/43,298 | 8/1,673 | 3/10343 | 2/236 | 2/2,335 | 2/2,082 | - | 114/98,021 |

| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | |
|--------------------------------|-----------------|-------------|-------------|------------|-----------|------------|----------|------------|----------------|----------------|
| <u>14. Delhi</u> | | | | | | | | | | |
| AITUC | 17/41,292 | 13/14,238 | - | 2/16,973 | - | 1/120 | - | - | 28/37,904 | |
| INTUC | 35/10,263 | 20/7,901 | - | 2/744 | - | 11/3495 | - | 2/244 | 33/15,044 | |
| HMS | 6/10,515 | 1/850 | - | 2/7900 | - | 2/1575 | - | 1/40 | 4/46,439 | |
| UTUC | 5/4,429 | 5/2041 | - | - | - | - | - | - | 9/5,017 | |
| <u>15. Manipur</u> | | | | | | | | | | |
| AITUC | 1/65 | - | - | - | 1/65 | - | - | - | 2/1,315 | |
| <u>16. Jammu & Kashmir</u> | | | | | | | | | | |
| INTUC | 1/1,040 | - | 1/1,040 | - | - | - | - | - | 1/1,232 | |
| <u>17. Tripura</u> | | | | | | | | | | |
| INTUC | 3/6,091 | 2/5,952 | - | - | - | - | - | - | 2/6,107 | |
| <u>18. Himachal Pradesh</u> | | | | | | | | | | |
| AITUC | no claim | | | | | | | | 5/864 | |
| INTUC | " | | | | | | | | 9/1,161 | |
| <u>Grand Total</u> | | | | | | | | | | |
| AITUC | 14,09/14,00,141 | 768/517,306 | 254/121,944 | 61/172,723 | 34/14,413 | 145/74,696 | 9/6,203 | 117/49,998 | 1589/10,86,646 | 1453/13,43,926 |
| INTUC | 1066/13,80,249 | 698/898,527 | 191/187,969 | 44/50,885 | 18/5,728 | 83/51,600 | 7/21,074 | 22/25,311 | 1270/15,03,811 | 1188/14,50,906 |
| HMS | 236/3,51,859 | 145/184,084 | 46/37,441 | 14/60,875 | 1/793 | 21/13,932 | 1/5,600 | 8/3,599 | 324/4,80,290 | 294/4,56,978 |
| UTUC | 285/1,37,944 | 176/80,345 | 33/13,436 | 23/37,734 | 7/2,633 | 13/10,012 | 6/2,466 | 27/13,225 | 285/1,97,587 | 281/1,94,085 |

After preliminary scrutiny

MEMBERSHIP OF FOUR CENTRAL T.U. ORGANISATIONS

INDUSTRY-WISE

As on 31-3-58

(No. of unions/Membership)

| | AITUC | INTUC | HMS | UTUC |
|--|------------------------|------------------------|------------------------|----------------------|
| 1. Textile | 85/81,516 | 99/2,41,370 | 14/44,298 | 7/13,964 |
| 2. Iron & Steel | 2/14,237 | 4/30,960 | 3/2,940 | 1/ 243 |
| 3. Metal Trades | 3/ 646 | 13/ 5,047 | 7/ 1,911 | 6/ 492 |
| 4. Engineering | 107/60,303 | 61/ 15,477 | 16/15,279 | 25/10,575 |
| 5. Transport | 55/40,639 | 62/ 79,975 | 5/ 7,815 | 12/ 7,816 |
| 6. Plantations | 21/62,616 | 39/2,70,082 | 2/15,321 | 6/13,056 |
| 7. Mining | 15/31,538 | 24/ 80,369 | 5/20,251 | 2/ 602 |
| 8. Quarrying | | 3/ 4,807 | | |
| 9. Agriculture | 1/ 54 | 3/ 1,283 | | 6/ 1,112 |
| 10. Sugar | 13/ 9,168 | 58/ 41,683 | 16/13,180 | 10/ 5,315 |
| 11. Cement | 6/ 4,926 | 21/11,839 | 3/ 1,946 | |
| 12. Chemicals | 31/12,619 | 52/14,025 | 12/ 8,867 | 8/ 1,044 |
| 13. Building Civil Eng. & Public Works | 45/18,835 | 8/ 5,991 | 8/ 1,980 | 1/ 79 |
| 14. Food & Drinks | 8/ 6,558 | 18/ 2,153 | 3/ 572 | 8/ 685 |
| 15. Tobacco | 49/32,418 | 7/ 3,228 | 1/ 582 | 3/ 640 |
| 16. Tannery & Leather | 7/ 9,210 | 6/ 5,403 | | 1/ 296 |
| 17. Paper & Paper Products | 2/923 | 6/ 3,870 | 4/ 4,911 | 2/ 333 |
| 18. Printing & Publish- ing | 30/11,714 | 21/ 7,263 | 2/ 3,946 | 6/ 4,661 |
| 19. Local Bodies | 54/23,810 | 45/10,725 | 8/11,066 | 11/4, 581 |
| 20. Glass & Pottery | 16/ 8,851 | 13/ 3,469 | | 5/ 1,956 |
| 21. Petroleum | 1/ 5,095 | 4/ 2,970 | 1/ 544 | |
| 22. Salaried Employees and Professional workers | 12/4,001 | 75/24,885 | 10/ 2,038 | 16/ 2,094 |
| 23. Personal Services | 23/11,513 | 16/ 2,937 | 4/ 1,328 | 4/ 451 |
| 24. Bank Employees | | 5/ 596 | 1/ 1,555 | |
| 25. Port, Dock & Maritime | 15/12156 | 11/22,287 | 8/17,186 | 1/ 4,501 |
| 26. Miscellaneous | 167/53,960 | 24/ 5,831 | 12/ 6,568 | 38/ 5,737 |
| Total | 768 unions 5,17,306 | 698 unions 8,98,527 | 145 unions 1,84,084 | 176 unions 80,845 |
| Additions after objections | 20,261 | 11,331 | 8,864 | 1,656 |
| | 5,37,567 | 9,09,858 | 1,92,948 | 82,511 |

(Delhi, Feb.13-15, 1960)

COAL INDUSTRY AND LABOUR

A REVIEW

by

T. B. Vittal Rao, M.P.
President,
Indian Mine Workers' Federation

In the coal industry, a significant achievement, during 1959, for the miners numbering about 3.75 lakhs is the appointment of Arbitrator to go into gradation for the categories I to X; sick leave, maternity relief for women workers and what should be the quantum of minimum guaranteed wages for the piece-rated workers and gratuity. The issues referred to the arbitrator were those on which agreement could not be arrived at the Implementation Committee. The coalfields in Andhra and Assam were not included when the reference was made to the arbitrator. The arbitrator gave his award in January 1960. The arbitrator in his award recommended a meagre increment of 3 naye paise in the basic wage per day. The increments are to be given every year upto six years. There is a simultaneous increase in the D.A. in the lower categories as D.A. is computed at 150% of the basic wages. The other categories like Ayahs, midwives and peons also got some revision of pay scales. Since the Award has been published very recently the percentage of increase has not been worked out.

2. The Award has also granted a sick leave for 14 days in a year at half the wages drawn by the worker. Be it noted in this connection that the miners are denied allowance during the period he is sick. Only in 4 or 5 big companies, miners are given sick khoraki (i.e., rations). This relief is not much. It will not be an exaggeration to say that the families of the sick miners undergo considerable hardship during the period of sickness of the miners. Therefore, sick-leave with half average wage will provide some relief to the miners.

3. The category of loaders who constitute to the extent of 25 to 33 per cent of the labour force in the mines have been suffering a cut in their wages due to irregular supply of tubs. In several cases, they have been drawing less than the minimum wages recommended by the Industrial Tribunal to the lowest category. As per the Labour Appellate Tribunal's Award, guaranteed minimum wages are computed at 75% of the emoluments. Such a calculation has adversely affected the earnings of the loaders. The arbitrator has rejected the demand of the workers' organisation that the loaders' wages should not be paid less than the minimum wages if the management fail to supply the tubs due to breakdowns, etc.

4. Increase in Maternity Benefit has been granted. The benefit is not a significant one since women workers constitute 5% of the labour force in the coalfields.

5. The arbitrator has rejected summarily the demand for gratuity on the ground that the Provident Fund gives some security to the miners and the Government is considering social security measures on the lines recommended by the Study Group on Social Security. And that it would mean increase in the price of coal. In this connection, it may be stated that 20,000 workers of Singareni collieries are enjoying this since 1st January 1959. Conceding this demand did not involve any increase in the price of coal. Moreover, in some collieries in Madhya Pradesh, the staff are given gratuity. The report of the Study Group on Social Security for workers has already been kept in cold storage, according to the Minister for Labour and Employment.

6. The Mines Act

6. The Mines Act, 1952, has been amended in December 1959. The provision for annual leave with wages has been increased and overtime wages for surface workers are to be computed at twice the normal wages as against $1\frac{1}{2}$ times at present. The provision for first aid equipment and ambulance vans have been liberalised. The punishments for accidents have been enhanced. The amendments have been brought into force from 16th January 1960. The demand for reduction of working hours from 48 to 44 hours per week has been rejected. But the Minister assured to consider this after the receipt of the report of the Committee on Fatigue, appointed by the Government of India. Several committees have been appointed to go into the question of ventilation, the kind of equipment to be used in the mines, etc.

7. Welfare Measures: In the coalfields, welfare measures assume importance. The welfare activities are financed from the funds realised through a levy of cess at the rate of Re.-/6/- and Re.-/12/- for coal and coke per ton respectively despatched. There has been a spurt in the activities of the Coal Mines Labour Welfare Organisation during the last year, compared to the previous years. Two regional hospitals, one at Ramgarh to serve the Karanpura coalfields and the other at Dhanpuri for Rewa coalfields with a bed strength of 30 have been constructed at a cost of Rs.7 lakhs each. The construction of hospitals by the Fund is very welcome. In Pure Chirimiri collieries owned by the Birlas, there is a hospital. There is no X-ray apparatus or surgical instruments. Only a few medicine bottles are kept. Such are the medical facilities afforded to the miners by the biggest industrial magnate in the country.

The survey started in 1958 to find out the rate of incidence of pneumoconiosis among the coalminers has not yet been concluded. Though this is an occupational disease in coal industry, not a single miner has received any compensation under the Workmen's Compensation Act.

It is stated by the Commissioner of the Fund that during the year 1959, 17,000 quarters for miners have been constructed. Though this does not touch the fringe of the problem because more than 2.5 lakhs are not provided with quarters. It may be mentioned during the past 12 years (1946-50), the fund constructed only 4,000 quarters. There is a balance of Rs.5 crores in the Housing account of the fund.

8. The sub-committee constituted to recommend measures for increasing the protected water supply in various regions has submitted its report. But no headway has been made. The suffering people living in the coalfields undergo, due to scarcity of water, can be better imagined than explained. To cite an example, a Master Plan for supply of protected water in the Pench Valley coalfields was drawn several years ago. The cost of the scheme was estimated at Rs.20 lakhs. But nothing has been done so far. Similar is the case in Jharia and Bokharo regions.

9. In the beginning of this year, in Damua colliery in Pench Valley region, owned by Shri Cassad of Nagpur, a disaster took place. The mine was inundated and 16 miners were drowned. All the miners could have escaped if only they had torches or hurricane lamps instead of naked mug lamps. These mug lamps were blown out due to the blast consequent upon the onrush of water. One sirdar who had a torch could escape along with three other workers. This accident could have been avoided if the mines regulations were observed. It is worth mentioning here that Mr. Cassad owned another mine, Rajaur in Wardha Valley. He has flooded that mine and the workers were not even paid retrenchment compensation. The workers' representatives at the Safety Conference convened last year demanded immediate prohibition of naked mug lamps as they are injurious to the health of miners. But the employers' representatives opposed and the Government yielded to their pressure. Finally, it was agreed to prohibit the use of naked mug lamps from 1st April 1960. The Government have not constituted even a Court of Inquiry to enquire into the accident. The report of the Regional Inspector of Mines is not also available. A preliminary investigation reveals that the management is responsible for the accident. The accidents cannot be minimised unless the inspection of the mines are carried out by worker Inspectors as well periodically. The rate of accidents has not shown any appreciable decrease after the Safety Conference.

10. An informal committee

10. An informal committee of Parliament members has been constituted to look into the future of the Gorakhpur Labour Organisation. This Committee has toured several coalfields and visited various Gorakhpur labour camps. The Committee proposes to hear the representatives of the employers and workers before finalising their report. The Uttar Pradesh Government and the people of eastern districts of U.P. are vehemently opposed to the closure of these camps. Mr. V.V. Giri, Governor of U.P. has addressed a letter to the Minister of Labour and Employment requesting him not to close this organisation.
11. The production of coal during 1959 is estimated at 47 million tons as against a target of 60 million tons annually by the end of the Second Plan period. The shortfall is likely to be in the Public Sector. This Sector has raised only 6.5 millions in 1959 as against 15 million tons allocated. Crores of rupees have been sunk by the National Coal Development Corporation. Only in Kurasia in Korea region, the work is in full swing, while Karanpura and Korba are lagging behind. The Soviet experts have been asked to submit a project report for the working of Korba coalfields. The bureaucratic bungling of the Government has weakened the case for nationalisation of the coal mines. The target for private sector is likely to be achieved as they have raised 40.5 million against 45 million tons allocated to them.
12. The Coal Price Revision Committee has recommended a further increase in the coal price by Annas Eight per ton in addition to the Ad Hoc increase of Rs.1.50 per ton granted in July 1957. The subsidy for stowing has also been increased. The Private Sector has considerably benefitted by this enhancement and their profit index is also showing upward trend. This increase has been given when the productivity of the miner has reached a new high of .41 per shift.
13. The Trade Unionisation ratio as per verified figures for 1957-58 is about 25 per cent. This does not reflect the true position. It is a little higher. The AITUC, apart from facing repression, have also to fight out disruption from the INTUC organisation. The membership of Indian Mine Workers Federation is next to that of Indian National Mine Workers' Federation (INTUC). The ICFTU is concentrating their activities in the mines and specially in the coal mines. Since many of the big mines are owned by the leading industrial magnates of the country, the State Governments are only too ready to assist the mine owners with repression. The production in these mines constitute about 75 to 80 per cent of total production in the country. To resist and foil the attempts of mine owners, a strong movement has to be built up. This can be done by enrolling the miners into the trade unions. In the advanced industrial countries and the socialist countries, miners are the highest paid among the industrial workers. But in our country, they are still in the lower rung. Their wages are less than the textile, cement and paper industries.

Broad mobilisation of the miners is possible on the following demands:

- 1) Shorter working hours for the underground workers.
 - 2) Computing of D.A. for the purpose of payment of statutory quarterly bonus.
 - 3) Increase in the rate of contribution to the Coal Mines Provident Fund Scheme from 6 $\frac{1}{4}$ % to 8-1/3%.
 - 4) Increase in the quantum of compensation under the Workmen's Compensation Act.
 - 5) Removal of the condition of minimum number of attendance for eligibility for quarterly bonus and no forfeiture of the same for illegal strikes.
 - 6) Facilities for technical training for the workers.
 - 7) Appointment of Worker Inspectors.
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AITUC GENERAL COUNCIL MEETING
(Delhi, February 13-15, '60)

S T R I K E

D I A R Y

1 9 5 9

On JANUARY 6, all the 1300 workers of AID Ltd., Shyamaganar, W.Bengal, struck work as a protest against the management's recruiting policy. The management, later on, declared a lock-out on January 19, which was lifted only in March, thus causing a total time loss of 80,600 mandays.

241 workers in Woodbriar Estates Ltd., Devarshola (Madras State) went on strike from January 12 to 22, demanding reinstatement of two workers victimised by the management.

On January 15, 1800 workers of Simon Carves Ltd., P.O. Durgapur Steel Project, Burdwan, struck work demanding increase in wages. The strike was called off on January 31, pending adjudication. The strike caused a total time loss of 27,000 mandays.

Following a strike by 47 workers in the Nundydroog Mine (Kolar Goldfields), Mysore from January 16, demanding lay-off compensation, the management declared a lock-out from January 19, affecting 4,349 workers. The lock-out was lifted on January 27 as a result of mutual discussions. The dispute caused a time loss of approximately 30,000 mandays.

On January 22, more than 8,000 employees in 21 different hospitals in W.Bengal observed a 6-hour token strike to press for their demands of increased wages, revision of pay scales, etc. During the month, 600 workers of R.G.Kar Medical College and Hospital were also on strike.

More than 1000 workers of Dalmia Cement Factory, Dalmiapuram (Madras State) struck work from January 23. The strike was called off on January 31, on the advice of the Madras Labour Minister. The workers had demanded bonus and increase in wages. 10,280 mandays were lost due to the strike.

44,200 mandays were lost in the strike of 3,400 workers engaged in the Ganga Bridge Project, Hathidih, Patna, which began on January 31. The workers were demanding alternate work for surplus workers after the completion of the project.

On FEBRUARY 2, 1,180 workers of Raza Sugar Co., Ltd., Rampur and 1,082 workers of Buland Sugar Co. Ltd., Rampur, struck work, demanding among others, the withdrawal of the cut in holidays which the INTUC union had agreed to by a backdoor agreement with the employers. On February 4, the managements declared lock-out. The lock-out was lifted on February 26, but the strike continued till March. The time loss is estimated at 35,712 and 37,492 mandays respectively.

Nearly 4,500 tannery workers in Ranipet (Madras State) went on strike on February 8, in sympathy with the Union President who was convicted.

On February 27, sections of Government employees of Andhra Pradesh observed "Quit Work Day", as a protest against the Pay Committee's Report. The token strike which was called by the unions of the employees on the same day was called off following last-minute negotiations but some sections of the employees who did not receive information of the calling off in time observed the "Quit Work Day".

On MARCH 2, more than 1300 class III and class IV employees working in the Madhya Pradesh Government Secretariat refused to take their pay for the month of February as a protest against the indifference of the Government to their demands, which included grant of interim relief and appointment of a Pay Commission.

The Post and Telegraph employees all over India observed "Pay Strike" on March 2, by refusing to accept their pay, protesting against the failure of the Government to award a second instalment of interim relief, early publication of Pay Commission's Report and withdrawal of Rules 4(a) and (b) of Service Conduct Rules.

On March 4, over 8,000 workers in 14 beedi manufacturing establishments in North Arcot Dt., Madras State struck work demanding increased wages. The strike continued for three days when it was called off on intervention of the Government.

Dock workers in Calcutta employed by the Dock Labour Board Stevedors, Shipping Companies and contractors went on a token strike for eight hours on March 5, as a protest against assumption of "special powers" by the Chairman of the Dock Labour Board.

On March 11, motor transport workers of Ajmer District in Rajasthan observed a token strike, as a protest against the ill-treatment and harassment of workers by the police and owners as well as to protest against the delay in granting increased wages, D.A., etc.

1600 workers of Bhagaband Colliery, Kusunda, Dhanbad, struck work on March 16, demanding that assurances should be given against deduction of tubs at the pit top. The strike was called off on March 31, when the dispute was referred to adjudication. The time-loss is estimated at 22,400 mandays.

About 3,000 domestic workers of Delhi observed a token strike on March 19, to press their demand for legislation regarding working hours, minimum wage, etc.

On March 19, more than 600 workers of Braiburu and Bichaikar mines in Barajamda, Bihar, went on strike demanding increase in wages and profit-sharing bonus, reinstatement of victimised workers, etc. The strike was called off on May 24, following a settlement.

On March 19, 472 trained and skilled technicians of Hindustan Steel, Rourkela, went on strike demanding revision of Pay Scales.

On March 20, 1959, over 20,000 employees of 86 municipalities throughout West Bengal observed a one-day strike as a protest against the non-implementation of the recommendations of the Minimum Wage Advisory Committee.

On March 20, nearly 1300 workers of the Andhra Cement Company, Vijayawada, went on strike protesting against retrenchment of 314 workers. The strike was called off on April 16, when the dispute was referred to adjudication.

On March 23, workers of Kirkend Colliery and New Marine Colliery in Dhanbad Dt., Bihar, went on strike protesting against violation of statutory provisions, as well as against victimisation of workers. The strike in New Marine Colliery was called off on May 6. The strike in Kirkend Colliery continued during the months of May and June.

770 workers in Venesta Ltd., Kamarhatty, W.Bengal, struck work from March 26, on the victimisation of two workers. On April 2, the management declared a lockout which continued for about a month. When the lock-out was lifted, the management agreed to make a relief payment of 50% of four weeks' basic wage and D.A.

On March 30, over 1000 workers in Binmys Engineering Works, Madras went on strike demanding bonus for 1958. The strike which was called off on April 3 was resumed for one day on April 15 and later on from April 18 onwards.

From APRIL 4 to 10, employees of Caltex oil company at Ernakulam (Kerala) went on strike to press their claim for arrears of overtime dues. The strike was called off following a settlement.

969 workers of the Bank of India, Bombay, went on a token strike for 2 hours to press for their outstanding demands. Similar strikes were also resorted to on the same day by the employees of the Bank at its branches in Ahmedabad and Poona.

About 1300 workers in Century Rayon Mills, Shahad (Bombay) went on strike from April 6, demanding reinstatement of 8 workers victimised by the management. The strike was called off on April 16.

2,150 workers in Mahalakshmi Mills, Bhavnagar, went on strike from April 7 to 9, demanding festival pay of Id, to all the workers.

543 workers of Jaifabs Rayon Industries, Bombay, went on strike from April 10, demanding reinstatement of 13 discharged workers. 120 workers were arrested by the police for demonstrating in front of the mill. On April 24, the management declared a lock-out.

On April 18, 160 workers in Vaikundam Rubber Estate, Marthandom (Madras State) went on a one-day strike, protesting against introduction of contract system in field work.

Workers in Asbestos-Cement Co., Kymore, M.P., went on strike from April 18, demanding increase in D.A., etc.

313 workers in Indra Cotton Mills, Chrompet, Madras State went on strike from April 19, protesting against change in working conditions. Subsequently, management declared a lock-out.

1030 workers employed by the Salt Merchants and Dealers' Association, Morwa (Bombay) went on strike from April 20, demanding increase in pay and bonus for the years 1956-57 and 1957-58,

On April 21, about 3,000 workers of Chinese Tanneries, Dhapa and Tangara, Calcutta, struck work over non-implementation of minimum wages. The strike terminated on April 28, through direct negotiations.

650 workers of the National Electrical Industries, Bombay went on strike from April 24, protesting against changes made

by the management in the wage-structure and retrenchment of over 20 workers. The strike was called off on June 10, following mediation by the President of the AITUC, but since the management went back on its assurances, the workers resumed strike from June 20, 1959. On June 26, the management declared a lock-out.

700 employees of Express Newspapers (P) Ltd., Madras, went on strike from April 27, protesting against transfer of printing and publication of the Daily "Andhra Prabha" from Madras to Vijayawada and move to shift machinery. The management declared a lock-out the same day.

On April 30, about 90,000 teachers in W.Bengal went on a one-day token strike, in response to the call by the Education Movement Coordination Committee. The strike was to press the demand for wage increase and improvement in service conditions.

On MAY 2, 800 workers of the New Era Fabrics Private Ltd., Bombay, went on strike demanding reinstatement of two workers who were Works Committee members. The strike prolonged and was on in June and July.

On May 18, 1959, 22,000 workers were locked out in the four textile mills run by the Harveys at Madurai, Tuticorin and Vikramasinghapuram in Madras State, when the workers refused to accept the arbitrarily increased work-loads. The lock-out was lifted on July 21, following a settlement. 7,16,504 mandays were lost in the dispute.

On JUNE 4, nearly 3000 clerks working in the Bombay Municipal Corporation went on strike demanding higher wages, housing facilities, etc. The strike was called off on June 9, following a settlement.

From June 7 to 19, workers of Alsi textile mills, Jodhpur went on strike to press for their outstanding demands.

on June 14, 2500 workers in the Indian Tinsplate Company, Jamshedpur, went on a token strike protesting against the management's attitude of not paying any heed to workers' demands.

From June 29 onwards, over a thousand workers of the Machinery Manufacturers Corporation Ltd., Calcutta, went on strike demanding reinstatement of 249 retrenched workers. The factory was closed by the management, since then.

Employees of the National and Grindlays Bank Ltd., at its offices throughout India went on strike protesting against dismissal of six employees. The strike continued till July 20, when the union and the management agreed to mediation.

On June 26 and 27, the bank employees in Delhi went on a sympathetic token strike for 2 hours on each day. Similar token stoppages were also organised by the bank employees' trade unions in Calcutta and other centres.

On June 25, over a million workers in W.BENGAL observed a GENERAL STRIKE in response to the call given by the Famine Resistance Committee and the Trade Union Action Committee. The general strike was called to protest against the food policy of the Government which landed the people of W.Bengal to near-famine conditions.

PWD Workers in Dehri-on-Sone (Bihar) went on strike from June 29, to press for their outstanding demands relating to service conditions. The strike was called off on July 2, following a settlement.

The strike by 1,009 workers of Swadeshi Cotton Mills Company Ltd., Naini, which started on June 9, 1959 and was followed by a lock-out, was called off on 4th July 1959 following mediation by the Assistant Labour Commissioner. The Lock-out was lifted on the 31st July 1959. The work stoppage caused a total time-loss of 41,522 man-days.

On July 7, 1959 thousands of workers in Delhi joined in a 'Protest March' organised and sponsored by the Delhi Trade Union Action Committee. The Protest March was organised to voice the protest of Delhi working class against the mounting offensive of the employers. The marchers went to the Prime Minister's house and submitted a memorandum to him.

The workers of the New Huntodih Colliery went on a spontaneous strike on July 12 as a mark of protest against the highhandedness and illegal actions of the management.

The workers of the Himachal Pradesh Government Rosin & Turpentine Factory, Nahan, went on a lightning strike on July 14, in protest against the refusal of the administration to concede their demands.

On July 14, workers of East Bastacolla Colliery went on a strike protesting against the highhandedness of the management and its refusal to concede the demands of the workers.

On July 21, more than 80,000 workers in all centres in Andhra Pradesh observed one-day general strike, in "defence of Kerala Government, Democracy and the Constitution of India" in response to a call given by the Andhra Pradesh Trade Union Congress.

On August 1, operational staff workers in Rourkela, Durgapur and Bhilai Steel Plants, refused to accept their pay, protesting against the cut in their wages.

On August 1, more than 1,00,000 workers in Kerala participated in a spontaneous strike in protest against the Central intervention in Kerala. All the main industrial centres throughout Kerala were affected by the strike.

650 workers of the National Electrical Industries, Bombay, who had struck work on April 24, 1959 and again on June 20, called off their strike on August 5, following a settlement.

On August 10, about 4,000 workers of Nagarjunsagar Dam project Vijayapuri, Andhra went on a strike demanding an increase in their wages. The strike ended on September 6, 1959 causing a total time loss of 92,000 man-days.

On August 23, about 9800 workers of Vishnu Cotton Mills and two other textile mills of Sholapur went on a strike protesting against the adverse decisions of the Industrial Court regarding their dearness allowance. The strike came to an end on August 28, 1959 resulting in a time-loss of 35,937 man-days.

On August 25, workers of Municipal Committee, Jaipur struck work demanding fixation of wages, supply of uniforms, etc. The strike came to an end on September 12, 1959. The strike accounted for a total time-loss of 25,500 man-days.

The strike in Orient General Industries Ltd., Calcutta, which started in July came to an end on 31st August causing a total time-loss of 1,36,000 man-days.

AITUC GENERAL COUNCIL MEETING

(Delhi, Feb. 13-15, 1960)

COMPOSITION OF WORKERS' GROUP
IN INDIAN DELEGATION TO 44TH SESSION
OF THE I.L.O.

The following letter was sent on January 7, 1960 by the Union Labour Ministry to the INTUC, AITUC, HMS and UTUC:

*

"I am directed to say that the 44th Session of the International Labour Conference will be held in Geneva from 1st June to 23rd June, 1960. A copy of the Press Note showing the agenda for the Conference is enclosed.

"The delegation from each Member State is to be composed of two Government delegates and one delegate each of the Employers and Workers who will be assisted by Advisers. The expenditure in respect of the Indian delegation as a whole will be borne by the Government of India. The responsibility for nominating the personnel of the Indian delegation rests with the Government of India. In accordance with the terms of the Constitution of the I.L.O., the employers' and workers' representatives will be nominated in consultation with the industrial organisations which are most representative of the employers or the work-people as the case may be.

"In view of the pressing need for economy and the difficult foreign exchange position, it is proposed to fix the size of the employers' and workers' sections of the Indian delegation at three each, one of them being a delegate and the other two advisers. It is requested that an agreed panel of three names which the four organisations wish to sponsor may kindly be sent to this Ministry within a month from the receipt of this letter. If an agreed panel of names is not forthcoming, the most representative organisation of workers will be requested to nominate the three names."

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The following interim reply was sent by the AITUC to the Labour Ministry on January 12:

*

Dear Shri Nandaji,

This year also we have received the usual letter for submission of agreed panel of three names from the four Central TU Organisations for selection of workers' representatives from India for the 44th Session of ILO (June 1960).

As you are aware, in conditions here, as long as one Central TU Organisation is assured of all the seats on behalf of workers of India, no efforts for submission of an agreed panel will succeed unless and until the Union Labour Ministry and you take the initiative.

Contd.....

Our General Council meeting will be held here in early February and I shall be thankful if you would kindly let us know if you have in mind any move in the matter to resolve it in a way other than what is usually done.

Yours faithfully,

Sd/-

(K.G.Sriwastava)
Secretary "

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No reply has been received from the Union Labour Minister. It will be recalled that for the 43rd session also, an identical letter was issued by the Labour Ministry and the AITUC had replied that "in view of the Government's attitude of discrimination against the AITUC and their unwarranted patronage of the INTUC, we decline to send any nominations."

The General Council may consider if any change is desired in our standpoint on this question. As was expected, the INTUC representatives were nominated to the Indian Workers Group to the 43rd Session. The AITUC lodged a strong protest and challenged the credentials of the INTUC delegates. Unfortunately, our objection was not upheld by the ILO Credential Committee.

AITUC GENERAL COUNCIL MEETING

(Delhi, Feb. 13-15, 1960)

AMENDMENTS TO CERTAIN

LABOUR LEGISLATIONS

PROPOSED BY GOVERNMENT

1. AMENDMENT TO INDUSTRIAL EMPLOYMENT (STANDING ORDERS) CENTRAL RULES, 1946. The following is the text of the draft amendment proposed by the Labour Ministry:

In the said rules, in Schedule I,-

- (1) after Standing Order 7 the following shall be inserted, namely:-

"7A Notice of change in shift working:-

Any notice of discontinuance or of restarting of a shift working required by Standing Order 7 shall be in the Form appended to these orders and shall be served in the following manner, namely:-

(1) Where the workmen affected are members of any registered trade union or association, the notice may be served by sending it personally or by registered post to the Secretary or the Principal Officer, of the trade union or association, and the service of notice on the Secretary or such Principal Officer shall be deemed to be service on such workmen. In addition to the service in the manner aforesaid, the employer shall, at the same time, arrange to exhibit the notice by affixing it on a notice board in the manner specified in clause (2):

If the Secretary or the Principal Officer of the trade union or association refuses to receive the notice or for any other reason the notice cannot be served in the manner aforesaid, the exhibition of the notice in accordance with clause (2) shall be deemed to be service on all such workmen.

(2) Where the workmen affected by any such notice of shift working are not members of any registered trade union or association, the notice may be affixed on a notice board at or near the entrance or entrances of the establishment concerned and it shall remain so affixed for a period of twenty-one days. The notice shall be in English, the regional language, and the language understood by the majority of the workmen in the establishment concerned. Where the notice is affixed in the manner aforesaid, it shall be deemed to have been served on all the workmen concerned.

(3) A copy of the notice shall be simultaneously forwarded to the Conciliation Officer (Central) and the Regional Labour Commissioner (Central) concerned.";

- (2) after Standing Order 18, the following Form shall be inserted, namely:-

Form (See Standing Order 7A)

Notice of discontinuance/restarting of a shift working to be given by an employer.

| Provisions in the Central I.D. Act, 1947 | Provisions in the BIR Act, 1946 | Provisions in the M.P. Act 1947 | Provisions in the M.P. Bill, 1959 | Remarks |
|--|---|---|---|---|
| <p>During the pendency of any conciliation or adjudication proceedings in respect of an industrial dispute the employer may, in accordance with the standing orders applicable to a workman concerned in such dispute discharge or punish, whether by dismissal or otherwise, that workman for any misconduct not connected with the dispute. In doing so he must pay the workman wages for the month and simultaneously apply to the authority for approval of such action.</p> <p>[Section 33(2)]</p> <p>For any misconduct connected with the dispute, however, no employer could during the pendency of such proceedings-- discharge or punish, whether by dismissal or otherwise, any workman concerned in such dispute, except with the express permission in writing of the authority before which the proceedings is pending.</p> <p>Similar is the position with regard to the change of service conditions during the pendency of proceedings.</p> | <p>No employer shall dismiss, discharge or reduce any employee or punish him in any other manner by reason of the circumstance that the employee (a) is an officer or a member of registered union or a union which has applied for being registered; or (b) is entitled to the benefit of a registered agreement or a settlement, submission or award; or (c) has appeared or intends to appear as a witness in, or has given any evidence or intends to give evidence in a proceedings under this Act or any other law for the time being in force or takes part in any capacity in or in connection with the proceeding under this Act; or (d) is an officer or member of an organisation the object of which is to secure better Industrial conditions, or (e) is an officer or member of an organisation the object of which is to secure better industrial conditions; or</p> | <p>No employer shall dismiss, discharge, suspend or reduce any employee or punish him in any other manner solely by reason of the circumstances that the employee (a) is an officer or member of a recognised union of a union which has applied to be registered under the I.T.U. Act, 1926 or to be certified as a recognised union under this act; (b) is entitled to the benefit of a registered agreement. Submission or award; or (c) has appeared or intends to appear as a witness or has given any evidence or intends to give evidence in a proceeding under this Act, or (d) is an officer or member of an organisation which is not declared unlawful; or</p> | <p>Same as section 42(1)(a) (b), (c) (d) and (e) of the existing Act plus the following:- (f) has taken part in any trade union activity which has not been held to be illegal. (g) has gone on or joined a strike which has not been held by a Labour Court or the industrial Court to be illegal under the provisions of this Act. (2) No employer can prevent an employee from returning to work after a strike arising out of an Industrial dispute which has not been held by a Labour Court or the Industrial Court to be illegal unless-</p> | <p>The protection against victimisation afforded under the BIR Act, 1946 and the M.P. Act are much more liberal than those under the central Act 1947</p> |

| Provisions in the Central I.D.Act 1947 | Provisions in the BIR Act, 1946 | Provisions in the M.P.Act, 1947 | Provisions in the M.P.Bill, 1959 | Remarks |
|--|---------------------------------|---------------------------------|----------------------------------|---------|
|--|---------------------------------|---------------------------------|----------------------------------|---------|

In respect of protected workmen who, being officers of a registered trade union connected with the establishment, are recognised as such in accordance with the provisions of the Industrial Disputes (Central) Rules, 57-neither change of service conditions nor punishment by discharge or dismissal is possible in any circumstances during the pendency of proceedings except with the permission of the authority before such proceedings are pending.

(Section 33)

(f) is representative of employees; or
 (g) has gone or joined a strike which has not been held by a Labour Court or the Industrial Court to be illegal under the provisions of this Act.

[Section 101(1)]

(2) No employer can prevent any employee from returning to work after a strike, arising out of an industrial dispute which has not been held by a Labour Court or the Industrial Court to be illegal except in certain specified circumstances.

[Section 101]

(e) is an officer or member of an organisation the object of which is to secure better industrial conditions; or
 (f) is a representative of employees; or
 (g) has participated in a strike which is not rendered illegal under any provisions of this Act.

[Section 42(1)]

(i) the employer has offered to refer the issues on which the employee has struck work to arbitration under this Act and the employee has refused arbitration; or
 (ii) the employee not having refused arbitration has failed to offer to resume work within one month of declaration by the State Government that the strike has ended.

A NOTE ON DECISIONS OF THE 18th SESSION
OF THE STANDING LABOUR COMMITTEE

The following, in brief, are the decisions of the 18th Session of the Standing Labour Committee. A detailed report on the meeting will be published in the Trade Union Record dated January 20, 1960.

1. It was declared by the Union Labour Minister that the legislation for motor transport workers, on the basis of the Expert Committee's recommendations, will be introduced in the Budget Session of Parliament.

2. (a) It was decided that the unanimous recommendations of the Wage Boards should be implemented by all parties concerned. In case employers do not implement them, Government will have to enforce it by law. Decisions could not be taken in cases where recommendations of the Board are not unanimous. It will be discussed later on.

(b) The INTUC expressed itself against modification of Wage Boards' recommendations, by the Government in any manner. The AITUC held the view that normally modifications should not be done but in cases where they adversely affect the workers, necessary modifications in favour of the workers may be done. In no case should modification be done in favour of employers. No decision was taken on this point.

(c) The reports of the Textile Wage Board and the Cement Wage Board have been submitted to the Government and it was demanded that the reports should be published immediately. It was officially stated that Government will try to do so as early as possible. Mr. Shantilal Shah, Bombay Labour Minister, said that certain recommendations of the Textile Wage Board are allegedly beyond its terms of reference and that on some questions referred to it, Board has not expressed its view. The Union Labour Minister said he would look into this matter.

3. On the questions of amendment to Sec.24(3) of the Industrial Disputes Act, revival of the LAT, and amendment of the Code of Discipline (to add provision for 7 days' notice for strike or lockout), it was decided to maintain status quo as there could not be agreement on the proposals.

The INTUC and certain State Ministers opposed the revival of the LAT. The AITUC, HMS, UTUC, certain State Ministers, employers and the Union Labour Minister himself were for revival of the Labour Appellate Tribunal.

4. Preliminary discussion took place on labour policy under the Third Five Year Plan, with special reference to policy regarding wages, bonus and rationalisation. The discussion is to continue on February 12 and 13. The TU organisations have to submit their viewpoints in writing by the end of this month.

5. On the question of raising the rate of P.F. contribution from 6-1/4% to 8-1/3%, a Technical Committee will be appointed which will go into the capacity of various industries to bear the enhanced contribution. The Committee will have a technical assessor from the workers' side also. It will study industry by industry and Government will take decision as soon as report in respect of a particular industry is received from the Committee, and not wait for the final comprehensive report. Some of the employers raised the point that if P.F. rate was to be increased, the provision for payment of gratuity should go.

6. Two officers are to be appointed to investigate into the allegations of non-implementation of the Coal Award and legislations concerning the coalminers, as well as the increasing instances of goondaism and gangsterism in the coal belt. The officials will complete their work within a period of three months.

Points relating to abolition of contract system in collieries were raised but no decision was taken, pending the report of the Committee appointed earlier to make investigations.

7. The letters from the AITUC regarding recognition of unions will be gone through by Mr.Mehta, Jt. Secretary, Labour Ministry, as speedily as possible.

8. A discussion took place on the statement made by the AITUC at the meeting and it was affirmed that decisions of the 15th Indian Labour Conference and other tripartite bodies are morally binding. The AITUC was asked to substantiate the charges levelled against the Central and State Governments and employers, in respect of violation of tripartite decisions. The HMS representative supported the points made in the AITUC statement.

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Dr.Ranen Sen, M.L.A., Vice President, and Com.K.G. Sriwastava, Secretary, represented the AITUC at the 18th Session of the Standing Labour Committee.

Draft Proposals on Labour
Policies & Programmes - Third
Five Year Plan

PART I - DRAFT PROPOSALS

(Summary)

INDUSTRIAL RELATIONS - GENERAL

"A cautious approach in placing sole reliance on collective bargaining processes for settlement of industrial disputes has . . . to be followed. The present policy which allows adequate scope for the parties to come together at their own initiative for settlement of their differences and only in the event of breakdown of such joint efforts, empowers the State to maintain industrial peace through compulsory adjudication therefore needs to be continued during the Third Five Year Plan."

TRADE UNIONISM AND COLLECTIVE BARGAINING

"The Second Five Year Plan recommended that suitable statutory provision for recognition of unions should be included in our industrial relations code. . . The consensus of opinion in the 16th session of the Indian Labour Conference was that the time was not opportune to introduce an element of compulsion in this respect. . . With this end in view, the Conference approved certain criteria for voluntary recognition of unions by employers (embodied in Code of Discipline). The impact of the Code is already discernible and though it is too early to evaluate its full results, the measure of success achieved so far inspires confidence in its efficacy. As these arrangements have been evolved as a result of agreement between the parties and are not in the nature of an imposed solution, it is desirable to give them a fair trial in the Third Five Year Plan."

REDUCTION OF OUTSIDERS IN THE EXECUTIVES OF TRADE UNIONS

"The consensus of opinion in the Conference (16th ILC) was that though there is a need for taking all possible measures to reduce the dependence of TUs on outside leadership, this should not be achieved by imposing any legal obligations on trade unions. . . In order, however, to encourage the rank and file to handle their affairs themselves, measures suggested by the conference include: (a) expansion of educational activity for the benefit of workers. . . and (b) re-examination of the existing legal provisions on the subject of victimization. These suggestions require to be implemented in the Third Five Year Plan."

IMPROVEMENT OF FINANCES OF TRADE UNIONS

Necessary provisions will be made in the Trade Unions Act for a minimum membership of four annas and strict enforcement of rules for payment of arrears, as recommended by the 16th ILC.

INTER-UNION RIVALRY

"The task ahead will include utmost efforts on our part in securing faithful observance of the Inter-Union Code of Conduct and sizeable expansion of workers' education programmes.

SHOULD ADJUDICATION BE SUSPENDED?

"In the circumstances, it would be advisable that the existing arrangements should be allowed to continue to operate in the Third Five Year Plan.

ROLE OF WORKS COMMITTEES

The Tripartite Committee on Works Committees which met recently has demarcated the functions of the Works Committees vis-a-vis those of trade unions and it is hoped that such demarcation will make for a healthy growth of unions and the Works Committees as well.

DELAYS INVOLVED IN ADJUDICATION PROCESSES

A number of steps have recently been taken to eliminate these delays as far as possible. Rules framed under the Industrial Disputes Act have been suitably amended by which the interval between the filing of statement and the submission of rejoinders by the opposite parties has been reduced to two weeks, and it has been laid down that the date for the first hearing by a labour court or tribunal shall be within six weeks of the date of reference for adjudication and that hearing shall thereafter be continued from day-to-day and that adjournments shall not be granted for more than a week at a time and not more than thrice in all. Amendment of Section 29 of the I.D. Act with a view to securing speedy and effective implementation of awards by providing penalties for a continuing offence has also been taken up.

Employers and workers' central organisations have been persuaded to screen cases before their affiliates file appeals in higher courts. "Effective solution of this problem lies in the hands of employers and workers themselves" and if the Code of Discipline is faithfully observed, the existing cause for complaint would be removed.

DELAYS INVOLVED IN IMPLEMENTATION OF AWARDS, ETC.

The Second Plan had suggested that the penalties for non-implementation should be made deterrent and that while the responsibility for implementation should be mainly of the employer, an appropriate tribunal should be constituted for enforcing compliance. Apart from constitution of such courts, in pursuance of a recent tripartite recommendation, Implementation and Evaluation Committees have already been set up at the Centre and in almost all the States. "These arrangements have already started yielding results..."

ADOPTION OF GRIEVANCE PROCEDURE

As per a tripartite recommendation, model grievance procedure has been drawn up for guidance of all industrial undertakings. Steps have been taken by employers to set up a grievance machinery as recommended, wherever it does not exist.

LABOUR MANAGEMENT PARTICIPATION

It is proposed to assess the results of the experiment in a Seminar and to settle the further steps that are needed to popularise the idea in the Third Five Year Plan.

WORKERS' EDUCATION

It is essential that the programme of workers' education should be considerably intensified in the Third Five Year Plan.

EQUALITY OF TREATMENT IN PUBLIC AND PRIVATE UNDERTAKINGS

Steps will be taken in order to achieve the objective of State acting as a model employer in its relation with its employees.

SPECIAL STUDIES ON INDUSTRIAL UNDERTAKINGS WITH GOOD AS WELL AS BAD RECORD OF INDUSTRIAL RELATIONS - THEIR PUBLICITY

The continuance of these studies, as recommended in the Second Plan, is important in the context of our concerted programme of Labour Education in the Third Five Year Plan.

RATIONALISATION

"The existing policies envisaging proper balance between the need for maintaining employment at existing level on the one hand and securing higher productivity on the other, without in any way jeopardizing the interests of the working class, will, therefore, have to be continued in the Third Five Year Plan.

WAGES

Steps have been taken to implement the recommendations in the First Five Year Plan. Emphasis has been laid on mutual agreements between the parties in the settlement of disputes. Considerable work by way of evolving general principles for the guidance of wage-fixing authorities has also been done by different agencies. Standardization of wage structure has been secured in almost all major industries and minimum wages prescribed in many employments. Fairly satisfactory principles have also been evolved for the determination of bonus which is now regarded as an integral part of the pay-packet of workers. In certain cases, wage boards have also been requested to examine the existing practice and lay down principles for the determination of bonus to be paid to workers. An appreciable upward revision of wage-structure has also been achieved in mining, plantation industry, etc., either through adjudication or as a result of mutual agreements between the parties. Wage structure in some other industries has also been subjected to considerable analysis, particularly banking and services sector. The system of payment by results, as recommended in the Plan, has also come to be introduced over a fairly wide range of economic activity. A wage census on national basis has also been conducted.

In the context of what has been stated above, it has now to be examined what further changes, if any, are required in the Third Five Year Plan. The facts do not appear to be materially different from those which had to be reckoned with when the First and Second Plans were drawn up. There is a need for securing higher real earnings for workers not only with a view to neutralising the increase in the cost of living but also to enable them to share fully the fruits of economic development. The goal of establishing a socialist pattern of society will also lose significance if it fails to guarantee rising standards of living to workers consequent on higher productivity. At the same time, there is no denying the fact that the working class has to bear its part of the sacrifice needed for rapid economic development. The circumstances, therefore, demand a cautious approach in the sense that in selected industries or areas where wage levels are comparatively low, steps may have to be taken to raise wages but any increase in wages for the industrial sector as a whole will have to await surpluses in the industry which will guarantee a higher rate of development.

In making wage adjustments, preference should continue to be shown to voluntary agreements between the parties, failing which wage boards and adjudication machinery will have to be pressed in action. . . . The extent to which labour policy succeeds in solving wage problem will also depend upon our ability to hold the price level within reasonable limits during the 3rd Plan.

It is at times even asserted that the integrated wage policy would be that which is linked with the level of national income rather than on the working of industry as a whole or its individual units. Those who express this view would like to see raising of workers' wages in proportion with the rise in national income during the period of each Plan. Whatever be the merits. . . . it can be given some practical shape only on the basis of complete regimentation of economy envisaging control on profits, prices, cost of raw materials and so on. . . . A rigid wage structure is also likely to stand very much in the way of evolving an effective export policy which would be necessary during the Third Plan period.

. . . . It is for State Governments

It is for State Governments to take adequate steps with a view to ensuring that during the Third Plan period, the benefits of the Minimum Wage legislation are effectively made available to all agricultural workers. Added steps will have to be thought of in creating more employment opportunities for such workers, and to settle them on land.

SOCIAL SECURITY

A review of the tentative proposals with regard to future development of the ESI Scheme in addition to the spillover from the Second Plan shows that the ESI Corporation would be in a position to undertake the following activities in the Third Plan: (i) in-patient treatment for families of insured workers - 24 lakhs; (ii) extension of the scheme to insured persons and their families in centres with coverable population ranging between 500 to 1,500 - 2 lakhs; (iii) coverage of 6 lakh insured workers and their families on account of additional employment which is likely to be generated in the organized sector in the Third Plan and (iv) construction of hospitals and dispensaries and administrative offices of the Corporation.

INTEGRATED SOCIAL SECURITY SCHEME

A unified social security scheme as suggested by the Study Group on Social Security has considerable advantages from all angles. It requires to be implemented during the Third Plan subject to whatever modifications are suggested by the employers and workers organisations.

INDUSTRIAL HOUSING

In view of the failure of voluntary arrangements, an opinion has been expressed that suitable legislation may be enacted to compel employers to take to housing programme for their workers on an appreciable scale. The subject was considered at the last Housing Ministers' conference and the Indian Labour Conference and it was agreed that the proposals should be seriously considered in case employers continue to show inadequate response even after liberalisation of terms of financial assistance made available under the scheme. Employers, however, continue to hold that provision of housing for their workers is not their responsibility. This view has been endorsed by the Supreme Court as well in one of its recent judgements. It would, therefore, appear that a major part of the responsibility in regard to housing will have to be taken up by Government - Central and State and local bodies.

Apart from legislative measures, it was considered necessary that separate funds may be provided for acquisition and development of land to be made available to various constructing agencies on no-profit no-loss basis. Although a beginning has been made in this field in the current Plan, a comprehensive scheme of this nature is called for in the 3rd Plan.

It is necessary that long-term detailed planning should be done and evolve Master Plans for those industrial areas where the problem is particularly acute. Such an approach is also essential in case we have to avoid non-fulfilment of the targets on the one hand and non-utilisation of housing facilities which are provided under the scheme on the other. The latter element is not without substance, because of actual instances where workers on account of some reason or the other have not been coming forward to occupy the houses constructed for them.

WORKING CONDITIONS

With rapid industrialisation, the hazards are likely to go on increasing. Intensive study of the safety problem in different industries is, therefore, called for. This programme can form part of the Central Labour Institute. . . . As regards

As regards enactment of suitable legislation for regulating working conditions in construction, transport and shops and commercial establishments, it appears that in the latter case most of the State Governments have already taken action by enacting suitable legislation. It is hoped, however, that other proposals which are in an advanced stage of consideration will be finalised before the beginning of the Third Plan.

During Third Plan, emphasis needs to be given not only on establishment of more welfare centres but also for improving the standard of services provided.

PRODUCTIVITY

The National Productivity Council has already started implementing its eight point programme for launching a productivity drive in the country. Guiding principles for launching an efficiency drive are also being formulated by a tripartite study group to serve as a basis for the productivity drive at the plant level. Obviously, these efforts will have to be considerably intensified in the Third Plan.

TRAINING

It is proposed that the physical target for craftsmen training programme for the Third Plan should be fixed at one lakh additional seats above the level likely to be reached by the end of the current Plan. In case this target is implemented, it will be possible to meet the requirements of at least 3,90,000 craftsmen against an estimated demand for 12 to 14 lakh craftsmen for the Third Plan.

There is an urgent need to assess the existing facilities for training with a view to taking measures to bring about uniformity in the various training programmes.

The apprenticeship training programme which forms part of the training schemes sponsored by the Ministry of Labour and Employment has not been able to make much headway during the current Plan mainly because of lack of cooperation from industry. In order to make speedy progress in future, the Ministry of Labour and Employment has already prepared draft legislation for introducing compulsory apprenticeship training in industry. It would be desirable to push through this legislation in order that the scheme be implemented right from the beginning of the Third Plan.

Draft Proposals on
Labour Policy and Programmes
- Third Five Year Plan

PART II - PROGRAMMES

General: The Second Five Year Plan provides an overall outlay of Rs.26 crores - Rs.14 crores at the Centre and Rs.12 crores in the Plans of States for development programmes under 'Labour & Labour Welfare'. Major schemes included in the Central and State Labour Plans are the two centrally sponsored schemes for the training of craftsmen and extension of Man-power and Employment Service Programme. These schemes alone account for three-fourth of the total outlay earmarked for this sector. As regards Employees' State Insurance Scheme, major portion of the funds is provided by the Corporation while State Governments have been meeting their liability arising from their share of the cost of medical care of insured persons and their families by providing necessary funds in the State Plans. Other schemes included in the Central Plan are: (a) establishment of Central Labour Institute, (b) scheme of Workers' Education; and (c) a number of research projects for conducting investigations on various aspects of labour. In the State Plans, emphasis has been laid on establishment of labour welfare centres and strengthening of industrial relations machinery to ensure effective enforcement of various labour laws.

The salient features of the programmes suggested for inclusion in the Third Five Year Plan are: considerable extension of craftsmen training facilities in order to ensure adequate supply of skilled man-power for the development of industries, extension of man-power and employment service scheme, sizeable expansion of programme of workers' education, extension of benefits of ESI scheme to the entire factory labour including their families and a few research projects in addition to completion of a number of schemes undertaken during the current Plan. The progress made so far in implementing different Second Plan programmes and tentative proposals for the Third Five Year Plan are discussed below:-

2. Craftsmen Training Scheme: The current Plan provides Rs.18.14 crores for this scheme. The scheme aims at increasing the training facilities to the extent of 28,900 additional seats during the Plan period. This target has subsequently been revised to 30,000 additional seats. The progress made so far indicates that about 26,318 seats have already been sanctioned, the remaining seats are likely to be provided during the rest of the Plan period. The tentative requirements for craftsmen have been estimated at about 12 to 14 lakhs for the Third Five Year Plan against 6.35 lakhs estimated for the current Plan. A number of employing Ministries such as Defence, Railways and Iron & Steel have their own arrangements for training of such personnel. In the private sector also especially in medium and small-scale industries, fair proportion of craftsmen will continue to be trained according to traditional practices. In the circumstances, the programme drawn up by the Ministry of Labour & Employment envisages provision of one lakh additional seats. The financial implications of the scheme are being worked out. A scheme of training of rural artisans has also been accepted in principle although the decision regarding linking of this scheme with craftsmen training programme of the D.G.R.E., or its independent implementation has not yet been taken.

3. Man-power and Employment Service Scheme: The current Plan provides Rs.1.10 crores for this scheme. The programmes included are: extension of coverage of employment service, collection of employment market information, employment

counselling and occupational research and analysis. The progress of these schemes indicates that 145 additional employment exchanges will be opened by the end of the Plan. Employment market studies are also progressing according to the phased programme. Similar is the case with other schemes. The proposals for the Third Five Year Plan envisage further extension of these activities, for instance, provision of exchanges on the basis of one exchange in each district and also making a beginning in rural areas, coverage of entire private sector as far as employment market studies are concerned, strengthening of employment counselling etc. The total outlay, as estimated for these schemes, is Rs.1.88 crores.

4. Employees' State Insurance Scheme: The Employees' State Insurance Corporation, being an autonomous body, has its own funds and as such no provision has to be made in the Plan for implementing its proposals. The State Governments' share on the basis of 4th of the expenditure on medical care of insured workers and their families will, however, have to be provided in the State Plans; the current Plan aimed at extending the coverage of the schemes to about 2 million factory workers as well as their families. The progress of the scheme indicates that it has been extended so far to about 14.5 lakh factory workers. In view of the decision regarding inclusion of families of insured workers having been taken only recently, large spill-over has to be carried over to the Third Five Year Plan. The proposals for the Third Five Year Plan, therefore, aim at complete coverage of factory workers and their families which could not be covered during the current Plan as well as those who will be added to the working force in this sector during the Third Plan period. The emphasis has been laid not only on complete coverage of the factory workers and their families but also provision of better benefits especially in-patient treatment to families of insured workers. The total amount needed for this programme which has to be included in the State Plans has been estimated at Rs.4.45 crores.

5. Workers' Education Scheme: The Second Five Year Plan provides Rs.48 lakhs for implementing this scheme. The scheme, as originally drawn up, was intended to benefit about 3 to 4 lakh workers during the Plan period. In view of the time taken in training Teacher-Administrators and Worker-Teachers, it is hoped that by the end of the current Plan not more than 1.5 to 2 lakhs workers would have received the benefits of this scheme. In view of the importance of this programme, it is proposed to give it a high priority in the Third Five Year Plan. The proposals of the Central Board for Workers' Education, therefore, envisage considerable extension of such activities establishment of 30 full-fledged workers' education centres of which 14 will be residential and about 720 primary centres at the unit level. The number of ordinary workers who would have the benefit of the scheme will not be less than 4.2 lakhs. The overall expenditure has been estimated at Rs.2.0 crores.

6. Establishment of Central Labour Institute and Three Regional Institutes: The Second Five Year Plan provides Rs.71.75 lakhs for implementation of this scheme. The Central Labour Institute together with three regional institutes which form part of the scheme, is specialized intended to serve as a nucleus organisation for imparting training and conducting research on various aspects of labour. The buildings for the Central Labour Institute and three Regional Institutes are likely to be completed by the end of the current Plan. The proposals for the Third Five Year Plan, therefore, include completing the balance of the building programme, if any, the purchase of necessary equipment, re-

cruitment of staff and starting research investigations particularly on the subjects of productivity and safety in industries. It is proposed to make an overall provision of Rs.1 crore for this scheme in the Third Five Year Plan.

7. Barrier Survey Scheme: The current Plan provides Rs.5.07 lakhs for conducting a survey for determining the nature and extent of barriers between adjacent mines and on the basis of data collected, prepare plans in order to avoid accidents which have frequently occurred in the past due to inadequate barriers in mining areas. It has not been possible to make any progress in respect of this scheme due to non-availability of technical personnel required for this purpose. These difficulties are now being over-come but the entire contingent technical staff is likely to be in position only by the end of the current Plan. The scheme, will, therefore, be mainly implemented in the Third Five Year Plan. The expenditure for this scheme has been estimated at Rs.10.35 lakhs.

8. Survey of Labour Conditions: The current Plan provides Rs.5.0 lakhs for conducting a survey of labour conditions in important industries. The scheme is already in progress on a pilot basis, the number of industries likely to be covered during the current Plan being 15. In the Third Five Year Plan, the coverage of this scheme is intended to be considerably extended. The results thrown up by these surveys will prove to be of considerable assistance in formulating labour policies in future as well as in judging the extent to which labour has actually been benefited during the period of two Plans. The expenditure for this scheme has been estimated at Rs.10.0 lakhs during the Third Five Year Plan.

9. Family Living Surveys and Further Operational Research and Studies: The current Plan provides Rs.2.8 lakhs for conducting family living surveys in different industrial centres. These surveys aim at providing the necessary information from time to time for compilation and revision of cost of living index numbers. The scheme will be continued in the Third Five Year Plan in order to cover the remaining industrial centres as well as for compilation of reports on the basis of data collected and tabulated in the current Plan. The expenditure for this scheme has been estimated at Rs.17.0 lakhs.

10. Survey of Conditions and Levels of Living of Agricultural Labourers and Compilation of Wage Indices for such Workers: The current Plan provides Rs.7.13 lakhs for conducting the Second All-India Agricultural Labour Inquiry. The scheme has been making fairly good progress and it is hoped that the final report will be ready by the end of the Plan. The importance of taking ameliorative measures with a view to raising the standard of living of such workers has been repeatedly emphasised in the Plans. The main objective of this inquiry has been to collect data on a continuing basis in order to judge the extent to which various development programmes and changes in the agrarian economy are benefiting this class of workers which forms the largest single element of our labour force and take remedial action in the light of data collected. It is, therefore, proposed to conduct a Third All-India Agricultural Labour Inquiry during the next Plan. The expenditure for this scheme has been estimated at Rs.21.0 lakhs.

11. Strengthening of Industrial Relations Machinery and Training of its Staff: These schemes aim at strengthening of industrial relations machinery and training of staff in the light of changing requirements. The emphasis in the Third Five Year Plan would be on increasing training facilities in

order to make governmental machinery more effective than before. The expenditure for this scheme has been estimated at Rs.11.0 lakhs.

12. Welfare Facilities for Coal Mine Workers: The scheme includes establishment of a centre for training and rehabilitation of disabled workers, establishment of an artificial limb centre and training of welfare personnel. In the current Plan, it is only the training programme which has been taken up; the remaining two aspects constitute proposals for implementation in the Third Five Year Plan. As the funds for this scheme are to be provided by the Coal Mines Labour Welfare Organisation out of the cess levied under the Coal Mines Labour Welfare Act, no provision requires to be made in the Third Plan. The tentative estimates for this scheme are being worked out and the programme will be implemented in case it is approved by the Fund's Advisory Board.

13. Evaluation Studies: The scheme aims at strengthening of the Implementation and Evaluation Machinery at the central level with a view to conducting studies concerning non-implementation of awards, agreements, labour laws and various codes agreed to by the employers and workers' organisations. The expenditure on this scheme has been estimated at Rs.7.0 lakhs during the Third Five Year Plan.

14. Development Programmes in State Plans: The development programmes for inclusion in the Central Plan of the Ministry of Labour & Employment has been outlined in the preceding paragraphs. The State Governments' will no doubt make necessary provision in their Plans for meeting their share of expenditure in respect of centrally sponsored schemes i.e., Craftsmen Training, Man-power and Employment Service and Employees' State Insurance. The State Governments' representatives would perhaps like to indicate additional programmes under 'Labour & Labour Welfare' which they intend to include in the States' Third Five Year Plans.

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AIJUC GENERAL COUNCIL MEETING

(DELHI, Feb. 13-15, 1960)

On
SUBSIDISED
INDUSTRIAL
HOUSING

by

Dr. Raj Bahadur Gour, M.P.

Industrial housing has always remained a major issue of working class struggle against the employers and the administration. With the growth of factories and mining centres, workers were drawn from the countryside to concentrate in towns and mining localities. The employers callously ignored the question of providing suitable accommodation to the labour and the slums were created. The workers were either forced to live in hutments concentrations in utterly unhygienic conditions or in "ahatas" provided by private owners with hardly any facility but at exorbitant rents.

Thus grew the housing problem in its scope and magnitude threatening not only the safety and the efficiency of the worker but also the health of the entire people of the area.

And only then did it begin to attract the attention of the State, the local bodies and public organisations.

It was the Industrial Commission Report of 1918 that first took an official note of the problem.

Royal Commission on Labour (1921-31) then discussed the problem and asked the Government to take increasing interest in the problem and mooted the idea of state subsidising in Industrial Housing Schemes of employers.

The health survey and develop committee (1946) then discussed the problem and suggested a standard accommodation for a working class dwelling.

The same year the Railway Board Committee (Mitra Committee) suggested 325 sq. ft. of floor space exclusive of kitchen, bathroom and store room for a nongazetted railwayman's family.

Housing panel on Greater Bombay Scheme also discussed the question of floor space that should be made available to a labour family.

Likewise did the Madras Provincial Housing Committee go into the same question of floor space in the same year 1946.

The Industrial Housing Sub-Committee constituted ~~Committee~~ by the Standing Labour Committee which submitted its report in 1946 while suggesting a standard floor space emphasised the obligation of the employers in constructing houses for the workers.

The National Planning Committee of the Indian National Congress said that the employer was the outstanding class on whom

responsibility may fairly be laid for providing necessary housing accomodation at least for his immediate operatives whether manual labour or intellectual worker.

The Labour Investigation Committee (Rege Committee - 1946) recommended the enactment of an Industrial Housing Act providing for tripartite All-India and Provincial or Regional Industrial Housing Boards. "They should be left to decide in each individual case whether the financing of housing should be a duty of employers or Government or both", said the Rege Committee.

The U.P. Housing Committee (1947) said that industrial housing should actually be the responsibility of the employers. It recommended that the Government should assist the employers by acquiring and developing the land and lease it out to employers for constructing houses for workers on rent based on the actual cost of acquisition and development.

Thus the years 1946 and 1947 saw a host of Committees and recommendations regarding the construction of industrial housing and even as regards the accomodation that should be made available.

However, the growing opinion was that Industrial Housing was the obligation of the employer and the state should in some manner or the other render assistance.

The Industries Conference held in December 1947 passed the following resolution:

"That as a first step towards improving the standard of living of workers immediate attention should be devoted to the problem of housing of industrial labour; the cost of such housing should be shared in suitable proportions between the Government, employers and labour, the share of labour being given in the shape of a reasonable rent".

.....

This was in principle agreed that industrial housing was the obligation of the employers and the Government and the worker should be afforded a reasonable dwelling place at a reasonable rent.

Nevertheless it took the Central Government two years to come forward with a scheme in 1949. This comprised of interest free loans to the State Governments and private employers to the extent of two thirds of the cost of housing on condition that the rent charged did not exceed $2\frac{1}{2}\%$ of the capital cost subject to a maximum of 10% of workers' wages.

But the scheme proved a complete flop. The employers were on "Housing Strike". The State Governments took little interest.

The Central Government then modified the scheme in 1952. According to this modified scheme 20% of the cost of construction including the cost of land was to be subsidised and the houses belonged to the employers.

But neither the 1949 scheme nor the 1952 one "led to substantial results" was the agonising finding of the Planning Commission in its review of the first five year plan.

The scheme was further modified in 1952-53 itself. Accordingly the State Governments were to get 50% subsidy and 50% loan at $4\frac{1}{2}\%$ interest to be paid back in 25 years. Private employers were to get 25% subsidy and $37\frac{1}{2}\%$ loan to be paid back in 15 years. And the workers' cooperatives were to receive 25% subsidy and 50% loan to be paid back in 25 years.

The principle of subsidy was accepted with the express intention of bringing down the rent. It was calculated that economic rent for a one-room tenement of 220 sq. ft. except in Bombay and Calcutta would be Rs.20. And Rs.10 was the most that an industrial worker could pay. Hence the subsidy.

Progress during First Plan

Under the 1952-53 Scheme, the Central Government approved for the end of the Plan period the construction of 79,679 tenements. But only 43,834 could be completed. The amount sanctioned was Rs.22.6 crores. But that actually disbursed was only Rs.13.76 crores.

Table I
NUMBER OF TENEMENTS SANCTIONED AND COMPLETED
IN 1952-56

| State | HOUSES SANCTIONED | | | HOUSES COMPLETED | | |
|-------------------|-------------------|-----------|---------|------------------|-----------|---------|
| | St.Govt. | Employers | Co-ops. | St.Govt. | Employers | Co-ops. |
| Andhra | 100 | 269 | - | - | 245 | - |
| Assam | - | 190 | - | - | - | - |
| Bihar | 2035 | 1390 | - | 667 | 1170 | - |
| Bombay | 17762 | 493 | 940 | 8817 | 235 | 451 |
| Madhya Pradesh | 4950 | 231 | - | 1620 | 231 | - |
| Madras | 936 | 1223 | - | - | 372 | - |
| Orissa | 281 | 1078 | - | 161 | 728 | - |
| Punjab | 1070 | 724 | 207 | 324 | 600 | - |
| Uttar Pradesh | 20719 | 914 | 49 | 13426 | 314 | 23 |
| W.Bengal | 1440 | 812 | - | 756 | 200 | - |
| Hyderabad | 5429 | 200 | - | 3974 | 200 | - |
| Madhya Bharat | 3444 | 350 | - | 3314 | 150 | - |
| Mysore | 3550 | 1345 | - | 2730 | 762 | - |
| Pepsu | 140 | 192 | - | - | 192 | - |
| Rajasthan | 2200 | 401 | - | - | 368 | - |
| Saurashtra | 1700 | 150 | 64 | 1078 | 140 | 64 |
| Travancore-Cochin | 318 | - | - | 100 | - | - |
| Bhopal | 750 | 72 | - | 250 | 72 | - |
| Delhi | 1376 | 100 | 58 | - | 100 | - |
| Total | 68200 | 10116 | 1318 | 37217 | 6079 | 538 |

Table II

| | <u>Money Sanctioned</u> | <u>Money Disbursed</u> |
|---------|-------------------------|------------------------|
| Loan | 10.8 crores | 8.72 crores |
| Subsidy | 11.8 crores | 4.59 crores |

From the above table, it would be noted that during the First Plan, the State Governments could complete only 37,217 houses out of the approved number of 68,200 - less than 50%. The Governments of Andhra, Assam, Madras, Pepsu, Rajasthan and Delhi did not construct a single tenement upto the end of the First Plan period.

As regards the employers, their scheme was to construct only 10,000 houses. And the total they could complete were only 6,000. The employers of such a relatively highly industrialised State as Bombay could construct only 235 tenements for their employees.

The amount allocated could not be sanctioned. The amount sanctioned could not be disbursed. The State Governments were slow and the employers were indifferent. The workers' cooperatives were not coming up. Such was the deplorable situation obtaining on the Housing front at the end of the First Plan and in the beginning of the Second Plan.

Industrial Housing During Second Plan

The Second Five Year Plan announced with a bombast that Rs.45 crores would be spent on subsidised housing, Rs.20 crores on slum clearance, including housing for sweepers and Rs.2 crores on housing in plantations. The target of the number of houses/tenements fixed was 1,28,800; 1,10,000 and 11,000 respectively. But what was the progress of housing construction under the Subsidised Industrial Housing Scheme?

Table III

NUMBER OF HOUSES CONSTRUCTED DURING 1956-57

| | State Govt. | Employers | Cooperatives | Total |
|-----------------|-------------|-----------|--------------|-------|
| Andhra Pradesh | 54 | 100 | - | 154 |
| Assam | - | - | - | - |
| Bihar | 578 | 55 | - | 633 |
| Bombay | 3932 | 333 | 148 | 4413 |
| Jammu & Kashmir | - | - | - | - |
| Kerala | - | - | - | - |
| Madhya Pradesh | 110 | 252 | - | 362 |
| Madras | 886 | 116 | - | 1002 |
| Mysore | 466 | 202 | - | 668 |
| Orissa | - | 170 | - | 170 |
| Punjab | 40 | 234 | - | 274 |
| Rajasthan | 688 | - | - | 688 |
| Uttar Pradesh | 1572 | 88 | - | 1660 |
| West Bengal | 332 | 144 | - | 476 |
| Delhi | - | - | 20 | 20 |
| GRAND TOTAL | 8658 | 1694 | 168 | 10520 |

The figures revealed no radical change in the position. During the First Plan, the construction of houses worked out to be 8,767 tenements per year. During the first year of the Second Plan, it was no better - 10,500 houses. The employers' boycott continued.

The problem was therefore discussed at the 15th Indian Labour Conference at Delhi in July 1957.

The conference "noted with regret" that the funds allocated were not "fully utilised" and the response from the employers was "poor". The conclusions were:

- Rising cost and non-availability of land was a major impediment.
- Necessary supply of building material was not guaranteed.
- There was inordinate administrative delay in sanctioning funds and there was no coordination between the various Schemes, such as Subsidised Industrial Housing, Slum Clearance and Low Income Group housing.
- Rents of tenements were high and they were situated at a long distance from the place of work.
- Workers' Housing Cooperatives were not coming up primarily because they could not find their share of 25% of the cost of construction and cheap and proper site for construction.

The 15th Indian Labour Conference therefore recommended that the ceiling on the cost of construction should be raised; supply of building material should be guaranteed; it should be incumbent on employers to construct reasonable number of houses; financial assistance to the employers be raised to 50% loan and 25% subsidy and guarantees from Scheduled Banks and Cooperative Banks may be accepted as alternative security in lieu of execution of agreements and mortgage deeds. Where housing colonies are situated at a distance from the place of work, the State Government may provide transport on a no-profit-no-loss basis. Workers may be allowed to

draw their share of construction cost from their Provident Fund accumulations. Financial assistance to workers' Cooperatives be raised to 60% loan and 30% subsidy. Proper administrative coordination and promptness to be secured by establishing a separate Housing Department in every State and bringing about suitable changes in the office of the Registrar of Cooperative Societies in the States. It was recommended that the Central Government should come forth with a National Housing Act for this purpose.

Then the Housing Ministers' Conference met in Mysore in October 1957 to review the position.

The Housing Ministers also noted the conspicuous boycott of the employers and came to the conclusion that there was little justification for giving a subsidy and a loan to employers for this purpose. They suggested that where an employer was unwilling to take advantage of the prescribed financial assistance, the State Governments may undertake the construction of requisite number of houses for the employees concerned under the pattern of financial assistance prescribed for State Governments and recover from the employer the commuted value of 50% of the difference between the economic rent and the subsidised rent as his contribution for the provision of houses for his employees. It was also suggested by the Conference that legislation should be undertaken by the Union Government to achieve this end.

As regards workers' cooperatives, the Housing Ministers' Conference in 1957 did not agree to raise the subsidy from 25% to 30% but agreed to raise the loan from 50% to 65%. The workers were now to produce on their own 10% of the cost of construction including land.

As regards accepting bank guarantees in lieu of mortgage, the banks were generally disinclined to furnish guarantees for more than an year as the acceptance of contingent liability for more than an year might impair their liquid position. But it was felt that it should be possible for the employers to mortgage their land as also to enable the Government to have a lien on the assets which are being created from out of the proceeds of the loans.

The Government promised to consider this.

As regards sites, the Mysore Conference of Housing Ministers suggested that State Governments should acquire suitable sites and develop them either for constructing houses themselves or for selling them to the employers or the cooperatives on no-profit-no-loss basis.

The conference recommended that the Central Government may advance short-term loans to the State Governments repayable in 5 to 7 years for acquisition and development of land for this purpose.

There was also a suggestion that State Governments might consider the question of bringing about suitable legislation to freeze the price of land.

Let us then examine the progress of industrial housing in 1958 after all these conferences, deliberations, suggestions and recommendations.

Table IV
NUMBER OF HOUSES CONSTRUCTED DURING 1957-58

| | State Govt. | Employers | Cooperatives | Total |
|-----------------|--------------|-------------|--------------|--------------|
| Andhra Pradesh | 434 | - | - | 434 |
| Assam | - | 76 | - | 76 |
| Bihar | 850 | 920 | - | 1770 |
| Bombay | 4408 | 768 | 155 | 5331 |
| Jammu & Kashmir | - | - | - | - |
| Kerala | 180 | - | - | 180 |
| Madhya Pradesh | 988 | 348 | - | 1336 |
| Madras | 50 | 50 | - | 100 |
| Mysore | 389 | 418 | - | 807 |
| Orissa | - | 62 | - | 62 |
| Punjab | 578 | 25 | 92 | 695 |
| Rajasthan | 350 | 440 | - | 790 |
| Uttar Pradesh | 4826 | 53 | - | 4879 |
| West Bengal | 384 | 100 | - | 484 |
| Delhi | 1376 | - | 38 | 1414 |
| | <u>14813</u> | <u>3260</u> | <u>285</u> | <u>18358</u> |

It could be noted that even though the construction of houses has increased over the previous year under every head; the biggest increase is in the State Government Sector and this too, specially in Bombay and U.P. However, the tempo of construction was nowhere near the required number to fulfil the Plan target. The Plan target of 1,28,000 houses could be reached only when 25,600 houses were constructed every year plus the 15,000 from the backlog of the previous year when only 10,000 were constructed.

It should also be noted that the number of houses constructed by the employers was one-fifth of those constructed by the State Government in 1956-57, whereas the ratio fell to one-sixth in 1957-58. In spite of the unanimous recommendations of the 15th Indian Labour Conference, the employers' response remained deplorably poor. They had not constructed a single tenement in Andhra Pradesh, Kerala and Delhi.

This was the background in which the Labour Ministers' Conference discussed the matter at Nainital in May 1958.

The Labour Ministers noted that the employers were taking advantage of State Governments constructing the houses and were not feeling compelled to provide housing to the employees. The employers would rather prefer to invest in plants and machinery than in constructing houses as the former was "profitable".

The Labour Ministers therefore suggested more "incentives" to the employers by raising the loan from 37½% to 50% and some relief in come-tax to the employers who build houses for the workers.

The Labour Ministers also emphasised that the earlier recommendation of the Housing Ministers' Conference (1957) that State Governments should acquire and develop land and sell it on no-profit-no-loss basis to employers and cooperatives. But the Labour Ministers also observed that if the employers "fail to realise their responsibility, Government should seriously consider the question of compulsion through legislative measures, to get the employers to provide housing for some reasonable percentage of their workers."

And when immediately after the Labour Ministers' Conference, the 16th Indian Labour Conference met in Nainital in May 1958, the employers clean disowned all responsibility for the housing of workers even though their attention was drawn to the unanimous recommendations of the 15th Tripartite, an year ago. They undertook to push on the construction of houses on a voluntary basis only and the Sixteenth Tripartite recommended the following "incentives" for the employers:

- Quantum of loan to be raised from 37½% to 50%.
- Rules for the allotment of tenements to be left to the employers to be finalised in consultation with the workers.
- Income-tax relief to those who constructed workers' housing.
- State Governments should acquire and develop land and sell it to employers or cooperatives on no-profit-no-loss basis.

The Government of India was to consider the question of income-tax relief and enhancement of loan assistance.

So we see a stiffening of the attitude of the employers. Concessions and incentives were having only the contrary effect. And the result was that during the five months April-August 1958, only 2,954 houses were constructed in all.

It was during this period that there was a reappraisal of the Plan and an agonising reappraisal. The amount earmarked for Subsidised Industrial Housing was slashed down to Rs.27 crores from the original Rs.45 crores.

On the other hand, the rents of the tenements constructed by State Governments were very high and beyond the means of the workers. In Kanpur, for a single-room tenement the worker was to pay a rent of Rs.10 plus Rs.3 towards electricity charges. In Vijayawada, a tenement carries with it a rent of Rs.12.50. In Howrah, the subsidised rent for a tenement is Rs.15.

In short, industrial housing was again in crisis. Employers were getting tough. The State Governments were cutting down their expenditure. Land was costly. Cost of construction was growing. Rents were beyond the reach of workmen. Such was the background when the Housing Ministers in Darjeeling in October 1958 to review the position.

The conference was faced with the situation when since the inception of the Scheme in September 1952 until March end in 1958, financial assistance amounting to Rs.28.72 crores was sanctioned for the construction of 98,262 houses. As against this a sum of only Rs.19.67 crores has actually been disbursed and construction of about 71,000 houses has been completed.

In fact, the Union Minister of Works, Housing and Supply, Shri K.C.Reddy, in his very opening speech remarked that the total allocation of Rs.120 crores for all the housing schemes in the Second Plan was already brought down to Rs.84 crores. And during the first three years, a total of Rs.36 crores would have been spent by all the States at the rate of Rs.12 crores a year. At this rate of spending, in the remaining period of the Plan, even the reduced allocation of Rs.84 crores would not be spent fully. Shri Reddy also spotlighted the question of increasing construction costs and called upon the administrators, technicians and all concerned to concentrate on "low-cost housing".

The conference, nevertheless, could not reconcile to the proposed reduction in the Plan provision for housing.

The conference recommended that eligible industrial workers should be persuaded to occupy the houses constructed by State Governments by providing basic amenities like water supply, electricity, sewage, drainage, etc., directly or through local bodies. Community facilities such as schools, hospitals, maternity centres, shopping centres, playgrounds, etc., should be provided direct or through the local body. Rents were to be lowered, at least for a limited period, either by reducing municipal rates and taxes or by subsidising the rent from the Labour Welfare Fund or through direct subsidies from the State Governments. The Conference also recommended that State Governments, could, at a total cost of about Rs.2000 provide a skeleton house comprising of some roofing on pillars on a developed plot at a rent of about Rs.8 per month, where the worker could complete the walls on his own.

The conference felt that the liberalised scheme should attract employers to construct houses. In case their response remains poor, the conference felt that compelling measures would be necessary. Nevertheless, the Housing Ministers decided to review the position next year and meanwhile watch the employers' response.

With regard to the slum clearance scheme, the Conference decided to raise the central subsidy from 25% to 37½%. This, with the 25% subsidy from the State Government, makes the total subsidy 62½% of the approved cost of the project. In slum clearance, preference has to be given to areas where sweepers predominate.

The conference noted with concern the slow progress made in the matter of acquisition of slum areas and asked the State Governments to make full use of the amendment made to Article 31 of the Constitution and pass enabling legislation for acquisition of slum areas and land for re-housing slum dwellers.

The conference also emphasised on the State Governments acquiring and developing land for purposes of housing, and recommended that the States be permitted to enter into commitments upto at least Rs.25 crores over and above the existing Second Plan allocation for housing to be spent in the remaining years of the Second Plan and early Third Plan.

The General Council of the AITUC discussed the question at its meeting in Bangalore in January 1959. The General Council came to the conclusion that compelling legislation was the only answer to employers' resistance. The Council also noted that the various recommendations of the Housing Ministers' Conference, the Labour Ministers' Conference and the 15th and 16th Indian Labour Conferences were not being put into practice.

The General Council demanded that the scope of Subsidised Industrial Housing Scheme should be enlarged to include employees of such industries as road transport, banking, and so on. At present it applies to only industrial workers covered by Section 2(1) of the Factories Act, 1948, and mine workers other than those engaged in coal and mica mining but covered by Sec.2(h) of the Mines Act 1952.

The General Council demanded that the houses constructed by the State Governments should be allotted to workers employed in small factories while the employers of bigger units should be compelled to construct houses for their employees. The Council wanted the amendment to Employees Provident Fund Act to provide that workers could draw their share of cost of construction of cooperative housing from their Provident Fund accumulations.

The Fourth Housing Ministers' Conference which met in Hyderabad in November 1959 is reported to have reviewed among other things, the progress of Subsidised Industrial Housing in the country.

During the first Five Year Plan, the houses sanctioned for construction involved an expenditure of Rs.22.32 crores. But the amount actually disbursed was only Rs.13.29 crores. Houses completed were 43,834 as against the approved number of 79,679.

For the Second Plan, the amount originally allotted was Rs.45 crores which was subsequently brought down to Rs.27 crores. The target of houses was likewise brought down to 64,300 from 1,28,000.

However, the expenditure during the first three years of the Plan was a miserable sum of Rs.10.87 crores.

It is said that for 1959-60, a sum of Rs.7.22 crores has been earmarked and Rs.8.91 crores shall remain to be spent during the 5th year of the Plan.

It is disgraceful to find that for the entire period beginning with September 1952 and ending with September 1959, total amount actually utilised was Rs.27.82 crores. And in this, the amount disbursed to private employers was only Rs.98 lakhs. Such is the sordid tale of employers' response to the Scheme.

Let us see the complete picture.

Table V

HOUSES CONSTRUCTED AND ASSISTANCE DISBURSED UPTO 30.9.1959

| State | HOUSES | | ASSISTANCE (in Rs.lakhs) | |
|-------------------|------------|-----------|--------------------------|-----------|
| | Sanctioned | Completed | Sanctioned | Disbursed |
| 1. ANDHRA PRADESH | | | | |
| State Government | 5771 | 3721 | 181.16 | 101.45 |
| Employers | 417 | 154 | 10.21 | 2.54 |
| Cooperatives | - | - | - | - |
| Total | 6188 | 3883 | 191.37 | 103.99 |
| 2. ASSAM | | | | |
| State Government | 204 | 136 | 6.73 | 6.36 |
| Employers | - | - | - | - |
| Cooperatives | - | - | - | - |
| Total | 204 | 136 | 6.73 | - |
| 3. BIHAR | | | | |
| State Government | 6962 | 2844 | 298.20 | 104.36 |
| Employers | 806 | 689 | 7.83 | 5.15 |
| Cooperatives | - | - | - | - |
| Total | 7768 | 3533 | 306.75 | 109.51 |
| 4. BOMBAY | | | | |
| State Government | 33833 | 24734 | 1250.89 | 896.72 |
| Employers | 1013 | 1345 | 15.74 | 10.69 |
| Cooperatives | 1295 | 864 | 27.94 | 17.16 |
| Total | 36141 | 26943 | 1294.57 | 924.57 |
| 5. DELHI | | | | |
| State Government | 1380 | 1380 | 37.15 | 12.38 |
| Employers | 21 | - | 0.55 | - |
| Cooperatives | 58 | 58 | 1.04 | 1.05 |
| Total | 1459 | 1438 | 38.74 | 13.43 |

---Contd---

TABLE V - Contd.

- 9 -

| State | HOUSES | | ASSISTANCE (in Rs.lakhs) | |
|--------------------------|------------|-----------|--------------------------|-----------|
| | Sanctioned | Completed | Sanctioned | Disbursed |
| 6. KERALA | | | | |
| State Government | 250 | 250 | 7.76 | 8.33 |
| Employers | 100 | - | 2.89 | - |
| Cooperatives | - | - | - | - |
| Total | 350 | 250 | 10.65 | 8.33 |
| 7. MADHYA PRADESH | | | | |
| State Government | 5332 | 5232 | 132.13 | 129.44 |
| Employers | 692 | 692 | 12.45 | 7.12 |
| Cooperatives | 65 | - | 1.44 | - |
| Total | 6089 | 5924 | 146.02 | 136.56 |
| 8. MADRAS | | | | |
| State Government | 2184 | 1448 | 66.55 | 49.56 |
| Employers | 500 | 514 | 8.15 | 7.45 |
| Cooperatives | 641 | - | 18.34 | 4.33 |
| Total | 3325 | 1962 | 93.04 | 61.38 |
| 9. MYSORE | | | | |
| State Government | 4418 | 4123 | 124.07 | 100.13 |
| Employers | 1545 | 1545 | 18.78 | 15.01 |
| Cooperatives | - | - | - | - |
| Total | 5963 | 5668 | 142.85 | 115.14 |
| 10. ORISSA | | | | |
| State Government | 524 | 362 | 16.24 | 13.18 |
| Employers | 1008 | 1008 | 17.16 | 16.05 |
| Cooperatives | - | - | - | - |
| Total | 1532 | 1370 | 33.40 | 29.23 |
| 11. PUNJAB | | | | |
| State Government | 2206 | 1508 | 73.14 | 56.07 |
| Employers | 716 | 716 | 10.02 | 9.01 |
| Cooperatives | 289 | 92 | 7.77 | 2.35 |
| Total | 3211 | 2316 | 90.93 | 67.43 |
| 12. RAJASTHAN | | | | |
| State Government | 2690 | 1122 | 84.77 | 35.05 |
| Employers | 952 | 1016 | 13.45 | 13.45 |
| Cooperatives | - | - | - | - |
| Total | 3642 | 2138 | 98.22 | 48.50 |
| 13. UTTAR PRADESH | | | | |
| State Government | 25588 | 20618 | 795.58 | 628.61 |
| Employers | 536 | 440 | 9.34 | 6.42 |
| Cooperatives | 43 | 43 | 0.66 | 6.40 |
| Total | 26167 | 21101 | 805.58 | 635.43 |
| 14. WEST BENGAL | | | | |
| State Government | 5260 | 2544 | 205.47 | 114.63 |
| Employers | 648 | 648 | 8.66 | 5.74 |
| Cooperatives | - | - | - | - |
| Total | 5908 | 3192 | 214.13 | 120.37 |
| ALL STATES | | | | |
| All State Govts. | 96602 | 70030 | 3280.56 | 2657.83 |
| All Employers | 8954 | 8767 | 135.23 | 98.67 |
| All cooperatives | 2391 | 1057 | 57.19 | 25.59 |
| GRAND TOTAL | 107947 | 79854 | 3472.98 | 2781.99 |

The total number of houses completed in the entire period is 79,800 when the number approved for 1st Plan period itself was 79,600. What has been achieved is only what was planned during the 1st Plan period. Even within the number of houses completed upto 30.9.59 (79,854), 43,834 were completed during the First Plan. That means only 16,020 houses have been completed during the first half of the Second Plan period.

We can see that the allotted amount is not sanctioned and the sanctioned amount is not disbursed. Many State Governments have failed to construct the sanctioned number of houses. Andhra Pradesh, Punjab, Rajasthan and West Bengal Governments have particularly lagged behind.

The employers are on a complete strike in Assam. Everywhere else they are miserably lagging behind the target. No incentive and no concession has any effect on them. All the earlier warnings that compulsion would be resorted to in case the employers fail to respond have fallen on deaf ears.

The Fourth Housing Ministers' Conference too is reported to have felt it necessary "to consider specific measures, including legislative compulsion to meet the situation." However, the matter has been left to the Government to consider it "in all its aspects" in consultation with State Governments and the representatives of the all-India organisations of industrial employers and workers.

But it is important to remember that the State Governments of Bihar and Rajasthan are not able to displease the employers and are said to have ruled out any compulsion in this regard.

As regards incentives to workers' cooperatives, the Fourth Housing Ministers' Conference has recommended that the Employees Provident Fund Act be amended to enable the workers to draw from the Provident Fund accumulations to meet their 10% of the cost of construction including the cost of land.

With regard to the State Governments acquiring land, developing it and making it available to workers or employers on no-profit-no-loss basis, the conference has recommended certain Central assistance for such land acquisition by the State Governments and has called on these Governments to proceed to tackle the problem.

With regard to the question of high rents of tenements already constructed by the State Governments, the Housing Ministers' Conference failed to take note of the fact that the recommendations of the Darjeeling Conference of reducing the rents by reducing the municipal taxes, or by direct subsidy, providing amenities and transport were not implemented by any State Government. It has however made an ingenious and positively retrograde suggestion to "solve" this problem of high rents. It has recommended that State Governments could rent out some quarters to social workers and others and charge them economic rent and use this extra income to reduce the rent of other quarters occupied by low-paid labour, or to charge more for ground floor and less for first floor.

TASKS OF TRADE UNIONS WITH REGARD TO HOUSING

We have seen that the problem of industrial housing remains as acute as before. The employers refuse to construct houses and the Government is unable to compel them.

Despite the amendment of Article 31 of the Constitution, the State Governments would take no steps to freeze the prices of land or acquire and develop land for construction of houses.

State Governments are not implementing the various recommendations of the Housing Ministers' Conferences or the Labour Ministers' Conferences or the tripartite Indian Labour Conferences with regard to acquisition of land, simplification of cooperative laws or functioning of cooperative departments, reduction of rents, provision of amenities and transport facilities.

No State Government is spending the allotted amounts for housing.

Every State TUC should concretise the demands in relation to the housing activities of the concerned State Governments and build an organised movement for implementation of the various decisions and recommendations of the various conferences with regard to industrial housing.

Every State TUC should see that the allotted amounts are sanctioned and the sanctioned amounts are disbursed. And all bottlenecks are concretely exposed and overcome.

The agitation to enact an all-India Housing Law making it obligatory for the employers to construct houses and for the State Governments to acquire and develop land and make it available for constructing houses shall have to be stepped up.

Concrete agitation has to be launched for reduction of rents as per various recommendations of the various conferences.

Workers' cooperatives have their own limitations. Firstly, they have to be confined to comparatively better-paid workers. Secondly, availability of site and building material is a serious problem.

However, if the unions take up this question in an organised way and allocate suitable cadres to this work, and if proper agitation is conducted against bureaucratic impediments, cooperative housing of industrial workers under this subsidised schemes could make some advance. Such is also our experience where our cadres have taken up this work seriously as in Bombay State or in Madras State or in Kerala.

Nevertheless, the keynote of the agitation has to be that the State and the employers, and more specially the latter, have to discharge their obligation to provide housing to the employees.

AITUC GENERAL COUNCIL MEETING

(Delhi, Feb.13-15, 1960)

SOME LONG-TERM TRADE AGREEMENTS BETWEEN
INDIA AND OTHER COUNTRIES

1. India and Iraq - May 1959 to May 1961 - ratified in May 1959 - may be extended by mutual agreement for a further year.

INDIA: Textiles, foodstuffs, agricultural products, chemicals, and soap, engineering goods, electrical appliances and accessories.

IRAQ: Live animals, cotton, dates, foodgrains, walnuts and hides and skins.

2. India and Japan - two years from April 1958 - extends most-favoured-nation treatment. A 50 million dollar credit arrangement was concluded at the same time.

INDIA: Spices, tea, tobacco, coffee, sugar molasses, raw cotton, cotton waste, hides and skins, tanning materials, salt, mica, coal, iron and manganese ores.

JAPAN: Artificial yarn and fabrics, raw silk, iron, steel and other metals, electrical and industrial machinery, ships, railway equipment, newsprint, drugs and other chemicals.

3. Also India and Japan - April 1957 to April 1962 - signed in November 1956 between Japanese iron and steel manufacturers and the Indian Government.

INDIA: iron ore (1.3 million in 1957-58, 1.4 million in 1958-59 and 1.5 million tons each year in the remaining three years).

4. India and Czechoslovakia - October 1957 to December 1960 - signed in September 1957 - can be extended. Payments in rupees, balance convertible into pounds sterling.

INDIA: ores, spices, skins, vegetable oils, cashewnuts, tea, coffee, textiles, plastic goods, sports goods, coir products, jute manufactures, leather goods, handicrafts, Indian films.....

CZECHOSLOVAKIA: Machine tools, diesel generating sets, marine type diesel engines, diesel locomotives, tractors, textile machinery, paper and newsprint, dye-stuffs, cameras and appliances, films, abrasive materials....

5. India and the USSR - five years from December 1958 - second five year agreement. Most-favoured-nation treatment mutually granted. Payment in Indian rupees under a clearing system without conversion of rupee balance, if any, into other currency. In July 1959, a new credit of 1.5 billion roubles from the USSR towards implementation of India's third five year plan.

INDIA: tea, spices, hides and skins, wool, tobacco, shellac, cashewnuts, vegetable and essential oils, jute sacks, leather goods, coconut fibre products...

USSR: Various types of equipment, including complete plants for industrial enterprises and equipment for power generation, oil drilling, coal mining and irrigation construction, machine tools, rolled steel.....

6. Pakistan and India - February 1957 to January 1960 - signed in January 1957. Reciprocal most-favoured-nation treatment and limited border trade.

INDIA: coal, chemicals, medicines, mill-board and straw board, machinery and mill work, workshop equipment, electrical instruments, cinema films, sugar, tea for blending, coffee, betel leaves, bidis and hookah tobacco, bidi leaves, gums, resin.....

PAKISTAN: raw jute, hides and skins, fish, poultry and eggs, betel nuts, spices, honey, cinema films, machine tools, bicycles and spare parts, surgical instruments, sports goods.

7. Ceylon and India - January 1958 to August 1961 - India will import Jaffna chewing tobacco from Ceylon at concessional rate of import duty of 400 rupees per candy (560 lbs.). Quantity of tobacco to be imported yearly into India from Ceylon during 1958-61 has been fixed at 1,500, 1,200, 960 and 770 candies respectively, while Indian tobacco to be imported annually into Ceylon are 2, 1.6, 1.3 and 1.0 million pounds respectively during the four year period.

INDICES FOR WAGES IN MANUFACTURING INDUSTRIES
IN VARIOUS COUNTRIES (1953 = 100)

| | 1954 | 1955 | 1956 | 1957 | 1958 |
|----------------|------|------|------|------|------|
| Egypt | 105 | 110 | 111 | 117 | N.A. |
| Canada | 104 | 106 | 112 | 118 | 122 |
| United States | 102 | 106 | 112 | 117 | 132 |
| Argentina | 114 | 127 | 145 | 191 | 264 |
| Mexico | 110 | 127 | 138 | 143 | N.A. |
| Ceylon | 101 | 91 | 89 | 96 | 116 |
| Japan | 107 | 104 | 120 | 126 | 126 |
| Italy | 104 | 108 | 115 | 120 | 126 |
| Netherlands | 111 | 116 | 120 | 133 | 140 |
| Switzerland | 103 | 104 | 108 | 114 | 121 |
| United Kingdom | 104 | 111 | 119 | 125 | 130 |
| Australia | 106 | 114 | 120 | 123 | 128 |
| Belgium | 102 | 106 | 112 | 114 | N.A. |
| Czechoslovakia | 110 | 110 | 113 | 114 | 116 |
| France | 106 | 114 | 123 | 133 | 148 |
| Norway | 105 | 109 | 119 | 126 | 131 |
| W.Germany | 102 | 109 | 119 | 131 | 140 |
| Hungary | 112 | 117 | 125 | 149 | 149 |
| New Zealand | 107 | 111 | 114 | 119 | 121 |
| Poland | 107 | 113 | 126 | 151 | 159 |
| Sweden | 104 | 112 | 122 | 130 | N.A. |
| Finland | 103 | 108 | 120 | 126 | 132 |

N.A. = Not Available

INTERNATIONAL STATISTICS: - 2

CONSUMER PRICE INDICES FOR VARIOUS COUNTRIES
(1953 = 100)

| | 1954 | 1955 | 1956 | 1957 | 1958 |
|----------------|------|------|------|------|------|
| Algeria | 101 | 101 | 104 | 106 | 119 |
| Egypt (U.A.R.) | 96 | 96 | 98 | 102 | 102 |
| Sudan | 108 | 110 | 106 | 108 | 116 |
| Tunisia | 101 | 103 | 109 | 115 | 120 |
| Canada | 101 | 101 | 102 | 106 | 108 |
| U.S.A. | 100 | 100 | 102 | 105 | 108 |
| Brazil | 118 | 142 | 173 | 206 | 237 |
| Colombia | 109 | 103 | 116 | 133 | 153 |
| Mexico | 105 | 122 | 128 | 135 | 150 |
| Burma | 96 | 98 | 111 | 119 | 115 |
| Ceylon | 100 | 99 | 99 | 101 | 103 |
| India | 95 | 90 | 99 | 104 | 109 |
| Indonesia | 106 | 141 | 161 | 177 | 258 |
| Iran | 118 | 122 | 130 | 137 | 140 |
| Iraq | 98 | 101 | 107 | 113 | 109 |
| Japan | 106 | 105 | 106 | 109 | 108 |
| Czechoslovakia | 89 | 86 | 84 | 82 | 82 |
| Italy | 103 | 105 | 109 | 110 | 113 |
| Norway | 104 | 105 | 109 | 112 | 118 |
| France | 100 | 101 | 103 | 106 | 122 |
| Poland | 94 | 91 | 91 | 95 | 98 |
| Turkey | 109 | 119 | 136 | 152 | 172 |
| U.K. | 102 | 106 | 112 | 116 | 119 |
| Yugoslavia | 98 | 111 | 117 | 121 | 124 |
| Australia | 101 | 104 | 110 | 113 | 115 |
| New Zealand | 105 | 107 | 111 | 113 | 118 |
| Switzerland | 101 | 102 | 103 | 105 | 107 |
| Chile | 172 | 302 | 471 | 627 | 752 |
| Greece | 115 | 122 | 126 | 129 | 131 |
| W.Pakistan | 98 | 94 | 97 | 106 | 110 |

(Source: Statistical supplement of International Labour Review. Vol. LXXX No.6).

REGISTERED UNEMPLOYED PERSONS IN VARIOUS COUNTRIES

(Figures in bracket denote percentage to the population)

| Year | South Africa | Canada | U.S.A. | Chile | Ceylon |
|------|--------------|----------------|------------------|------------|-------------|
| 1952 | 12,142 | 219,326 (7.0) | 1,932,000 (3.1) | 3,274 | 51,603 |
| 1953 | 12,113 | 251,374 (7.9) | 1,870,000 (2.9) | 2,835 | 52,649 |
| 1954 | 13,717 | 356,764 (10.8) | 3,578,000 (5.6) | 3,824 | 56,513 |
| 1955 | 12,461 | 319,129 (9.3) | 2,904,000 (4.4) | 3,776 | 67,609 |
| 1956 | 12,739 | 272,349 (7.3) | 2,822,000 (4.2) | 6,244 | 79,630 |
| 1957 | 15,014 | 380,177 (9.5) | 2,936,000 (4.3) | 7,444 | 94,997 |
| 1958 | 18,821 | 542,082 (13.1) | 4,681,000 (6.8) | 9,358 | 114,807 |
| | Pakistan | Japan | Austria | Finland | France |
| 1952 | 107,079 | 470,000 (1.2) | 156,975 (7.7) | 2,382 | 129,063 |
| 1953 | 93,088 | 450,000 (1.1) | 183,651 (9.0) | 5,653 | 179,509 |
| 1954 | 88,504 | 590,000 (1.5) | 163,827 (7.9) | 2,560 | 183,933 |
| 1955 | 103,881 | 680,000 (1.6) | 120,748 (5.7) | 1,551 | 159,981 |
| 1956 | 127,096 | 630,000 (1.5) | 119,335 (5.4) | 2,232 | 112,286 |
| 1957 | 137,462 | 520,000 (1.2) | 112,168 (4.9) | 5,404 | 80,731 |
| 1958 | 136,842 | 560,000 (1.3) | 123,154 (5.3) | 8,732 | 93,083 |
| | Australia | Belgium | Italy | India | Switzerland |
| 1952 | 16,601 | 173,570 (8.3) | 1,849,680 (9.5) | 383,992 | 5,314 |
| 1953 | 24,268 | 183,614 (8.8) | 1,946,533 (10.0) | 477,575 | 4,995 |
| 1954 | 6,524 | 166,926 (8.1) | 1,958,680 (10.0) | 562,319 | 4,329 |
| 1955 | 2,861 | 116,489 (5.7) | 1,913,414 (9.8) | 647,109 | 2,713 |
| 1956 | 8,052 | 91,034 (4.4) | 1,937,471 (9.9) | 749,099 | 3,038 |
| 1957 | 17,775 | 77,860 (3.7) | 1,756,640 (9.0) | 816,280 | 2,047 |
| 1958 | 26,834 | 109,747 (5.2) | 1,758,694 (9.0) | 1049,176 | 3,373 |
| | Sweden | Yugoslavia | U.K. | W. Germany | Denmark |
| 1952 | 21,675 | 44,718 (2.4) | 368,400 (1.7) | 1,379,203 | 81,645 |
| 1953 | 21,189 | 81,610 (4.0) | 356,300 (1.7) | 1,258,597 | 61,018 |
| 1954 | 25,432 | 76,215 (3.3) | 302,900 (1.4) | 1,220,607 | 54,143 |
| 1955 | 24,490 | 67,233 (2.7) | 243,500 (1.1) | 928,308 | 65,939 |
| 1956 | 19,120 | 99,338 (3.9) | 258,300 (1.2) | 761,412 | 75,492 |
| 1957 | 23,472 | 115,904 (4.3) | 327,100 (1.5) | 662,334 | 70,948 |
| 1958 | 31,694 | 132,004 (5.9) | 450,500 (2.0) | 683,117 | 68,446 |

Source: STATISTICAL SUPPLEMENT, INTERNATIONAL LABOUR REVIEW, Vol. LXXX, No. 6.

NOTE: The unemployment figures in India are low in comparison with other countries because the statistics published by Employment Exchanges do not indicate the real extent of unemployment as only a small section of the workers register their names in Employment Exchanges.

(4)

EMPLOYMENT EXCHANGE STATISTICS

| Year | No. of registrations during the period | No. of applicants placed in employment | No. of applicants on the live registers at the end of the period |
|-----------|--|--|--|
| 1954 | 14,65,497 | 1,62,451 | 6,09,780 |
| 1955 | 15,84,024 | 1,69,735 | 6,91,958 |
| 1956 | 16,69,895 | 1,86,855 | 7,58,503 |
| 1957 | 17,74,668 | 1,92,831 | 9,22,099 |
| 1958 | 22,03,388 | 2,33,320 | 11,83,299 |
| 1959 Jan. | 1,87,924 | 19,255 | 11,95,926 |
| Feb. | 1,73,513 | 19,966 | 12,10,523 |
| March | 1,63,386 | 17,860 | 12,17,650 |
| April | 1,97,538 | 22,575 | 12,36,988 |
| May | 1,94,396 | 25,537 | 12,52,214 |
| June | 2,29,802 | 26,531 | 12,87,784 |
| July | 2,65,326 | 25,827 | 13,47,314 |
| Aug. | 2,18,309 | 24,070 | 13,77,096 |
| Sept. | 2,28,417 | 23,982 | 14,08,903 |

Occupational distribution of applicants on live registers in September 1959 is as follows:

| | |
|---------------------------------|-----------|
| Industrial Supervisory services | - 12,985 |
| Skilled & Semi-skilled services | -1,00,730 |
| Clerical Services | -3,63,407 |
| Educational Services | - 79,527 |
| Domestic Services | - 51,704 |
| Unskilled Services | -7,31,008 |
| Others | - 69,542 |

(5)

ALL INDIA CONSUMER PRICE INDEX NUMBERS

| <u>Year</u> | <u>GENERAL INDEX</u> | | | <u>FOOD INDEX</u> |
|-------------|----------------------|----------------------|----------------------|----------------------|
| | <u>1949 base</u> | <u>1944 base</u> | <u>1939 base</u> | <u>1949 base</u> |
| 1950 | 101 | 138 | 360 | 101 |
| 1951 | 105 | 144 | 374 | 104 |
| 1952 | 103 | 141 | 367 | 102 |
| 1953 | 106 | 145 | 377 | 109 |
| 1954 | 101 | 138 | 360 | 101 |
| 1955 | 96 | 132 | 342 | 92 |
| 1956 | 105 | 145 | 374 | 105 |
| 1957 | 111 | 152 | 395 | 112 |
| 1958 | 116 | 161 | 414 | 118 |
| 1959 | | | | |
| Jan. | 117 | 161 | 417 | 119 |
| Feb. | 118 | 163 | 420 | 120 |
| March | 117 | 161 | 417 | 118 |
| April | 117 | 161 | 417 | 119 |
| May | 119 | 164 | 424 | 122 |
| June | 122 | 168 | 434 | 126 |
| July | 124 | 171 | 441 | 128 |
| Aug. | 125 | 173 | 445 | 129 |
| Sept. | 125 | 173 | 445 | 129 |
| Oct. | 126* | 174* | 449* | 131* |
| Nov. | 126* | 174* | 449* | 131* |

* = Provisional

(6)

INDUSTRIAL DISPUTES

| Year | No. of disputes | No. of workers involved | No. of Man-days lost |
|-----------|-----------------|-------------------------|----------------------|
| 1954 | 1,166 | 5,27,767 | 56,97,848 |
| 1955 | 1,203 | 7,15,130 | 69,92,040 |
| 1956 | 1,248 | 6,40,871 | 49,82,229 |
| 1957 | 1,630 | 8,89,371 | 64,29,319 |
| 1958 | 1,524 | 9,29,196 | 77,97,588 |
| 1959 Jan. | 152 | 60,114 | 3,06,998 |
| Feb. | 128 | 39,850 | 2,91,294 |
| March | 134 | 55,078 | 2,79,346 |
| April | 158 | 42,425 | 3,83,741 |
| May | 131 | 53,755 | 3,54,517 |
| June | 161 | 79,553 | 8,26,805 |
| July | 142 | 57,913 | 7,45,436 |
| August | 141 | 63,716 | 3,96,789 |
| Sept. | 71 | 26,434 | 94,190 |

(7)

INDEX NUMBERS OF INDUSTRIAL PRODUCTION

(1951 - 100)

| | 1952 | 1953 | 1954 | 1955 | 1956 | 1957 | 1958 | 1959 | |
|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | | | | | | | | July | August |
| General Index | 103.6 | 105.6 | 112.9 | 122.4 | 132.6 | 137.3 | 139.4 | 151.2 | ... |
| Coal | 105.6 | 104.5 | 107.2 | 111.4 | 114.9 | 126.8 | 132.1 | 135.0 | 131.2 |
| Iron Ore | 106.3 | 99.9 | 107.8 | 116.7 | 116.1 | 126.3 | 156.3 | 205.2 | 189.8 |
| Sugar | 134.0 | 115.6 | 97.4 | 143.0 | 166.5 | 185.5 | 175.5 | 4.8 | 10.0 |
| Tea | 98.6 | 96.7 | 102.0 | 106.2 | 106.0 | 106.9 | 112.0 | 184.0 | 207.3 |
| Vegetable Oil Products | 110.7 | 111.2 | 133.9 | 151.3 | 148.3 | 174.9 | 171.3 | 174.6 | 155.7 |
| Cigarettes | 102.3 | 109.1 | 110.9 | 111.9 | 117.5 | 115.6 | 108.9 | 143.1 | ... |
| Cotton Cloth | 102.0 | 109.5 | 109.5 | 109.2 | 115.2 | 109.7 | 101.8 | 107.1 | 103.1 |
| Jute Textiles | 107.6 | 101.1 | 107.3 | 118.9 | 127.3 | 120.5 | 123.9 | 129.7 | 124.2 |
| Matches | 107.1 | 106.9 | 91.5 | 106.6 | 106.6 | 100.1 | 106.3 | 125.1 | 130.3 |
| Soap | 103.5 | 98.5 | 105.5 | 118.7 | 132.1 | 133.8 | 147.2 | 158.1 | ... |
| Cement | 110.7 | 118.3 | 137.6 | 140.4 | 154.2 | 175.3 | 189.9 | 207.7 | 203.8 |
| Iron & Steel | 102.2 | 95.7 | 113.2 | 113.3 | 119.4 | 119.3 | 119.2 | 168.5 | ... |
| Non-ferrous Metals | 80.7 | 85.2 | 126.5 | 123.7 | 124.7 | 151.7 | 165.4 | 220.0 | ... |

(Source: RESERVE BANK BULLETIN)

NATIONAL INCOME (1948-49 TO 1957-58)

(Factor Incomes)

In Constant Prices - In Rs.100 Crores.

| Year | Net output of Govt. Admini- stration*** | Net output of Govt. enter- prises | Net out- put of pri- vate sector | Net earned income from abroad | Net National Product |
|---------|---|---|--|-------------------------------------|----------------------------|
| 1948-49 | 4.0 | 2.4 | 80.3 | -0.2 | 86.5 |
| 1949-50 | 4.1 | 2.7 | 83.5 | -0.2 | 90.1 |
| 1950-51 | 4.3 | 2.9 | 88.3 | -0.2 | 95.3 |
| 1951-52 | 4.5 | 3.2 | 92.2 | -0.2 | 99.7 |
| 1952-53 | 4.6 | 3.1 | 90.6 | -0.1 | 98.2 |
| 1953-54 | 4.9 | 3.2 | 96.7 | - | 104.8 |
| 1954-55 | 5.2 | 3.6 | 87.3 | - | 96.1 |
| 1955-56 | 5.7 | 4.2 | 89.9 | 0.1 | 99.8 |
| 1956-57 | 6.1 | 4.8 | 102.1 | - | 113.1 |
| 1957-58 | 6.6 | | X-107.0--X | - | 113.6 |

***Includes Central, State and Local Governments

