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INTERNATIONAL LABOUR OFFICE
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Industrial and Labour Development in May, 1950.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - MAY 1950.

11. Political Situation and Administrative Action.

Central Cabinet reshuffled: Sir Chintaman Deshmukh appointed Finance Minister.

During May 1950, the Prime Minister tendered the resignation of his cabinet and a new council of Ministers under the Constitution was sworn-in. ~~recently.~~

The new cabinet consists of:

1. Pandit Jawaharlal Nehru, Prime Minister and Minister for External Affairs.
2. Sardar Vallabhbhai Patel, Deputy Prime Minister and Minister for Home Affairs, Information and Broadcasting and States.
3. Maulana Abul Kalam Azad, Minister for Education.
4. Sir Chintaman Deshmukh, Minister for Finance.
5. Sardar Baldev Singh, Minister for Defence.
6. Mr. Jagjivan Ram, Minister for Labour.
7. Mr. Rafi Ahmad Kidwai, Minister ~~was~~ for Communications.
8. Shrimati Rajmumari Amrit Kaur, Minister for Health.
9. Mr. B.R. Ambedkar, Minister for Law.
10. Mr. N.V. Gadgil, Minister for Works, Mines and Power.
11. Mr. N. Gopalaswami Ayyangar, Minister for Transport.
12. Mr. K.M. Munshi, Minister for Food and Agriculture.
13. Mr. H.K. Mahtab, Minister for Industry and Supply.
14. Mr. Sri Prakasa, Minister for Commerce.

Ministers of State

1. Mr. C.C. Biswas, Minister of State for Minority Affairs.
2. Mr. A.P. Jain, Minister of State for Rehabilitation.
3. Mr. K. Santhanam, Minister of State for Railways.
4. Mr. R.R. Diwakar, Minister of State for Information and Broadcasting.
5. Mr. S.N. Sinha, Minister of State for Parliamentary Affairs.

Deputy Ministers

1. Dr. B.V. Keskar, Deputy Minister for External Affairs.
2. Mr. Khurshed ^{Mal}al, Deputy Minister for Communications.

Mr. C. Rajagopalachari, former Governor-General, has also accepted the Prime Minister's invitation to join the cabinet and is likely to take the oath of office shortly.

(The Hindustan Times; 12-5-1950;
The Statesman, 27-5-1950;
The Tribune, dated 6-5-1950)

Tripartite Conference of Bank Workers and Employers:
Labour Bills discussed.

A tripartite conference of employers and workers in banking and commercial interests was held in New Delhi on 18 and 19 May 1950. Mr. V.K.R. Menon, Secretary, Labour Ministry presided. The conference comprised of four representatives each of the Central Government, employers and workers in banking and commercial interests. Workers were represented by four representatives of the Indian National Trade Union Congress and three representatives of the Hind Mazdoor Sabha. In addition, Prof. K.T. Shah MP, represented Independent labour.

During discussions on the Labour Relations Bill, representatives of the Hind Mazdoor Sabha suggested a translation of the Bill into Indian languages so that workers could be apprised fully of its implications. They stressed that ~~an~~ opportunity should be given to adduce sufficient evidence before the Parliamentary Select Committee.

Workers' spokesmen urged simplification of the procedure provided under the Bill and the setting up of a permanent committee to adjudicate on retrenchment questions. They further advocated the setting up of a ~~permanent committee to adjudicate~~ machinery for drawing up agreements between employers and workers and the relaxation of the provisions relating to organisation on the part of civil servants by allowing all Grades 3 and 4 civil servants as well as Grade 2 Civil servants drawing salaries up to 500 rupees, the right to organise.

The Conference considered the various provisions of the Trade Unions Bill in detail particularly those provisions relating to exclusion of outsiders ~~from~~ executives of trade unions, cancellation of registration, penal provisions and the clauses concerning civil servants' organisations.

The workers' spokesmen ~~are~~ urged that the number of outsiders entitled to be officers of a trade union should be raised to half of the total number of the executives as it was argued that, in the present state of educational backwardness of the worker, the assistance of outsiders was necessary. Representatives of employers did not share this view and supported the provision in the Bill restricting the number ~~of~~ to four ~~of~~ one-fourth, whichever was less.

They advocated ~~to civil servants~~ ^{application of} provisions relating to civil servants to bank employees and the provision of imprisonment as a penalty for making false returns and supplying false information regarding trade unions. On the other hand, representatives of workers recommended alteration in the definition of the term "civil servant" and saw no objection to Government employees of a trade union contributing to a fund for political purposes. They also urged repeal of the clause dealing with cancellation of registration of a trade union.

Winding up the proceedings, Mr. V.K.R. Menon, thanked the members ~~of~~ for presenting their views objectively and assured them that their suggestions would be placed before the Parliamentary Select Committee. The workers' representative in moving a vote of thanks to the chair said that the conference had proved useful and had led to a closer understanding between the workers and the employers.

(The Statesman, 3 and 20-5-1950)

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Bombay: Labour Portfolio taken over by
Mr. Naik-Nimbalkar.

Consequent on the resignation of Mr. Gulzarilal Nanda as Labour Minister, Government of Bombay (vide page 12 of the report of this Office for March 1950), the Industries and Labour portfolio has been taken over by Mr. Naik-Nimbalkar.

Bombay: Provincial Labour Advisory Board:
Name changed to Labour Advisory Board, Bombay.

The name of the Provincial Labour Advisory Board has been changed to Labour Advisory Board, Bombay.

(The Bombay Chronicle, 27-5-1950);

Meeting of Labour Advisory Board, Bombay:
Unemployment situation reviewed.

A meeting of the Labour Advisory Board, Bombay, was held at Bombay on 11 and 12 May 1950, Mr. Naik-Nimbalkar, Minister for Industries and Labour, ~~presided~~ presided. The Board discussed the problem of unemployment in Bombay State and passed a resolution suggesting various remedial measures for dealing with the situation.

Reviewing the growing unemployment, Mr. M. Naik-Nimbalkar, said that the problem affected the entire country, and its causes could be traced to the shortage of raw materials like cotton and jute. The decasualisation scheme had been working quite successfully. The implementation of the industrial-truce resolution within the State sphere, the three-shift system in textile mills, and machinery for the settlement of industrial disputes had similarly recorded successes in actual working. He pointed out that much headway had to be made in overcoming the difficulties the country faced, and stressed the need for increased production to achieve national economic recovery. He called upon both labour and industry to rise to the national task, eschew a narrow or selfish view, and make greater sacrifices in achieving industrial peace and economic plenty in the country. While legislative action and

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collective bargaining could bring in to labour its legitimate share of the national income, ~~the~~ higher standard of living could be achieved for the workers only when the quantum of the national income itself was increased. This could be done only when industrial efficiency was raised, waste eliminated, and all available resources were utilised to the best advantage.

Referring to the Works and Joint Committees, he wished that employers and employees attached far more importance to them than they had been doing so far, and considered them as an integral feature of industrial relations. Conflicts of interest might exist. But those should be resolved through labour-management collaboration and the spirit of compromise. Mr. Naik-Nimbalkar deplored that not all of the employers had set up these Committees voluntarily, and that the Government had been forced to compel big employers to set up the Works Committees. The employees also had not appreciated the full value of these Committees and had not tried to secure as many advantages as they should have done. He earnestly appealed to both workers and employers to join hands in setting up these Committees without delay.

The resolution passed by the Board expressed satisfaction over the measures adopted by the Central Government to deal with the problem of accumulation of stocks, and the shortage of cotton faced by the textile industry. It attributed the existing unemployment to the factors of shortage of cotton, the bad state of management, and the uneconomic working of the textile mills. It desired the Central Government to procure adequate supplies of subsidized cotton for the use of textile mills even from hard currency countries, and also to ensure that the amount of foreign exchange earmarked for the purchase of such foreign cotton is utilised before it lapses. If necessary, purchases should be made on Government account, the resolution said. The Board has also recommended distribution of the available supplies of Indian cotton, particularly in accordance with the requirements of each individual mill.

Another recommendation of the Board ~~was~~ that a committee of technicians and experts with ~~its~~ wide knowledge of the industry should be appointed to investigate cases of closure of mills on account of bad management and other causes, with a view to facilitating the early resumption of the closed mills.

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The Board recommended that the existing facilities for training workers in alternative occupations should be continued and expanded, and that an elaborate scheme of training should be finalised.

(The Times of India, 12-5-1950).

Orissa: Cabinet reconstituted: Mr. Pradhan incharge of Labour.

Due to the resignation of the Chief Minister, Mr. H.K. Mahtab on his appointment to the Central Cabinet, the Orissa Council of Ministers was reconstituted on 13 May 1950. The new Chief Minister is Mr. Nabakrishna Choudhury. The portfolio of Commerce, Labour and Public Relations will be in charge of Mr. Pabitra Mohan Pradhan.

(The Statesman, 14-5-1950).

Rajasthan Government's Labour Policy explained: Labour Board inaugurated.

Presiding over the inauguration of the Rajasthan Labour Board at Jaipur on 7 May 1950, Mr. Narsingh Kachhawaha, Labour Minister, explained the State's campaign for the physical and mental development of labour. He said the Government's schemes included the opening of labour welfare and technical training centres in each division, the establishment of primary and adult schools, the awarding of ~~scholarships~~ scholarships to children, founding of labour clubs and running employment exchanges. The Government had sanctioned 200,000 rupees for the Labour Board. It was the Government's determined policy to see that production was not hampered in any way and at the same time living standards of the workers were also improved.

The Board was inaugurated by the Chief Minister, Pandit Hiralal Shastri, who said the object of ~~the~~ ^{the} boards set up for the uplift of Harijans, kisans, Adibasis and labour was service of the people. The boards were non-political bodies for social service and rural development.

(The Statesman, 8-5-1950).

India takes over 'de-facto' Administration
of Chandernagore.

On 2nd May 1950, the 'de-facto' administration of Chandernagore was taken over by the Government of India.

Under the Chandernagore (Application of Laws) Order, 1950, gazetted on 1 May 1950, a limited number of Indian enactments have been extended to the free city of Chandernagore. The Acts which become applicable, with necessary modifications, are: the Indian Penal Code, 1860, the Code of Criminal Procedure, 1898, the Indian Evidence Act, 1872, the Code of Civil Procedure, 1908, the Indian Oaths Act, 1873, the General Clauses Act, 1897, the Preventive Detention Act, 1950, and the Bengal, Agra and Assam Civil Courts Act, 1887.

The list is restricted to the minimum necessary to take over the administration of justice. Other Indian laws will be gradually applied as and when found necessary and feasible.

It is understood that only such of the French laws current in Chandernagore as correspond with Indian enactments now applied will be treated as repealed, the rest continuing to be operative as at present in the free city.

(The Gazette of India, Extraordinary,
dated 1-5-1950, pages 45-46).

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CHAPTER 5. PROFESSIONAL ORGANISATIONS.

INDIA - MAY 1950.

31. Workers' Trade Union Movements.

First Annual Conference of Hind Mazdoor Sabha,
Hyderabad, 6-8 May 1950: Withdrawal of Labour
Bill urged: Application with I.C.F.T.U. sought.

The first annual conference of the Hind Mazdoor Sabha was held at Hyderabad, from 6-8 May 1950; Mr. R.S. Ruiker presided. The session was attended by about 500 delegates. Mr. Deverall of the American Federation of Labour and Mr. Kaene of the British High Commissioner's office were present by invitation. The conference adopted 16 resolutions, inter alia, expressing its opposition to the Labour Relations Bill (vide pages 76-84 of the report of this Office for February 1950) and the Trade Unions Bill (vide pages 8-10 of the report of this Office for February 1950), ^{as} these Bills "seek to impose severe restrictions on the right ~~of~~ association and right to organise and to bargain collectively, the chief weapons of the working class against exploitation", and urging their withdrawal. By another resolution the conference decided to seek ~~application~~ application with the I.C.F.T.U.

General Secretary's Report.- Mr. Asoka Mehta, General Secretary of the Sabha, in the course of his annual report presented to the conference, stated that the ~~existing~~ relations of the Sabha with the Union Government had been satisfactory. Nevertheless, in some cases the Sabha was given a "step-motherly" treatment and it continued to record its protest against the labour policy of the Government and its

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suggestion for the betterment of the labour class. Representatives of the Sabha had worked on the Central Advisory Council of Industry and urged the Government to accept their suggestions on many problems. The Sabha had also directly made representations to the Central Government where State Government had taken a "partisan" attitude in deciding problems connected with labour. The report pointed out that in spite of the desire of the Sabha to extend its cooperation to the Government, the Government had not reciprocated this spirit and had failed to implement industrial truce. Referring to the Sabha's efforts to bring about Indo-Pakistan working class unity, the report stated that in Bengal, workers belonging to one community refused to work with members of the other community. Owing to the efforts of workers of the Sabha they had agreed to resume work.

Regarding other trade union organisations, the report stated that the A.I.T.U.C. had consistently carried on a campaign of vilification against the Sabha. It added that the A.I.T.U.C. had "come under the control of the Communist Party and that was the reason why a number of influential trade unionists left the A.I.T.U.C. and became co-sponsors of the Hind Mazdoor Sabha. The Communist domination of the A.I.T.U.C. continues and the Communists have not hesitated from resorting to disruptive policies in unions as well as industries". Under these circumstances, the report said, "we have found it difficult to co-operate with the A.I.T.U.C. and with the record of their behaviour before us the Working Committee of the Sabha decided that no joint functions be held with the A.I.T.U.C." As regards I.N.T.U.C. the report said that the Sabha had entered into an agreement with I.N.T.U.C. on a code of conduct and had set up a joint machinery to enforce it (vide pages 6-7 of the report of this Office for August 1949), but "neither the joint machinery worked nor breaches of agreement pointed out to the I.N.T.U.C. were adequately rectified". The report also mentions the visit of the Director-General of the I.L.O. to India and his contact with workers of the Hind Mazdoor Sabha.

Presidential address: criticism of Government's attitude to trade unions.— In the course of his address, Mr. R.S. Ruiker, President of the Sabha, criticised the attitude of the Government towards the trade union movement in India as one of "attempting to divide the ranks of the working class by starting the I.N.T.U.C. and bolstering it up with all the influence, patronage, favouritism and nepotism at the disposal of the present Government". In this connection he repeated his "offer" ~~to the Government~~ made to the Director-General of the ILO, that

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"an impartial judicial tribunal consisting of Judges of the Supreme Court be appointed to enquire into various allegations of Government patronage, undue influence and favouritism which has been given freely both by the Central and State Governments to bolster up the I.N.T.U.C. and disrupt the Indian working class".

Unity in labour ranks.- On the question of unity among labour organisations, Mr. Ruiker said that while the Hind Mazdoor Sabha was "the most influential and representative central trade union organisation", he felt the time had now come when "a sincere effort" should be made to restore unity in labour ranks and the trade union movement. The need for unity was urgent both on economic and political grounds and had further been heightened by the introduction of the new labour Bills by the Government of India. Mr. Ruiker suggested that the Conference should make its own proposals, in the first instance, for a united front of the three organisations, namely, the Hind Mazdoor Sabha, the UTUC and the A.I.T.U.C. Such joint action could be restricted for the time being, to the question of "unmitigated opposition" to the Bills and "resisting all attacks on civil liberties of trade unions". If this proved a success, they could then tackle the question of organisational unity of the three central labour organisations.

Pleading for a clear approach to the role of trade unions, Mr. Ruiker said that while a trade union was an organ of class struggle, primarily concerned with the economic demands of the workers, they could not ignore the fact that economic questions were inextricably bound up with political issues. The working class could not divorce politics from its day-to-day trade union activity, but, at the same time, trade unions should not be made instruments in the hands of political parties. He said that the working class had to play its own role in the body politic of the country and hasten the establishment of socialism. They had, therefore, to lay equal emphasis on the political work of their trade unions and on co-operation with all left-wing Socialist parties in the country.

Economic conditions.- Referring to the economic conditions in the country, Mr. Ruiker said that during the last year and a half, the working class had been "hard pressed to maintain even its precarious existence". The attitude of the Government and employers had, on the whole, shown no signs of any change for the better. There was no attempt on the part of the Government to change the present system of production and distribution in the country.

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On the other hand, every effort was being made "to stabilise the present capitalist system of production and distribution". Referring to industrial truce, he said that Government's policy had been more for the good of and in the interests of employers than that of the working class. Even the minimum standards of life or conditions of work were still not guaranteed to the working class. On the other hand, under the alluring slogan of industrial truce, an attempt was being made to deprive the Indian working class of its birthright to go on strike. If the industrial truce had been maintained in India and if stoppage of work had been on the decrease, Mr. Ruiker said, it was not because of the benevolent policy adopted by the Government or the employers, but because of the "various repressive measures adopted by Government to suppress all legitimate industrial strikes by workers". The real implications of industrial truce have been forgotten both by Government and employers. There had been no attempt to raise the standard of living of the working class or to secure full employment or to make adequate provision for social security.

Criticism of Labour Bills.— Criticising the Labour Relations Bill, and the Trade Unions Bill, he said that under these Bills, the labour movement in India would have "to play the tune of the Government and capitalists". It would lose all initiative and militancy as well as its independence, as the movement would be smothered and killed thereby. All strikes would be banned. Recognition both by employers and Government would remain only for those unions who acted as, "lackeys of the capitalists and Government". The working class would be divided into three classes, civil servants, public utility servants and ordinary workers. The bargaining strength of the working class would be "hopelessly crippled". Mr. Ruiker said that the new Bills "raised the issue of our very existence and we must gird up our loins and put all our resources into the fight against these Bills".

Resolutions.— The Conference adopted 16 resolutions, dealing with the labour and economic policies of the Government, housing, social security measures, and the Labour Relations Bill and the Trade Unions Bill; the more important among them are summarised below:—

Opposition to Labour Bills.— The conference expressed total opposition to the Labour Relations Bill and the Trade Unions Bill and demanded their withdrawal. It declared that in the event of the Government failing to accede to this demand, the Hind Mazdoor Sabha "would be prepared to take up the challenge----by resorting to such direct action as

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may be decided upon by its working committee". The resolution ~~was~~ stated that these Bills seek to impose severe restrictions on the right of association and the right to organise and to bargain collectively, the chief weapons in the armoury of the working class against exploitation.

Denial of rights and liberties to Government employees.- This resolution ~~was~~ viewed with concern the denial of rights and liberties to employees of Government and directed the General Secretary of the Sabha to convene a conference of all Government employees to chalk out a plan to remove the disabilities from which they suffered, and appealed to "democratic forces in the country to rally round Government employees for the assertion of their rights and liberties". Listing the restrictions on the rights and liberties of Government employees, the resolution stated that, in many States, Government employees have been prevented from organising and their unions have been refused registration and recognition. They ~~was~~ also denied the democratic right to join or contribute to the funds of their choice and participate in local bodies as members. It also pointed out various restrictions on unions of Government employees laid down in the Trade Unions Bill.

Unemployment.- The resolution on unemployment urged the Central and State Governments to immediately take steps to check the growing menace of unemployment amongst the ranks of workers in various industries in the country and absorb those who have been retrenched and also to maintain a high level of employment by adopting among other things the following measures: (1) a planned programme of industrialisation; (2) extension of public works; (3) execution of a housing programme on a national scale; (4) prevention of closures of undertakings by taking necessary measures such as rationalisation of management and supply of raw materials and protection of ex-employees who ~~was~~ thrown out of employment. Pending Governmental action as indicated above, the resolution urged that legislation should be enacted immediately for the purpose of giving adequate compensation and relief to workmen during periods of involuntary unemployment. It also demanded the nationalisation of important industries and the taking over of the management of industries where closure ~~is~~ threatened and the introduction of a 40-hour week for essential services.

Economic policy of the Government.- This resolution criticising the economic policy of the Government alleged that ~~the~~ capitalists were accepted as the pivot of industrial economy and workers had been denied the right to participate in the management and control of industry. It declared that so

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long as the basic premises of Socialist economy ~~were~~ not accepted and so long as capitalist enterprise ~~was~~ recognised as the motive force of social progress, economic planning must remain a meaningless concept and ~~cannot~~ ^{could} receive the support of the workers, and appealed to the workers to mobilise their strength to change the direction of the Government's economic policy as, in the view of the Conference the Government's present policy bred hunger and unemployment.

Labour policy.- By another resolution, the conference alleged that the labour policy that the Government of India and Governments of States were following was inimical to the real interest of the ~~workers~~ working class and a great hindrance in the way of the economic development of the country. The resolution criticised the delay in implementing the Employees State Insurance Act and the Minimum Wages Act, ~~though~~ though it was three years since they were passed. It blamed ~~that~~ the Government for penalising independent trade union movement by restrictions on workers' rights and liberties, and for showing favouritism towards the Indian National Trade Union Congress.

Housing.- The resolution on this subject pleaded for the setting up of a National Housing Authority in order to execute the various State programmes of housing in a co-ordinated manner, and urged the Union and State Governments to solve the problem of ~~industrial~~ industrial housing. It regretted the abandonment by the Union Government of its programme of building one million houses for industrial workers within ten years.

Social security.- In another resolution, the Conference stated that the right to work was a fundamental right of citizenship and, as such, it was the responsibility of the State to provide maintenance for those who were without work for no fault of theirs. ~~The~~ The resolution demanded unemployment benefits to the unemployed as a first step in the direction of social security. It also asserted that the time had now come to take in hand a scheme for providing old age pensions.

Violation of trade union rights.- The Conference strongly condemned the arrest and detention of trade unionists and workers and demanded their unconditional and immediate release. By another resolution the conference directed the Working Committee of the Sabha to invite the I.L.O. and U.N. to send their Fact Finding and Conciliation Commission to visit India and undertake an investigation into the violation of fundamental trade union rights.

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Affiliation with I.C.F.T.U.- The session adopted a resolution seeking affiliation with the International Confederation of Free Trade Unions. It directed the representatives of the Sabha to exert their full influence to keep the new organisation going, and make the working class the bastion of enduring peace.

Goodwill mission to Pakistan.- The Conference by a resolution decided to depute a three-man Goodwill Mission to Pakistan to study conditions of trade unions there and to establish closer contact with labour organisations in Pakistan. The Mission would be led by Mr. N.M. Joshi and would consist of Miss Maniben Kara and Mr. Ashok Mehta.

Office-bearers.- The session elected the following office-bearers for the year 1950-1951: President: Mr. R.S. Ruiker; Vice-Presidents: Mr. Shibnath Banerjee, Miss Maniben Kara and Mr. R.A. Kedgiker; General Secretary: Mr. Ashok Mehta.

(Janta, dated 7, 14 and 21 May, 1950;
The Hindu, dated 7-5-1950;
The Statesman, dated 9-5-1950).

Annual Meeting of Indian National Railway Workers Federation: Amendment of Labour Bill suggested.

The second annual convention of the Indian National Railway Workers' Federation was held at Gaya on 13 and 14 May 1950, under the presidentship of Mr. Hariharnath Shastri. The convention adopted various resolutions relating to labour legislation, housing, grievances of railway labour, etc. The more important among them are noted below:-

Labour legislation.- On the question of labour legislation the Federation expressed its appreciation of the Government's attempt "to further the rights of workers and to improve the machinery for settlement of disputes through the Industrial Relations Bill and the Trade Unions Bill". The resolution noted with satisfaction that "punishments have been provided for the first time for unfair practices on the part of employers and that heavier penalty has been proposed for non-implementation of adjudicator's

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award." It was, however, of the opinion that both Bills contained provisions which would affect the growth of a free and democratic trade union movement and were detrimental to the workers' interests.

It felt that the Bills would tend to restrict the right of association guaranteed under the Constitution. It therefore requested the Government to suitably amend them and "make them effective instruments for the progress and well being of the working class".

Dearness and other allowances.- By another resolution the Federation demanded that the Government should give prior consideration to the Central Pay Commission's ~~report~~ recommendations for linking up dearness allowance with the cost of living index. It urged that the scale of house allowance be revised so as to include important railway centres and cities where the population has lately considerably increased.

Tribunals and grievance machinery.- On the question of redress of grievances of railway workers, the Federation referred to the wide-spread discontent amongst the Railway workers arising out of the unredressed grievances and disputes in connection with their service conditions and disciplinary rules, and in order to have speedy and just disposal of such disputes it urged the Government to appoint, without any further delay, joint committees, labour courts and regional tribunals consisting of equal number of representatives of the organised railway labour and railway Administration with an independent Chairman.

Housing.- As regards housing the Federation drew the attention of the Railway Administration to the serious shortage of housing accommodation for railway employees and urged the Government to take up largescale building programmes to solve the problem of accommodation, specially in Howrah and Sealdah Division, which had the largest refugee staff. It suggested that pending the construction of sufficient number of quarters, no employees, including officers, be allotted more than three rooms for their accommodation.

Other ~~resolutions~~ Resolutions.- Other resolutions related to co-operation between individual railway administrations ~~with~~ and railway unions affiliated with the Federation; and to the question of pay and benefits to the pre-1931 staff.

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Office bearers.- The following Office bearers were elected: President - Mr. S.C. Banerjee; Working Presidents - Mr. Hariharnath Shastri; Vice-Presidents - Mrs. A.N. Bose, Mr. Chottubhai Desai; Mr. Bhola Nath Chaudhury and Mr. Narsing Rao; General Secretary - Mr. G. Mapara.

(Copies of the proceedings of the conference have been asked for and a fuller summary will be included in subsequent reports of this Office ~~for~~ if considered necessary.)

(Summarised from a copy of the text of the Resolutions adopted, received in this Office;
The Statesman, dated 14-5-1950)

Jammu and Kashmir: Trade Unions Act promulgated.

The Government of Jammu and Kashmir has ~~promulgated~~ promulgated a Trade Unions Act in Jammu State with a view to registration of trade unions in a prescribed manner and, in certain respects, to define the law relating to trade unions.

Under the Act a trade union is defined as a combination, whether temporary or permanent, formed primarily for purpose of regulating relations between workmen and employers or between workmen and workmen or between employers and employers or for imposing conditions on conduct of any trade or business provided that the Act shall not affect any agreement between parties as to their own business or any agreement between employer and employees as to their employment or agreement in consideration of sale of goodwill of business or of instruction in any profession, trade or handicraft.

Applications for registration shall have to be accompanied by a copy of the Trade Union Rules including certain essential particulars given in the Act itself. Accounts of trade unions shall have to be audited yearly. The Registrar may refuse to register a trade union if full particulars demanded by him are not submitted. Registrations shall also be refused if the union apply^{ing} for registration has a name ~~identical~~ identical with or very nearly resembling any other trade union unless the name is altered. Under certain circumstances the Registrar may also cancel or withdraw registration. It is provided that there shall be a first appeal to the Senior Subordinate Judge against an order of the Registrar refusing to register or withdrawing or cancelling the certificate of

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registration and a second appeal to High Court.

The Act further specifies ~~details~~^{the} objects on which general funds of trade unions may be spent and gives option of constituting a separate fund for political purposes. But contributions to political fund shall not be levied compulsorily nor can it be made^a condition prior to admission into the trade union. Non-contributing members shall not be put to any disadvantage.

(The Tribune, 17-5-1950).

Working of Indian Trade Unions Act in Madras during 1948-1949.

Number of unions.- According to the report on the working of the Indian Trade Unions Act, 1926, in the province of Madras during the year ending 31 March 1949, there were 531 unions on the register at the beginning of the year. One hundred and seventy-nine unions were registered under the Act during the year and the registration of ninety-seven unions was cancelled. The total number of unions registered since the commencement of the Act up to 31 March 1949 was 958 of which 613 unions were actually on the register at the end of 1948-1949.

Membership.- The total membership of the registered unions at the end of the year was 201,291 as against 312,084 for the previous year.

Agricultural unions.- There were three agricultural unions on the registers at the beginning of the year. One union was registered during the year and the registration of one union was cancelled during the year for failure to submit the annual returns for 1947-48. The number of agricultural unions at the end of the year was three. Only two of these unions have submitted their returns for the year 1948-49. The total number of members of these unions at the end of the year was 951.

Assets.- The balance in the General Fund at the end of the year was 377,919 rupees as against 507,749 rupees in the previous year.

One hundred and fourteen unions availed themselves of the concession of free official audit as against 139 in 1947-48.

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(The report on the Working of the Act for the year 1947-48 was summarised at pages 13-14 of the report of this Office for May 1949).

(The Government of Madras Development Department G.O. No.5256, dated 29 October, 1949).

Burma Trade Union Congress to join World Federation of Trade Unions.

According to a spokesman of the Trade Union Congress of Burma, the Congress has decided to seek affiliation with the World Federation of Trade Unions. The Congress represents 270 labour unions and associations with an aggregate membership of 200,000.

The spokesman ~~address~~ added that the rival claims of the W.F.T.U. and the International Confederation of Free Trade Unions had been under examination for some time and as the Congress had come to the conclusion that the W.F.T.U. was the best organisation for international labour to join, the Congress had decided to become a member of that body.

(The Hindu, dated 30-4-1950).

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53. Employers' Professional Organisations.

India - May 1950.

13th Annual General Meeting of the Employers' Association of Northern India, Kanpur, 28 April, 1950.

The 13th annual general meeting of the Employers' Association of Northern India was held at Kanpur on 28 April 1950; Mr. H. Hill, Deputy Chairman of the Association, presided.

Presidential address: importance of sufficiency in raw materials stressed.— Mr. Hill, in the course of his presidential address, asserted that both statistically and economically production could not be maintained at former levels unless and until sufficient raw material were available at reasonable prices. At present there was not sufficient cotton in India, or in sight from abroad to maintain the production level of 1947-48 or 1948-49. Apart from the actual physical shortage of raw cotton, there was some reluctance on the part of mills to take up their ~~entire~~ cotton allocations, due to the uneconomic prices of raw cotton, as compared with the controlled rates for yarn and cloth. He was sure that the management of the various textile mills which had resorted to play off and, in some cases, closure, on account of shortage of raw cotton, had not taken such action with any ulterior motive.

Relations with workers.— Referring to trade unions, Mr. Hill declared that the Association would welcome the principle of dealing with trade unions conforming to accepted principles of sound trade unionism, divorced from politics. He, however, regretted that all steps taken by the Association to bring about close co-operation between unions and employers in the hope of settlement of all disputes by negotiations, had not borne any fruit. Condemning hunger-strikes by responsible officials of trade unions, he said that there were constitutional methods of solving industrial disputes, and the action of so-called responsible union officials in inciting its members to resort to hunger-strikes could not be too strongly condemned. It was gratifying that the State Government now shared this view and was standing firm against such unconstitutional methods. Recently two additional trade unions in the textile industry had been started with the result that the Association had been reduced to the position of having no responsible trade union connected with the textile industry in Kanpur with which it can negotiate.

Mr. Hill said that though the number of strikes in Kanpur were fewer in the period under review, the opposite was the case with regard to the outstation districts. It could not, therefore, be said that

there had been any real improvement in the labour situation. Practically all the strikes were declared illegal, emphasizing further the need for the formation of a solid and sound trade union movement. All the improvement shown in Kanpur in this regard had been due to the employers following a policy of 'appeasement', and also to the still over-generous quantum of dearness allowance which at the present moment was approximately 135 per cent over and above the basic wage bill. The Association had put forward to the Government a fairly simple scheme for linking dearness allowance with production, but up to date no information was available to indicate that the scheme had found any measure of favour. It might be that Government at this stage was not willing to give its blessing to a scheme which would penalize the workman who had lost the will to increase production - and there must be "many workers falling in this category today".

Works Committees.- Referring to works committees, Mr. Hill said that although from figures collected from members' reports, it appears that there had been a fair measure of settlement of differences, a close scrutiny shows that these figures relate in the main to very minor matters which in most cases could have been, and should have been, amicably settled in much less time out of committee. It was obvious that the workers' representatives have come to regard the main function of the committees as vehicles for the transmission of the so-called grievances to the Labour Commissioner, in order continuously to involve the concerns in conciliation proceedings. By this means the workers knew that it was extremely difficult to dismiss a man even for the most serious offence of misconduct, not even remotely connected with a current dispute. This anomaly had been forcibly pointed out to the Government and it was to be hoped that in the very near future employers would obtain some measure of redress.

Increased wage bill for industries.- Mr. Hill, said that the local cotton and woollen textile industry was now ~~having to face~~ an increased wage-bill varying from 25 per cent to 60 per cent over and above that of 1948 with no increase in production and with more adverse trading conditions. The factor of the personal wage introduced in the sphere of industrial wages by the State Government in 1948, still continued to give employers a headache. The Association had asked the Government to appoint a tripartite Board to consider the situation.

Trade Unions Bill and the Labour Relations Bill.- Characterizing the introduction of the Trade Unions Bill, 1950, as an improvement on the existing law, Mr. Hill suggested that the proposed law should

include a demand for the employers to have the right to inspect the records of the trade unions he is asked to recognize.

The Labour Relations Bill, 1950, Mr. Hill said, had ~~ten~~ three major serious defects. First, it conferred power on the appropriate State Government "to reject or modify the award of even the highest authority, if in its opinion, the enforcement of that award is inexpedient". Secondly, it empowered the appropriate State Governments "to ~~exercise~~ exercise control over an establishment without accepting responsibility for any loss sustained by that establishment during the period of its control, on similar lines to the Industries (Development and Control) Bill, 1949" ~~already referred to~~. The third objection was in regard to "the powers provided in the Bill for directions to be given for the compulsory reinstatement of discharged or dismissed workmen".

These objections had been strongly supported by the all-India bodies of employers and by representatives of industry. The general opinion of both employers and labour was that the Labour Relations Bill, 1950 was far too wide in scope, and he hoped the Government in giving it further consideration, would take the popular opinion into account.

In conclusion, Mr. Hill also referred to the Industries (Development and Control) Bill, 1949, and said that the powers conferred by the Bill ~~was~~ ^{were} so wide and so far-reaching that they were capable of being utilized by the Central Government for taking over, or otherwise controlling, the important industries of the country, in which it had no stake whatsoever, without assuming any financial responsibility for loss or damage to property, which may occur during the period of its control. He urged its immediate withdrawal.

Office bearers.- Sir Edward Souter was elected Chairman and Mr. H. Hill, Deputy Chairman of the Employers' Association of Northern India for the year 1950.

(The annual session of the Association for the year 1949 was reviewed at pages 15-20 of the report of this Office for May 1949).

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CHAPTER 4. ECONOMIC QUESTIONS.

INDIA - MAY 1950.

42. Production and Export of Agricultural Products.

Increasing Food, Jute and Cotton Production:
Food Minister outlines Government's Self-
sufficiency Scheme.

Addressing a joint conference of the Food and Agricultural Ministers of Bombay and officials of the Union and State Governments, held at Bombay on 22 May 1950, Mr. K.M. Munshi, Minister for Food and Agriculture, outlined a scheme for the achievement of self-sufficiency in food, cotton and jute. He emphasised that the Government was not going to import food after the end of 1951 and a vigorous calculated drive had to be made to redeem that pledge.

Reviewing the operation of the intensive food production plan, Mr. Munshi said that important changes have been made in the administrative side. The Commissioner of Food Production was appointed at the Centre with an emergency branch to assist him. Similarly in the States, special sub-committees of the Cabinets have been formed and directors of food production appointed with a view to avoiding red-tape and reaching quick decisions. Collectors of the deputy Commissioners in the different States have been entrusted with the special responsibility for 'grow more food' work. Directives have been issued to them that their efficiency, as during the last war in respect of war work, would be judged by the results shown by them in food production work. Similarly, district, taluka and village committees have been set up in many States and rural development boards have also been formed, ~~as has been so thoroughly done in this State.~~

But it was not so much the organisation as the actual execution of the schemes that was of paramount importance. He confessed that the results so far obtained have not been satisfactory. On the side of the administration, there was a lack of enthusiasm, hesitancy and absence of adjustments with the politician. On the side of those in power and in the public mind, there was a suspicion of the official.

Emphasising the importance of the role which farmers could play in stepping up production, Mr. Munshi referred to the competitions which the Uttar Pradesh Government had organised to increase production of potatoes in the last four years, and said that as against the maximum yield of 240 maunds per acre in the first year, the highest yield in the current year has been 687 maunds. Similarly, the average production per acre amongst the competitors has risen from 85 maunds in the first year to 402 maunds in the fourth year. Competitions in respect of wheat and paddy in other States have also shown much higher yields than the average in the country. These figures demonstrated two things. First, the enormous potentiality of increasing food production in the lands already under food crops; and secondly, the skill and initiative of the cultivator as primary factors in the increase of production. Governmental effort was and could not but be, strictly in the shape of assistance to the farmer and of removal of his disabilities. With a total yield of about 45 million tons of food grains and a deficit of less than 10 per cent, there was no doubt that, given the popular enthusiasm and support, the problem of increasing food production was capable of early solution. It is the little extra stimulus that is required to achieve the result.

Mr. Munshi added that in order to tighten up the administration he had set up an inter-departmental emergency committee of both the Ministries at the Centre with himself as chairman. The committee would take important decisions on urgent and pressing matters for increasing production of food, cotton and jute. It was necessary that similar emergency committees should be set up in the States in which the Central Government would also be represented, and which would keep in constant touch with the central committee. The district being the proper working level for executing schemes of food production, the collector or the deputy commissioner, as the case may be, should be assisted by a committee of three or four people who command the respect and confidence of local farmers, and he should be relieved, as during the war, of his other duties to the extent necessary.

Emphasising the value of harnessing existing village representative institutions, Mr. Munshi said that whether for cultivation of fallow lands, or repair of tanks or wells, or distribution of manures, or preparation of compost, it was the village community and not isolated individuals who could produce results. Existing village panchayats should be strengthened. Rural development boards should be constituted wherever necessary. Each

State should set up the organisation suitable to its local conditions. The existence ~~and~~ and utilization of these bodies to the fullest extent possible was the sine qua non of the success of food production. A large proportion of India's crops was dependent on the vagaries of the monsoon. He therefore, attached the maximum importance to schemes which will increase the supply of water to lands. District committees, under constant supervision of the emergency committee of the State, should immediately examine every well, tank, channel or borings in its territories, and take special steps to have them repaired or restored before the monsoon. Another very important source of providing irrigation is the tube-well. Because of its capacity to irrigate large areas, it was an ideal source of irrigation wherever underground water could be traced. But boring tube-wells had become a tardy process in view of controls and regulations, and the necessity of going from department to department. Wherever, therefore, a private individual or cooperative society wishes to construct such tube-wells, it should be given a consolidated permit for the immediate supply of all essential materials required for tube-well construction. In ~~reference~~ this connection Mr. Munshi strongly emphasised the need for inviting experienced firms to take up this work in order to produce prompt results. The Centre had already recommended such an agency to the Governments of Uttar Pradesh, Bihar and Punjab. He added that for a State like Bombay it should not be difficult to construct 1,000 tube-wells within the next 18 months.

India was deficit not only in food, but also in jute and cotton, and unless she could provide adequate quantities of jute and cotton to her industries, she might have to face a very serious industrial and economic crisis. It was, therefore, necessary to have a co-ordinated plan for achieving a threefold self-sufficiency in food, cotton and jute. This could be done by intensifying the efforts in areas suitable for each of these three crops, and by reducing the margin of impact between them to the minimum. For instance, the areas most suitable for food production were the wheat-producing areas of Malwa, the delta system of South India, the Ganga and Jamuna canal tracts of Punjab and Uttar Pradesh and the Banas Kantha districts of Bombay. Similarly, for increasing cotton production, there were certain districts of Bombay like Broach and Khandesh, certain areas of Madhya Pradesh, and Hyderabad and Madras, which ~~were~~ were most suited for growing cotton.

As regards jute cultivation the problem was still simpler because West Bengal and Bihar were the main areas offering great scope for increasing

jute cultivation. It was in these areas that an all-out effort to increase production in the short period left for reaching the target, had to be made.

Mr. Munshi referred to the value of increasing forests in the country. Large areas of forests have been cut down during the war-time for obtaining essential timber and, later on, by many zamindars and Rulers in anticipation of their being deprived of their ownership or control over the forests. Cutting down ~~the~~ trees did not only reduce the rainfall, but also prevented the required fuel supplies from reaching the cultivators, who in consequence were compelled to use cow dung, a valuable manure, as fuel. The use of cow dung as fuel was a serious national loss. He attached very great importance, therefore, to the programme of planting and rearing hundreds of thousands of trees in all parts of the country, and suggested that every year there should be a national week devoted solely to the task of tree plantation. During this week all Governmental institutions, colleges and schools should visit the villages or suitable localities and ~~also~~ take part in tree planting.

Finally, Mr. Munshi suggested growing of vegetables and potatoes and tubers in the environments of large cities to supplement the diet in rationed areas.

(The Statesman, 23-5-1950; -
The Hindustan Times, 23-5-1950)

Report of Foodgrains Committee: Relaxation of Controls recommended.

The Foodgrains Investigation Committee, set up by the Food Ministry, in a report submitted to the Government recently, has recommended a gradual removal of controls.

The Committee, which was composed of five members under the chairmanship of Pandit L.K. Maitra, was asked to inquire into conditions of transport and storage of foodgrains, to investigate public complaints about the quality of rationed supplies and to report on arrangements for procurement and distribution and connected issues.

According to the Committee, while an abrupt removal of controls would be harmful, a progressive relaxation is desirable, keeping in view the Government's target of self-sufficiency by the end of next year. In the interim period, only

industrial and deficit areas and large cities should be governed by statutory rationing, while the other vulnerable areas should be served by cheap subsidized shops to keep a check on prices. It is also suggested that a reduction in the Government's commitments in respect of the rationed area should be accompanied by an increase in the ration of popular grains to obviate the necessity of purchase from the black market.

Agreeing with public complaints about the quality of grains supplied by ration shops, the Committee has recommended methods of maintaining high standards.

(The Statesman, 2-5-1950)

Economic Control and Development
45. Prices and Cost of Living.

India - May 1950.

Working Party set up for Heavy Engineering Industry.

In pursuance of the recommendation of the Standing Committee of the Central Advisory Council of Industries (vide pages 31-36 of the report of this Office for November 1949), the Central Government has set up a working party for the heavy engineering industry, consisting of representatives of Government, industry and workers, with Mr. S.N. Roy, as chairman.

(Notification No.1(4)/WP/1, dated 3 May 1950;
The Gazette of India, Extraordinary,
Part I-Section 1, dated 5 May 1950,
pages 107-108).

The Sholapur Spinning and Weaving Company
(Emergency Provisions) Act, 1950(No.XXVIII
of 1950).

The Sholapur Spinning and Weaving Company (Emergency Provisions) Bill, 1950 (vide page 29 of the report of this Office for April 1950), as passed by Parliament received the assent of the President on 10 April 1950 and has been gazetted.

(The Gazette of India, Extraordinary,
Part II-Section 1, dated 11 April,
1950, pages 3-7).

46. Wages.India - May 1950.

Bombay: Minimum Wages Act, 1948:
Addition to Schedule: Draft published.

In exercise of the powers conferred under section 27 of the Minimum Wages Act, 1948, the Government has given notice of a proposal to add employment in salt pan industry to Part I of the schedule to the Minimum Wages Act, 1948.

(Part I of the schedule to the Act relates to employment in which minimum rates of wages should be fixed within two years from the commencement of the Act or from the date of the notification including the employment in the schedule).

(The Bombay Government Gazette, Part IV-A, dated 4 May 1950, page 283).

The Madhya Pradesh Minimum Wages Rules, 1950:
Draft published.

In exercise of the powers conferred under section 30 of the Minimum Wages Act, 1948, the Madhya Pradesh Government has published the draft of the Minimum Wages Rules, 1950, prescribing inter alia, the procedure relating to the staff and meetings of the advisory boards and committees set up under the Act and computation of wages. The Rules also prescribe the time and conditions of wage payment, authorised deductions from wages, weekly holidays, working hours per day, and overtime wages, in employments where minimum rates of wages have been fixed. The draft will be taken into consideration after 5 June 1950.

(The Madhya Pradesh Gazette, Part IV(2), dated 5 May 1950, pages 193-204).

Madhya Pradesh: Schedule of Minimum Rates
of Wages in Tobacco Manufactures: Draft
published.

The Madhya Pradesh Government has published, in exercise of its powers under section 5 of the Minimum Wages Act, 1948, the following draft schedule of minimum rates of wages in respect of employment in tobacco (including bidi-making) ~~manufacturing~~ ~~manufactories~~ in the various districts of the State:-

District	Locality	Minimum rate of wages
1. Nagpur	Nagpur and Kamptee towns. Other centres in Nagpur District.	Rs.1-6-0 per thousand. Stock factories: Rs.1-4-0 per thousand. Feeder factories: Rs.1-3-0 per thousand.
2. Bhandara		Stock factories: Rs.1-4-0 per thousand. Feeder factories: Rs.1-3-0 per thousand.
3. Balaghat		Stock factories: Rs.1-3-0 per thousand. Feeder factories: Rs.1-2-0 per thousand.
4. Jabalpur	Jabalpur town. Other centres in Jabalpur district.	Rs.1-5-0 per thousand. Stock factories: Rs.1-3-0 per thousand. Feeder factories: Rs.1-2-0 per thousand.
Sagar 5. Sagar	Sagar and Damoh towns. Other centres in Sagar district.	Rs.1-4-0 per thousand. Stock factories: Rs.1-3-0 per thousand. Feeder factories: Rs.1-2-0 per thousand.
6. Bilaspur	Bilaspur Town. Other centres in Bilaspur district.	Rs.1-4-00 per thousand. Stock factories: Rs.1-3-0 per thousand. Feeder factories: Rs.1-2-0 per thousand.
7. Raipur	Raipur town. Other centres in Raipur district.	Rs.1-4-0 per thousand. Stock factories: Rs.1-3-0 per thousand. Feeder factories: Rs.1-2-0 per thousand.

District	Locality	Minimum rate of wages.
8. Durg		Stock Factories: Rs.1-3-0 per thousand. Feeder-factories: Rs.1-2-0 per thousand.
9. Raigarh		Stock factories: Rs.1-3-0 per thousand. Feeder-factories: Rs.1-2-0 per thousand.

The draft schedule will be taken into consideration after 21 June 1950, in the case of the first five districts and after 19 July 1950, in the case of the remaining districts.

(The Madhya Pradesh Gazette, Part I, dated 21 April, 1950, pages 246-247; The Madhya Pradesh Gazette, Part I, dated 19 May 1950, page 311).

Punjab: Minimum Wages Act, 1948; Exemptions.

In exercise of the powers conferred under section 26 of the Minimum Wages Act, 1948, the Government of Punjab has directed that the provisions of the Act shall not apply to the following employments till 15 September 1950: (1) employment in woollen carpet making or shawl weaving establishments; (2) employment in rice mills, flour mills or dal mills; (3) employment in tobacco (including bidis) making; (4) employment under local authorities (other than inferior employees); (5) employment on road construction or in building operations; (6) employment in stone breaking or stone crushing; (7) employment in lac manufactories; (8) employment in mica works; (9) employment in public motor transport; and (10) employment in tanneries and leather manufactories.

(Punjab Government Gazette, Part I, dated 19 May 1950, pages 391-392).

Fixation of Minimum Wages for Kolar Gold Field Workers: Committee's Recommendations.

A committee appointed by the Government of Mysore under the Mysore Minimum Wages Act to advise it regarding the fixation of minimum wages in the gold mining industry, has, in a report, suggested that having regard to all circumstances, the prevailing rates of wages and the capacity of the industry to pay, the minimum basic wage for an unskilled surface worker in respect of a cost of living index number of 160 (treating that of 1936, the base year as 100) should be rupee one a day or 26 rupees a month of 26 working days. An increase of three annas to the daily rate of wages is to be given to workers of all other categories. An increase of 5 rupees a month is to be given to monthly rated employees. The cost of living allowance (dearness allowance) may be fixed for the present at 22 rupees a month.

The committee also stated that supply of essential commodities at concessional rates to workers might be continued, the cash value of such concessions at present being about three rupees. If the cash value of this concession decreased, the difference should be added on to the dearness allowance.

Other recommendations of the Committee are: attendance bonus of 1 rupee 8 annas a month be abolished, contribution of one anna in the rupee to the Provident Fund be continued, hours of work per working day ~~may~~ continue to be eight hours, overtime allowance ~~may~~ be calculated at the rate of one and a half times the basic wage and proportionate dearness allowance to the actual overtime worked at the normal rate be added on to it.

It did not fix the minimum work loads as both the labour associations and the employers were of the opinion that it was not at present practical to do so.

The report stated that the minimum wages recommended were entirely regional and would apply only to the gold mining industry and should not be taken as the standard applicable to other regions or other industries.

West Bengal: The West Bengal Minimum Wages Rules, 1950: Draft published.

The West Bengal Government published on 20 April 1950, the draft of the West Bengal Minimum Wages Rules, 1950, which it proposes to make under section 30 of the Minimum Wages Act, 1948. The Rules relate to the terms of office of members of committees, sub-committees and advisory boards set up under the Act, procedure for meetings and details which an employer should furnish for fixing wages, such as time and conditions of wage payment, and deductions. ~~of work in~~ The Rules also prescribe conditions of work in scheduled employments in which minimum rates of wages have been fixed, such as weekly rest, working hours per day and overtime rate of wages. The draft will be taken into consideration after 15 June 1950.

(The Calcutta Gazette, Part I, Extraordinary, dated 20 April 1950, pages 495-510)

48. Public Finance.

India - May 1950.

Allocation of States' Share of Income Tax and Export Duty on Jute: Order implementing Mr. Deshmukh's Award issued.

The President of India issued on 15 April 1950, the Constitution (Distribution of Revenues) Order, 1950, inter alia, implementing the terms of the award by Mr. C.D. Deshmukh, relating to allocation of the States' share of income-tax and export duty on jute and jute products, (vide page 54 of the report of this Office for February 1950).

According to the provisions of the Order, Part C States will be allocated one per cent of the net proceeds of the income-tax, excluding the proceeds representing tax on union emoluments. Out of the remaining, 50 per cent will be allocated to Part A States and Part B States. To each Part B State will be allocated a sum equivalent to 50 per cent of the net proceeds of the taxes on income collected in that State. Each Part A State will be entitled to receive, in respect of territories merged in that State, 50 per cent of the net proceeds of income tax collected in the merged territories. Whatever remains after these deductions, will be distributed among the Part A States as follows:-

Assam.....	3 per cent
Bihar.....	12.5 per cent
Bombay	21 per cent
Madhya Pradesh.....	6 per cent
Madras.....	17.5 per cent
Orissa.....	5 per cent
Punjab.....	5.5 per cent
Uttar Pradesh.....	18 per cent
West Bengal.....	13.5 per cent.

The Order also implements the terms of Mr. Deshmukh's award relating to the grants payable under the Constitution to certain States in lieu of a share in the proceeds of export duty on jute products. The following will be the allocation:-

	(in millions of rupees)
Assam.....	4.0
Bihar.....	3.5
Orissa.....	.5
West Bengal.....	10.5

Grants-in-aid to certain States are also prescribed, as follows:-

(In millions of rupees)

Assam.....	3.0
Orissa.....	4.0
Punjab.....	7.5

(The Gazette of India, Extraordinary,
Part II-Section 3, dated 15 April, 1950,
pages 3-5).

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49. Rehabilitation.

India - May 1950.

The Administration of Evacuee Property Act,
1950 (No. XXXI of 1950).

The Administration of Evacuee Property Bill (vide page 43 of the report of this Office for December 1949) which was passed by the Indian Parliament on 14 April 1950, received the assent of the President on 17 April 1950 and has been gazetted as Act No. XXXI of 1950.

(The Hindustan Times, 15-4-1950;
The Gazette of India, Extraordinary,
Part II-Section 1, dated 18 April,
1950, pages 11-28)

CHAPTER 5. WORKING CONDITIONS.

INDIA - MAY 1950.

52. Welfare and Workers' Leisure.

Coal Mines Provident Fund-Scheme: Four Colliery-Owners prosecuted for Non-payment of Contributions.

According to an official statement the Coalmines Provident Fund scheme has been implemented fully by 554 colliery owners, ~~it is officially learnt.~~

Proceedings have been launched against four colliery owners of West Bengal for alleged non-payment of the lump sum contribution and non-implementation of various other provisions of the scheme. Prosecution of a few more colliery owners from Bihar is under consideration. So far, 200,000 coalminers have joined the Fund and up to the end of December last, 11,679,483 rupees had been contributed by employers and workers.

The scheme was introduced in May 1947 in West Bengal and Bihar and in October in Madhya Pradesh and Orissa. Subscriptions to the Fund are realized by affixing specially designed stamps, which are made available to employers through selected treasurers and the Dhanbad and Jharia post offices. Last year stamps to the value of 3,941,628 rupees were sold. Under the scheme, colliery owners were required to pay a consolidated amount as initial contribution to the fund together with 5 per cent "administrative charges". A sum of 5,336,682 rupees has been realized from 625 coalmines by way of initial contribution. Similarly a sum of 2,060,016 rupees has been received by way of lump sum contribution to the Fund from 393 coalmines. Many colliery-owners, however, have not yet paid their contributions and the amounts outstanding come to about 1 million rupees.

Meeting of Advisory Committee.- A meeting of the Fund's Advisory Committee was held at Dhanbad during the second week of May 1950. Mr. V.K.R. Menon, Secretary to the Central Ministry of Labour, presided. The meeting was attended by representatives of Central and various State Governments, employers and workers.

The Committee, among other matters, considered the housing scheme for coal miners. Under the scheme 50,000 two-roomed houses for miners are to be constructed; so far about 2,000 houses have been completed. The Committee found that many houses in the Bhuli Township area have not been occupied for various reasons. It was reported that miners were reluctant to go to the township on apprehension that they would be deprived of advantages of free coal, cash concessions on attendance, etc. Inadequacy of transport facilities to and from township and pitmouth was another discouraging factor. The Committee decided that further constructions in that area should be suspended.

The Committee also considered various "multi-purpose" schemes. The schemes envisage setting up of women's welfare centres, adult education centres, miners' institutes for recreation of adults and grownup children and maternity and child welfare centres in the heart of the different groups of collieries. Colliery owners, according to the scheme would be ~~required~~ requested to spare lands for this purpose. A sum of 100,000 rupees was sanctioned for the initial cost.

As regards anti-malaria operations in different coal fields, the Committee approved of a scheme to include the four coalfields of Talcher, Korea, Chanda and Orissa for carrying anti-malaria operations at an additional grant of 50,000 rupees for the current year.

(Amrita Bazar Patrika, 9-5-1950;
The Statesman, dated 12-5-1950).

56. Labour Administration.

India - May 1950.

Working of the Factories Act in Madhya Pradesh during 1948*.

The following information about the Working of the Factories Act, 1934, in the Central Provinces and Berar during 1948 is taken from the annual report of the Chief Inspector of Factories.

Number of factories and workers.- During 1948 the total number of factories subject to the Factories Act rose from 1,261 to 1,313. The main reason for the increase was due to new workshops, ~~was~~ saw mills and rice mills having been started by displaced persons from Pakistan. The number of factories actually at work was 1,003 (938) out of which 697(642) were perennial and 306(296) seasonal. (The figures in brackets are those for the year 1947).

The average daily number of workers employed increased from 97,219 to 101,646. Of the total number employed 78,997 were men, 21,368 women and 955 adolescents and 326 children.

The main variations in the number of workers in the more important industries are given below:-

Industry	Increase or decrease
Engineering (General).....	x 461
Ordnance Factories.....	-1,486
Textile.....	x4,791
Electrical Generation.....	x 54
Dyeing and Bleaching.....	x119
Printing and Book Binding.....	x355
Cement and Potteries.....	2298
Glass Works.....	x243
Saw Mills.....	x114
Rubber Works.....	x 27

* Annual Report on the administration of the Factories Act, 1934, in the Central Provinces and Berar for the year ending 31st December 1948: Nagpur: Government Printing, C.P. and Berar 1949: Price Rupee One.

Inspections and prosecutions.- Of the 1003 working factories 989 were inspected; of these 653 (730) were inspected once, 269(149) twice, 62(29) three times and 5(2) more than three times. The total number of inspections carried out during the year was 1,463 (1,191). The departmental inspectors were responsible for 1,397 (1,123) inspections and District Magistrates and Additional Inspectors for 66(68). 14(28) factories remained uninspected at the close of the year.

128(69) cases were instituted against the managers and occupiers of 45 (32) factories. Out of these 69(39) resulted in conviction with fines ranging from 1 rupee to 200 rupees and 10(10) resulted in acquittal. 49(18) cases were pending at the close of the year. Out of the 18 cases which were ~~finer than 200 rupees~~ pending at the close of the last year seven resulted in conviction with a total fine of 860 rupees. 9 were withdrawn on the recommendations of the District Magistrate and two cases that were instituted under the Unregulated Factories Act resulted in acquittal as it could not be established successfully that the Act applied to the factory under action.

Health sanitation and welfare.- No serious epidemics were reported during the year and the general health of the workers was satisfactory. 24(22) factories maintained their own dispensaries for the use of workers and their families. 408,496 (257,790) cases of illness were treated in these dispensaries free of cost. Many of these dispensaries had only part-time medical officers.

Sanitary conditions were generally unsatisfactory. Workers in textile mills, in general, did not make good use of the spittoons provided by the mill managements and their habits of spitting on floors continued. In some cases the spittoons were found to be broken mischievously and filled up with all kinds of rubbish matter such as empty bobbins, cotton waste, stones, etc. In this connection the report points out that considerable education work among the working classes is necessary before better standards of sanitation in factories can be achieved. Enforcement on a wider scale of provisions regarding latrines, urinals and disposal of effluvia could not be done without the active co-operation of the local authorities. In most of the premier towns of the province there has been no proper industrial planning with the result that factories have been established in heavily congested areas without the minimum municipal facilities.

In newly constructed factories whose plans had to be approved by the provincial Government, special attention was paid to the aspect of ventilation and in such factories a good standard of ventilation was achieved. No improvement could be made, however, in many of existing premises due to the high cost of material, etc. The investigation into the system of ventilation and humidification in textile mills was further pursued during the year. The main problem facing the textile mills particularly in Nagpur was in respect of obtaining large quantities of suitable water for humidification could not be solved.

In the newly constructed factories provision of adequate lighting caused no serious problem. Use of electric lighting was the only remedy to make up the deficiency of natural lighting in old constructed factories but in many centres even this was not freely available. The report states that it may be hoped that under the proposed electric supply schemes sponsored by the Government these difficulties will be soon overcome. The use of fluorescent lighting is gaining more and more popularity.

In spite of good intentions of many employers creches have not gained much popularity. The report states that this is primarily due to lack of proper supervision. It stresses that if the working mothers are convinced of the vigilant care bestowed on their babies, these creches will become very popular with a little propaganda in the shape of baby weeks and baby competitions.

Out of 17 leading concerns each employing above 1,000 workers, six had canteens run departmentally by the management; three run through workers co-operative societies, five run through contractors and three had no canteens at all.

Housing.— No improvement in housing factory labour was possible during the year due to the general scarcity and high cost of building material. Housing facilities were extended to 113 workers in the textile trade and 204 in the Cement Manufacturing Industry. As against 9,421 workers housed during the previous year 9,741 enjoyed housing facilities during the year under review.

Accidents and safety.— During the year 2,432 (2152) cases of accidents were reported, out of which 16 were fatal, 45 were of a serious nature and 2,371 were minor. Textile mills and Ordnance factories were responsible for over 65 per cent (72 per cent) of the total accidents.

Details of accidents of the last five years are given below:-

Year	Fatal	Serious	Minor	Total	Total number of workers	Incidence per thousand
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1944....	11	144	2,442	2,597	100,850	25.7
1945....	15	140	2,795	2,950	110,263	26.7
1946....	9	63	1,763	1,835	101,355	18.1
1947....	19	73	2,060	2,152	97,219	22.8
1948....	16	45	2,371	2,432	101,646	23.9

Conditions of Work

Conditions of Work in Ceylon during 1949:
Administration Report of the Commissioner
of Labour for 1949.*

The Administration Report of the Commissioner of Labour for the year 1949 reviews the main developments in Ceylon in the field of labour legislation and labour administration. Part I of the Report deals with the conditions of labour and the working of labour laws generally in the Island. Part II deals with special matters relating to Indian immigrant labour. Part III relates to safety, health and welfare measures.

* Administration Report of the Commissioner of Labour for 1949: To be purchased at the Government Publications Bureau, Colombo. Price Re.1.75, pages 86.

Part I. General.

Administrative changes.- Mr. M. Rajanayagam who was functioning as Acting Commissioner of Labour was appointed Commissioner of Labour in April 1949. Mr. Thomas Graham was appointed Chief Factory Inspector with effect from 31 July 1949.

Membership of the I.L.O.- During the year under review, Ceylon participated in the 32nd Session of the International Labour Conference held in Geneva in June-July 1949 and the Asian Conference of Experts on Vocational and Technical Training, held in Singapore from 12 to 23 September 1949. At the close of the year all the Conventions and Recommendations adopted at the 32nd Session of the International Labour Conference was under examination with a view to ratification or adoption.

The Report mentions that in May 1949 the Ceylon Government invited the I.L.O. to hold the First Asian Regional Conference in Ceylon. This invitation was accepted.

*note
MS.*

Ratification of Conventions.- The Report states that Convention (No.29) concerning Forced Labour was ratified by Ceylon in the course of the year. The provisions of Conventions (No.4) concerning Night Work of Women and (No.6) concerning Night Work of Young Persons had been given effect to in the Women, Children, and Young Persons Ordinance. These two Conventions were revised by Conventions Nos.89 and 90 adopted at the 31st Session of the International Labour Conference and the Competent Authority has agreed in principle to the ratification of these revised Conventions. Action is being taken to prepare draft legislation to give effect to them. Convention (No.81) regarding Labour Inspection in Industry and Commerce was placed before the Competent Authority who has agreed to its ratification. Several other Conventions and Recommendations were also examined in the course of the year.

Committees of inquiry.- Two Committees of inquiry were set up during the course of the year, for mercantile employees and private motorcar drivers respectively. The mercantile employees inquiry committee, consisting of 11 members with Dr. C.W.W. Kannangara as chairman, was set up at the beginning of the year to inquire into and report on the question of introducing suitable legislation to regulate the terms and conditions of employment of mercantile employees. The second committee, ~~with~~ which consists of 9 members with Mr. M.D. Banda as chairman is enquiring into the question of regulation of the terms and conditions of employment of private motor car

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drivers. The committees had not concluded their deliberations at the close of the year.

Working conditions in domestic service and regulation of servants' agencies.- The question of regulation of the conditions of service of domestic servants has been engaging the attention of the Government for some time and was further examined during the year. This has been the subject of frequent representations to the Minister for Labour and Social Services and comment in the press. The Report states that at present domestic service is not subject to regulation under any statutory provision, and in the absence of trade unions of these workers, regulation of conditions by legislation presents many difficulties.

Servants Agencies, which supply domestic servants, have been in existence for a long time in Ceylon. There had been complaints of exploitation of women and children by these agencies and a Joint Sub-Committee of the Executive Committee of Home Affairs and Education was appointed in 1933 to investigate and report on the matter. The report of this Sub-Committee was published as Sessional Paper II of 1935. It recommended, inter alia (a) the introduction of a scheme of compulsory registration of young women and children who are taken for employment to any place beyond ten miles from their homes and outside their districts, and (b) the introduction of legislation to control and regulate the activities of Servants Agencies. This subject which was being dealt with by the Ministry of Home Affairs was sent to Labour Department for necessary action about the end of the year. The subject was also ~~examined~~ dealt with the I.L. Convention (No. 96 of 1949) concerning Fee-Charging Employment Agencies, which provides for two alternative courses of action, viz: (a) a progressive abolition of profit-making agencies or (b) regulation of profit and non-profit making agencies. The question as to the action that should be taken by ~~in~~ Ceylon is under consideration.

Labour legislation: (a) Trade Disputes Bill.- During the year, the Trade Disputes Bill for the prevention, investigation and settlement of trade disputes was submitted to the Cabinet for approval before its introduction in Parliament. The Cabinet, however, considered certain amendments necessary to the Bill and it was sent to the legal draftsman to be amended accordingly. The Bill ~~was~~ was ready by the end of the year for submission to the Cabinet again.

(b) Shops and Offices (Regulation of Employment Bill.)- The Bill had been finalized and was under submission to the Cabinet for approval before its introduction in Parliament at the close of the year under review.

(c) Bill to amend the Wages Boards Ordinance, 1941. - A Bill to amend the Wages Boards Ordinance, No.27 of 1941, had been prepared by the legal draftsman and at the close of the year arrangements were being made for a discussion of the Bill with the representatives of employers and of workers.

(d) Bill to amend the Mines, Quarries and Minerals Ordinance. - Another Bill to amend the Mines, Quarries and Minerals Ordinance, No.55 of 1947, was ready for submission to the Cabinet for approval. The Bill among other things, gives the Minister of Labour and Social Services power to make regulations governing the welfare of workers in mines and quarries.

Trade Unions. - During the year 60 unions applied for registration under the Trade Unions Ordinance and the number registered was 44, which is the largest number registered in a year since the Ordinance came into operation in 1935. 106 unions were functioning at the end of 1948. The registration of 8 unions cancelled during the year, which brought the number of unions functioning at the end of the year to 142.

Since the amendment of the law relating to trade unions in August 1948, making provision for the registration of unions of public servants, various classes of public servants have formed trade unions. Forty such unions applied for registration during the year. Of these 28 were registered. The others could not be registered as their rules were found to be in conflict with the provisions of the Trade Unions (Amendment) Act, 1948. These unions, however, were advised to amend their rules to bring them into conformity with the law. With the five unions registered in 1948 the total number of unions of public servants functioning at the end of the year was 33.

At the ~~end~~ beginning of the year ~~there were only~~ three Unions had a political fund. ~~namely, the~~ ~~Staff~~ The total amount of the fund to the credit of the three unions at the end of the year was 5,885.42 rupees.

The total membership of workers' unions at the end of the year was 129,329, which gives a density of 8.62 per cent, if the total number of organisable workers in the country is assumed to be 1,500,000. The largest membership of unions is in the plantation industry which has 95,995 union members which means that more than 77.1 per cent of ~~all~~ trade union members are in the plantations.

The total membership of union affiliated to the different federations is as follows: (i) Ceylon Trade Union ~~Federation~~ Federation - 12,476; (ii) All Ceylon Trade Union Congress - 46; and (iii) Ceylon Federation of Labour - 14,143.

Only a few unions sent in their annual returns punctually. Several of them did so only after being reminded. Of the 98 unions that sent in the annual returns 63 had a membership of less than 250, 19 between 250 and 1,000, 15 between 1,000 and 5,000 and one over 5,000.

Financial position of trade unions.- An examination of the accounts of the unions revealed that the financial position of a number of unions was gradually deteriorating and some were working on a debit balance. A good proportion of the members of such unions had not paid their subscriptions, but no action appeared to have been taken against the defaulters. The unions were informed that every endeavour should be made to recover all subscriptions due and defaulters dealt with in accordance with the rules of the union.

Industrial relations.- There was a marked increase in the number of strikes during the year and 94 strikes were reported as against 53 in 1948. The total number of mandays lost as a result of these strikes in 1949 was 695,916 1/2 as against 52,431 in 1948. The Report states that it is possible that some of these strikes could have been avoided had there been in existence some form of joint negotiating machinery established by agreement between the employers and the workers' unions as during the emergency period.

The following table shows the number of strikes during 1949 analysed according to causes:-

Causes	Estates	Others	Total	Percent.
Dismissal or loss of employment in any way, failure to provide work.	12	10	22	23.40
Wage increases, Higher rates for piece work, etc.	-	3	3	3.19
Other wage disputes (e.g. delay in payment, cash advances, etc.).	29	5	34	36.17
Estate rules, working arrangements discipline, disputes with sub-staff etc.	9	4	13	13.85
Right of association and meeting.	2	1	3	3.19
Factional disputes and domestic matters.	1	-	1	1.07
External matters; eg., arrest by Police, immorality, etc.	2	1	3	3.19
Assaults by employer or agent or others.	3	-	3	3.19
General demands.	-	4	4	4.26
Symathetic strikes.	8	-	8	8.51
Total.	66	28	94	100.00

(i) Industrial Labour.- The period of compulsory arbitration in industrial disputes in certain "essential services" introduced during the war emergency period ended in 1948 with the removal of all the trades and services (excluding work within the limits of the ports of Colombo, Galle and Trincomalee) from the category of "essential services" declared under the Defence Regulations. Consequently the Essential Services (Avoidance of Strikes and Lockouts) Order 1942, though legally in force, was a dead letter, as far as the functions of the Labour Department were concerned. The engineering and motor engineering employers organised under the Employers' Federation of Ceylon introduced for the first time a set of uniform standing orders for their workmen with effect from 1 December 1949. Rules relating to attendance, hours of work, weekly and annual holidays, leave, ~~was~~ "statutory holidays", rates of wages, intervals of wage payments, payment of wages, overtime, sickness benefits, maternity benefits, accidents and injuries, complaints, termination of service, stoppage of work, shift work, strikes and disciplinary action are embodied in the Standing Orders. The workers at first viewed this development with much apprehension owing to some misunderstanding, but it was cleared after the Labour Department convened a conference of representatives of employers and workers on the subject.

(ii) Clerical workers.- On an application made by the Ceylon Bank Clerks' Union a conciliation board under the provisions of the Industrial Disputes (Conciliation) Ordinance, (Chapter 110) was set up by the end of the year to endeavour to effect a settlement of the dispute which had arisen between the Union and the Colombo Exchange Banks' Association and the Imperial Bank of India as a result of the former demanding payment of dearness allowance at the rates paid by the Bank of Ceylon. The Board had not concluded its deliberation at the end of the year. But soon afterwards the Board recommended that the demand should be conceded.

(iii) Estate Labour.- There were 60 strikes in individual estates during the year as against 32 in 1948. Six were token strikes, two of which were island-wide, affecting a large number of estates. The number of labourers involved was 532,238 and the number of man-days lost 681,340.

Two ~~reasons~~ causes contributed to the unrest in estates. The first and the more important cause was the temporary withdrawal of the ~~operation~~ operation of Part II of the Wages Boards Ordinance in respect of the rubber growing and manufacturing trade. This step was taken by Government to prevent large-scale

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retrenchment and closing down of rubber estates, as it was uneconomic to continue production in view of the low price of rubber. Although it was hoped that no great hardship would be caused to the workers as a result of such suspension, a great deal of dissatisfaction began to manifest itself as a result of reluctance on the part of employers to pay adequate wages. Most employers insisted on tappers doing 8 hours work to entitle them to a full day's wage. Consequently on a number of estates where tappers did less than 8 hours work they refused to accept proportionate wages and struck work in protest. There were also three island-wide token strikes called out by the Ceylon Indian Congress Labour Union and the Ceylon Plantation Workers' Union as a protest against the withdrawal of the operation of the Wages Board for this industry. Another factor which contributed to the increase in the number of strikes for the year was the tendency on the part of some employees to refuse to meet union representatives at conferences. The Report states that it is unfortunately true that even today there are some employers who find the "placidity of their lives disturbed by the existence of unions and who regard negotiation with them with distaste whether open or hidden." The Report cites as an instance, among others, the prolonged strike on Roeberry Group, Madulsima, lasting from 29 August to 17 November 1949, involving 1,130 labourers which was called out as a ~~result~~ result of the superintendent of the estate refusing to attend a conference regarding notices issued on some labourers.

Making certain general inferences from a perusal of the causes and progress of the disputes, the Report observes that in a number of cases it will be noticed that where a union or workers rushed headlong into strikes on some trivial issue without adequate foresight and consideration of all the relevant factors, the employers were able to replace the striking workers without much difficulty. A feature of the strikes in the transport services was the suddenness with which they were called. It is realized that a lightning strike in suitable instances would have its value. But merely to go on strike because a few workers are disgruntled when the grievances have not been carefully examined by all the workers states the report is carrying that element of surprise to that extreme limit where every grievance, however minor, affecting a handful of individuals or even one individual will need a strike for its settlement. The responsibility of workers' leaders before calling a strike in a public utility service such as the transport service, is all the greater since such a strike will cause inconvenience to the public and the goodwill of the public is a vital factor when labour decided to challenge its ~~employer~~ employer. Since the strikes are over, the Report hopes that the parties are now in a

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position to examine in retrospect the various steps they took and in the light of such reflection to consider whether any change of method in their dealings with each other is necessary as regards future action and urges the adoption of the rule of moderation and settlement of disputes by negotiation and conciliation before more drastic steps are considered.

When the Seven Point Agreement was abrogated in 1946 the estate employers, they indicated that they would normally follow the previous procedure as far as possible for the settlement of disputes. But in a number of cases they refused ~~to attend~~ to attend conferences to discuss ~~the~~ complaints made by Unions. A number of conferences were held during the year with a view to evolving a new agreed procedure and eventually the employers agreed to submit, for consideration, a statement indicating the terms of an agreement which would meet with their approval. This statement had not been received by the end of the year.

Thirteen applications were received during the year for the appointment of conciliation boards under the Industrial Disputes (Conciliation) Ordinance, Chapter 110. In every case a labour officer investigated the position independently and the dispute was referred to a board only when it was considered on the facts presented that such a reference was likely to lead to a settlement. Three of these applications were approved. In two cases the parties to the dispute accepted the recommendations for settlement made by the respective boards while in the third case the union accepted and the employers rejected the recommendations made.

Retrenchment. - A large number of rubber estate workers lost employment in the course of the year. According to figures received ~~in this office~~ approximately 4,348 workers were retrenched of whom 2,815 were Indians and 1,533 Ceylonese. Even with the increase in rubber prices at the end of the year there was no marked improvement, although a few estates re-employed the retrenched workers. About 165 Indian labourers who were thus retrenched were repatriated to India at their own request during the course of the year. Several conferences were held with the employers' and workers' representatives with a view to affording relief to these workers and eventually the employers agreed to give casual work whenever available to retrenched labour provided they were not called upon to give a month's notice before such labour was discontinued on the completion of their contracts. The union representatives agreed not to insist on the legal notice before stoppage of work in such cases.

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Wages Boards.- The Report observes that the frequent demands for extension of the application of the Wages Boards Ordinance to more and more trades is a clear indication of the growing appreciation of the utility of Wages Boards in the field of wage regulations. The demands clearly are a result of the part played by Wages Boards in securing better conditions of service in the trades to which the provisions have already been applied.

During the year Part II of the Ordinance was applied to the building trade, which is the seventeenth trade to be covered. The need for dealing separately with the growing and the manufacturing sections of the coconut industry had been felt for some time and the separation was effected in April 1946 by dividing the industry into two trades, namely, the coconut growing trade and the coconut manufacturing trade for each of which a separate Wages Board was created.

The extremely low prices obtaining for marketable rubber during the first half of the year caused grave anxiety to the industry and many owners contemplated closing down their estates. A few estates were actually closed down. In order to ease the difficulties faced by the industry, the order applying Part II of the Ordinance to the rubber growing and manufacturing trade was rescinded with effect from the beginning of July 1949, from which date no minimum rates of wages were operative except in the case of the Indian Immigrant labourers to whom rates fixed under the Minimum Wages (Indian) Ordinance once more became applicable. After the devaluation of the rupee the price of rubber improved appreciably in September 1949 and it was found possible to bring the industry within the application of Part II of the Wages Boards Ordinance once again. The case of owners of small estates who were in many cases peasants with no hired labour received consideration and the order excluded rubber estates under 25 acres from the operation of the decisions of the Wages Board for the industry.

The Report notes that the Inspectorate has been guided by international standards in its work throughout the year and has been able to maintain friendly relations with organisations of employers and workers. The policy of the Department to avoid prosecutions, as far as possible, has been maintained and although this policy has been criticised in certain quarters, it is being increasingly recognised that prosecutions do not always achieve the best results. This must not be taken to indicate that there was any hesitation about taking the Court an unrepentant offender flouting legal requirements.

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The number of inspections made during the year was 3,545. This represents an increase of 20 per cent over the number of inspections in the previous year which in its turn represented an increase of nearly 26 per cent over the number of inspections in 1947. The inspections revealed, among other things, that an appreciable number of breaches detected involved failure to exhibit notices required under the Ordinance or adequately to maintain wage records. In 13 cases, prosecutions were launched. Seven cases resulted in convictions and 4 were pending at the end of the year.

Decisions of Wages Boards.- (i) Cinema trade.- The decisions of the Wages Board for the cinema trade became law on 1 April 1949. They provide for monthly rates of wages for the workers who have been classified in two main groups, viz., clerical and non-clerical. Owing to the differences in the earning capacity of cinemas within municipal areas and those outside municipal areas, two different regional rates of wages were fixed for all classes of workers except for the unskilled worker in the non-clerical section and the grade I worker in the clerical section. Two subsequent decisions relating to the rates of wages payable to firemen and book-keepers came into force on 1 August and 1 December 1949, respectively. It may be mentioned that this is the only Wages Board that has fixed the maximum number of annual holidays permissible under the Ordinance, i.e., 21 days. The decisions in regard to annual holidays came into force on 1 October 1949, and provide for the grant of one holiday for every unit of four days by which the number of days on which the worker has worked exceeds 248, up to a maximum of 21 holidays for the year.

(ii) Coconut growing and manufacturing.- The new Wages Boards set up for the coconut growing and the coconut manufacturing trades adopted without ~~alterations~~ alterations the decisions relating to the rates of wages and holidays that had been made by the defunct Wages Board for the coconut trade as far as it affected their respective sections. The decisions of the two Wages Boards came into force from 1 May 1949. Both Boards met to consider applications for increases in wages but postponed making any decisions as proposals for a copra contract with the U.K. Government were under discussion between the two Governments.

(iii) Dock, Harbour and Port Transport trade.- During the course of the year two notifications implementing important decisions of the Wages Boards relating to the rates of wages for workers in the dock, harbour and port transport trade were issued. One notification set out the minimum rate of wages

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for piece work for workers on lighters while the other dealt with monthly rates for workers other than those on lighters. The latter notification also set out decisions in regard to annual holidays and provided for a maximum of 14 holidays per year.

(iv) Tea-growing and manufacturing trade.- The daily minimum rates of wages for workers in the tea growing and manufacturing trade were raised by 17 cents in the case of male adults, 14 cents in the case of female adults and 9 cents in the case of child workers. These new decisions came into force from 1 December 1949.

(v) Rubber growing and manufacturing.- The new Wages Board set up for the rubber growing and manufacturing trade decided upon the daily minimum rates fixed by its predecessor, viz., 58 cents for a male adult, 46 cents for a female adult and 41 cents for a child worker. The same decisions that prevailed up to 30 June 1949 in regard to weekly and annual holidays were adopted by the new Wages Board and all its decisions were brought into force from 1 December 1949.

Maternity Benefits.- The Report states that the year's work in review discloses a satisfactory position with regard to compliance with the provisions of the Maternity Benefits Ordinance. The inspection staff made further progress towards securing compliance with the provisions of the law and this coupled with the co-operation which was received from employers contributed to the creation of this satisfactory state. The response was such that no necessity arose for punitive action under the Ordinance during the year. Most of the breaches detected were confined to failure to maintain the necessary records as required. The larger part of these detections affected small establishments which were being inspected for the first time and, therefore, did not call for anything more than corrective advice.

The Report notes that the alternative maternity benefits scheme is attracting more estate employers specially in the Central, Uva and Sabaragamuwa provinces. 260 certificates were in force at the end of the year authorising estates to provide alternative maternity benefits. Authority was withdrawn from 4 estates during the year, due to failure to provide the minimum requirements as against 13 certificates which were withdrawn in the previous year. The quality of benefits provided on certain estates is very high and deserves special mention. A number of estates provides such satisfactory service that full use is made of the maternity ward by labourers on the estate.

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of applicants

Employment.- The number ~~A~~ registered for employment at the various employment exchanges during 1949 was 115,374 as against 122,582 in the previous year. The number placed in employment was 14,780 as against 10,347 in 1948. The ~~employment~~ unemployment relief schemes which were started in and around Colombo and the outstations partly account for this increase in placements. At the end of the year there were 69,732 persons awaiting employment on the registers of the employment exchanges.

It was decided to classify every six months the figures from the various exchanges according to age groups and ~~duration~~ duration of unemployment for the purposes of a more detailed study of the problem. The results of the analysis indicated that nearly half the number of unemployed had been unemployed for less than six months and only about 15,000 had been unemployed for more than one year. It also revealed that in the higher age groups there appeared to be practically no unemployment, but unemployment was acute under the lower age groups, particularly the 21-41 age group.

Unemployment census.- During the year under review the Cabinet Committee on Unemployment decided that the Director of Census and Statistics should conduct a comprehensive census throughout the Island of unemployment in the country. He was directed to ascertain (1) the number of persons who had been employed previously but were unemployed and seeking work and (2) persons who had left school and were seeking work for the first time. The term "unemployed" was defined as referring to all persons seeking work on a given day, i.e., the day of the census 24 October 1949, who were not employed at that time and who were willing to accept employment. The census which was taken with the assistance of village official and local Government officials showed the total number of unemployed at 86,230 persons. The total number according to the registers of employment exchanges on 31 October 1949 was 67,799. The Reports states that a comparison of the two sets of figures is somewhat difficult since the geographical areas are not the same in both cases. Moreover, the exchanges are all in urban areas and they do not cover comprehensively the rural localities. The exchanges are intended to assist all those seeking State assistance to obtain work. In view of these factors, the Report expresses the opinion that the differences between the two sets of figures must be regarded as negligible.

Unemployment relief.- The Report states that till the several major plans of Government which are expected to increase employment opportunities in the country come to fruition it becomes necessary in the intervening period to have unemployment relief schemes

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consisting mainly of earth work such as reclamation of swampy land, levelling, constructing roads, etc., and these were undertaken in areas where there were pockets of acute unemployment. The worst affected area was Colombo where a number of relief schemes were in operation. Schemes were also undertaken in Kandy, Galle, Negombo, Madampe and in some of the village areas in the Kandy and Puttalam districts. At the end of the year 8,877 were employed on relief schemes.

A special committee composed of several Cabinet Ministers met regularly during the year to consider and devise means for the solution of the problem of unemployment in the country.

Technical training.- The Report of the Commissioner of Labour for 1948 stated that the question of setting up schemes for technical training of skilled workers was being examined. For various administrative reasons it was not possible to make much headway in this direction during the year. The only scheme which was brought into operation for a short period during the year was the scheme for the training of Ceylonese toddy tappers whose services were required in connection with the work ~~at~~ at the State Distillery opened at Seeduwa in August 1949. Two centres were opened for the training of tappers, one at Bopitiya in the Pamunugama district and the other at Katuneriya. A total of 175 men were trained and most of these men have now gone into employment as toddy tappers.

Trades testing.- During the year not much ~~progress~~ progress was possible in the field of trades testing. Two trades testing centres were, however undertaken during the year for carpentry and toddy-tapping. 861 men were sent for trade-testing in carpentry work, out of which 622 succeeded, 6 down-graded and 13 failed to appear for the test. In toddy-tapping 170 were sent; 88 persons passed the test, 8 failed and 74 did not appear for the test.

Shops Ordinance.- The enforcement of the Shops Ordinance No.66 of 1938 was extended during the year under review to six municipalities and 37 urban councils. The question of enforcing the ordinance in town council areas as well, is under consideration.

In view of the acute housing problem which continued to prevail it was not possible to enforce the health and sanitary provisions of the Ordinance, as stated in the last year's report. It is not likely that the situation will improve appreciably for the next few years. 2,152 shops were inspected for the first time and 4,919 re-inspected during the year in municipal and urban council areas. There was an increase in the ~~strengthening~~ number of inspection during the year as compared with last year due to the

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strengthening of the inspectorate. 247 petitions were received from employees in shops ventilating their grievances against their employers for wrongful dismissals, non-payment of salaries due, etc. They were referred to the employers for comments and after inquiry and mediation by inspectors where necessary, the grievances were redressed in several cases, but in others where it was not possible to do so the petitioners were referred to their legal remedy. In some cases in enquiries into petitions it was difficult to ascertain the facts since the employers had not maintained suitable records. But in many instances employers showed readiness to adjust matters with their employees.

A new Bill, known as the Shops and Offices (Regulation of Employment) Bill referred to in last report was drafted and sent to the Cabinet. When this Bill becomes law the benefits at present applying to shop employees will be extended to workers in mercantile and other offices.

Part II- Indian Estate Labour.

Migration of labour between Ceylon and India.-The movement of labour between Ceylon and India under the conditions of the ban on emigration imposed by the Government of India remained unchanged in character from the previous year. There was diminution in the numbers travelling; 44,425 labourers being despatched to Ceylon in comparison with 50,547 during 1948. Those returning to India numbered 46,538 as against 47,115 for the previous year.

Part III- Safety, Health and Welfare.

Safety in factories and mines.- The Factories Ordinance, No.45 of 1942 and No.22 of 1946 were not in force during the year. But a Factory Division was set up within the Labour Department towards the end of 1949, to do all preliminary work to bring these Ordinances into effect. The subjects of occupational health, safety and welfare were transferred to this new division under the supervision of the Chief Inspector of Factories. It was announced on 7 December 1949 that the Governor-General had proclaimed 1 January 1950, as the date on which the Factories Ordinances would come into force. Only in August 1949 with the arrival from U.K. of the Chief Inspector of Factories, Mr. T. Graham, could a proper start be made on the extensive preparatory work needed for the introduction of these comprehensive Ordinances.

Industrial Health clinic.- The industrial health clinic at the Government Press, continued to function satisfactorily. Free issue of milk to workers who are exposed to a lead poisoning hazard is made at the Government Press. Condensed milk was given during

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the war years and for some years thereafter. This was not popular with the workers who did not often avail themselves of this free issue. A change over to the issue of cow milk was made during the year. Milk is issued only to those workers who are likely to be exposed to a lead poisoning hazard.

Welfare.- Growing interest is being evinced by managements in the maintenance of good working conditions. Advice was given to employers of labour on the organisation and running of canteens and the establishment of employee services at workshops. Assistance was given to welfare officers attached to Government departments in formulating their welfare schemes. The Report says that to achieve effective welfare supervision, it is necessary that only adequately trained personnel should be appointed as welfare officers. There is at present a dearth of suitably qualified Welfare Officers and it will be necessary to organise a special course of training to increase the number.

(The Administration Report of the Commissioner of Labour for the year 1948 was summarised at pages 57-71 of the report of this Office for May 1948).

59. General.

India - May 1950.

The Repealing and Amending Act, 1950
(NoXXXV of 1950).

The Repealing and Amending Bill, 1950 (vide page 40 of the report of this Office for April 1950) as passed by Parliament was assented to by the President on 19 April 1950 and has been gazetted as the Repealing and Amending Act, 1950 (No. XXXV of 1950). The Act seeks to repeal or amend as the case may be, certain Acts or Ordinances which have either ceased to have effect or ceased to be in force, and to correct errors in certain Acts.

(The Gazette of India, Extraordinary, Part II- Section I, dated 21 April, 1950, pages 41-46).

The Bombay Factories Rules, 1950.

The draft Bombay Factories Rules, 1949 (vide page 54 of the report of this Office for April 1949) have now been approved and gazetted on 13 April, 1950.

(Notification No.44/48 dated 8 April, 1950 The Bombay Government Gazette, Part IV-A, dated 10 April, 1950, pages 135-250).

The Draft West Bengal Factories (Exemption) Rules, 1950.

The West Bengal Government published on 4 May 1950 the draft of the West Bengal Factories (Exemption) Rules 1950, proposed to be made under section 64 of the Factories Act, 1948. The Rules relate to definition of persons holding positions of supervision and management and procedure regarding exemption from certain provisions of the Factories Act, 1948 dealing with working hours of adults, such as in the case of urgent repairs, maintenance workers and persons employed in continuous processes. The draft will be taken into consideration after 15 August 1950.

(The Calcutta Gazette, Part I, dated 4 May 1950, pages 741-746).

The Madras Factories Rules, 1950.

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The Government of Madras gazetted on 25 April 1950 the Madras Factories Rules, 1950 made under the Factories Act, 1948. The rules prescribe, inter alia, procedure for approval of plans and licensing of factories, powers and duties of the inspecting staff, detailed standards of cleanliness, artificial humidification etc., safety precautions to be observed in cotton textile mills, ginning factories, rubber mills, etc., welfare measures such as washing facilities, first aid and ambulance room, canteens and creches, regulations relating to working hours of adults, employment of young persons and leave with wages and special provisions relating to certain dangerous operations. The rules come into force with immediate effect, except certain provisions relating to ~~artificial~~ artificial lighting, safety precautions, washing facilities, ambulance room, canteens, shelter, rest rooms and lunch rooms, creches and wash rooms, supply of milk and refreshments to children in creches and special provisions relating to dangerous operations.

(The Fort St. George Gazette,
Rules Supplement to Part I,
dated 25 April 1950, pages 103-178).

Chapter 6. General Rights of Workers.

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66. Strike and Lockout Rights.

India - May 1950.

Coal Industry declared Public Utility Service under Industrial Disputes Act, 1947.

By a notification dated 5 May 1950 under the Industrial Disputes Act, 1947, the Central Government has declared the coal industry, so far as it is concerned with the production and supply of coal and coke to be a public utility service for the purposes of the Act, for a period of six months with effect from 10 May 1950.

(The Gazette of India, Extraordinary,
Part I-Section 1, dated 8 May 1950,
page 143).

Bombay: Air Transport Industry declared Public Utility Service for the Purpose of Industrial Disputes Act, 1947.

By a notification dated 16 May 1950, the Government of Bombay has declared transport for the carriage of passengers or goods by air to be a public utility service for the purposes of the Industrial Disputes Act, 1947 for a period of six months ending 17 November 1950.

(The Bombay Government Gazette, Part I,
Extraordinary, dated 16 May 1950,
page 2633A).

Assam: Inland Steamer Services declared Public Utility Services under Industrial Disputes Act, 1947.

By a notification dated 13 May 1950, the Government of Assam has declared all inland steamer services in the State, to be public utility services for the purpose of the Industrial Disputes Act, 1947, for a period of six months from 17 May 1950.

(The Assam Gazette, Part II-A, dated
17 May 1950, page 834).

67. Conciliation and Arbitration.

India - May 1950.

Conference of Conciliation Officers, New Delhi, 13 and 14 May 1950: Special Measures to ensure Industrial Awards to be taken.

A conference of officers of the Industrial Relations Machinery of the Central Ministry of Labour, was held at New Delhi on 13 and 14 May, 1950. Mr. Jaleshwar Prasad, Chief Labour Commissioner, presided. The conference discussed the difficulties experienced by Conciliation Officers in the implementation of awards and other problems relating to the conciliation machinery. It also reviewed the progress of industrial relations during the previous year and discussed the Labour Relations Bill with special reference to the provisions relating to conciliation. The conference decided that special measures be taken to secure enforcement of awards and to launch prosecutions in the event of non-implementation or violation of any provisions of industrial awards.

Mr. Jaleshwar Prasad's address: improvement in industrial relations claimed.- Addressing the conference Mr. Jaleshwar Prasad, Chief Labour Commissioner, said that industrial relations had greatly improved during 1949 and that the method of conciliation employed in resolving disputes had been working successfully. As against 8214456 man-days lost in the year 1948, the number of days lost in 1949 was 6,366,761; and the total number of disputes in the year 1949 was 1145 as against 1636 in 1948. In the Central sphere the number of disputes during 1949 was 434 as against 630 in 1948 and the number of man-days lost was 398,161 in 1949 against 905,935 days in 1948, which worked out roughly at 6 per cent of the entire man-days lost in all undertakings in the whole of India in 1949, the percentage of disputes in the Central sphere being 37.9 per cent of the total. Mr. Jaleshwar Prasad said that this ~~showed~~ showed that the conciliation machinery had been, to some extent at least, successful in bringing about settlements in actual or apprehended disputes. The machinery, however had become complex in view of the magnitude of workers involved. The total number of employees under the Central sphere was about 2.5 million. The Railways and the mines were the major employment activities though the Defence undertakings and major ports were not less important. About a million persons worked on railways and about .1 million under the Posts and Telegraph Department.

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The number of workers working in mines - coal as well as others - was 404,845. The oil fields employed about 7,700 workers. These figures did not include workers who were engaged in what were known previously as "States". His estimate was that the number of workers in part 'B' States of which complete figures are not available, was more than 200,000. Thus at present the total number of workers with whom the conciliation machinery had to deal, was about 2.5 million. Conditions of work in Part 'B' and other States were far from satisfactory. In a recent survey conducted, out of 30,000 colliery workers in the districts of Meorbhanj and Kuanjhar, Orissa, more than 60 per cent were women, who had to work unprotected from sun and rain with no creches for their babies, no maternity arrangements or proper water supply for drinking ~~water~~ purposes.

In conclusion Mr. Jaleshwar Prasad appealed to the officers ~~of~~ to tackle the problems of workers from the human angle. He urged that they should not only maintain a strict impartiality and equanimity of temper, but create such an atmosphere that their very presence will inspire confidence in the workers as well as employers. He also advocated that the practice prevailing in the United Kingdom in the selection of Conciliation Officers should be adopted in India, namely, only those persons who possess such ~~are~~ should be selected.

(The Hindustan Times, 14-5-1950).

U.P.: Bill to amend U.P. Industrial Disputes Act 1947 passed: Provision for setting up Works Committees.

The Uttar Pradesh Legislative Assembly passed on 2 June 1950, the Uttar Pradesh Industrial Disputes (Amendment) Bill, 1950, providing, inter alia, for the setting of Works Committees and empowering the Government to control the administration of a public utility service or undertaking, which has closed or likely to close down.

Statement of Objects and Reasons.- The Statement of Objects and Reasons appended to the Bill points out that section 3 of the U.P. Industrial Disputes Act, 1947 empowers the State Government to make provision, where it considers necessary in the public interest, for prohibiting strikes and lock-outs generally or in connexion with industrial disputes and for making other arrangements connected therewith.

attributes both
in and out of
the Labour De-
partment

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In such cases Government wanted to appoint works committees consisting of the representatives of employers and workmen for securing amity and good relations between the employer and the workmen as well as for consultation and advice on matters relating to the production, organisation, etc. Doubts were, however, expressed about the legal competency of the Government to make this arrangement. The Bill, therefore, proposed to make a specific provision to this effect in the Act. Likewise some legal difficulties have been experienced about the powers of the Government to authorise a person appointed by it to carry on the trade or business of a public utility services or undertaking which has closed or is likely to be closed down. The Bill accordingly provided that if the partners of the undertaking or the service so apply the Government may appoint a manager for carrying on the trade or business. Necessary provision has also been made in the Bill defining the powers, etc., of the person authorised to carry on the business or trade of the service or the undertaking.

Works Committees.- The clause ~~provides~~ relating to works committees provides that the Government may direct the appointment of committees representing employers and workmen for securing amity and good relations between them and for settling industrial disputes by conciliation and for consultation and advice on matters relating to production, organisation, welfare and efficiency.

Control of undertakings.- The Bill also provides that where the trade or business of any public utility service or any subsidiary undertaking has closed or is likely to be closed, the State Government may, for the purpose of maintenance of supplies and services essential to the life of the community or for maintaining employment on the application of more than one-half of the total number of partners and owning between them more than fifty per cent share, by order, published in the Gazette, authorise any person to carry on the trade or business, for the period, in the manner and to the extent provided in the order.

(Government Gazette of the Uttar Pradesh, Extraordinary, dated 24 April, 1950, pages 1-3; National Herald, dated 3-6-1950)

U.P.: Bonus, Leave Facilities and Retaining Allowance for Sugar Factory Workers: Court of Enquiry's Recommendations.

The Court of Enquiry set up by the Uttar Pradesh Government to enquire into the question of bonus, leave facilities and retaining allowances for sugar factory workers (vide page 45 of the report of this Office for January 1950), has now submitted its findings.

The Bonus.- The Court of Enquiry's recommendations regarding bonus payable to workers for the year 1948-49, are as follows: Factories crushing up to 1.3 million maunds to pay 20 per cent profits as bonus; between 1.3 million and 1.8 million maunds to pay 2 annas per maund; between ~~2.0 and~~ 2.0 and 2.5 million maunds to pay 3 annas per maund; between 2.5 and 3.5 million maunds to pay 4 annas per maund; between 3.5 and 5.0 million maunds to pay 5 annas per maund and factories crushing more than 5.0 million maunds to pay 6 annas per maund. Two factories at Rampur ~~and~~ are to pay 25 per cent of their net profits as bonus, because they have been earning high profits. The report recommends to the Government that it should prescribe a date before which bonus should be paid to workers.

For calculating the second instalment of bonus in 1947-48, the Government had allowed by its notification of 9 February 1949 a general reduction of one anna in the rate of bonus for converting khandsari sugar into crystal sugar because reprocessing rates offered by the Government were supposed to be just at cost price, (vide page 38 of the report of this Office for February 1949). The Court has not agreed with this order of the Government in full. While it has allowed a rebate of one anna per maund of sugar produced, in the bonus for five factories which had converted khandsari into crystal sugar but were running into loss, it has not agreed to this concession to the other 14 factories which had shown profit or had not submitted balance sheets. There is also a reduction of one anna per maund in the bonus for those factories which though not converting khandsari, were running into loss during 1947-48. There is no such concession for factories showing profit or giving dividends.

Leave facilities.- Regarding leave the Court has recommended that for workers, Chapter VIII of the Factories Act, 1948 will hold good while for employees coming outside the purview of the Factories Act, the U.P. Shops and Commercial Establishment Act, 1947, will become applicable.

Retaining allowance.- The Court has held that there is no valid ground for the award of retaining allowance to unskilled seasonal workers in sugar factory. Skilled seasonal employees and clerical staff should be allowed retaining allowance at the rate of 50 per cent of their consolidated wages.

(Government Gazette of the Uttar Pradesh, Part VIII, dated 13 May, 1950, pages 175-227).

Jammu and Kashmir State: Industrial Disputes Act promulgated.

The Jammu and Kashmir Government has promulgated an Industrial Disputes Act, which provides for investigation and settlement of industrial disputes and for declaration of strikes and lock-outs in industrial concerns as illegal under certain conditions.

The Act defines industrial dispute as any dispute or difference between the employer and workers on the terms of employment or conditions of labour, lock-out as closing of the place of employment or suspension of work or refusal by the employer to continue employing any number of employees, and strike as cessation of work by employees acting in combination. The term workers includes persons employed in any industry to do skilled, unskilled, manual or clerical work for hire or reward, but not persons in the defence services.

To settle disputes, the Government may set up ~~works~~ works committees, conciliation officers, boards of conciliation, courts of inquiry and industrial tribunals. The Government of its own accord, may refer any dispute for settlement. It shall also have to do so when approached by the contending parties and when notice of strike by workers has been given. The Government shall have to declare the award of a tribunal as binding, provided that, where the Government itself is a party and in its opinion it would be inexpedient on public grounds to give effect to whole or part of the award, it shall place the award, together with reasons for not declaring it binding, before the Legislative Assembly, which may confirm, reject or modify the award.

Under the Act, no employee shall go on strike or no employer shall lock-out in breach of contract

without giving notice. No strike or lock-out shall be declared during conciliation proceedings and seven days after their conclusion. Any strike or lockout declared in contravention of these provisions shall be considered illegal and punishable with a maximum imprisonment of one month or a maximum fine of 50 rupees or both in the case of an illegal strike and with a maximum imprisonment of one month or a maximum fine of 1,000 rupees or both in the case of an illegal lock-out.

(The Statesman, 1-5-1950)

Madhya Pradesh: The C.P. and Berar Industrial Disputes Settlement Rules, 1949.

The draft Central Provinces and Berar Industrial Disputes Settlement Rules, 1949 (vide page 63 of the report of this Office for March 1950) made under the C.P. and Berar Industrial Disputes Settlement Act, 1947 have now been approved and gazetted on 21st April 1950.

(Notification No. 895-886-XXIV dated 15 April, 1950; The Madhya Pradesh Gazette, Part IV-c, dated 21 April, 1950, pages 147-176)

CHAPTER 7. EMPLOYMENT AND UNEMPLOYMENT.

INDIA - MAY 1950.

71. Organisation of the Labour Market.

Work done by the Directorate General of Resettlement and Employment during April 1950.

Meeting of the Central Employment Advisory Committee.- The meeting of the reconstituted Central Employment Advisory Committee was held in New Delhi, on 10 April 1950. The problem of unemployment in the country and the part which the National Employment Service might play in any plan for tackling the problem, were discussed at the meeting.

Conference of Regional Directors of Resettlement and Employment.- The fifth conference of Regional Directors of Resettlement and Employment was held in New Delhi, on 11 and 12 April, 1950. Questions relating to the working of employment exchanges and the administration of the technical and vocational training scheme for adult civilians were discussed.

Employment situation.- During April 1950, the comparatively high level of placings affected by employment exchanges during the month of March, 1950, was not maintained to the same extent. ~~xxxx~~ The number of employers who used the exchanges was, however, the highest since April, 1949. Private employers continued to provide the greater number of employment opportunities. There was, however, no appreciable improvement in the employment situation. A large gap remained between the number of persons seeking employment and the number of jobs available. Consequently, the ~~xxxxxxxx~~ cumulative volume of registered unemployed persons increased. ~~The~~ To find employment for registrants, the exchanges submitted nearly 65,000 persons to employers during the month, i.e., an average of about 600 for every employment office in the country.

The position in regard to the supply of highly skilled and technical personnel remained the same as during previous months. Engineers, draughtsmen, road-roller drivers, overseers, fitters, welders, refrigeration mechanics and electroplaters continued to be in short supply all over the country. There was also a persistent demand for trained stenographers,

teachers and compounders from all over India. ~~The~~ ^{Decline} of the academic year brought new batches of educated but unskilled employment-seekers to the exchanges.

Registrations and placings.- The total number of registrations for employment assistance and the total number placed in employment during the month are shown below:-

	April 1950	March 1950	April 1949
Total number of registrations.....	91,897	87,702	98,489
Total number placed in employment..	23,837	24,976	22,854

Of these registered during the month 8,139 were ex-Service personnel, 15,213 displaced persons and 4,610 discharged Government employees. Of those placed in employment, 1,650 were displaced persons, 1,448 ex-Service personnel and 1,255 discharged Government employees. 14,305 were placed with private employers and 8,532 in Government departments. The number of vacancies notified to exchanges was 34,938. Of these, 14,695 were by Government establishments and 20,243 by private employers. The number of persons submitted was 64,775. The number of employers who used the exchanges during the month of April was 5,233. Of these, 58.7 per cent were private employers.

Placings by wage groups.- Figures relating to placings during March 1950, analysed according to wage groups were ~~xxx~~ as follows:-

<u>Wage group: basic monthly pay</u>	<u>Number of placings</u>
Above 101 rupees -----	568
61 to 100 rupees -----	2,299
30 to 60 rupees -----	17,803
Below 30 rupees -----	3,167

Employment of displaced persons.- The influx of displaced persons from Eastern Pakistan continued to cause a rise in registrations at some employment exchanges, particularly in Assam, Bihar, Uttar Pradesh, and West Bengal. Migrants from East Pakistan were registered as displaced persons and given special priority for consideration against Government vacancies in the regions of West Bengal and Assam. Along with the influx of displaced persons from Eastern Pakistan, a regular outflow of Muslim artisans and craftsmen

occurred in West Bengal, creating a vacuum in certain industries. A scheme was launched granting financial assistance and an extra quota of iron and steel and other raw material to such industrialists as would accept displaced persons as employees or apprentices. Displaced persons showed a keen desire to join training courses for boiler-attendants, laskars, serangs and khalassis.

Activities of mobile sections.- Mobile sections rendered effective assistance to applicants residing far from exchanges. On behalf of the Damodar Valley Corporation the section attached to the employment office at Hazaribagh effected 481 registrations, submitted 358 applicants and placed 209 in employment. The mobile sections in West Bengal were particularly active. They effected 968 registrations and secured 644 placings.

Employment exchanges in Part B States.- 10 employment exchanges in Part 'B' States came under the administrative control of the Directorate-General of Resettlement and Employment with effect from the 1 April, 1950.

Total number of persons remaining unemployed.- The number of persons known to be seeking employment assistance on the last day of April, 1950 was 281,972; an increase of 16,010 over the figure for March 1950. Of those, 39,654 were displaced persons, 35,841 ex-Service personnel and 15,084 discharged Government employees. Among discharged Government employees, 11,484 were Union Government and 3,600 State Government employees.

Technical and vocational training.- The inauguration of the Technical and Vocational Training Scheme for Adult Civilians during the month marked another step forward towards the goal of a national programme of training. The Scheme received a fairly good response and over 10,000 candidates applied for admission. They were interviewed by selection committee in different States and about 5,000 were selected and posted for training. Over 2,300 selected candidates had joined the training centres upto the 30 April 1950. The training scheme for adult male displaced persons, as sanctioned in 1948, came to an end on the 31 March, 1950 in all States except Uttar-Pradesh where 706 displaced persons were still undergoing training at the express desire of the State Government. A modified scheme for the training of displaced persons in certain selected trades was, however, sanctioned by the Ministry of Rehabilitation. This training will be given at the Labour Ministry's training centres on the same lines as for adult civilians. The number of ex-Servicemen undergoing

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training in technical and vocational trades, as on 30 April 1950, was 2,143. In addition, 57 political sufferers and Harijans were undergoing training in Uttar Pradesh under arrangements made with the State Government. 1,058 trainees, both ex-Servicemen and displaced persons passed the prescribed trade tests ~~the month~~ during the month, bringing the total of passed out to 30,110.

The training of displaced women in Labour Ministry's training centre at New Delhi was terminated on 31 March 1950 and the centre was switched over to the training of civilian women. Another centre for the training of women was opened at Dehra Dun.

Training of instructors.- The fourth batch of 116 instructors completed their training at the Central institute during the month. At the request of the Bombay Government, arrangements were made to provide training in woodwork to a second batch of primary school teachers in this Ministry's training centre at Aundh. 197 teachers had joined the course upto 30 April 1950.

Apprenticeship training.- There were 49 Apprenticeship Training Centres functioning during the month and 163 ex-Servicemen were undergoing training at these centres.

(Review of Work done by the
Directorate-General of Resettlement
and Employment during the Month of
April 1950, issued by the Government
of India).

72. Vocational Guidance and Training.

India - May 1950.

Central Government's scheme to train Adult Civilians in Vocational Trades: Four Centres opened in Bombay State.

Reference was made at pages 55-56 of the report of this Office for January 1950 to the Government of India's scheme to train adult civilians in technical and vocational trades. The scheme was inaugurated during April 1950.

On 3 May 1950, Mr. M.P. Gulrajani, Regional Director of Resettlement and Employment, stated at Poona that under the scheme four technical training centres at Bombay, Poona and Sholapur with accommodation ~~xxxx~~ for 1200 students and facilities for over 30 technical and vocational trades were being run in the State by the Directorate-General of Resettlement and Employment. So far about 400 seats had been filled but it was expected that the remaining vacancies would be filled soon.

Mr. Gulrajani said that the courses had been carefully chosen, and an effort had been made by the employment exchanges to ascertain the needs of the various industries. Generally, boys of the age of 18 and above were eligible for training, but in special cases the rule would be relaxed so that even younger students would be chosen. The minimum qualifications for most of the courses was two classes below the matriculation standard, but for certain courses, such as radio servicing, draughtsmanship and wireless operating only matriculates would be admitted.

Training at all these centres would be free. Accommodation, except in Bombay, would also be free. Trainees would also receive free medical aid, sporting amenities and working clothes. Fifty per cent of the trainees would, in addition, receive a stipend of Rs. 25 each to meet their boarding expenses, the remaining 50 per cent having to ~~xxxx~~ meet their own boarding expenses.

Seats for Punjab State.- A Press Note issued on 19 May 1950 states that under the scheme 1,496 seats have been allotted to Punjab, Himachal Pradesh and the Patiala and East Punjab States Union.

Of these, 1,096 seats are for technical training and 400 for vocational training. Half of the trainees selected, would be entitled to a stipend of 25 rupees a month for the period of training which in the case of technical training is two years and in case of vocational training one year.

(The Times of India, 4-5-1950;
The Statesman, 23-5-1950).

Training in Automobile Engineering: U.P. Government's Scheme.

A Press note issued by the Government of Uttar Pradesh states that a scheme for imparting training to suitable candidates in automobile engineering at the Government Central Workshop of Cawnpore will shortly be put into effect by the State Government.

For this purpose a selection will be made by the Public Service Commission of graduate engineers and holders of diploma in mechanical or automobile engineering. A board, with the transport commissioner as chairman, will also select suitable candidates for training as mechanics. The period of training will range from two to three years and the candidates will be given stipends during the period of their training.

(The National Herald, 28-5-1950).

Lucknow and Allahabad Universities to institute Technical Faculties.

At a conference of representatives of the universities in the Uttar Pradesh, held at Lucknow on 21 May 1950, it was decided to empower the Lucknow and Allahabad Universities to start technical faculties in them and to recognise or affiliate existing technical institutions in ~~their~~ their respective jurisdictions.

(The Hindustan Times, 22-5-1950).

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73. Migration and Colonisation.

India - May 1950.

Segregation in Union of South Africa:
India's concern over Population Registration
Bill.

addressed /

It is understood that the Government of India has the South African Union Government seeking clarifications in regard to the implications of the Population Registration Bill, which provides for the classification of all South Africans into three racial groups. Various representations are said to have been received from South African Indians on the Bill and the Indian Government felt that the Bill, when enacted, would add to the disabilities of Indians in South Africa.

The Bill, which has been introduced in the Union Parliament, defines the three racial groups as follows:

(1) European - a person who is obviously European from ~~his~~ his appearance, or who is generally accepted as a European.

(2) Native - one who is a member of a race indigenous to South Africa, or who is generally accepted as such.

(3) Coloured - one who is neither European nor native.

Under the Bill, the Government can set aside any area as a "group area", in which only members of a particular racial group can live or own property. It also provides for the repeal of most laws affecting Asians enacted between 1919 and 1950.

(The Hindu, dated 4-5-1950;
The Statesman, 10-5-1950).

Registration for Citizenship of Indians in Ceylon:
Congress lifts Boycott.

The All-Ceylon Indian Congress Committee, at a meeting held in Colombo on 21 May 1950, decided to call off its boycott of the Indian and Pakistani Residents Citizenship Act, (vide page 90 of the report of this Office for February 1949). The resolution stated that the Ceylon Indian Congress Committee, having reviewed the position in pursuance of the directive of the tenth annual session of the Congress (vide page 95 of the report of this Office for May 1949), resolves to advise that while the Working Committee proceeds with its efforts to secure the modification of unsatisfactory provisions of Indian and Pakistani Citizenship Act. Indians in Ceylon ~~do~~ apply for citizenship under the Act. It ~~divided~~ directed its Working Committee to closely follow the working of the Act and to submit a report from time to time for its consideration.

(The ~~Hindustan~~ Hindu, 22-5-1950).

Annual session of Malayan Indian Congress:
Boycott Policy abandoned.

A meeting of the Malayan Indian Congress was held at Kuala Lumpur on 30 April 1950. The meeting, by a resolution, decided to "work the Malayan Constitution along with other communities and by so working show the necessity for self-government in the near future". It advised Indians who are eligible for federal citizenship to register themselves as federal citizens "in order to facilitate Indians to play their rightful part in shaping the affairs of the country". The resolution added: "The Congress reiterates its view that the Federal Constitution is half-hearted and unsubstantial in view of the changed circumstances that have come over this country and the futility of the boycott policy when pursued by one community alone, Congress decided to abandon the boycott policy".

Mr. Budh Singh, President of the Congress, in the course of his address, stated that the policy of the Congress was based on three fundamental principles - full-fledged citizenship identical with complete nationality with equal rights and duties; a fully elected Legislature responsible to the electorate; and Singapore to be included

within a single political entity that would embrace the States and Settlements on the mainland of Malaya. He stressed that the Malayan Indian Congress was within its rights in boycotting the present Federal Legislature and Councils which were wholly nominated bodies. The Federal Legislature had about 75 seats, and all were nominated.

Mr. K. Ramanathan was elected President of the Congress for the ensuing year.

(The Hindu, 1-5-1950;
The Statesman, 2-5-1950).

Bombay Government, but that the officers of the Employees' State Insurance Corporation should in consultation with the Government of Bombay, work out a plan by which effective control over this system should be maintained.

With reference to the exemptions to be granted under the Act, the Corporation approved of the policy enunciated by the Standing Committee that exemptions should be granted as sparingly as possible and no distinctions be made between Government and private undertakings.

(The Statesman, 11-5-1950)

Delhi: The Draft Employees' State Insurance (Medical Benefit) Rules, 1950.

In exercise of the powers conferred under section 96 of the Employees' State Insurance Act, 1948, the Chief Commissioner of Delhi has published the draft of the Employees' State Insurance (Medical Benefit) Rules, 1950. The Rules, prescribe the procedure relating to, among others, provision of medical facilities, mobile dispensaries and separate hospitals or beds, allotment of insured persons, obtaining medical benefit and scale of medical benefit, and prescribe the conditions of service of full-time insurance medical officers. The draft will be taken into consideration after 20 May 1950.

(The Gazette of India, Part III-Section 3, dated 29 April, 1950, pages 128-130)

Punjab: Draft Employees' ~~State~~ Insurance Courts Rules, 1950.

The Punjab ~~Emp~~ Government published on 21 April 1950, the draft of the Employees' Insurance Courts Rules, 1950, proposed to be made under section 96 of the Employees' State Insurance Act, 1948. The Rules relate, among other things, to the constitution of the employees' insurance courts to be set up under section 74 of the Act, conditions of services of judges, administrative control and procedure, execution of orders and costs and decrees. The draft ~~rule~~ rules will be taken into consideration after 5 May 1950.

(Punjab Government Gazette, Part I, dated 21 April 1950, pages 293-304)

87. Public Health.

India - May 1950.

West Bengal: The Bengal Mining Settlements
(West Bengal Amendment) Act, 1950 (No. XXXIV of
1950).

The Bengal Mining Settlements (West Bengal Amendment) Bill (vide page 97 of the report of this Office for February 1950) as passed by the Legislature was assented to by the President, and has been gazetted as West Bengal Act XXXIV of 1950. The Act, among other things, provides for the inclusion of measures for provision of medical relief to residents of mining settlements, as one of the objects of the Mines Boards of Health.

(The Calcutta Gazette, Extraordinary,
Part III, dated 28 April, 1950, pages
564).

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Chapter 9. Living standards.

95. Social Condition.

India - May 1950.

Training in Social Service: New Uttar Pradesh
Scheme.

It is understood that the Government of the Uttar Pradesh proposes to combine training in social service with the usual course of studies.

Under the new scheme, 2,500 students from 10 districts will be enrolled in the next academic year. This will replace the present scheme of training men graduates in social service. The new scheme is intended principally for men students of Class XI. Students of lower classes with special aptitude will also be able to take the training.

Manual labour relief work in melas (fairs) and promotion of literacy will form part of the curriculum of this training.

(The Statesman, dated 29-5-1950)

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CHAPTER 10. INDUSTRIAL SAFETY.

INDIA - MAY 1950.

101. Prevention of Accidents.

West Bengal: The draft West Bengal Boiler Rules, 1950.

The West Bengal Government published on 4 May 1950, the draft of the West Bengal Boiler Rules, 1950, proposed to be made under section 29 of the Indian Boilers Act, 1923. The rules prescribe, inter alia, fees of registration of boilers, duties of chief inspector and inspectors and procedure in the case of accidents. The draft will be taken into consideration after 5 July 1950.

(The Calcutta Gazette, Part I,
dated 4 May 1950, pages 723-740).

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CHAPTER 11. PROBLEMS PECULIAR TO CERTAIN
OCCUPATIONS OR CATEGORIES OF OCCUPATIONS.

INDIA - MAY 1950.

111. Agriculture.

Heavy Indebtedness of Agricultural Labour:
Result of sample survey in Bihar.

In
~~The~~ connection with the inquiry into agricultural labour conditions which is being conducted into several parts of the country, with a view to fixing minimum wages for agricultural workers under the Minimum Wages Act, a survey of the labour conditions in the village of Dorwan in Bihar was recently completed. Similarly survey were carried out in some villages in South India (vide pages 99-100 of the report of this Office for February 1950). Dorwan is a village very much in the interior and free from urban influences. It typifies thousands of villages that exist in India.

The report of the survey shows that nearly 85 per cent of the agricultural labourers' expenditure is on food and that too mostly on cereals and pulses. Sugar and vegetables account for 1.5 per cent, while spices and salt take 2.4 per cent of the expenditure. Milk and ghee are rarely used, while meat is taken only on ceremonial occasions. Expenditure on clothing accounted for 4.9 per cent only. A sum of 13 rupees or 2.2 per cent is spent on fuel, lighting and house rent. Expenditure on miscellaneous items, ~~the~~ pan, supari, tobacco and drinks taken about 51 rupees or 8.3 per cent.

At the time the inquiry was conducted, the population of the village was 496, of which 168 were adult men, 151 adult women and 177 children. There were 89 families of which 82 or 92 per cent were ~~agricultural~~ agricultural and 7 or 7.9 per cent were non-agricultural. Sixty-three were tenants cultivating leased land, while the remaining 19 families were of agricultural workers. Of these, 18 families had each a strip of land usually granted to farm hands. Large families are prevalent; the average size of the family was 5.6 persons for the village as a whole. Of this, 1.5 were earners, 0.5 helpers and 3.6 dependants. There was no child earner. The average number of earners was the highest in agricultural workers' families, being 2.1 composed of 1.3 men and 0.8 women.

The holdings were uneconomically small. Nearly 44 per cent of the holdings were below two acres, 25 percent between two to five acres and 15 per cent between five to ten acres. Only 14 per cent of the holdings were 10 acres and above.

while its expenditure was 616 rupees

The income of the agricultural worker's family was 44.4 rupees per annum. Of this work in the fields fetched 238.2 rupees or 53 per cent of the total income, 165 rupees or 37 per cent was got from the land held by them, and 4 rupees from other occupations in which they were engaged, like dairying, house construction, domestic services, shoe-making and khari (carrying palanquin).

(The Statesman, 18-5-1950)

Jammu and Kashmir: Agricultural Plan outlined.

The Land Reforms Committee appointed by the Jammu and Kashmir Government last year to examine and report on various issues connected with the implementation of the Government's policy of giving land to the tiller has tentatively drawn up an agricultural plan.

The plan envisages that ownership of all lands will rest in ~~the State~~ the State. None except the tiller, with a few exceptions, shall hold any land for agricultural purposes. The existing proprietors shall be allowed to retain and hold land not exceeding eight acres in Kashmir and 12 acres in Jammu and eight kanals for residential or gardening purposes. In the case of Malaria lands or lands situated within municipal limits, the unit will be half the actual holding. Holders forming themselves into cooperatives will be allowed to retain 12 acres in Kashmir and 16 in Jammu province. No tenant will hold more than the prescribed unit including land held by him as owner or tenant under khalsa areas. All such khalsa areas and other Government lands, as are cultivable but not cultivated at present will, subject to suitability, be made available for State farming. All Government owned lands used for commercial and agricultural purposes will continue to be used as heretofore till they are brought under State or cooperative farming.

The State will earmark and allocate lands in each village for common use and such lands will be jointly held, supervised and administered by the village community.

(The Statesman, 5-5-1950)

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The Madhya Pradesh Agricultural Raiyats and
Tenants (Acquisition of Privileges) Act, 1950
(No. XVIII of 1950).

The Madhya Pradesh Agricultural Raiyats and Tenants (Acquisition of Privileges) Bill, 1950 (vide pages 66-67 of the report of this Office for April 1950) as passed by legislature, received the assent of the Governor on 6 May 1950 and has been gazetted as the Madhya Pradesh Agricultural Raiyats and Tenants (Acquisition of Privileges) Act, 1950 (No. XVIII of 1950).

(The Madhya Pradesh Gazette, Part IV-B,
dated 12 May 1950, pages 159-163).

Tenancy Reform in P.E.P.S.U.: Enquiry Committee
appointed.

At the request of the Patiala and East Punjab States Union Government, the Government of India has set up an enquiry committee with Mr. C.S. Venkatachar, Regional Commissioner and Adviser, Rajasthan, as chairman and Sardar Ragbirsingh Kang as secretary, to examine the existing tenancy relationships (other than the rights of occupancy) and land tenure system in PEPSU and propose necessary changes, keeping in view the requirements of the agricultural economy and the welfare of the different sections of the rural population.

The resolution appointing the committee states that the question of tenancy and agrarian reforms in Patiala and East Punjab States Union has been engaging the attention of the State Government for some time now. An Ordinance issued by the Rajpramukh on 15 August 1949, dealt with the question of the occupancy tenancy and sought to confer permanent rights on the occupancy tenants by partitioning the land between the Bisweddar and the occupants (vide pages 84-85 of the report of this Office for August 1949). The Ordinance, however, deals only with a small percentage of the cultivable land in the Union. The problem so far as it related to other classes of tenants and the general question of introducing some sort of uniformity in the land tenure systems existing in the various parts of the State remain to be settled. The Government of India is of the

view that a decision in a matter of such importance affecting the economic and social life of agricultural and other rural classes should not be taken without ascertaining all the relevant facts and carefully considering them. The Committee has been appointed with this purpose in view.

(The Gazette of India, Extraordinary,
Part I-Section 1, dated 12 May 1950,
pages 147-148).

Punjab: The Punjab Tenants (Security of Tenure)
Ordinance, 1950.

The Government of Punjab promulgated on 13 May 1950, the Punjab Tenants (Security of Tenure) Ordinance, 1950, forbidding ejection of tenants, for a period of three years, by a landowner from that land, which he holds in excess of 100 standard acres or 200 ordinary acres reserved for him under its provisions. Restoration of ejected tenants, before the promulgation of this Ordinance and on or after 1 May 1950, has also been provided for.

(Punjab Government Gazette, Extraordinary,
dated 13 May 1950, pages 657-664).

112. Indigenous Workers.

India - May 1950.

Reclamation work among Tribes: Training Course
opened by Akhil Bharata Adimjatik Sevak Sangh.

A three-month training course for coaching aboriginal boys and girls in social work has been opened at Nellore under the auspices of the Akhil Bharata Adimjatik Sevak Sangh, Delhi.

The object of the training is to enable aboriginal boys and girls to carry on reclamation work among the tribes. The curriculum ~~including~~ includes anthropology and criminology.

(The Hindustan Times, 12-5-1950)

113. Navigation.

India - May 1950.

Working of Dock Labourers Act: Satisfactory compliance with Safety Rules reported.

According to a report of the Chief Adviser of Factories, compliance with the safety regulations under the Indian Dock Labourers Act and the Dock Labourers Regulations of 1948 "appear to be on the whole satisfactory". The dock regulations relate chiefly to fencing of work places and approaches, report of dangerous occurrences and first-aid and ambulance requirements. The regulations do not cover all dock workers, but only such workers who are employed in the conveyance of goods to or from warehouses or transit sheds direct to ships. The report says lifebuoys were found to be not properly maintained and not furnished with sufficient lengths or life-line.

There are about 32,000 people employed in the five major Indian ports. During 1948, there were 1,014 accidents, out of which only seven proved fatal. Five of these were on ships. Only a small percentage occurred on machinery. Calcutta Port accounted for 674 accidents, four of which proved fatal.

60%

(The Statesman, 10-5-1950;
The Hindustan Times, 11-5-1950)

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114. Officials.

India - May 1950.

Madras: Annual Conference of Non-Gazetted
Officers' Association: Institution of ~~State~~
"Staff Councils" urged.

The annual conference of non-gazetted officers of the Madras Government was held at Tirunelveli on 23 April 1950. Mr. B. Narasinga Rao presided. The conference was inaugurated by Mr. H. Sitarama Reddi, Minister for Revenue and Labour, Government of Madras.

Inaugural address.- Mr. Reddi in his inaugural address referred to the ~~difficulties~~ difficulties experienced by the N.G.O's in the matter of housing, etc., and said that the Government had set up a separate department for the housing of the people in the State with special preference for Harijans. Though the Government might not be able to provide houses for all low-paid Government servants, they had been thinking whether to provide house sites in all district and taluk headquarters and the City. But the difficulty was that the building materials were so expensive that a low-paid Government servant could never think of building a house of his own in the present circumstances. The Government was thinking of giving house sites to those who could afford to build houses and of collecting the price of such sites ~~to~~ 20 or 30 years by monthly instalments. He called for suggestions from them in this connection. After touching on the problem of increased food production and of controls, he dealt with the Government employees' right of collective bargaining, and said that they had a right to represent their grievances, but in view of the important function they performed and the important ~~held~~ place they had in society, he felt that they should not tackle the problems on the same lines as the industrial workers. They must bear in mind the economic conditions in the country and the financial situation.

Presidential ~~speech~~ speech.- Mr. Narasinga Rao, in the course of his presidential address, referred to the difficulties of the N.G.O's in making both ends meet, and said that a contented service was absolutely necessary for good government. He also urged the need for an improvement in their service conditions and pointed out that the clerks in particular were over-worked at present. In regard to promotions, he stated that efficient service and good conduct should be the basic factors

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determining promotions, and that no extraneous influences should be allowed to interfere. In conclusion, he appealed to the N.G.O's to join the N.G.O's Association and strengthen it.

Resolutions.- The conference by a resolution pleaded for expeditiously constituting "Staff Councils". It was suggested that the present system of maintaining 'personal files' and 'confidential reports' should be discontinued and should be replaced by the 'open rating system' as in America. By another resolution it requested the Government to sanction higher scales of dearness allowance consistent with the increased cost of living index and on a par with that sanctioned by the Government of India. While placing on record its gratitude to the Government for the introduction of pension-cum-provident-insurance scheme, it expressed "disappointment" at the fixation of the Government contribution at 9 pies in a rupee and requested that the contribution be fixed at one anna in a rupee. Regarding emergency employees in the non-gazetted ranks, the Government was urged to offer them an opportunity to appear for competitive examination of the Service Commission by granting them exemption in regard to age and educational qualifications.

The conference reiterated the earlier resolution regarding grant of interest-free loans by the Government and suggested that at least 8 months' pay be granted as advance. Provision of house rent allowance of 20 rupees (maximum) and 7 rupees (minimum) to non-gazetted officers until the Government built houses for them were also urged.

Office bearers.- The following office bearers were elected: Mr. Kannankutti Menon, President, Mr. T. Varada Rao, Vice-President, and Mr. S.S.A. Nayagam, General Secretary.

(The Hindu, dated 28-5-1950)

117. Shopworkers.

India - May 1950.

Madras: Shops and Establishments Act, 1947,
extended to 12 Municipalities and 71 Major
Panchayats.

By a notification dated 31 March 1950, the Government of Madras has extended the application of the Madras Shops and Establishments Act, 1947, to 12 Municipalities and 71 major Panchayat areas, specified in a schedule, with effect from 18 April, 1950.

(G.O.Ms.No.1314, Development,
Dated 31 March, 1950:
The Fort St. George Gazette, Part I,
dated 18 April, 1950, page 947).

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LIST OF THE MORE IMPORTANT PUBLICATIONS RECEIVED
IN THE NEW DELHI OFFICE DURING MAY, 1950.

INDIA - MAY 1950.

International Labour Organisation

One Year of Freedom: By Dr. N.V. Rajkumar:
Published by Acharya Jugal Kishore at 7,
Jantarmantar Road, New Delhi. pp.xii x 180;.

~~Price~~

Employment and Unemployment

- (a) Government of Ceylon: Administration Report of the Commissioner of Labour for 1949: Government Publications Bureau, Colombo. pp.F.86, price Re.1.75.
- (b) Address at the Tenth Annual Session of the Ceylon Indian Congress held at "Motha Nagar", Matale, by Sri S. Arunachalam, Chairman, Reception Committee, 21 April, 1950. pp.6.
- (c) Report of the Ceylon Indian Congress Committee for 1949-50. pp.14.
- (d) Report of the Ceylon Indian Congress Labour Union for 1950. pp.50.

Living Standards

- (a) The Report of the University Education Commission; Dec.1948-~~1949~~ Aug.1949. Vol.1, Price Rs.7-8-0, pp.747.
- (b) Report of the Congress Agrarian Reforms Committee; Published by the All-India Congress Committee, 7 Jantar Mantar Road, New Delhi; Price Rs.5; pp.206 x xli.

Economic Questions

- (a) Department of Commercial Intelligence and Statistics, India. Trade Statistics relating to the Maritime ~~States for~~ ~~the~~ States for ~~the~~ in Kathiawar and the State of Travancore. for the period August to December 1948: Published by the Manager of Publications, Delhi. Price Rs.11 as.10. pp.117.
 - (b) Government of Orissa: Irrigation and Drainage Budget Estimate for the Year 1950-51. Superintendent; Orissa Government Press, Cuttack, 1950. pp.69.
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