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INTERNATIONAL LABOUR OFFICE
INDIA BRANCHIndustrial and Labour Developments in June 1958.N.B. - Each Section of this Report may be taken out separately.

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA- JUNE 1958.

11. Political Situation and Administrative Action.

Industrial Relations in the new set-up: Labour Minister's
Press Conference on Achievements of the Sixteenth Indian
Labour Conference.

Shri Gulzarilal Nanda, Union Minister for Labour and Employment, addressed on 6 June 1958, a press conference on the objectives of the second phase of the Government's labour policy and the achievements of the sixteenth session of the Indian Labour Conference held on 19 and 20 May 1958 (vide chapter 1, section 11, pp. 11-32 of the report of this Office for May 1958).

Industrial Relations.- Shri Nanda stated that it was the Government's policy that "leaders of workers and eventually workers themselves are to be associated with the proper understanding of the meaning of the process of economic development and the consequences of what they demand". He also stressed that workers had to learn to see things in the correct perspective and should not, therefore, make extravagant demands.

Shri Nanda said that one of the important questions before the Conference was the problem of closures which involved large-scale unemployment. Even more important than that was the larger question of industrial relations in the country. "We have a system to regulate industrial relations and I believe this system has functioned reasonably well. But I have also been thinking about the fundamentals of the whole policy. I have myself been conscious of the fact that there are some gaps in the policy and that some aspects of the working of the policy are not quite satisfactory. The consequence is that both workers and the industry suffer and eventually the community has to lose".

Although stoppages as a result of industrial disputes had not been excessive, Shri Nanda felt, that a considerable proportion of them could have been avoided. In 1956 out of 116,300 man days worked, only 700,000 man days had been lost. Out of the total annual production worth 390 million rupees productions worth 240 million rupees had been lost and loss in wages came to 28.3 million rupees. The industry, in addition, lost profits and had to bear overhead charges which might come to 10 per cent of the value of production lost.

"In the context of our country's economy, even a little loss of production is something which we cannot afford and cannot tolerate and it should be our aim to see that every avoidable interruption of work is avoided", Shri Nanda said.

Discipline.- The other, perhaps the more serious, was the question of discipline. The sense of insecurity which developed in industrial undertakings and industrial centres was at times caused by acts of coercion and violence. These might occur either during the course of strikes and lock-outs or at other times but they had to be discountenanced. There were cases of officers being manhandled and practically imprisoned in their offices. There were violent conflicts between groups of workers particularly during a strike when one section accused the other of blacklegging and indulged in violent picketing.

The Labour Minister declared: "My aim has been to make no compromise with these trends and to stamp them out altogether. I can think of a strike or stoppage here or there but not this, that is what I may call gangsterism."

The question of discipline, Shri Nanda said, had vital significance for the industry. It was only in an atmosphere of discipline that production could go on unimpeded. He realised that the problem could not be solved by mere exhortations.

He had, therefore, tried to tackle the problem at different levels. His first aim had been to "entirely remove the impression" that there was any kind of partiality between one section and another of the labour movement. This object had been very largely secured.

"When we move in the field, we find there are many things which are not satisfactory. We find paper unions and bogus membership. There is nothing to regulate membership or to secure proper functioning of trade unions except under the Bombay Industrial Relations Act, and steps have to be taken in that direction.

"Even if a union is started on proper lines, it is not allowed to function smoothly. There is victimization and discouragement, though it may be less now".

Besides, company unions and rival unions were formed and that led to trouble. Inducements were also given to persons in the labour movement, or bribes were offered to them to purchase industrial peace. In such an atmosphere, industry could not function properly.

Implementation of awards.- Another factor retarding industrial relations was delay in the implementation of the awards.

In order to ensure a better response from workers to the various measures taken by the Government, it had been decided to intensify execution of some "of our programmes", such as those pertaining to workers' participation in management, workers' education and code of discipline and conduct.

Second phase of Labour Policy.- Shri Nanda stated: "I am now thinking of the second stage of our labour policy, which is but part of our economic and social policy.

"The biggest problem today is of finding means and methods of quickening the pace of development of the country. We have to press the claims of workers hard to get the best out of them. This object is not to be achieved at the expense of other sections of the community and larger interests of the country's economy."

The most fertile source of mischief, Shri Nanda said, was the question of recognition of unions. The decisions at Naini Tal, he hoped, would remove the hurdles and workers and employers would be able to come together. "We don't ask for more than this. The new atmosphere created would release the energy of workers in a greater measure to contribute towards the progress of the country's economy."

Closures.- Dealing with the question of closures, Shri Nanda said his proposal to set up an industrial relief fund was designed to help industrial units, which could not otherwise function.

The suggestion was not for the purpose of giving doles to unemployed workers, nor was it intended as a "diversion" from any efforts that the Government might have to make to deal with immediate current problems. It was only a suggestion made by him for the creation of a fund, from which workers and the Government could be helped to run a unit that had closed down and was undergoing liquidation to get rid of past liabilities. While the process was gone through, the machinery and physical assets would remain idle and workers unemployed. The fund was intended to give some working capital to a workers' co-operative to run the unit in the meantime and to see that they were not compelled to take unduly low wages to keep the concern going.

Regarding the code of discipline evolved at Naini Tal, the Labour Minister said all sections of organised workers had fully accepted the obligations of the code and he had confidence that they would carry them out. Whichever party violated the code would be exposed. The code provided the necessary implementation machinery. He had instructed the Labour Ministry and the State Governments to investigate every single case of violation of the code.

Asked what would happen if the managements did not recognise a union, which fulfilled all the qualifications, Shri Nanda said employers had agreed to the principle of voluntary recognition. If they did not recognise a union which otherwise satisfied conditions of recognition, they would be guilty of violating the code. Disciplinary action would have to be taken against the individuals who defaulted. Necessary machinery was being set up at the Centre and the States to look into these matters.

If later on it was found that, while a majority carried out its obligations and the minority did not, it would be easier to enact a law on the subject, Shri Nanda added.

Giving a statement of comparative strength of various labour organisations in the country, Shri Nanda said according to 1956 figures, the I.N.T.U.C. had 617 unions, with 991,740 members; A.I.T.U.C., 558 unions, with 422,851 members, U.T.U.C. 237 unions and 159,109 members and H.M.S. 119 unions and 230,798 members.

Regarding steps taken to reopen textile mills in Bombay State, which had been closed down, Shri Nanda said the question of taking them over by co-operatives or through other agencies was under examination.

Provident Fund.— Regarding provident fund contributions, Shri Nanda was in favour of raising the contributions from 6-1/4 per cent to 8-1/3 per cent. The National Development Council had agreed to this and the labour conference also had done so now. The only question was one of timing, namely, whether it should be done immediately now, when industry was facing a difficult situation, or at a later time. The principle of increase was unexceptionable and everyone was agreed on it. Some practical considerations had to be taken into account.

(The Hindustan Times, 7 June 1958)

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Chapter 2: International and National Organisations

25. Wage-Earners' Organisations.

India - June 1958.

Forward Bloc Party to Severe connections with AITUC.

According to the General Secretary of the All-India Forward Bloc, the Forward Bloc had decided to come out of the All-India Trade Union Congress in view of "fundamental political differences with the Communist Party of India in matters of basic approach to the trade union movement".

Announcing the decision to a news conference at Nagpur on 15 May 1958, the General Secretary said that the decision was taken at the seventh plenary session of the Forward Bloc held at Bragiora village in Betul district on 11 May last. He added that the conference further directed its members to resign from all posts of the AITUC and devote their energy to intensifying the struggle of workers. The party had not yet decided to joint any central trade union organisation for the present. It would strive to "unify all the trade union organisations into one mighty trade union organisation and join it".

(The Hindu, 17 May 1958).

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Bombay: Working of the Indian Trade Unions Act 1926,
during 1955-1956*.

Number of unions and membership.- According to the annual report of the working of the Indian Trade Unions Act, 1926, in the State of Bombay, there were 1068 registered unions at the end of the period under report as against 912 at the end of 1954-55.

During the year the registration of 112 unions was cancelled, for non-submission of returns, one union was dissolved the head office of one union was shifted outside the State and 270 unions were registered.

Of these 1068 unions, 906 unions submitted their annual returns for the year 1955-56, of which only 613 returns were in order.

Out of the 613 unions, 585 were State unions (including one Federation) and 28 were Central unions (including five Federations).

The total membership as reported by 607 unions (excluding 6 Federations) included in the report was 404,568 at the beginning of the year and 404,072 at the end of the year 1955-56. The number of members who joined the unions during the year was 157,044 while the number of members who left the unions was 157,540. The average membership of the unions included in the report which stood at 2,602 in the year 1945-46 considerably declined in the last few years and was 666 at the end of the year 1955-56. The total approximate membership of all the 1068 unions (excluding six Federations) at the end of the year 1955-56 was 773,460 as compared with the total approximate membership of 786,672 of 907 unions (excluding five Federations) at the end of the year 1954-55.

* Government of Bombay: Working of the Indian Trade Unions Act, 1926, Annual Report for the Year 1955-56: 1958: pp. 517; Price Rs. 2-43nP or 2s. 4d.

Information available regarding the geographical distribution of trade union membership in this State indicates that unions in Greater Bombay had 60.43 per cent of the total membership of 1062 unions, while Ahmedabad and Poona Districts accounted for 15.98 per cent and 5.12 per cent of the total membership. Out of 1062 unions (excluding six Federations) registered as on 31 March 1956, 420 unions were in Greater Bombay, 86 unions in Ahmedabad District and 108 in Poona District.

Out of the 1068 registered unions at the end of the year under report, 1018 unions (including one Federation) were State Unions and 50 (including five Federations) were Central Unions. The following table shows the variation in the membership of registered trade unions in the State since 1945-46:-

Year.	No. of registered unions.	No. of unions included in the report.	Total membership of unions shown in column(3)			Average membership per union included in the report.	Percentage of female members to total membership.
			Males.	Females.	Total.		
1945-46	115	87	210,700	15,684	226,384	2,602	6.93
1946-47	184	140	303,946	25,265	332,211	2,373	7.61
1947-48	329	261	359,283	24,511	383,794	1,470	6.39
1948-49	442	319	493,328	31,090	529,155*	1,659	5.88
1949-50	581	383	484,396	29,924	521,457*	1,361	5.74
1950-51	635	392	421,196	28,523	449,719	1,147	6.34
1951-52	672	408	411,384	26,876	440,507*	1,080	6.10
1952-53	712	448	510,131	31,123	541,254	1,208	5.75
1953-54	812	481	384,893	31,163	416,696*	856	7.48
1954-55	912	518	360,969	33,928	395,597*	764	8.58
1955-56	1068	607**	371,312	32,760	404,072	666	8.10

* Details regarding sex are not available in certain cases.

** This excludes six Federations.

It would be seen from the above table that the average membership which had shown a decrease in the last year further declined during the year under review and stood at 666.

The table below shows industry-wise classification of the 1062 unions (excluding 6 Federations) with their membership:-

Group.	No. of registered Unions.	Membership (latest available).
0 Agriculture and Allied Activities --	14	2,835
-1 Mining and Quarrying --	5	6,334
2-3 Manufacturing --	429	408,579
4 Construction --	11	2,670
5 Electricity, Gas, Water and Sanitary services. --	44	9,273
6 Commerce --	134	28,336
7 Transport, Storage and Communications--	121	239,111
8 Services --	147	36,896
9 Miscellaneous --	157	39,426
Total.	<u>1,062</u>	<u>773,460</u>

* This excludes six Federations.

Trade Unions Finances.— The total income of the 607 unions (excluding six Federations) during the year under report was 2,011,719 rupees with a balance of 1,637,295 rupees at the beginning of the year, while the total expenditure for the year was 1,779,559 rupees with a balance of 1,869,455 rupees at the end of the year. Twelve unions maintained political funds and collected 578 rupees during the year under review. They had an opening balance of 15,006 rupees and a closing balance of 15,046 rupees in the political fund account after incurring an expenditure of 538 rupees. The Textile Labour Association, Ahmedabad, also maintained a political fund. The Association had a balance of 1,646 rupees at the beginning of the year in its political fund account and an amount of 33,735 rupees by way of contributions from members was added to that fund during the year under review. The Association incurred an expenditure of 981 rupees from that account and the balance at the end of the year was 34,400 rupees.

The six Federations (one State and Five Central) had a total income of 332,134 rupees during the year with an opening balance of 291,348 rupees, while their total expenditure during the year was 333,334 rupees with a closing balance of 290,148 rupees.

Membership of State Unions.— A study of the membership of the 584 State unions (excluding one Federation) which submitted returns shows that the total membership which was 386,069 at the beginning of the year decreased to 385,375 at the end of the year. Increase were, however, recorded in some industrial groups, the percentage being 461.40 in the group 'agriculture and allied activities'; 212.61 in the group 'construction'; 14.80 in the 'electricity, Gas, Water and Sanitary Services'; 30.58 in 'commerce'; 18.83 in 'Services', and 6.22 in the group 'Miscellaneous'. Membership declined by 2.49 per cent in the group 'mining and quarrying'; the

the groups 'manufacturing' and 'transport, storage and communications' also showed a decrease of membership by 4.75 per cent and 0.13 per cent respectively.

As regards female membership the number of unions having female membership increased from 249 in the year 1954-55 to 282 in the year under review. The female membership which was 33,657 in the previous year, however, decreased to 32,664 at the end of the year under report.

Finances of State Unions.- The total income of the 584 State unions was 1,848,849 rupees and the expenditure was 1,620,923 rupees, with the result that the general fund of the Unions which stood at 1,468,944 rupees at the beginning of the year increased to 1,696,870 rupees at the end of the year under report.

The main source of income was contributions from members, which accounted for 84.56 per cent of the total income. Out of the total contributions of 1,563,403 rupees an amount of 1,401,650 rupees was actually received from the members, 53,368 rupees were in arrears for three months or less and 108,385 rupees were in arrears for more than three months. Donations mostly from members and in some cases from unspecified sources amounted to 170,814 rupees, i.e., 9.24 per cent of the total income. The amount of donations was the highest i.e. 71,802 rupees in the case of 'Manufacturing' group, while 'commerce', 'miscellaneous', 'transport, storage and communications' and 'services' groups reported aggregate donations of 44,092 rupees, 28,395 rupees, 10,501 rupees and 9,343 rupees respectively. The average income of the unions during the year was 3,166 rupees as compared with 3,148 rupees for the previous year.

As against the average income of the unions of 3,166 rupees, the average expenditure of the unions was 2,776 rupees, during the year under report, while it was 2,757 rupees for the previous year. The following table gives the distribution of aggregate expenditure over various items:-

(Please see table on the next page)

Items of expenditure.	Amount of expenditure incurred.	Percentage to total expenditure.
	<u>Rs.</u>	
1. Salaries, allowances and expenses of Officers. -----	406,039	25.05
2. Salaries, allowances and expenses of establishments including rents, rates and taxes, stationery, printing and postage. -----	626,484	38.65
3. Auditors' fees. -----	9,066	0.56
4. Legal expenses. -----	84,935	5.24
5. Expenses in conducting trade disputes.	79,925	4.93
6. Compensation paid to members for loss arising out of trade disputes.-----	2,438	0.15
7. Funeral, old age, sickness, unemployment benefits, etc. -----	9,040	0.56
8. Educational, social and religious benefits.	44,940	2.78
9. Cost of publishing periodicals. -----	17,220	1.06
10. Expenses incurred under Section 15(j) of the Act. -----	138,018	8.51
11. Other expenses. -----	202,818	12.51
Total.	<u>1,620,923</u>	<u>100.00</u>

As regards funds all the unions except 13 opened the year with credit balances. Five out of these unions ended the year with a credit balance. As against the total assets of 2,494,016 rupees the total amount to the credit of general fund account of all the unions was 1,719,867 rupees and other liabilities amounted to 774,149 rupees.

Agricultural trade unions.— There were 16 unions who had as their members on sugar cane farms adjacent to sugar factories. Information furnished by 11 unions out of the 16 unions mentioned shows that 10,640 out of the total of 19,352 or 55.04 percent of the total membership were engaged in agricultural operations on sugar cane farms.

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State Federation.— The Textile Labour Association, Ahmedabad, was the only registered State Federation at the end of the year under report. The assets of the Textile Labour Association, Ahmedabad, were made up of cash, amounting to 731,544 rupees, securities worth 366,307 rupees and miscellaneous assets amounting to 984,436 rupees. The Association had a general fund of 276,493 rupees, Political Fund of 34,400 rupees, Office Building Fund of 350,142 rupees, Staff Provident and Gratuity Fund of 258,802 rupees, Shahapur Housing Society Sinking Fund of 72,203 rupees, Depreciation Fund of 40,000 rupees and other liabilities amounting to 1,050,247 rupees. Out of the total income of 319,144 rupees during the year under review, 241,761 rupees were collected by way of contributions from members, 60,870 rupees by way of donations, 13,487 rupees as interest on investments and the rest from miscellaneous sources. The aggregate expenditure of the Association during the year was 319,567 rupees out of which 139,569 rupees were spent on administration. The Association paid 105,889 rupees by way of educational, social and religious benefits and 28,238 rupees by way of funeral, old age, sickness, unemployment, etc., benefits. The Association spent 18,676 rupees for publishing periodicals and 10,243 rupees for conducting trade disputes.

Central Unions.— The total number of Central Unions (excluding five Federations) registered under the Act was 45 at the end of the year under report. The registration of five of these unions was cancelled for non-submission of their annual returns for the year under review. Of the remaining 40 unions, the statistics of 23 unions only have been included in the report.

The total membership of the unions increased slightly from 18,499 at the beginning of the year to 18,667 at the close of the year under report.

As regards female membership, the number of unions reporting female membership decreased from 12 having a total membership of 271 in the year 1954-55 to 9 having a total membership of 96 at the end of the year under review.

Income and expenditure.— The total income of the 23 Central unions included in the report was 162,870 rupees and the total expenditure of 158,636 rupees with the result that the general fund which stood at 168,551 rupees at the beginning of the year increased to 172,585 rupees at the close of the year.

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The main source of income of the unions was contributions from members. Out of the total contributions of 136,767 rupees an amount of 101,093 rupees was actually received from the members, 8,360 rupees were in arrears for three months or less, while 27,314 rupees were in arrears for more than three months. Donations received by the unions amounted to 14,291 rupees, i.e., 8.78 per cent of the total income, while income from miscellaneous sources formed 6.99 per cent of the total income. The average income of the Central Unions was 7,081 rupees during the year under report as compared with 11,339 rupees for the previous year.

Out of the total expenditure of 158,636 rupees, 86,159 rupees were spent on salaries, allowances and expenses of officers and establishment representing 54.51 per cent of the total expenditure. Other miscellaneous expenses which included meeting and propaganda expenses, irrecoverable subscriptions and depreciation written off, etc., amounted to 42,869 rupees representing 27.02 per cent of the total expenditure. Thus, the expenditure on administration amounted to 129,028 rupees or 81.33 per cent of the total expenditure. An amount of 13,760 rupees or 8.68 per cent of the total expenditure was spent on expenses incurred under Section 15(j), while 6,882 rupees and 3875 rupees were spent on legal expenses and expenses in conducting trade disputes respectively. The average expenditure of the Central unions during the year was 6,897 rupees as compared with 8,934 rupees for the previous year.

The general fund was the principal liability of the unions. The returns of individual unions, however, show that in the case of one union only, the other liabilities were more than the general fund liability. The amount of general fund of all the unions stood at 172,585 rupees as against 120,731 rupees as other liabilities. The total assets amounted to 293,316 rupees which included securities worth 32,836 rupees. There were only four unions which held securities, out of which the Maritime Union of India alone held securities worth 26,834 rupees. Out of the total assets of 293,316 rupees an amount of 43,838 rupees or 14.95 per cent representing unpaid subscriptions due as against 78,967 rupees for the previous year. Out of the total amount of unpaid subscriptions, 35,626 rupees were due for the year under review and 8,212 rupees for the previous year. Out of the total amount The ~~minimum~~ Maritime Union of India alone accounted for 25,003 rupees as amount of unpaid subscriptions due for the year under report, while Petroleum Workmen's Union reported 5,078 rupees as unpaid subscriptions due. An amount of 115,652 rupees of the total assets represents cash either in hand or bank or deposits with individuals. Of this amount, the Maritime Union of India, the Union of the staff of the Scindia and Associated Companies, Bombay, and the Air Corporation Employees' Union, Bombay, accounted for 27,451 rupees, 14,957 rupees and 13,035 rupees respectively. An amount of 100,990 rupees of the total assets represents miscellaneous assets which included items such as loans, goods and furniture, etc.

The Jahaji Mazdoor Union, Bombay, maintained a Political Fund during the year. The balance at the end of the year in its Political Fund Account was 795 rupees. In addition to this fund, the Union had also a 'Bonus Fund' amounting to 4,306 rupees. Separate funds for specific purposes were maintained by four other unions. The Maritime Union of India had a 'Reserve Fund' of 3,787 rupees and a 'Building Fund' of 24,407 rupees. The Petroleum Workmen's Union had a 'Strike Fund' of 22,462 rupees and a 'Building Fund' of 43,786 rupees.

Central Federation.— There were four registered Central Federations, namely (1) Federation of Bank Employees', Bombay, (2) Federation of Bank of India Staff Unions, (3) Federation of Press Trust of India Employees' Unions, and (4) The Insurance Employees' Federation, Bombay at the end of the year 1954-55. One more Central Federation, namely, All India Federation of New India Assurance Co. Ltd., Employees' Union, was registered under the Act during the year under review.

Affiliation.— The table below gives the relative strength of the unions affiliated to the different organisations:—

Name of the Central Organisation of Labour.	No. of unions reporting affiliation.	Total strength as on 31 March 1956 of the unions mentioned in Column No.2.
Indian National Trade Union Congress.
Hind Mazdoor Sabha .	2	3,159
All India Trade Union Congress.	1	5,395
United Trade Union Congress.
Not affiliated.	3	215
Affiliation not known.	17	9,928
Total.	23	18,697

Employers' Unions.— There were 16 unions of the Employers registered under the Act at the end of the year.

(The review of the working of the Act in Bombay during 1953-54 was reported at pages 5-11 of the report of this office for July 1956).

Chapter 3: Economic Questions

33. Full Employment Policy.

India - June 1958.

Measures to mitigate Unemployment among Educated: 60,000 Teachers to be recruited by 1960-1961.

The Government of India has approved a scheme to relieve educated unemployment and expansion of primary education to be launched during 1958-59.

Under the scheme, 60,000 teachers will be appointed during the next three years, beginning from 1958-59. About 15,000 teachers will be appointed in 1958-59, 20,000 in 1959-60 and 25,000 in 1960-61. These teachers will be utilized mainly for opening junior basic or primary schools in school-less villages, preference being given to relatively more backward areas in a State.

Since the problem of education at the primary stage in most of the States at present is largely that of bringing girls to schools, special efforts will be made under the scheme to recruit as many women teachers as possible, and, therefore, while making appointments preference will be given to women teachers.

The Government of India will pay financial assistance on a 100 per cent basis for the following purposes:-

- (1) Emoluments of teachers;
- (2) Equipment grant at the rate of 250 rupees per teacher;
- (3) Cost of training of the teachers;
- (4) Residential quarters for women teachers that may be appointed under this scheme in rural areas at the rate of 2,500 rupees per quarter. The scheme provides for the construction of 6,000 quarters in the whole country. Out of these, 1200 will be constructed in 1958-59, 2,400 in 1959-60 and 2,400 in 1960-61; and
- (5) Appointments of inspecting officers, for example sub-inspectors or sub-deputy inspectors as they may be designated in different States.

For supervising the work of teachers to be appointed under the scheme, it will be necessary to strengthen the inspectorate. Provision has, therefore, been made to appoint about 1,200 inspectors of the lowest rank; 300 in 1958-59, 400 in 1959-60 and 500 in 1960-61.

The Government will pay State Government 100 per cent grants on the emoluments of these officers for three years from the year of appointment in accordance with existing salary scales in the States. After expiry of the period of three years for which Central assistance will be available, the entire responsibility for continuing the service of these teachers and inspecting officers will be borne by the respective State Governments.

The programme of expanding facilities of primary education envisaged under the scheme will not replace or reduce the magnitude of the programmes which the State Governments are to undertake under their second Five-Year Plans.

The minimum academic qualifications of persons to be appointed as teachers would, generally, be Matriculation or post-basic. Preference will be given to persons who are already basic trained, wherever possible. Wherever it is felt necessary, some relaxation in these respects may be made in the case of women teachers or in special circumstances and areas.

During the current financial year the scheme will be treated as Centrally-sponsored scheme for which the Government of India will meet the full cost.

Under the scheme, teachers have been allocated to various States and Union territories for the year 1958-59. If any State Government, however, can implement the scheme faster and feels the need for more teachers during the year, the Government of India would consider their request for allocation of additional teachers on merits, if teachers are available as 'savings' from other States or otherwise.

The scheme also includes Central assistance at the rate of 10 rupees per trainee per month for organising short orientation training courses, where untrained teachers are recruited.

(The Hindustan Times, 16 June 1958).

Rationalisation in Jute Industry: Minimum Impact on
Workers: Employer Body's Statement.

The Indian Jute Mills Association said in a Press Note issued on 18 June 1958, that the closure of mills as the result of rationalisation had not resulted in a curtailment of the industry's total output and the impact on labour had been reduced to the minimum.

The Association said:

"During the last few months occasional reports have appeared in the Press about the closure of jute mills. The Indian Jute Mills Association considers that these reports, generally, have created a wrong impression and have tended to obscure the circumstances attending the mill closures.

"The paramount importance of the rationalisation of the industry has been repeatedly stressed by the Indian Jute Mills Association and has been officially acknowledged by the Government of India. The workers' unions themselves have recognised that there is no alternative course if the jute industry in this country is to survive.

"The unrelenting competition from jute substitutes, the gradual introduction of new marketing methods such as bulk handling, the steady growth of jute manufacturing industries overseas - all these are indisputable facts, requiring no substantiation, and it is these factors which have dictated the policy of rationalisation and modernisation of the Indian Jute Industry. The market conditions prevailing today are a stern reminder of the fact that the jute industry is predominantly an export industry and serve to underline the pressing need for the adoption of modern production techniques to enable the Indian mills to maintain the competitive position of their products in the world markets.

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"The recessionary trend in the U.S.A. has been reflected in a weakening economy in the jute industry's markets generally, and the mills are at present faced with ~~rapidity~~ rapidly accumulating stocks of finished goods. It would be folly on the part of the Government, the manufacturers or the workers to shut their eyes to this situation.

"The mill closures that have taken place must be seen against this essential background. At the same time, it must be made clear that these closures have not resulted in a curtailment of the industry's total output and that the impact on labour has been reduced to the minimum. The production of the closed mills has been transferred to other modernised units, giving a closer and more economic concentration of the manufacturing potential. All permanent workers affected by the closures have been offered alternative employment, with continuity of service and no loss of pay, in the concerns to which the production has been transferred. In most cases, the workers have also been given living accommodation in the vicinity of their new place of work.

"The Government of West Bengal has appointed a tripartite ad hoc committee to go into the question of rationalisation in the jute mills and it is hoped, that with the co-operation of all the interests represented on the Committee a realistic solution of the various aspects of the problem will be evolved."

(The Amrita Bazar Patrika, 19 June 1958).

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34. Economic Planning, Control and Development.

India - June 1958.

Appraisal and Prospects of Second Five Year Plan:
Statement presented in Parliament: 45,000 Million
Rupees suggested as Minimum Outlay.

The Planning Commission has expressed itself against any pruning of the second Plan to the "level of available resources, namely, 42,600 million rupees". It has declared that "at a minimum, the level of outlays to be actually incurred must not be allowed to fall below 45,000 million rupees".

The balance of 3,000 million rupees out of the original outlay of 48,000 million rupees has been included in Part B of the Plan - to be implemented when resources are found - by the National Development Council.

The shortfall in resources, says the Commission, cannot be met by further deficit financing nor is it practical to rely on more external assistance. "The gap has to be covered, to the extent possible, by further effort to raise resources through taxes, loans and small savings and through economies in non-Plan expenditure".

The Commission has frankly confessed that a large part of the tax effort already made has been covered by "other demands - defence, non-development expenditure and development expenditure outside the Plan. In other words, only a negligible contribution has been made towards covering the original gap of 4,000 million rupees in resources".

The Commission's views were presented to the Lok Sabha on 8 May 1958, by Shri G.L. Nanda, Minister for Planning, in the form of a memorandum entitled "appraisal and prospects of the second Five-Year Plan."

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Financial resources.- The Commission says that for completing an outlay of 48,000 million rupees, the balance of resources required in the last two years of the Plan is 23,440 million rupees, which is just a little less than one-half of the five-year total. "This is no easy task, especially as deficit financing in the first two years has been heavy and has now to be kept down to the minimum."

On the basis of the first three years trends and taking into account some improvement in receipts under loans and small savings, the resources available for the last two years of the Plan are placed at 18,040 million rupees, thus bringing the five-year total to 42,600 million rupees. The Commission says that a pruning of the Plan to the level of the available resources, that is 42,600 million rupees, is not only undesirable, but it also presents very great practical difficulties. Already, in view of the decision to adhere to the ceiling of 48,000 million rupees despite increased costs, some adjustments of allocations have had to be made in favour of industries and minerals. If, in view of the resources position, the Plan outlay cannot be raised ~~have~~ above 42,600 million rupees, the cut on social services will be larger. This would be undesirable from the point of view of maintaining a reasonable balance in the structure of Plan allocations. The Planning Commission is, therefore, of the view that, at a minimum, the level of outlays to be actually incurred must not be allowed to fall below 45,000 million rupees.

Outlay on the Plan in the first two years was 14,960 million rupees; for the current year it may come to 9,600 million rupees. Thus, over the three years it aggregates to about 24,560 million rupees. A little under 50 per cent of the Plan outlay will thus remain to be incurred in the two years 1959-61. The Plan outlay of 24,560 million rupees for the first three years will, on present expectations, have been financed as follows: Balance, from revenues - 4,390 million rupees; railways contribution - 1,290 million rupees; loans from the public; small savings and other capital receipts - 5,330 million rupees; external assistance - 4,380 million rupees; and deficit financing - 9,170 million rupees (total 24,560 million rupees). The resources available for the Plan, says the Commission, have so far been below expectations.

The lag in resources has necessitated resort to heavy deficit financing at an early stage in the Plan. At one time the intention was to limit the total to 9,000 million rupees over the five-year period. Now it looks fairly certain that the original figure of 12,000 million rupees of deficit financing will have to be restored. In fact, it will be difficult to adhere even to this figure unless measures are taken to raise further resources and to limit Plan outlays along the lines suggested.

Revised allocations.- A certain amount of latitude in the matter of programme formulation is permissible while the country has large foreign exchange reserves. But this is no longer so. Between April 1956 and March 1958 the foreign exchange assets of the Reserve Bank came down by 4,790 million rupees. In addition, the I.M.F. credit of 950 million rupees has been used up. External assistance authorised since the second Plan began amounts to 6,790 million rupees. Further external assistance of the order of 5,000 million rupees is still necessary for covering the foreign exchange requirements for the rest of the Plan period. Even for the core projects in the public sector further commitments of the order of 2,960 million rupees have still to be made.

The present import policy is very tight. This tightness will have to be maintained. But, beyond a point it would be unwise to invest in new construction and installations while failing to make sufficient provision for utilising fully the capacity already built up.

The cost of the Plan, says the Commission, has gone up considerably. Nevertheless, the financial ceiling remains of 48,000 million rupees. Therefore, the Commission has worked out revised allocations corresponding to the financial ceiling, which are shown in the table below:-

(In Million Rupees)

	Alloca- tions as origi- nally made in the Plan.	Per cent of total.	Revised alloca- tions (to accommo- date the higher cost of some projects within the ceil- ing of 48,000 million rupees).	Per cent of total.	Outlays now pro- posed to correspond with the resources position.	Per cent of total.
1. Agriculture & Community development. ---	5,680	11.8	5,680	11.8	5,100	11.3
2. Irrigation & Power. ---	9,130	19.0	8,600	17.9	8,200	18.2
3. Village & Small Industries. ----	2,000	4.2	2,000	4.2	1,600	3.6
4. Industries & Minerals. ----	6,900	14.4	8,800	18.4	7,900	17.5
5. Transport & Commu- nications. ----	13,850	28.9	13,450	28.0	13,400	29.8
6. Social Services. --	9,450	19.7	8,630	18.0	8,100	18.0
7. Miscellaneous. ---	990	2.0	840	1.7	700	1.6
TOTAL.	48,000	100.0	48,000	100.0	45,000	100.0

"The acceptance of this ceiling", says the Commission, "means a lowering of the physical targets. The problem at this stage, however, is whether the balance of resources required to complete this financial outlay of 48,000 million rupees can be found. It is particularly necessary to define concretely the further effort that is feasible in order to make good the inadequacy of resources and to make commitments in terms only of this assessment of resources."

Employment opportunities.— The Commission says that employment opportunities do not appear to be expanding sufficiently to absorb the increases in the labour force. This is because the investment effort in the economy is still low relatively to needs. "Steps are being taken to strengthen the employment potential of the Plan at particular points, e.g., the schemes recently approved for appointment of 60,000 teachers. But total investment and employment can be increased only to the extent that more savings are forthcoming."

It is difficult at this stage, says the Commission, to estimate the difference in output and employment that the adjustments mentioned in Plan outlays will make to the initial targets. Broadly speaking, it would appear that the industrial component of the Plan - particularly the 'core' - will come through fairly well. So also the programmes in the field of transport and communications. In some respects, the development of social services will fall short of the initial expectations and there will be some slowing down, on the new irrigation projects. The development of power will be inadequate relatively to the rapidly growing needs of the economy.

As regards employment, the data available for judging past trends are still as well as estimating the likely trends are still far from adequate. On certain calculations made in the Planning Commission, it appears that the implementation of the Plan has resulted in the creation of about 2 million job opportunities outside agriculture in the first two years, and about 1 million of the labour force should find employment opportunities in the course of the current year.

It will be recalled that the Plan envisaged additional employment for about 7.9 million outside agriculture and about 1.6 million being absorbed in agriculture itself.

With the increase in the costs of various projects, it was estimated that the employment potential of an outlay of 48,000 million rupees in the public sector with private sector outlays more or less according to the Plan would come down to about seven million jobs outside agriculture. The estimate of such employment opportunities corresponding to an outlay of 45,000 million rupees in the public sector is 6.5 million. These estimates are very rough, but the experience of the first two years shows that the savings effort in the country is not yet commensurate with the minimum needs of the economy in terms of employment opportunities.

Achievement of targets.- The Second part of the memorandum reviews the achievement of the plan targets in the first two years and outlines future prospects. These are briefly reviewed below:-

Food production.- Food production has been very much below the plan targets.

Irrigation.- As against a target of additional irrigation from major and medium schemes of 12 million acres, which was proposed for the second Plan, the present estimate is that if the requisite funds are available, the additional irrigation achieved would be of the order of 10.4 million acres.

Power development.- The total installed capacity during the second Plan is expected to be nearly 5 million k.w. as against the original target of 3.5 million k.w.

Village and Small Industries.- The progress in regard to handloom production to date falls considerably short of what is required to achieve the target of 1,000 million yards of additional production. Substantially larger annual outlays than were provided in the first three years would be needed to achieve the target in this as well as other fields.

Judging from the present rate of progress, the levels of expenditure in the last two years of the Plan period could register an appreciable rise over those in 1958-59, unless inhibited by inadequacy of funds. If the total allocations are limited to 1,600 million rupees, the requirements of certain programmes, such as industrial estates, small-scale industries and handloom might not be fully met.

Private Sector.- During the first two years of the Plan, the overall investment in the private sector has been about 1,350 million rupees to 1,400 million rupees per year. The total investment on schemes, which have been initiated, is likely to be about 4,750 million rupees in addition to 1,000 million rupees for modernisation and replacements. Thus, against the original figure of 6,850 million rupees, investment in the private sector may be about 5,750 million rupees. A detailed review of the likely increases in installed capacity on the basis of schemes which have been undertaken in different branches of industry, namely metallurgical industries, heavy chemicals, fertilisers and allied industries, mechanical engineering industries, electrical engineering industries, and consumer goods industries, indicates that about 70 or 75 per cent of the original targets of capacity may be achieved.

Core projects.- Core projects in the public sector entails a total expenditure during the Plan period of 19,000 million rupees, of which about 11,500 million rupees will have been incurred during the first three years. The total foreign exchange cost of the core projects, taking public and private sectors together, is about 9,410 million rupees.

(The Hindustan Times, 9 May 1958;
The Journal of Industry and Trade,
Vol. VIII, No. 6, June 1958, pp. 771-774).

Problems of Cotton Textile Industry: Enquiry Committee
set up.

A Resolution dated 29 May 1958 of the Ministry of Commerce and Industry, Government of India, states that the cotton textile industry has been, for some time past, experiencing difficulties by way of accumulation of yarn and cloth, and also by a fall in exports generally. Apart from the relief recently given by reductions and rationalisation of excise duty, Government considers it necessary that an examination of the structure of the industry, with special reference to production, management, finance, modernisation and allied problems, should now be undertaken and has accordingly decided to set up a Committee consisting of nine persons with Shri D.S. Joshi, Textile Commissioner as Chairman.

The Committee is to undertake a rapid study of the problems facing the industry with a view to diagnose the causes thereof and to explore and suggest remedial measures. Among other things, the Committee will devote special attention to the present rated capacities and incidence of different elements in the production costs in different parts of the country, problems of finance, modernisation of machinery, efficiency of management and patterns of production.

In course of its examination, the Committee may also, if necessary, make a re-assessment of the phased requirements of cotton cloth and yarn, both for domestic consumption and export. The Committee will also specially study the causes for the recent decline in export of cloth and suggest appropriate measures to arrest this tendency and to promote and maintain exports. The Committee may also make any other recommendations for the more efficient and economic working of the industry.

The Committee has been requested to submit their Report within a period of six weeks.

(The Gazette of India, Extraordinary,
Part I, Section I, 29 May 1958,
pp. 667-668).

35. Productivity.

India - June 1958.

Productivity Project for Industries in Coimbatore:
Results of Practical Importance Achieved.

According to the press release dated 31 May 1958, issued by the Government of India, states that although mainly educational in nature, the productivity project for industries in Coimbatore has yielded results of practical importance, according to a report on the project now published.

The project was sponsored by the Institute of Management, Coimbatore, and carried out by the Productivity Centre of the Ministry of Labour and Employment in March-May 1957. Of the 11 concerns which participated in the project, 7 were textile mills.

For securing higher productivity, the technique of work study was adopted as it is the easiest to apply and yields the quickest results. A seven-week intensive course in work study for selected representatives of management and workers in the undertakings covered by the project was arranged.

Several work study investigations by members of the course were undertaken in their respective plants. One of these showed how improvements could be made in various operations in the manufacture of railway vacuum brake hoses. Another investigation resulted in improvements in the manufacture of electric motors and centrifugal pumps. By eliminating several defects in the casting, machining and assembling stages, the production of centrifugal pumps was increased considerably. As a result of investigation into the assembly of rim frame, it was possible to reduce the enforced idleness on the part of seven workers engaged in assembling operations.

Work study investigations in a textile mill resulted in improvement in lay-out of the Preparatory Department. Consequently it was possible to instal 79 instead of 72 carding frames.

The majority of suggestions for improvement made in the course of investigations were actually tried out and implemented on the shop floor during the period of the project. On the basis of results achieved, plans were made in most cases to extend similar investigations on a plant-wide basis and to place the members of the project on a permanent footing in work study so as to form the nucleus of an industrial engineering department within the plant.

(Press Release dated 31 May 1958,
issued by the Government of India,
New Delhi)

36. Wages.

India - June 1958.

Kerala: Minimum Rates of Wages fixed for Employment
in Tile Industry.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Kerala has fixed with effect from 26 May 1958, minimum rates of wages payable to employees employed in tile industry. The basic wages of men workers range from two rupees per day for masons, carpenters, blacksmiths in Quilon and Feroke areas to seventyfive naiya paise per day for headload workers, tile conveyers, slicers, firing helpers and pug mill workers in Trichur area of the State. The basic wages of all women workers are 25 nP. less than the corresponding wages of men workers in each area.

A flat rate of dearness allowance for all workers irrespective of sex of grade shall be paid at the rate of 1 nP. for every 2 points in the cost of living index for each area in excess of 200. For the purpose of computing the dearness allowance the cost of living index of Quilon shall be followed for the Quilon District, that of Kozhikode for the Kozhikode and Cannanore Districts, that of Alwaye for the Ernakulam and Alleppey Districts that of Trichur for the district of Trichur and Palghat and that of Kottayam for the Kottayam District. The Dearness Allowance is to be paid along with the wage calculated on the latest published figures of the cost of living index for each area and such rates shall continue to be in force until a new figure is published.

Adolescents shall be paid $3/4$ of the basic wage and dearness allowance of adults.

These minimum wage rates shall supersede the prevailing rates of wages which have been fixed by awards, conciliation settlement, etc. But in cases, where any category of workers in any area are actually in respect of higher wages than the statutory minimum wages fixed, they shall continue to get the benefit of the higher wages.

For the purpose of fixing minimum wages the State has been divided into three regions as follows:-

- 1) The Quilon and Feroke areas ~~comprising~~ covering the administrative districts of Quilon, Kozhikode and Cannanore.
- 2) The Alwaye area comprising the Ernakulam and Alleppey Districts.
- 3) The Trichur area covering the districts of Trichur, Palghat and Kottayam.

(Notification No. LI 22102/58/L & LAD dated 12 May 1958, Kerala Gazette, Part I, 20 May 1958, pp. 1565-1566).

Punjab: Minimum Wages Act, 1948, extended to
Employment in Textile Industry.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Punjab has made the following amendments to Part I of the Schedule to the said Act, namely,

"The following item shall be added at the end of Part I of the Schedule to the Minimum Wages Act, 1948,

17. Employment in Textile Industry."

(Notification No. 4838/4412-C-Lab 58/30199 dated 14/15 April 1958, the Punjab Government Gazette, Part I, 25 April 1958, page 675)

Production Bonus Plan for Employees in Hindustan
Aircraft Factory.

About 10,000 of the 12,000 employees of the Defence Ministry's Hindustan Aircraft factory are expected to benefit by a new annual production bonus announced by the Union Defence Minister, Shri V.K. Krishna Menon at Bangalore on 28 June 1958.

A series of concessions have been recently made by the management, paving the way for a new period of management-labour co-operation at the factory where strained relations had resulted in a strike and lock-out last year.

The production bonus would be applicable to those drawing a salary of up to 500 rupees a month and will come into effect from April 1957.

The recent concessions, together with the production bonus, will cost the management an additional 2 million rupees annually.

The bonus will depend on the rate of production registered by the factory and will be uniform for all eligible workers.

The following is the basis for the grant of the bonus:
60 rupees for 70 to 79 points of production;
85 rupees for 80 to 89 points;
110 rupees for 90 to 99 points; and
144 rupees for over 100 points.

Shri Menon said that all the demands put forward by the workers had been met, and expressed the hope that there would be no further demands from them in the next few years. He added that the workers' claim for a share in the management could be considered only when maximum production was reached and the employees displayed a full sense of responsibility.

(The Times of India (Mofussil Edition),
30 June 1958)

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Draft Minimum Wages (Madhya Pradesh) Rules, 1958.

The Government of Madhya Pradesh published on 6 June 1958 the draft Minimum Wages (Madhya Pradesh) Rules, 1958, proposed to be made in exercise of the powers conferred under the Minimum Wages Act, 1948, and in supersession of the rules previously made on the subject. The rules deal with term of office of members of the Committee, members of the Board, procedure at meetings of the Committee or the Board, procedure for summoning of witnesses by the Committee and the Board and production of documents, mode of computation and payment of wages, hours of work and weekly holidays, claims under the Act, and scale of costs in proceedings under the Act. The rules will be taken into consideration by the Government after 6 July 1958.

(Madhya Pradesh Gazette, Part IVC,
6 June 1958, pp. 345-366).

37. Salaries.

India - June 1958.

Kerala: Revised Salary Scales for Government Employees.

The Government of Kerala announced on 23 June 1958, revised pay scales to the Government employees both gazetted and non-gazetted. It involves an additional annual expenditure of 10.5 million rupees.

In addition, the cost of the proposals for giving house rent allowance and increasing the allowances of part-time employees is estimated at about 3.7 million rupees.

Under the revised pay scales a lower grade employee in the State will receive a minimum of 67 rupees per mensem - basic pay 30 rupees, dearness allowance 25 rupees and special dearness allowance 12 rupees.

This represents an overall increase of 10 rupees over the pre-revision scales.

While the main benefit of the present revision will go to non-gazetted officers, particularly those in the lowest grades, the Government has also revised the scale of pay of heads of departments and gazetted officers on a "rational" basis.

A departure from the declared policy of fixing the upper limit of salaries in the State at 1,000 rupees per month has been made in the case of the Chief Engineers and the Director of Health Services, "in recognition of the principle of fixing higher pay to highly technical personnel". Similarly, the scales of pay of heads of technical departments like agriculture, industries, fisheries and co-operation which were very low, have been revised "with due regard to their technical qualifications and administrative responsibilities."

The District Judges and the Additional District Judges, the graduate teachers and the primary school teachers, the nursing staff and the work establishment staff whose pay scales have been recently revised are not included in this revision. Orders regarding transport department, pensionable posts in Government Commercial concerns and technical posts in the Government Press will be issued separately.

An official Press release said that though considerations of economy had been given paramount importance, the Government had accepted fully the recommendations of the Pay Revision Committee in regard to the revision of the scales of pay of last grade employees, police constables, forest and excise guards, village staff, and lower and upper division clerks who formed the bulk of the public service. "The scale of pay of last grade employees has been revised to 30 - 40 rupees which is better than the ~~current~~ central scale of 30-1/2-35 rupees. An increase of 5 rupee has been sanctioned in the minimum and maximum of the existing scales of constables and head constables, forest and excise guards. In regard to the village staff, the revision will be applicable for the present only to the Travancore-Cochin area and will be extended to the Malabar area as soon as the village administration there is reorganised on the pattern obtaining in the Travancore-Cochin area", the Press release said.

The Pay Revision Committee had recommended house rent allowance to N.G.O's but in lieu of this, the Government decided to enhance their special dearness allowance from 7 rupees to 12 rupees.

The present Pay Revision is the culmination of a series of revisions which had taken place in the last three or four years. In 1955, on the recommendations of a Pay Commission, the Government of Travancore-Cochin, sanctioned a revision of pay scales involving an additional expenditure of 24.8 million rupees. Since the formation of Kerala State, piecemeal revisions were also effected costing in all an additional sum of 34.6 million rupees.

It is estimated that the State is spending at the existing rates of pay, 32.98 per cent of the total revenue on pay and allowances of Government servants.

The Press release issued to-day said, "though this compares favourably with the expenditure incurred in other States and a large portion of the expenditure in this State is incurred on social welfare activities such as education, medical, public health etc., Government feel that further additional expenditure on pay and allowances should be reduced to the minimum possible, consistent with the objective of giving reasonable satisfaction to all categories of employees."

The Pay Revision Committee had also made recommendations regarding amenities to Government employees, like medical benefits, educational concessions and insurance. The Government, the Press release said, was considering these recommendations separately and orders on them would be issued in due course.

"The Government trust that the present revision which will rectify the existing anomalies and place the pay scales on a rational basis, will give a large measure of satisfaction to all categories of employees and that it will help to create a contented civil service which is necessary for good and efficient administration," the Press release said. The Government also appealed to all classes of officers to give their utmost co-operation and to discharge their duties to the best of their ability.

The revised pay will have effect from April this year.

Salary scales of upper division clerks in the Secretariat have been revised from 90 - 180 to 90 - 200 rupees and those in other departments from 80 - 150 to 80 - 180 rupees. The lower division clerk will continue to get the same scale as hitherto namely 50 - 125 rupees in Secretariat and 40 - 120 rupees in other departments.

The Chief Engineers of Public Health Engineering and the Public Works Department as also the Director of Health Services get enhanced scales of 900 - 1,200 rupees instead of 800 - 1,000 rupees.

The present revision of pay scales will come into effect from 1 April 1958.

(The Hindu, 24 June 1958)

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Chapter 4: Problems peculiar to certain branches of the national economy

42. Co-operation.

India - June 1958.

Punjab: Review of the Report on the Working of Co-operative Societies in the State for the Year 1956-1957.

According to the review by the Government of Punjab of the report on the working of co-operative societies in the State for the year ended 30 June 1957, the total number of Co-operative Institutions in the beginning of the co-operative year was 21,108 as compared with 23,235 at the end of the year. There was a net increase of 2,127 societies. It is significant to note that the State of Punjab leads all the other States in India as regards the number of Societies compared to its population. The total membership increased from 1,049,902 to 1,229,414 and the working capital increased from 309,338,800 rupees to 390,326,511 rupees. At the commencement of the year out of a total of 20,898 inhabited villages in the State 13,464 were covered by co-operative societies. This figure went up to 14,272 at the end of the year, thus showing an increase of 808 villages newly covered by the co-operative societies. The total membership of the primary societies at the beginning of the year was 5,080,660 as compared with 5,961,660 at the end of the year, i.e., 37.04 per cent of the population.

The Jullundur Division was found to be much more co-operatively developed than the other Divisions, the Patiala Division coming at the tail. The Second Five-year Plan envisages co-ordinated development in co-operation. The first year saw the initiation of a number of schemes. The State entered into partnership with the Apex Bank by contributing additional share capital of 800,000 rupees. Fifteen central co-operative banks received Government share capital of 1.35 million rupees. One hundred and thirty large-sized agricultural credit societies, 35 marketing societies and a State marketing federation were set up.

The training of the personnel of the Co-operative Department continued to receive attention at high priority. The co-operative training institute at Jullundur and Patiala continued to function. One hundred and fifty-six sub-inspector candidates were trained at the Jullundur institute. The number of sub-inspector candidates trained at Patiala was 39. Twenty-two classes of a duration of 30 days each for training secretaries of co-operative societies were held and 503 secretaries were trained. Six employees of the co-operative institutions were deputed for training in the regular course at co-operative training college, Poona.

Co-operative Banks.- The integrated State of Punjab now has two Apex Banks located at Jullundur and Patiala. Their amalgamation is under consideration. During the year under report the owned funds of the co-operative banks increased from 4,052,468 rupees to 5,045,776 rupees and working capital increased from 33,260,799 rupees to 36,927,551 rupees. The Bank of Jullundur showed a profit of 232,997 rupees as against 126,554 rupees in the preceding year. The Bank at Patiala showed a profit of 83,123 rupees as compared with 48,670 rupees in the preceding year. Deposits increased in both the banks from 7,684,037 rupees to 11,901,448 rupees. These two Banks continued to function satisfactorily.

The Reserve Bank of India continued to provide credit facilities through the State Co-operative Banks, but these facilities were less during the year under review than in the preceding year. The credit operations of the Apex Co-operative Banks were substantially expanded during the year under report.

In pursuance of the recommendations of the All-India Rural Credit Survey Report, large-sized agricultural credit societies were organised. At the end of the year under report, the number of such societies stood at 153 with a membership of 52,045. Their total owned capital amounted to 3,081,215 rupees while their working capital was 9,512,335 rupees. The Societies covered 733 villages. They advanced loans to the extent of 6,314,771 rupees to their members.

One of the unique features of the agricultural credit movement of the Punjab has been the existence of agricultural credit societies exclusively of harijans. At the end of the year their number stood at 594. The membership of these societies was 19,094. These societies advanced loans to the tune of 1,258,824 rupees during the year. There were 689 non-agricultural credit societies exclusively of harijans.

Labour and Construction Societies.— One of the spheres in which the Co-operative movement in the Punjab has made significant progress during recent years has been that of organisation of labourers on co-operative basis for undertaking execution of public works.

In the First Five-Year Plan a forceful plea was made for the organisation of such co-operatives. Hence from 1952-53 onwards a special campaign to this effect was launched in the Punjab. The results have indeed been encouraging as would be seen from the figures given below:—

	1953	1954	1955	1956	1957
1. Number of Labour and Construction Societies. -----	141	253	367	593	648
2. Number of members -----	11,646	40,109	51,660	63,942	67,769
3. Amount of working capital (in million of rupees).-----	0.374	0.925	2.597	3.969	4.748
4. Share capital (in million of rupees).-----	..	0.280	0.628	1.009	1.097
5. Value of works executed (in million of rupees). ---	8,909	4,989	8,909	16,685	11,918

It may be pointedly mentioned that the number of labour and construction societies and their performance in the Punjab is greater than that of similar societies in the rest of the India put together.

Co-operative sugar mills.— The number of Co-operative Sugar Mills rose from 5 to 7. The owned capital of the Mills stood at 20,740,465 rupees while the working capital at the end of the year under report was 44,969,734 rupees. The Mills at Panipat, Rohtak and Bhogpur started crushing during the year. The Mill at Bhogpur worked for 98 days, while those at Rohtak and Panipat worked for 64 and 30 days, respectively. The quantity of sugarcane crushed by the three Mills is given in the statement below:—

Serial No.	Name of Mill	Quantity of sugarcane crushed. Mds.
1.	Co-operative Sugar Mill, Bhogpur -----	1,249,923
2.	Co-operative Sugar Mill, Rohtak -----	586,737
3.	Co-operative Sugar Mill, Panipat -----	286,524

The Mills showed a loss of 0.635 million rupees. The Mills at Batala and Morinda have invited tenders for the supply of machinery.

Co-operative Farming Societies.- In the sphere of co-operative farming, the integrated State came to occupy the foremost position in the country. At the commencement of the year under report there were 504 societies and this figure rose to 583 at the end of the year. The membership of these societies went up from 8,615 to 10,471. Their working capital rose from 7.091 million rupees to 8.859 million rupees and the owned funds increased from 2.202 million rupees to 2.745 million rupees. The societies were financed primarily by the Co-operative Banks and obtained loans to the extent of 1.068 million rupees. The total area managed by these societies increased from 108,130 to 126,604 acres. A total of 80,883 acres were brought under mechanised farming. Government also afforded financial assistance to them.

Transport Societies.- There was a large increase in the number of transport societies because of Government's policy to give preference to co-operative societies in the matter of grant of Kutchra route permits. One hundred fourteen new societies were registered during the year, bringing the total number of such societies to 239. Their membership increased from 3,654 to 6,470. The owned funds increased from 4.655 million rupees to 5.641 million rupees, while their working capital went up from 8.145 million rupees to 10.145 million rupees. During the year under report, transport societies borrowed 1.569 million rupees from the central co-operative banks and repaid 1.114 million rupees. The societies owned 102 trucks and 371 buses.

The year under report witnessed considerable progress in the organisation and expansion of womens' societies. Their number increased from 452 to 511.

(Supplement II to the Punjab Government Gazette, 18 April 1958, pp. 32-36)

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Bombay: Annual Report on the Working of Co-operative Societies for the Year 1955-1956.

According to the annual administration Report* on the working of the co-operative societies in the State for the year 1955-1956, the total number of societies, which stood at 18,847, at the end of the previous year, increased to 19,447 of which agricultural credit including multipurpose societies accounted for 11,598. In the case of the agricultural credit societies also, there was an increase from 11,530 to 11,598. The increase was also noticed in the other spheres of the movement and the agricultural non-credit societies increased from 1,701 to 1,812 and the non-agricultural non-credit societies rose from 3,599 to 3,933. The increase in the number of societies was also reflected in increase in membership, which rose from 2.966 millions to 3.154 millions. Thus, there was an increase of 0.138 millions in the membership of all types of societies, which was slightly more than the increase noticed in the previous year. The percentage of population served by all types of societies which admit of duplication of membership works out at 43.9 whereas the percentage of cultivating population reached is somewhat lower. It works out at 29.4 if the landowners and their dependents cultivating lands, owned wholly or partially, are taken into consideration whereas the figure would be 25.1 if the cultivating labourers and their dependents are also recognised as belonging to a cultivating class.

The total working capital of the societies stood at 1,399,199,550 rupees as against 1,215,326,196 rupees of the previous year. This increase which amounts to 14.89 rupees per cent, is a very satisfactory trend. The increase in the capital is more pronounced in the case of central financing agencies and non-agricultural credit societies. The owned funds also have gone up from 377.6 million rupees to 478.9 million rupees at the end of the year a remarkable increase of 26 percent. The working capital per capita was 38.9 rupees as against 33.7 rupees in the previous year whereas the working capital per member was at 443 rupees as against 409 rupees in the previous year. The table below gives the comparative progress in the year under report and in the previous year.

* Government of Bombay, Annual Administration Report on the Working of the Co-operative Societies for the Year 1955-1956, Vol. I, Government Publications Subs Depot, Institute of Science Building, Fort, Bombay, 1957; pp.204, price Rs. 1-47nP. or 2s-2d.

Year	No. of Societies	No. of Membership	Share Capital	Reserved and other funds	Working Capital
	<u>No.</u>	<u>No.</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
1954-55.	18,847	2,966,686	221,089,499	156,591,141	1,213,326,196
1955-56.	19,447	3,161,497	312,809,654	166,151,997	1,399,199,560

Agricultural societies.- The number of agricultural societies stood at 11,598 and the average membership per agricultural society was 91 as against 84 in the previous year. There was a substantial increase in the working capital, which stood at 195.2 million rupees, as against 171.8 million rupees at the end of the previous year an increase of ~~at~~ 13 per cent. Similarly there was an increase in the owned funds of these societies. The total loans advanced rose to 129.51 million rupees from 104.4 million rupees in the previous year. The recoveries also showed progress during the year. The total recoveries rose to 112.7 million rupees from 87.9 million rupees of the previous year. The outstandings rose from 139.0 million rupees ~~to~~ to 153.8 million rupees whereas the overdues showed a slight fall from 52.2 million rupees to 50.5 million rupees. The percentage of overdues to outstandings was 32.4 per cent as against 37.5 per cent of the previous year.

The policy has been to register only multipurpose societies as far as possible and to convert the existing agricultural pure credit societies into multipurpose societies. At the end of the year, there were 6,133 societies of the multipurpose type with a membership of 658,686 and a working capital of 231,120,244. The loans advanced by these societies amounted to 86,700,357 rupees. The value of the agricultural produce sold through such societies was 11.024 million rupees. Actually, the total ~~turnover~~ turnover of the goods handled both agricultural, domestic and other requisites, amounted to 22.127 million rupees.

Central financing agencies.- By the close of the year, the total number of financing agencies was 28. During the year, the Paschim and Poorva Panchmahals banking unions were amalgamated and formed into a central bank for the whole Panchmahals district. There was a good increase in the working capital of the central banks, which rose from 322,074,524 rupees to 388,932,203 rupees. The owned funds also rose from 37.3 million rupees to 39.7 million rupees. The membership rose from 71,572 to 77,454.

There was a substantial rise in deposits which stood at 337.0 million rupees, as against 273.1 million rupees in the previous year. The advances to societies and individuals stood at 341.5 million rupees. Besides, the advanced by way of hundies and bills discounted amounted to 130 million rupees. This shows a rise over previous year's figure of total advances of 372.5 million rupees (including bills and hundies). The outstandings were 165.3 million rupees as against 139.1 million rupees, while the over-dues showed a slight fall from ~~28.6~~ 28.6 million rupees to 24.9 million rupees.

In addition to the above Central Financing Agencies there is the Bombay State Co-operative Housing Finance Society, which finances all the housing societies in the State. There are six district industrial banks as against 5 of the last year. The membership rose from 2,217 to 2,914. Similarly there is an increase of 0.165 million rupees in respect of owned capital and of 2.666 million rupees in working capital.

Purchase and sale societies.- The number of different types of purchase and sale societies in the State increased from 358 to 369 during the year. There was also an increase in the membership which stood at 172,600 at the end of the year, and the turnover increased from 137.9 million rupees to 154.8 million rupees. A special mention must be made of the cotton sale societies of Gujerat, Khandesh and Karnatak which, although 94 in number and having a membership of 38,483 played a very important part in the marketing of one of the most important money crops in the State. Cotton valued at 53.7 million rupees was sold by these societies which earned a commission of 242,992 rupees on these sales. Another class of societies, which also deserves mention are the fruit and vegetable sale societies, which rose from 52 to 60.

Farming societies.- Bombay State is the pioneer in co-operative farming and societies formed for co-operative farming were an important feature of the movement in the State. The total number of such farming societies stood at 344 as against 303 in the previous year. Of these 344, 73 were joint farming societies, 145 tenant farming and 126 were collective farming societies. The membership of these societies stood at 12,325 and covered an area of 95,286 acres. Seventy-eight of these societies were given loan and subsidies from Government to the extent of 488,908 rupees and 253,907 rupees respectively. Although a few of the societies have functioned well, the working of such societies as a whole has been very disappointing. A large number of such societies are those registered for cultivating Government lands measuring 76,000 acres. It was also noticed in the case of some societies that after being started as collective farming societies, they had surreptitiously parcelled out the lands amongst the members and were in fact working as tenant farming societies or not even that.

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Lift irrigation societies.- The lift irrigation societies, numbered 238 at the end of the year, having 11,730 members undertaking 241 lift irrigation schemes with an area of 62,460 acres under command. In addition, there were 73 lift irrigation schemes with an aggregate area of 9,285 acres under command taken up by co-operative societies other than those of purely lift irrigation types. Thus, at the end of the year, there were in all 314 lift irrigation schemes with a total irrigable area of 71,749 acres. In addition, 7 dam (Dharan) construction schemes (Dharans) were taken up by co-operative dharan societies and 3 irrigable schemes were taken up by flow irrigation societies.

Co-operative activities for the welfare of backward classes.- A number of schemes for the benefit of the backward classes were in operation and special facilities were provided under these schemes. These schemes include (i) the scheme for providing houses to the backward class people, (ii) the scheme of giving special assistance towards secretarial cost in certain areas, (iii) scheme for development of co-operative movement, special facilities to backward class people, and (iv) other miscellaneous schemes.

The total number of backward class housing societies rose from 550 to 551. Loans to the extent of 1,217,188 rupees 8 annas were advanced during the year to 34 backward class housing societies and one individual. The total amount of loans advanced so far to 102 backward class societies and 17 individuals, as at the end of the year stood at 3,544,188 rupees 8 annas. During the year under review, 187,450 rupees were given as subsidy towards land acquisition cost and cost of management. By the close of the year, these societies had constructed 2,698 houses fully and 531 houses were under construction.

Under the scheme of co-operative farming some special facilities have been provided for farming societies of backward class people. The number of backward class farming societies stood at 188 with a membership of 5,400. During the year under report, loans and subsidies to the extent of 94,040 rupees and 61,736 rupees were sanctioned to 45 backward class farming societies for different purposes, such as contribution towards share capital, land development expenses, etc.

Co-operative housing.- The Housing movement in the State recorded a distinct progress as is evident from the statistics given hereunder:-

Particulars.	1954-55	1955-56
i) Number of Societies -----	1,030	1,291
ii) Number of members -----	55,172	60,852
iii) Share capital ----- Rupees.	20,996,237	24,379,049
iv) Government loans----- Rupees.	18,687,047	20,215,297
v) Other borrowings----- Rupees.	95,012,318	93,845,870
vi) Reserve and other funds--- Rupees.	5,125,006	5,472,665
vii) Working capital ----- Rupees.	139,821,608	143,999,765
viii) Number of tenements completed-----	13,356	16,239
ix) Number of tenements under completion-	2,366	3,770

The co-operative housing scheme of Government applicable to 5 industrial cities of the State Bombay (including some parts of Thana) Poona, Sholapur, Hubli and Ahmedabad had been withdrawn as recorded last year, in so far as registration of fresh housing societies was concerned. During the year under report, an amount of 148,796 rupees was advanced as loans to the societies already registered under the scheme thereby the total advances to such societies, which were 26 in number, came to 11.650 million rupees. The subsidised industrial housing scheme, which came in force in the year 1952, provides for grant of loans and subsidies to industrial workers for construction of houses, was continued during the year. The number of such societies, however, came down from 31 to 26 in consequence of housing societies in Ahmedabad having withdrawn their applications exercising their option for the Post War Reconstruction Scheme No.219. The loans and subsidies sanctioned during the year amounted to 171,490 rupees and 84,670 rupees respectively. Out of loans and subsidies of 1,143,740 rupees and 650,460 rupees respectively sanctioned to 20 societies 744,385 rupees and 99,310 rupees were actually disbursed to 18 societies. These societies together constructed actually 476 tenements while 396 tenements were under construction at the close of the year.

The Bombay co-operative housing finance society is the central financing agency for the housing societies in the State. It continued to render useful services to its member-societies by providing long term finance needed for the execution of their housing programmes. The year under report was the first year for the society to have a first elected board of directors. As on the 30 June 1956, the Society had a share capital of 6,750,000 rupees inclusive of Government contribution of 3,871,000 rupees. Of the loan of 2,244,000 rupees sanctioned to 16 societies, an amount of 1,047,000 rupees had been disbursed as at June 1956 and upto 30 June 1956, 39 societies in all were financed to the extent of 6,526,000 rupees of which an amount of 6,118,796 rupees was outstanding as at the close of the year. With the assistance of such loan, the housing societies were enabled to construct 1,157 tenements which could house, 1,165 families. The net profit earned during the year amounted to 528,958 rupees.

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Pilot scheme.— The most important development in the year was the introduction of the pilot scheme of co-operative development in the three districts of the State, viz., Borach, East Khandesh and Dharwar. The pilot scheme owes its origin to the decision of the State Co-operative Ministers Conference, held in Delhi in April 1955, to try out the recommendations of the Rural Credit Survey Report.

In Dharwar district the large-sized societies were formed by conversion of liability from unlimited to limited so as to enable them to function as large-sized societies at the selected centres. Forty eight large-sized societies were formed by amalgamation, the total number of large-sized societies as on the 30 June 1956 being 122. In the matter of construction of godowns by Co-operative Multipurpose Societies, 52 proposals were submitted and the amount in respect of 27 societies was sanctioned during the period under report. Similarly, an amount of 239,570 rupees was sanctioned and disbursed to 52 co-operative multipurpose societies as contribution of Government in the share capital of these societies and 17 multipurpose societies were also sanctioned an amount of 5,100 rupees as subsidy towards their managerial expenses. During the period, the central financing agency advanced an amount of 6,660,261 rupees to about 400 multipurpose societies.

During the financial year ended on 31 March 1956, an amount of 26,630 rupees was sanctioned to 4 marketing societies as State Government's contribution to their share capital. Similarly, 6 Co-operative Marketing Societies also availed of the benefit of subsidy towards their managerial expenses and the amount disbursed on this account during the period under report stood at 300 rupees.

In East Khandesh district 56 large-sized societies were organised as against target of 25 for the year. Twelve multipurpose societies were sanctioned an amount of 101,500 rupees as Government contribution to their share capital, and 5 marketing co-operatives were given an amount of 36,826 rupees as contribution to their share capital. The East Khandesh Central Co-operative Bank, Jalgaon, was also sanctioned a contribution of 300,000 rupees towards its share capital.

In Bhoach district the target of formation of 12 large-sized multipurpose societies by way of amalgamation of small and uneconomic units for the year 1955-56 was exceeded and as many as 281 large-sized societies were formed by amalgamating 37 units. These societies are established with a larger membership, adequate share capital, limited liability and full-time manager. During the year under report, the short-term finance advanced was of the order of 7,779,000 rupees. Similarly, an amount of 100,000 rupees was disbursed to 10 co-operative multipurpose societies for construction of godowns of which 75,000 rupees were by way of loan and 25,000 rupees by way of subsidy. Similarly, 10 co-operative multipurpose societies were sanctioned an amount of 88,090 rupees as Government contribution to their share capital. Similar contribution to the extent of 27,105 rupees was sanctioned to the marketing co-operatives. Two cotton ginning and pressing societies were sanctioned contribution to their share capital to the extent of 173,000 rupees. During the period under report, one cotton sale society was registered. The total number of marketing societies in district as on 30 June 1956 was 17. The percentage of marketable surplus handled through co-operatives increased from 10 per cent to 12 per cent.

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JUNE 1958.

50. General.

Punjab Shops and Commercial Establishments (Amendment)
Ordinance, 1958 (No.3 of 1958).

The Government of Punjab promulgated on 30 May 1958 an Ordinance to amend the Punjab Shops and Commercial Establishments Act, 1958 (vide pages 60-61 of the report of this Office for April 1958). The Ordinance adds a proviso to section 9 of the Act empowering the State Government to fix such other opening and closing hours in respect of any establishment or class of establishments for such period and on such conditions as may be specified in the notification.

(Punjab Government Gazette, Extraordinary,
30 May 1958, pp. 1061-1062)

West Bengal Factories (Exemption) Rules, 1958.

The Government of West Bengal published on 29 May 1958 the West Bengal Factories (Exemption) Rules, 1958, made in exercise of the powers conferred under the Factories Act, 1948. The rules prescribe the conditions under which persons holding position of supervision or management, workers employed on urgent repairs, boiler house and engine room attendants, maintenance workers, workers in continuous process, workers engaged in loading or unloading of railway wagons, workers engaged in rice mills, printing of news papers, tea factories, flour mills, rubber factories, and milk pasteurising factories, shall be exempt from certain specified provisions of the Factories Act, 1948.

(Notification No. 1680LW/IR-41/57, dated 16 May 1958, the Calcutta Gazette, Part I, 29 May 1958, pp. 1679-1686).

Conditions of Labour in the Glass Industry in India.

The information given below regarding labour conditions in the glass industry is taken from an article published in the May 1958 issue of the Indian Labour Gazette. An earlier article on the same subject appeared in the August 1954 issue of the Gazette and was reviewed at pages 53-58 of the report of this Office for September 1954.

Scope.- According to statistics collected under the Factories Act, 1948, for the year 1955, there were 195 units in the industry group 'Manufacture of Glass and Glass Products (excepting Optical Lenses)' in India employing over 26,000 workers. The largest concentration of the units was in the State of Uttar Pradesh which accounted for 121 units employing 10,336 workers. Next in order of importance were the States of Bombay with 28 units employing 5,831 workers and West Bengal with 24 units employing 6,268 workers.

With a view to eliciting the latest information the Labour Bureau issued a questionnaire to 109 units in February and April, 1955. Out of 31 units in Bombay and 54 in Uttar Pradesh to whom the questionnaire was issued, replies were received from only 8 units and 14 units respectively from these two States. As these are the most important States so far as the glass industry is concerned and since response from units in these States was considered to be poor it was felt that information from some more units in these States should be collected to make the coverage adequate. Consequently data from some of the units was collected in these two States by field enquiry. On unit each in Hyderabad and Madhya Pradesh were also covered in the course of field enquiries in certain other industries. The following article is, therefore, based on the information collected from 56 units viz., 19 in Uttar Pradesh, 13 in Bombay, 10 in West Bengal, 3 each in Bihar and Madhya Pradesh, 2 each in Hyderabad and Punjab and one each in Madras, Rajasthan, Saurashtra and Travancore-Cochin.

Employment.- During 1952, fifty-six units which supplied information had a total labour force of 21,355 of which 20,704 were direct labour and 651 contract labour. The labour and corresponding figures for 1953 and 1954 being 20,867, 20,222, and 645; and 21,200, 20,665, and 435 respectively.

The article says that considering the overall employment in all the States there was no material change during the years 1952 to 1954. However, among individual States there were considerable changes. The number of workers increased by 44.1 per cent in Saurashtra, 36.3 per cent in Rajasthan, 13.7 per cent in Uttar Pradesh, 7.7 per cent in Bombay, 6.6 per cent in Travancore-Cochin and 0.9 per cent in Madras, since 1952. The number of workers in units in Bihar and Hyderabad was less by over 18 per cent in the year 1954 as compared to 1952. Punjab units recorded a fall of about 14 per cent in the labour force. In Madhya Pradesh units, the reduction was of the order of 1.8 per cent.

Men constitute the bulk of the labour force in the industry. The percentage of women workers during the years 1952, 1953 and 1954 was 6.4, 6.8 and 6.1 respectively. Punjab and Rajasthan were the only two States which did not employ women. Children constituted 0.77, 0.81 and 0.82 per cent of the total labour force in 1952, 1953 and 1954 respectively. The system of employment of children was, however, confined to units in West Bengal. The percentage of contract labour employed in the industry during the years 1952, 1953 and 1954 was 3.0, 3.1 and 2.1 respectively. The system of employing workers through contractors, however, was in vogue in only 10 units located in Bihar, Bombay, Saurashtra, Uttar Pradesh and West Bengal. Workers engaged through contractors were generally employed for stone breaking, packing, loading and unloading, etc. They did not enjoy the same privileges as the direct labour such as those relating to privilege leave and provident fund.

Length of service.- Fifty-one units, employing 15,977 workers, supplied information regarding the length of service of their employees and the same is given in the table below:-

Length of Service (As on 1 January 1955)	Permanent		Temporary		Total	
	No. of workers	Percentage to total	No. of workers	Percentage to total	No. of workers	Percentage to total
Below 1 year -----	1,332	12.3	4,463	85.9	5,795	36.3
Between 1 and 5 years.	6,114	56.4	663	12.9	6,777	42.4
Between 5 and 10 years.	2,167	20.0	2	0.1	2,169	13.6
Above 10 years -----	1,229	11.3	7	0.1	1,236	7.7
Total-----	10,842 (67.9)	100.0	5,135 (32.1)	100.0	15,977 (100.0)	100.0

The above statistics suggest that the bulk of the labour force in the industry (i.e., nearly 79 per cent) is new having been employed for less than 5 years. Only 13.6 per cent of the workers had between 5 and 10 years of service to their credit. The percentage of workers with over 10 years of service was only 7.7. A noteworthy feature, however, is that nearly 68 percent of the labour force is permanent.

Recruitment.— The system of recruitment varied from unit to unit. In smaller units, labourers were recruited directly by the employers. In larger units, unskilled labour was generally recruited directly while skilled labour was engaged either through employment exchanges or by means of advertisements.

Absenteeism.— An analysis of absenteeism shows that the percentage of absenteeism was fairly high in Uttar Pradesh (15.3), Travancore-Cochin (14.3), Madhya Pradesh (13.7) and Bihar (13.6). The Punjab unit had the lowest rate of absenteeism viz., 4.7 per cent. It will also be seen from that the rate of absenteeism not only varied from State to State but also from month to month in each State. As in the case of most of the other industries the rate of absenteeism shows an upward trend in summer months. The highest rate of absenteeism was observed in Travancore-Cochin, Bihar and Punjab during the months of August, June and October, respectively, the rate being 43.4, 20.8 and 20.7 per cent respectively in these States.

Labour turnover.— There has been a steady increase in the rate of labour turnover in the industry since 1952. Whereas in 1952 the labour turnover rate was 24.9 percent, in 1953 it had increased to 27.2 per cent and the figure stood at 31.4 per cent in 1954. The labour turnover rate was generally higher in Uttar Pradesh, Bombay, Bihar and West Bengal and fairly low in Travancore-Cochin.

Wages and earnings.- The average monthly earnings per worker for the year 1955 in the industry group Glass and Glass Products (except Optical Lenses) as a whole compiled from the annual returns received under the Payment of Wages Act, 1936, were: 78 rupees in Bihar, 75 rupees in Bombay, 72 rupees in Uttar Pradesh, 67 rupees in West Bengal, 63 rupees in Delhi, 60 rupees in Madhya Pradesh, 50 rupees in Orissa, 40 rupees in the Punjab and 30 rupees in Madras.

The highest paid workers were moulders in Rajasthan (300 rupees per month) and the lowest paid were women mazdoors (13 rupees per month) in Madras. The minimum emoluments of blowers ranged from 45 rupees per month in Saurashtra to 130 rupees per month in Bihar and Rajasthan. The minimum monthly emoluments of bubblers ranged from 18 rupees per month in Uttar Pradesh to 60 rupees per month in Bihar and Rajasthan. The minimum monthly emoluments of male mazdoors ranged from 20 rupees per month in Madras to 48 rupees per month in Saurashtra and Travancore-Cochin.

Bonus.- Fifteen units - 5 in Uttar Pradesh, 3 each in Bombay and West Bengal, 2 in Bihar and one each in Hyderabad and Travancore-Cochin paid profit bonus to their workers.

During the year 1954, the rate of profit bonus paid by different units varied from 1/4 month's pay to 3 months' basic wages. Besides, 17 units - 5 each in Bombay and Uttar Pradesh, 3 in West Bengal and one each in Bihar, Hyderabad, Rajasthan, and Punjab paid production bonus to their employees. Two units in West Bengal also paid attendance bonus to their workmen. In one of the units in West Bengal, efficiency bonus ranging from 20 rupees to 25 rupees per month was given to all categories of workers. In one of the units in Bombay, Diwali (important Hindu festival akin to 'Christmas') bonus amounting to 2,036 rupees was also given. Rate at which this bonus was paid is not known. In one of the units in West Bengal, cash prizes and other rewards were given to certain categories of workers having a good record of service.

Hours of work.- Of the 56 units surveyed, 12 worked one shift, 10 two shifts, 30 three shifts and the remaining 4 shifts a day. The daily hours of work in all the units, except one unit each in West Bengal and Hyderabad, was 8. In the two units mentioned above, the working hours were 7-1/2 and 7 per day respectively. The period of rest interval granted to the workers ranged from half an hour to two hours daily.

Leave and holidays with pay.- There was no uniformity in the system of granting leave to workers in different units. Only six units reported that they had no system of granting leave to their employees. Among the remaining 50 units, twenty-five granted privilege leave or earned leave to their workers according to the provisions of the Factories Act, 1948. In the remaining units, this leave varied from 12 to 20 days in a year. Fourteen units allowed casual leave to their workers ranging from 3 to 15 days in a year. Of these, 12 granted this leave with pay and the remaining two units without pay. The system of granting sick leave existed in 16 units. Of these two were covered by the Employees' State Insurance Scheme. In the remaining units the duration of sick leave allowed in a year ranged from 4 to 21 days. All these units except two allowed this leave with pay.

Thirty-nine units allowed festival holidays to their workers. The number of holidays allowed by the units varied from 2 to 15 in a year. Information is not available whether these holidays were being granted with or without pay.

Fourteen units - 6 in Uttar Pradesh, 3 each in Bombay and West Bengal and one each in Bihar and Madhya Pradesh allowed all the four types of leave and holidays mentioned above. Sixteen units - 6 in Uttar Pradesh, 4 in Bombay, 3 in West Bengal and one each in Bihar, Madhya Pradesh and Travancore-Cochin allowed only privilege leave and casual leave to their workers. Sixteen units - 7 in Uttar Pradesh, 3 in Bombay, 2 each in Bihar and Hyderabad and one each in West Bengal, and Rajasthan allowed only privilege leave and festival holidays to their workers.

Accidents.- The table below shows the total number of accidents, the number of accidents for which compensation was paid and the amount of compensation paid in these units during the year 1954:-

State	No. of Units supplying information.	No. of Accidents			No. of compensated accidents.	Amount paid as compensation.		
		Fatal	Non-fatal	Total		Rs.	As.	Ps.
Bihar -----	2	-	48	48	47	1,997	0	0
Bombay -----	5	1	14	15	10	556	13	0
Madhya Pradesh.	1	-	2	2	2	126	0	0
Madras -----	1	-	3	3	-	-	-	-
Uttar Pradesh---	4	2	21	23	17	340	6	0
West Bengal----	6	-	277	277	51*	344	0	0
Total.	19	3	365	368	107	3,364	3	0

* Besides these, two cases were pending for disposal.

There were in all 368 accidents during the year of which only 3 were fatal. Of these, over 75 percent occurred in 6 units in West Bengal.

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Industrial relations.- Of the 56 units surveyed only 45 had framed Standing Orders for regulating day to day relationship between employers and employees. In 39 units the Standing Orders were certified by the appropriate authorities and in the remaining 6 units ~~into~~ they were under examination of the Certifying Officers. Seven units had appointed Labour Officers or Welfare Officers to enquire into the grievances of the workers. Works Committees were functioning in 16 units - 6 in Bombay, 5 in West Bengal, 2 each in Bihar and Hyderabad and 1 in the Punjab. These Committees were reported to be functioning successfully in 9 units - 4 in West Bengal and one each in Bihar, Bombay, the Punjab, Hyderabad and Rajasthan. In the remaining units, the workers' participation in these committees was reported to be not very enthusiastic. Production Committees were functioning in only two units in the Bombay State.

Trade unions.- Trade Unions existed in 24 out of the 56 units covered - 6 each in Bombay and Uttar Pradesh, 5 in West Bengal, 3 in Bihar, 2 in Hyderabad, one each in Travancore-Cochin and the Punjab. Of these 23 unions were registered and 16 recognised by the managements.

Only nine units - 2 each in Bihar, Bombay and West Bengal and one each in Uttar Pradesh, Madhya Pradesh and Saurashtra furnished data regarding the membership of the unions. In these units, 2,873 or about 80 per cent of workers were members of the unions.

The table below compiled from returns received under the Indian Trade Unions Act, 1926, shows the number of trade unions, their membership, income, expenditure and closing balance during the year 1954-55:-

State	Number of Trade Unions		Income		Expenditure		Closing Balance.
	Submitting returns.	Membership	Income	Per Member	Expenditure.	Per Member.	
			Rs.	Rs.	Rs.	Rs.	Rs.
Bihar -----	2	518	609	1.17	349	0.67	466
Bombay -----	3	762	1,209	1.58	1,830	2.41	607
Madhya Pradesh---	1	71	107	1.50	292	4.11	151
Madras -----	1	208	187	0.90	181	0.87	6
Uttar Pradesh----	9	2,102	4,245	2.01	3,872	1.84	1,451
West Bengal-----	6	2,273	6,158	2.70	4,661	2.05	1,727
Hyderabad-----	1	310	715	2.30	546	1.76	294
Saurashtra -----	1	86	444	5.16	310	3.60	134
Travancore-Cochin.	2	319	1,599	5.01	1,018	3.19	783
TOTAL.	26	6,649	15,273	2.29	13,059	1.96	5,599

The main source of income of a majority of trade unions was members' contributions. In Bihar, Bombay, Uttar Pradesh and Hyderabad members' contributions constituted 95.7 to 100 per cent of the total income of the unions. In Travancore-Cochin, however, the members' contributions formed only 59.2 per cent of the total income and the balance was obtained through donations.

Salaries, allowances and establishment charges were generally the major items of expenditure in most of the States for which breakups are available. Expenditure on items of welfare was either nil or negligible in all the States except Bombay. In this State, nearly 52 per cent of the total expenditure was spent on education of members and 19.4 per cent on funerals.

Housing.- Housing accommodation was provided to workers in 36 units - 10 in Bombay, 8 in Uttar Pradesh, 6 in West Bengal, 3 each in Bihar and Madhya Pradesh, 2 in Hyderabad and one each in Punjab, Rajasthan, Saurashtra and Travancore-Cochin. Of these, 14 units - 5 in Bombay, 4 in Uttar Pradesh, 3 in Bihar and one each in West Bengal and Hyderabad provided rent free houses. In the remaining units, the rent charged ranged between 1 rupee 10 annas per month (in Saurashtra) to 12 rupees 8 annas per month (in Uttar Pradesh). The percentage of workers provided with housing accommodation varied from 1 to 80 in different units.

Most of these units had provided 'pucca' built houses. From the available information it would appear that the sanitary conditions were satisfactory. The source of water supply was mainly pipes. Only 7 units have reported that they have provided either wells or tube-wells for this purpose.

Canteens.- According to the provisions of the Factories Act, 1948, units employing more than 250 workers are required to provide canteens for their workers. Of the units for whom information has been collected by the Bureau 34 came within the purview of this provision. Out of these only 22 - 6 each in Bombay and West Bengal, 5 in Uttar Pradesh, 2 in Bihar and one each in Hyderabad, Rajasthan, and Travancore-Cochin had provided canteens for their workers. Three units - one each in Bombay, Uttar Pradesh and Saurashtra, employing less than 250 workers had also provided canteens for their employees, though they were not statutorily required to do so.

Creches.- Creches were provided only in 4 units. Rest shelters were provided in 24 units.

Medical, Educational and Recreational facilities.-

Facilities for medical aid existed in 27 units. Of these, 9 had their own dispensaries and hospitals while 18 maintained first-aid boxes only. Apart from these 27 units, four were covered by the Employees' State Insurance Schemes. Educational facilities existed in 10 units - 4 in Uttar Pradesh, 3 in Bombay and one each in West Bengal, Hyderabad, and Rajasthan. Eleven units - three each in West Bengal and Uttar Pradesh, 2 in Bombay and one each in Rajasthan, Hyderabad and Madhya Pradesh had opened Reading Rooms for the benefit of their workers. Recreational facilities, such as indoor and outdoor games, were provided by only 6 units. Of these, 2 were in Bombay, and one each in Bihar, Madhya Pradesh, Uttar Pradesh and Hyderabad.

Provident Fund.- Contributory provident fund schemes existed in 11 units, 3 each in Bombay and West Bengal, 2 in Bihar and 1 each in Madhya Pradesh, Uttar Pradesh and Travancore-Cochin. The total membership of the scheme in these 11 units was 2,314 or 48.4 per cent of the total. The membership was generally open to permanent employees or those having a certain length of service. In almost all the units, the employers contributed an equal amount towards the fund.

Maternity benefit.- Data relating to the maternity benefit paid during the year 1954 has been furnished by 16 units and according to the available information, a total amount of 4,328 rupees was paid as maternity benefit in 80 out of 81 cases in which it was claimed.

(Indian Labour Gazette, Vol. XV, No. 11,
May 1958, pp. 1101-1123).

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52. Workers' Welfare, Recreation and Workers' Education.

India - June 1958.

Draft Coal Mines Pithead Bath Rules, 1958.

The Central Government published on 7 June 1958 the draft Coal Mines Pithead Bath Rules, 1958, proposed to be made in exercise of the powers conferred under the Mines Act, 1952. The rules prescribe inter alia the number of shower baths to be provided in different categories of mines, the standards of construction for pithead baths, the provision of locker rooms and sanitary facilities in every pithead bath, etc. The rules repeal the Coal Mines Pithead Bath Rules, 1946. The rules will be taken into consideration by the Government after 15 August 1958.

(The Gazette of India, Part II, Section 3,
sub-section ii, 7 June 1958,
pp. 876-878).

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56. Labour Administration.

India - June 1958.

Madras: Working of the Factories Act during 1956*.

Coverage.- The Factories Act, 1948, applies to all power factories employing 10 or more persons and non-power factories employing 20 or more persons. The Act was extended in September 1956, by a special notification by the Government under section 85 of the Factories Act, 1948, to minor engineering factories and certain other classes of factories such as rice mills, decorticating factories, oil mills, structural workshops, etc., employing less than 10 workers with power and less than 20 workers without power.

There were 4,999 factories at the beginning of the year, of which 799 factories related to the Malabar and the South Kanara districts. During the year under review, 486 factories were brought on the registers. Certain provisions of the Act and rules were made applicable by the Government to 892 establishments, under section 85 of the Factories Act, 1948. Six hundred and eighty factories were removed from the register during the year. The number of factories at the end of the year was 4,898 of which 4,765 factories were in commission. The details of factories which were in commission are furnished below:-

(1) Power factories employing 10 or more persons ----	2,977
(2) Non-power factories employing 20 or more persons--	970
(3) Establishments notified by the Government -	
(a) with power -----	440
(b) without power -----	378
Total ----	<u>4,765</u>

* Report on the Working of the Factories Act in the State of Madras for the year 1956. (Printed by the Superintendent Government Press, Madras, 1958. Price Rs.4.40, pp.141).

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Employment.- The average daily number of workers employed in the 4,765 factories, which submitted the annual returns in time for the year was 293,606. Thirty-four thousand seven hundred and seventy-one workers were daily employed in the Government and Local Fund Factories which submitted the annual returns in time.

Health and safety.- The health of the workers was generally normal. No epidemics were reported from any of the factories during the year. Two cases of occupational diseases were reported to this department at the close of the year and the same were being investigated.

Cleanliness of factory premises and the surroundings was fairly well maintained.

Adequate steps were taken wherever necessary, to mitigate dust nuisance in textile mills, rice mills, decorticating factories, tea and coffee curing factories and also to prevent, as far as possible, inhalation of dust by employees working in processes emanating dust.

Dust extractors have been fitted in quite a number of factories and the dust given off collected at the source and taken out by ducts on to the cyclones. In cement factories, supply of nose-guards to the workers in the cement filling section is insisted upon. The managements of cement factories have been advised to take up the work of the installation of automatic units for filling the cement bags. Wood-working factories also have been inspected by the Chief Inspector of Factories and the managements instructed to provide suitable saw dust collectors at the point of origin of dust.

Fences and guards to the dangerous parts of ways, works, working parts of machinery, etc., were provided. In the course of inquiries into accidents, the Inspectors impressed upon the managements and workers wherever necessary about the importance of providing guards and their specific utility. Safety posters issued by the Chief Adviser Factories, New Delhi, were distributed to factories free of cost for display in conspicuous places. Steps were taken to see that the orders issued with reference to the fencing of machineries were duly complied with. Constant attention has been directed as in previous years to the requirements of safety provisions.

Progress continues in the standards of fencing for textile machinery. Steady progress had been made by the makers in complying with the provisions of law and in providing guards that are essential for safety. New machines installed in factories indicated that they were designed to occupy less space and the distance allowed between them is kept at 1-1/2' to 2'. Automatic stopping of cards, when the cylinder door was opened, was achieved by providing a link motion as suggested by the Chief Inspector of Factories. The latest trend in textile factories was the air conditioning of the entire plant and the working of the plant had been found to be satisfactory and conducive to the worker and increased production for the management.

All the Platen machines were provided with finger guards and all the cutting machines are fitted with efficient knife guards.

Improvements had been noted in the standards of fencing of many types of small circular ~~saws~~ ^{saws} intended for mounting on work benches. The machines were now equipped with Riving Knife of the correct shape and with means of adjustment. A top guard either self-adjusting or manually adjustable was usually mounted on the top of Riving Knife which has been made specially wide for safety and stiff to give support. Guards were also provided for the under-bench portion of the saws in most of the machines.

Hours of work.- The figures relating to weekly hours of work are given below:-

Weekly Hours of Work.	Men No. of Factories.	Average daily number of workers employed.	Women No. of Factories.	Average daily number of workers employed.
Below 42 hours----	-	-	-	-
42-45 hours ----	1	9	-	-
46-48 hours -----	118	3,857	32	217
Above 48 hours-----	2	78	-	-

N.B.- This statement does not contain figures relating to Kanyakumari District.

~~Particulars relating to weekly hours in all factories from which returns were received are furnished in State~~

The Weekly hours for children did not exceed 27. The total number of children employed was 2,258.

Rest intervals.- Rest intervals as required by section 55 of the Factories Act, 1948, were given in all factories exempted from section 55 of the Act. This exemption was, however, granted subject to the condition that the workers were given sufficient time for taking their meals though not a fixed period.

Weekly holidays.- Sundays or substituted days were observed as weekly holidays in all the factories where the factories were exempted from the provisions of section 52 of the Act due to exceptional pressure of work. Compensatory holidays for the weekly holidays so lost by the workers were given in all cases as required by section 53 of the said Act.

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Wages, Labour Welfare.- The report gives the wage rate prevalent for the various categories of workers in various industries in the State, and the labour welfare amenities including housing provided.

Accidents.- The total number of accidents reported for the year 1956 was 10,530. Of the accidents reported, 15 were fatal and 10,515 were non-fatal.

The number of fatal accidents that occurred in the year 1956 is 15 as against 25 in the previous year. A general review of these accidents shows that seven out of the 15 accidents can be classified under heads "falling of objects", "handling of goods" under miscellaneous category. Two accidents relate to the explosion in the match factory and in the cement factory. Out of the 15 fatal accidents, only one could have been avoided by proper fencing of the belt and pulley. Compared to the total number of factories in the State, the number of fatal accidents is small and it is in no way alarming.

The number of non-fatal accidents is on the increase, since the inception of the Employees' State Insurance Scheme, as the managements and the workers are meticulous in reporting even minor and trivial accidents due to the fact that the benefits regarding medical leave and payments are met with by the Employees' State Insurance Corporation for which contributions are made by both.

Out of 10,515 non-fatal accidents 10 resulted in loss of limb, two in loss of power in fingers, two resulted in loss of 10 per cent of earning capacity and 11 cases of permanent disablement.

In 74 cases, the injured persons were paid compensation amounting to 17,669 rupees 11 annas and 3 pies.

Inspection.- Of the 4,898 factories which were on the registers during the year, 1,802 factories were inspected once, 2,672 factories twice, 197 factories thrice and 45 factories more than three times. One hundred and eighty-two factories were not inspected. Twenty-two power factories were not inspected by them for want of time. Besides, some of the factories were found closed during the year their visits on more than one occasion. The Inspectors of Factories had already been instructed to inspect these factories first during the year 1957.

In addition to the above, the Inspectors have made 6,502 Sunday, night and special visits to check up the employment of workers outside the specified hours of works. Seven hundred and eighty-seven unregistered factories were also inspected by the full-time Inspectors and 20 by the Additional Inspectors of Factories. Officers of other departments had made 2,594 regular inspections. Instructions were given wherever necessary for fencing and guarding dangerous parts of machinery. The total number of inspections and visits made during the year by the full-time Inspectors was 14,419.

One thousand three hundred and eighty-three complaints were received during the year. They were chiefly in respect of non-payment of wages, dismissals or suspension of workers and failure to grant leave with wages. Enquiries were made and action taken wherever necessary.

The occupiers and managers of 364 factories were prosecuted during the year. The prosecutions were taken up against the managements of factories who were persistently in default. Convictions were obtained against 317 factories involving 342 persons. A sum of 13,725 rupees 8 annas were collected as fines. Three cases ended in acquittal and 2 cases abated in the Court as the accused died. Cases against 42 factories were still pending at the end of the year.

In the administration of the Factories Act, trends in factory construction, lay-out, improved use of lighting, colour and ventilation have an important bearing on safety and working conditions in factories. One thousand eight hundred and thirteen plans had been received from the occupiers of factories and a review of these plans in general indicated that the occupiers of factories were recognising the value of good ventilation and air conditioning and in addition, the advantages of mechanical ventilation were receiving active consideration. Steady improvement had been recorded in all directions.

Consistent with a strict and reasonable interpretation of the provisions of the Act and having in mind the generally co-operative attitude of the Factory occupiers, it is anticipated that progress effected in the past will be maintained in the future also.

58. Absenteeism and Labour Turnover.

India - June 1958.

Bombay: Absenteeism in the Cotton Textile and
Engineering Industries.

According to the annual report* on the activities of the Government of Bombay pertaining to labour matters during the year 1956, the statistics of absenteeism in the cotton textile industry in Bombay State and in the engineering industry in Bombay City were compiled every month from the returns submitted by the cotton textile mills in five important textile centres viz., Bombay City, Ahmedabad, Sholapur, Virangaum and East Khandesh and a few representative engineering workshops in Bombay City.

Cotton Textile Industry.- The returns were received on an average from 97.96 per cent of the total number of cotton textile mills reported as working in the centres during the year. On the whole, the supply of labour working was reported as adequate. The percentage absenteeism in the cotton textile industry in Bombay City varied between 6.79 in December and 9.87 in May 1956. Sholapur registered the highest absenteeism, the percentage figures having fluctuated between 24.20 in April and 14.42 in December, while Ahmedabad recorded the lowest absenteeism, the figures having varied between 5.71 per cent and 7.99 per cent during the year. The following table shows the average percentages of absenteeism in the Cotton Textile Industry in Bombay State during the year 1956.

(Please see the table on the next page)

* Government of Bombay, Annual Report on the Activities of Government pertaining to Labour Matters during 1956; Government Book Depot, Charni Road Gardens, Bombay-4, 1958; Price Rs. 0.51, pp. 107.

Year and Month.	Average percentage of Absenteeism					All Centres.
	Bombay.	Ahmedabad.	Sholapur.	Viramgaum.	East Khandesh.	
1956 -						
January -	7.42*	5.71	13.03	9.03	9.89	7.39
February -	8.10	6.44	20.17	8.52	10.21	8.26
March -	9.77	6.83	22.44	8.40	12.12	9.42
April -	9.73	7.15	24.20	8.19	9.88	9.66
May -	9.87	7.99	22.75	7.93	5.39	9.89
June -	8.71	7.06	19.81	8.28	3.87	8.77
July -	7.35	6.48	17.31	6.99	4.00	7.62
August -	7.54	5.88	14.77	7.07	4.17	7.40
September -	7.95	5.93	15.32	6.78	4.57	7.60
October -	7.37	6.07	15.88	6.61	4.29	7.36
November -	8.28	6.30	16.23	6.38	4.57	8.03
December -	6.79	5.97	14.52	6.22	4.90	6.97

* Based on information for the first 15 days of the month only as the working of the mills was seriously affected owing to disturbances in the City during the second fortnight.

Engineering.- The information furnished by representative workshops in the engineering industry in Bombay City showed that during the year under review the supply of labour was generally equal to the demand. The average percentage absenteeism in these workshops was highest i.e. 22.58 per cent. in the month of May and lowest i.e. 13.00 per cent in the month of October 1956. The table below gives, month by month, the average percentage of absenteeism in the Engineering Industry in Bombay City.

(Please see next page for table)

Year and Month.	Average percentage absenteeism.
<hr/>	
1956 -	
January	14.96
February	14.82
March	18.72
April	19.35
May	22.58
June	15.96
July	14.28
August	13.24
September	15.53
October	13.00
November	18.32
December	17.32

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59. Social Research.

India - June 1958.

Caste System losing its Rigidity: Results of Anthropological Survey in U.P.

The age-old caste system is slowly losing its rigidity in U.P. as a result of the impact of modern industrial forces and progressive ideas, according to the Anthropological Advisor to the Government of India.

Of special significance, he says, is the fact that the so-called untouchables are showing a great deal of initiative in bettering their social status.

Field investigations carried out by a team of anthropologists in Eastern U.P. have indicated that the untouchable castes - Chamar, Pasik, Khatik, Bhur, Dhobi and Mushar - are making vigorous attempts at emulating the customs and usages of upper castes. But in some cases they show more intolerance than the latter towards the inferior castes. As a group they are more liberal and their aggression and irritability are just cloaks for their feeling of inferiority.

A vast difference exists between the attitudes of men and women of each group. Women are much more conservative in every field. The gradual crumbling down of ancient Indian customs and traditions at the onslaught of Western civilization does not seem to have affected the life of women in U.P. villages.

Males among Muslims seems closer socially to the upper caste Hindus than to the lower castes. To a Muslim woman, caste makes no difference. A Hindu is a Hindu - an iconographer - to be shunned as a group.

The men appear to rationalise more than the women. The latter admit that they feel the distance with other groups not because of any unpleasant quality possessed by them but because they happen to be born in that caste. The men, on the other hand, fabricate many reasons to explain away their rigid attitude towards other communities.

The team of anthropologists studied the behaviour pattern of seven castes of Hindus - Brahmin, Kshatriya, Kayastha, Nuniya (house builders), Kahar (water carriers), Ahir (cattle breeders) and Chamar (Harijans) - and Muslims. To study the social distance that separates the various communities a seven-point questionnaire was prepared - covering such items as marriage, eating of kuchcha food that is rice, dal and curry, eating of pukka food that is puri, kachauri and sweetmeats, drinking water, making friends, and desire to live in the same neighbourhood.

Replies received indicated that few caste Hindus want to marry persons belonging to other castes or Muslims. Brahmins are the most conservative and Kayasthas the more liberal than others. None of the women of high castes can think of marriage outside the caste. The intermediate group of Hindus - Nuniya, Ahir and Kahar - are equally conservative. The Nuniyas do not want to marry anybody except their own caste, not even the upper castes.

With regard to inter-dining, inquiries indicated that Kshatriyas and Kayasthas show less hesitation in partaking food with other communities of Hindus, including untouchables, than do Brahmins. The Chamars have no objection to taking kuchcha food with persons of other castes, though they are not keen to dine with Mushars and Dhobis. The Muslim men view with the Chamars in their willingness to take kuchcha food with caste Hindus. As for pukka food upper caste men as well as women relax their taboos to a considerable extent.

The taboo against accepting water from other castes is more stringent towards Mushars, Dhobis, Muslims, Pasis, Khatiks, Bhurs and Chamars. It is more relaxed towards others, especially among upper caste males. They are willing to take water at the hands of people from different castes and also from Muslims.

There is considerable relaxation of barrier between different communities so far as living in the same neighbourhood is concerned. Most people have no objection to having high castes as their neighbours. Many high caste Hindus are willing to live as neighbours of even Muslims. Muslims men also reciprocate these sentiments, though a good part of them are unwilling to live in the same neighbourhood as untouchables, particularly Pasis and Khatiks.

As for living in the same house, there is a feeling of closeness between Brahmins and Kshatriyas. Except Muslims, others show more open-mindedness towards other communities in this matter. Muslims feel shy at the thought of sharing their house with non-Muslims.

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On the whole, men have a more liberal outlook on the question of making friends with people of different communities. Even the high caste Hindus are willing to have a few Muslim friends. The Kayasthas are most liberal in this respect, barring Chamars.

To sum up: Brahmins and Kshatriyas feel nearest to each other. The untouchables and the Muslims are the farthest from them. The Kayasthas regard themselves socially nearer to the Brahmins than to the Kshatriyas.

(The Hindustan Times, 4 June 1958).

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Chapter 6: General Rights of Workers

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

India - June 1958.

Working of the Payment of Wages Act, 1936 on Railways during the Years 1954-1955 and 1955-1956.

The Payment of Wages Act, 1936, applied to 572,707 workers during 1954-55 and to 513,900 workers during 1955-56 in Indian Railways according to the annual report of the Chief Labour Commissioner (Central) on the working of the Act in Railways. The table below shows the number of employees, total wages and average annual earnings in different railways:-

Name of the Railway.	Total number of persons employed.		Total wages paid		Average annual earnings	
	1954-55	1955-56	1954-55	1955-56	1954-55	1955-56
			Rs.	Rs.	Rs.	Rs.
Central Railways-----	177,866	179,421	197,150,936	204,814,014	1,108.4	1,141.5
Northern Railway.-----	125,010	N.A.	146,133,395	N.A.	1,169.0	N.A.
North Eastern Railway.-	120,054	N.A.	116,047,092	N.A.	966.6	N.A.
Western Railway.-----	129,931	136,688	137,741,018	145,437,899	1,060.1	1,064.1
Eastern Railway.-----	N.A.	161,898	N.A.	169,050,554	N.A.	1,044.2
Non-Government Railways.	13,184	27,144	15,713,526	19,425,977	1,191.9	715.7

Note:- N.A. - Not Available.

During the years 1954-55 and 1955-56, 6,341 and 7,307 inspections respectively were carried out as against 7,163 in 1953-54. The number of irregularities detected during these inspections decreased from 14,981 in 1953-54 to 14,069 in 1954-55 and further to 13,181 in 1955-56. The number of irregularities detected was the highest in the Transportation Department. The actual number was the 6,318 in 1954-55 and 6,767 in 1955-56. Among the different Railways, the number of irregularities detected was the highest in the Central Railway (4,178) during 1953-54, in the North-Eastern Railway (3,691) in 1954-55 and again in the Central Railway (2,797) during 1955-56.

Most of the irregularities related to delayed payment or non-payment of wages. About 60 per cent of the irregularities in 1954-55 and 55 per cent in 1955-56 related to delayed payment or non-payment of wages as against 70 per cent in 1953-54. Next in order of importance were the irregularities relating to non-maintenance of improper maintenance of various registers which accounted for 18 per cent, 23 per cent and 17 per cent of the total irregularities during 1953-54, 1954-55 and 1955-56 respectively. Irregularities relating to wrongful or unauthorised deductions, fines or deductions for damage or loss were comparatively few in number during the years under report, being 11 per cent in 1954-55 and 6 per cent in 1955-56.

As against 59 per cent of the irregularities rectified in 1953-54, 39 per cent were rectified in 1954-55 and 47 per cent in 1955-56. The percentage of rectified irregularities according to the time taken in rectifying them for the years 1953-54, 1954-55 and 1955-56 are shown in the following table:-

Duration	Percentage of Irregularities Rectified		
	1953-54	1954-55	1955-56
Within 3 months -----	38	56	75
Three to 6 months-----	22	20	17
Six to 9 months -----	19	9	4
Nine months to one year ----	9	5	4
Over one year -----	12	10	Nil

It will be seen from the above table that, of the rectified irregularities, 56 per cent in 1954-55 and 75 per cent in 1955-56 were rectified within a period of 3 months as against 38 per cent in 1953-54. None of the rectified irregularities in 1955-56 took more than one year for rectification. This shows considerable improvement in the speedy rectification of the irregularities detected during 1955-56.

The number of irregularities as regards the imposition of fines detected in Railway establishments was 455 during 1955-56 as against 427 in 1954-55 and 320 in 1953-54. The total amount of fines imposed under Sub-section (2) of Section 7 of the Act, was 30,365 rupees during 1955-56 and 24,182 rupees during 1954-55 as against 44,258 rupees during 1953-54. The number of cases of irregular deductions, on account of damage or loss, detected was comparatively less and stood at 97 during 1955-56 and 315 in 1954-55 as against 183 in 1953-54.

No instances of infringement of the provisions of the Act relating to deductions for absence from duty and deductions on account of attachment orders issued by the Courts were reported during the years under review. Similarly, no infringements of the provisions relating to deductions for amenities and services were noticed on any of the Railway during 1954-55. A few cases of excessive deductions from wages on account of house-rent, water-charges, etc., were brought to the notice of the Railway administrations concerned during 1955-56. The position in regard to deductions on account of payment for supply of stores and loans to co-operative societies was also found to be satisfactory on all the Railways during both the years under review.

Claims.— Section 15 of the Act provides a remedy to an employed person in connection with his claims arising out of unauthorised or wrongful deductions from wages or salaries. This provision was made use of to a great extent in 1955-56 when as many as 3,463 applications (2,717 for non-payment or delayed payment of wages and 746 for wrongful deduction from wages) were filed by employees in the different Railways as against only 87 applications (35 for non-payment or delayed payment of wages and 52 for wrongful deductions from wages) filed in 1954-55 and 758 (397 for non-payment or delayed payment of wages and 361 for wrongful deductions from wages) in 1953-54. ~~The results of these applications are shown~~

(The working of the Act during 1953-54 was reviewed at pages 51-53 of the report of this Office for June 1956).

(Indian Labour Gazette, Vol. XV, No. 10, April 1958, pp. 1029-1033).

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Kerala: Payment of Wages Act, 1936, extended to certain classes of Persons.

In exercise of the powers conferred under the Payment of Wages Act, 1936, and in supersession of the notification issued in July 1950 and March 1955 the Government of Kerala has extended the provisions of the said Act to the payment of wages to all classes of persons employed in the following classes or groups of industrial establishments, namely:-

- (a) Motor Omnibus Service.
- (b) Inland vessels mechanically propelled.
- (c) Docks, Wharves or Jetties other than those within the limit of the Port of Cochin.
- (d) Plantations which are maintained for the purpose of growing tea, coffee, rubber, cinchona or cardamon and on which 25 or more persons are employed for that purpose.
- (e) Workshops or other establishments other than factories registered under the Factories Act, 1948 (Central Act LXIII of 1948) in which articles are produced, adapted or manufactured with a view to their use, transport or sale.

By another notification, the Government of Kerala has published its intention to extend the provisions of the said Act to the payment of wages to all classes of persons employed in the following classes or groups of industrial establishments namely:-

"Establishments in which any work relating to the construction, development or ~~maintaining~~ maintenance of buildings, roads, bridges or canals or relating to operations connected with navigation, irrigation or the supply of water or relating to the generation, transmission and distribution of electricity or any other form of power is being carried on".

The proposal will be taken into consideration by the Government after 17 September 1958.

(Notification No. 29552/L5/58-5, dated 5 June 1958,
Kerala Gazette No. 24, dated 17 June 1958,
Part I, page 9;
Notification No. 29552/L5/58-4, dated 5 June 1958,
Kerala Gazette No. 24, dated 17 June 1958,
Part I, page 10).

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Kerala Payment of Wages (Unclaimed Amounts) Rules, 1958.

The Government of Kerala published on 17 June 1958, the Kerala Payment of Wages (Unclaimed Amounts) Rules, 1958, made in exercise of the powers conferred under the Payment of Wages Act, 1936. The rules provide that amounts directed to be paid under Section 15 of the Act and remaining unclaimed for three years should be credited to the State Government for the benefit of any person who may duly establish his claim thereto. The rules also prescribe the procedure for the refund of such amounts. The rules repeal the Travancore-Cochin Payment of Wages (Unclaimed Amounts) Rules, 1952, and the Madras Payment of Wages (Unclaimed Amounts) Rules, 1949, ~~the~~ in their application to the territories transferred from the State of Madras to the State of Kerala.

(Notification No. 29552/L5/58-2
dated 5 June 1958; Kerala Gazette,
No. 24, dated 17 June 1958,
Part I, Section IV, pp. 1-2).

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Kerala Payment of Wages (Procedure) Rules, 1958.

The Government of Kerala published on 17 June 1958, the Kerala Payment of Wages (Procedure) Rules, 1958, made in exercise of the powers conferred under the Payment of Wages Act, 1936. The rules prescribe the procedure for making claims out of deductions from wages or delay in payment of wages. The rules repeal the Travancore-Cochin Payment of Wages (Procedure) Rules, 1952, and the Madras Payment of Wages (Procedure) Rules, 1957, in their application to the territories transferred from the State of Madras to the State of Kerala.

(Notification No.29552/L5/58-3,
dated 5 June 1958; Kerala
Gazette, No.24, dated 17 June
1958, Part I, Section IV, pp. 1-8).

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Kerala Payment of Wages (General) Rules, 1958.

The Government of Kerala published on 17 June 1958, the Kerala Payment of Wages (General) Rules, 1958, made in exercise of the powers conferred under the Payment of Wages Act, 1936. The rules prescribe inter alia the maintenance of a register of fines, a register of deductions for damage or loss and a register of wages in every factory or industrial establishment, the regular inspection of weights, measures or weighing machines used by employers, the manner of giving notice of the days on which wages will be paid, the conditions under which deductions from wages can be made, the extent to which advances from wages may be made, and regulates the scale of costs which may be allowed in proceedings under the Act.

(Notification No. 29562/L5/58-1, dated 5 June 1958; Kerala Gazette, No. 24, dated 17 June 1958, Part I, Section IV, pp. 1-18).

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67. Conciliation and Arbitration.

India - June 1958.

Draft Andhra Pradesh Industrial Disputes Rules, 1958.

The Government of Andhra Pradesh published on 29 May 1958 the draft Andhra Pradesh Industrial Disputes Rules, 1958, proposed to be made in exercise of the powers conferred under the Industrial Disputes Act, 1947. The rules prescribe inter alia the procedure for reference of industrial disputes to boards of conciliation, court of enquiry, labour court or industrial tribunal, powers, procedure and duties of conciliation officers, boards, courts, labour courts, tribunals and arbitrators, procedure for notice of change in conditions of service, constitution of works committees, procedure for complaints regarding change of conditions of service, etc. The rules will be taken into consideration by the Government after 15 July 1958.

(Rules Supplement to Part I of the
Andhra Pradesh Gazette, 29 May 1958,
pp. 202-230).

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Dock Workers Strike: Government Blamed for failure
to Fulfil Promises.

On 16 May 1958, the All-India Port and Dock Workers' Federation, from its headquarters in Calcutta, sent a notice to the Secretary of the Transport Ministry, stating that port and dock workers of Bombay, Calcutta, Madras, Cochin and Vishakhapatnam will go on strike from 16 June if their demands are not met in the meantime.

According to the Federation, there are over 100,000 workers in the five major ports. About 45,000 men are employed in the Calcutta port and docks. The Federation has authorised the affiliated unions to supplement the charter of demands with local or sectional demands.

Shri Makhan Chatterjee the Federation's General Secretary, in the letter containing the notice stated that it was regrettable that they had been compelled to take the strike decision "in view of the inordinate delay in implementing the various assurances given to the Federation from time to time by the Government and the port authorities.

"The Federation has made an earnest and sustained effort for the past four years to settle the disputes without recourse to the sanction of withdrawal of labour. The step we have taken to serve the strike notice on the concerned port and dock employers is the ultimate stage in the process of collective bargaining."

Important among the demands are: rationalisation of basic pay scales of all categories of Class IV and Class III workers (from the lowest paid employees drawing 30 rupees to 35 rupees a month to those earning up to 500 rupees); adjustment of wages in the revised scales on the basis of one increment for every three years of service avoiding anomalies if they should arise; wage revision with retrospective effect from 1 July 1956, the date the Federation's final charter of demands was submitted to the Government and the employers; liberalisation of provident fund and gratuity rules; reduction in the hours of night duty; relaxation of leave rules; uniformity of overtime allowance rules; and decasualization of all port and dock workers, particularly in Cochin.

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Government blamed.- On 14 May 1958, Shri Anthony Pillai, M.P., Vice-President of the All-India Port and Dock Workers' Federation, justified their strike decision on the ground that they had explored all possible avenues of settling the dispute for four years without any success.

Giving details at a Press conference ~~here~~ of the talks held since 1954, when the Federation was formed, he charged the Government with breaking all the promises made to the port and dock workers during this prolonged period of negotiations.

Referring to the strike notice served by the Federation in July 1956, Shri Pillai said that the proposed strike was postponed and later, abandoned on the Government's firm assurance that it would bring about uniformity in wages and working conditions in all ports at a tripartite conference in November 1956. The appointment of Shri P.C. Chaudhuri as an Officer on Special Duty to inquire into the entire question of rationalising wages and working conditions at ports was the result of this assurance.

The Government also promised that all other points in dispute not covered by the Chaudhuri Inquiry would be referred to tribunals for adjudication before the end of the year.

In return, he said, the Federation representatives at the conference promised to co-operate in improving the efficiency in cargo handling through extension of the piece-rate scheme at all the major ports.

While the Federation, Shri Pillai claimed, had kept its promise as was obvious from the improvement in cargo handling in the ports of Bombay, Madras and Calcutta, the Government had not fulfilled any of its promises. Not even a single local dispute was referred to a tribunal, he said.

The Federation was, therefore, forced to call a strike in Bombay in July 1957. Once again the Government reiterated its assurance of expeditious consideration of the interim report of Shri Chaudhuri, which had been received by then, and the strike was called off.

Except for reference of some of the minor disputes at the Bombay port to a tribunal, Shri Pillai alleged, the Government had again failed to fulfil its assurances.

Now that it had about 10 months to consider even the final report of Shri Chaudhuri, he did not think the Government's request for two more months was justified. The patience of the dock workers had been exhausted and the Federation was left with no alternative but to call for a general strike, he declared.

Workers Strike.- In response to the Federation's call, thousands of workers in the major ports of Bombay, Calcutta, Madras, Cochin and Vishakhapatnam struck work on 15 July 1958. Troops and naval personnel were standing by in the docks to move in and take over the operations as the strike began.

Strike called off: accord on points of principle.- On 25 June 1958, the Executive Committee of the All-India Port and Dock Workers' Federation announced that it had been decided to call off the ten-day old country-wide strike of 150,000 dock workers with immediate effect. The announcement was made at New Delhi by the President of the Federation, Shri G.H. Kale, after a conference between the Prime Minister, the Transport and Communications Minister and the Minister of Shipping on one side and seven members of the Federation Executive on the other.

Government assurance to labour.- Consequent on the decision to withdraw the strike the Government agreed to certain representations made by the Federation during the meeting.

A Press note issued outlined the trend of the discussions and the assurances given to the representatives of the Federation.

The Federation in return assured the Government that the dockers would do their best to increase the output and that it was agreeable to the introduction of the piece-rate system in Calcutta and other ports where it was not already in operation.

Among the assurances given by the Government were that there would be no victimization for participation in the strike except in cases of violence; negotiations would be started at the port level to settle outstanding local and sectional issues; salary scales would be rationalised and uniformity achieved in keeping with the assurance given by Shri Lal Bahadur Shastri, former Transport and Communications Minister; the demands for giving retrospective effect to various decisions would be considered; and an equitable formula would be devised for fixation of pay in revised scales.

(The Statesman, 15 and 17 May 1958 and
16 June 1958;
The Hindustan Times, 26 June 1958).

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69. Co-operation and Participation of Industrial
Organisations in the Social and Economic
Organisation.

India - June 1958.

Kerala: State-owned Concerns to have Management
Councils.

The Kerala Government has ordered the immediate constitution of managing councils in all State-owned industrial concerns in the State.

An official Press release says each managing council will consist of the manager, one technician (to be nominated by the manager) and two representatives of the employees elected by them by secret ballot. There will be no election if the recognised trade unions jointly nominate the employees' representatives. If the number of workers in the concern is above 500, the number of workers' representatives will be four. There will also be one representative each of the ministerial staff and the subordinate supervisory staff (other than ministerial) to be elected by secret ballot.

According to the Press release the managing council will not take the place of trade unions, nor will it usurp the position of a forum for collective bargaining for the employees otherwise provided for through works committees, or other negotiating bodies or by statutes. It will not also usurp the functions of the manager or the Board of Management.

Its functions will generally include provision of means of communication between the management and the employees, collaboration ~~of welfare measure~~ in the improvement of working and living conditions, administration of welfare measures, supervision of safety measures, operation of vocational training and apprenticeship schemes and payments of rewards for valuable suggestions. Collaboration in improving productivity, encouragement of suggestions for the running, improvement and effective working of the concerns and organisation and general running of the undertaking, are among other functions of the council.

(The Statesman, 21 May 1958)

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES
OF WORKERS.

INDIA - JUNE 1958.

71. Employees and Salaried Intellectual Workers.

Measures to mitigate Unemployment among Educated:
60,000 Teachers to be recruited by 1960-1961.

The Government of India has approved a scheme to relieve educated unemployment and expansion of primary education to be launched during 1958-59.

For details, please see Chapter 3, Section 33, pp. 4-15 of this report.

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

India - June 1958.

No Change in the Age of Retirement of Central Government
Officials: Decision Announced.

The Government of India has decided that no change need be made for the present with regard to the age of superannuation which is 55 years for the great majority of Government servants.

(For details, please see Chapter 93 Section 93, pp. 75 of this Report).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JUNE 1958.

81. Employment Situation.

Employment Exchanges: Working during April 1958.

General Employment situation.- According to the Review of Work done by the Directorate-General of Resettlement and Employment for the month of April 1958, employment activity in the country, as indicated by the registrations and placements effected by the employment exchanges showed an overall upward trend during April 1958 as compared to that of the previous month when a slight decline was noticed in the employment situation. Fresh registration increased by 10,000 and stood at 158,712, placements increased by 2,254 and numbered 19,736. A total of 6,394 employers utilised the services of the employment exchanges during April 1958, as against 6,012 of the last month. The number of vacancies notified to the employment exchanges during the month under report was 36,318 recording an increase of 6,329 as compared with the previous month. The Live Register stood at 936,263 at the end of the April 1958, a rise of 4,514 over the previous month.

Widespread shortage continued to persist in respect of draughtsmen, overseers, experienced stenographers, fast typists, compounders, midwives and nurses. Shortage in respect of experienced civil, mechanical and electrical engineers electricians, skilled fitters and turners was also fairly widespread. A number of exchanges experienced shortage in respect of qualified doctors surveyors, accountants, librarians, physical training instructors, store-keepers, road-roller drivers, welders, boiler attendants and machinists.

Widespread surplus persisted in respect of clerks, untrained teachers, freshers from schools and colleges, motor drivers, carpenters, unskilled office workers and unskilled labourers. A good number of exchanges reported an excess of supply in respect of wiremen, semi-skilled fitters, motor mechanics, cleaners, chowkidars and sweepers.

Registrations and placings.- The following table compares registrations and placings during the months of March and April 1958:-

	<u>March 1958</u>	<u>April 1958</u>
Registrations -----	147,713	158,712
Placings -----	17,482	19,736

Registers of unemployed.- The number of persons seeking employment assistance through the exchanges on the last day of April 1958, was 936,263 which was 4,514 more than the figure at the close of the previous month. The increase in the Live Register was pronounced in the State of Uttar Pradesh (5,796), West Bengal (5,275), Andhra (2,495), Madras (2,206), Punjab (817) and Madhya Pradesh (808). On the other hand, a notable decrease was noticed in the States of Bombay (5,771), Bihar (3,983), Kerala (2,851) and Delhi (894). In all 12,845 employed and self employed persons of whom 560 were women remained on the Live Register of employment exchanges at the end of the month under report.

The following table shows the occupation-wise position of the live register:-

<u>Occupation</u>	<u>Number on live register on 30 April 1958.</u>
1. Industrial supervisory -----	5,055
2. Skilled and semi-skilled -----	70,002
3. Clerical -----	259,325
4. Educational -----	43,782
5. Domestic service -----	37,411
6. Unskilled -----	475,885
7. Others -----	44,803
TOTAL.	936,263

Employment position of special categories of applicants.- The following table shows the employment position of special categories of applicants during the month under report:-

<u>Category.</u>	<u>Registrations.</u>	<u>Placings.</u>	<u>Number on Live Register.</u>
1. Displaced persons -----	4,207	523	41,196
2. Ex-service Personnel -----	4,764	1,009	24,231
3. Scheduled Castes -----	19,481	3,421	98,176
4. Scheduled Tribes -----	2,506	432	14,956
* 5. Anglo-Indians -----	225	37	434
* 6. Educated Applicants -----	120,479	21,678	294,476
7. Women -----	10,059	1,342	60,978

* Figures relate to the quarter January-March 1958.

Collection of Employment Market Information.- Steps have been taken to collect Employment Information from the public sector at all exchanges while studies in the private sector are in progress at Kanpur, Coimbatore, Bangalore and Cuttack since March 1958 and at Ernakulam since April 1958. An officer of the Manpower Division visited Coimbatore (Madras and Ernakulam (Kerala)) and assisted the State Government officers concerned in the study of these Employment Market areas.

The Director General of Resettlement and Employment and the Director of Employment Exchanges participated at the State Manpower Officers' conference organised by the Manpower Directorate of the Ministry of Home Affairs held at New Delhi on 8 and 9 April 1958. A note on the collection of Employment Market Information programme was placed before the conference for discussion.

A Technical Working Group was set up consisting of a representative each from the Central Statistical Organisation the National Sample Survey and the Directorate General of Resettlement and Employment, to advise on the operational details of the E.M.I. programme. This Committee held its first meeting on 28 April 1958, when the progress of the E.M.I. scheme in different States was reviewed and the report of the Delhi Employment Market for the quarter ended 31 December 1957, was discussed.

Employment exchanges have been maintaining an employers register on form X-11A, B, C and D. Under the Employment Market Information programme exchanges are building up a comprehensive employers register on cards E.M.I. In view of this it was agreed that as and when the new employers register under the E.M.I. programme was built up, the previous register on X.11 might be discontinued.

Vocational Guidance and Employment Counselling.-

Concurrence of the Central Government to the establishment of Youth Employment and Employment Counselling schemes has been communicated to the Government of Madhya Pradesh bringing the number of exchanges where this scheme has been sanctioned to 9.

The work in connection with the Employment Pattern Survey conducted jointly with Delhi University and the Planning Commission entered its second phase. The pilot enquiry being over, the survey proper was taken in hand. About 300 alumni of Delhi University were interviewed.

The first meeting of the Working Group on Vocational Guidance was held on 12 April 1958. The meeting was attended by representatives of the Ministry of Education and the Ministry of Labour and Employment (Directorate General of Resettlement and Employment).

Occupational Information Unit.- The State Occupational Information Units, Madras and Madhya Pradesh completed the work of brief definitions assigned to them.

In connection with the occupational pattern study that has been undertaken by the Planning Commission, an officer of the Occupational Information Unit was deputed to assist the Planning Commission in the classification of the occupations and assignment of Code numbers to them.

Central coordination.- Efforts to secure alternative employment for retrenched workers of Damodar Valley Corporation and Hirakud Dams continued during the month. Out of 3,525 persons so far served with retrenchment notices, 3,229 have been found alternative employment.

The ninth meeting of the Central Coordinating Committee was held under the Chairmanship of the Directorate General of Resettlement and Employment. Principal employing Ministries have given assurance of cooperation in the absorption of surplus persons.

Four new Employment Exchanges were opened during the month of April thus bringing the total number of Exchanges functioning in the country at the end of April 1958 to 198.

(Review of Work done by the Directorate General of Resettlement and Employment during the month of April 1958; issued by the Ministry of Labour and Employment, Government of India, New Delhi)

Bombay: Working of the Textile Employment
(Decasualisation) Scheme.

According to the annual report* on the activities of the Government of Bombay pertaining to labour matters during the year 1956, the Textile Employment (Decasualisation) Scheme for cotton textile workers which was introduced in Ahmedabad in 1949 and in Bombay and Sholapur in 1950 was continued during the period under review on a voluntary basis with the co-operation of the Mill Owners' Association, Bombay and the Mill Owners' Association, Ahmedabad. The number of workers registered under the scheme during the period under review demanded by the mills, as also the number of times submissions of the registered workers made to the mills together with the number of intimations of the placements of workers out of these submissions along with the comparative figures for the earlier years at Bombay, Ahmedabad and Sholapur are shown in the following table:-

Year.	Registration.	Demand.	Submission.	Placement.
<u>Greater Bombay</u>				
1950 -----	20,355	29,659	23,648	7,434
1951 -----	46,409	55,408	70,871	40,237
1952 -----	43,140	67,548	87,234	49,928
1953 -----	31,916	44,230	62,888	34,663
1954 -----	19,132	36,700	51,869	27,430
1955 -----	15,907	45,543	56,107	28,191
1956 -----	17,434	40,444	48,700	24,941
<u>AHMEDABAD</u>				
1950 -----	13,123	10,768	10,392	3,112
1951 -----	7,092	10,156	11,944	4,713
1952 -----	12,862	25,061	25,275	9,374
1953 -----	7,516	16,675	19,994	7,968
1954 -----	4,408	14,077	13,310	5,372
1955 -----	3,142	15,626	11,644	4,991
1956 -----	2,784	12,207	8,840	3,634

(Table to be continued on the next page)

* Government of Bombay, Annual Report on the Activities of Government pertaining to labour matters during 1956; Government Book Depot, Charni Road Gardens, Bombay-4, 1958, Price Rs.0-50, pp.107.

(Table continued from the previous page)

Year.	Registration.	Demand.	Submission.	Placement.
<u>SHOLAPUR.</u>				
1950 ----	12,548	1,773	2,356	1,628
1951 ----	2,830	2,775	3,463	2,633
1952 ----	2,896	3,243	4,354	2,950
1953 ----	2,569	2,102	2,877	1,949
1954 ----	1,269	1,230	1,561	1,165
1955 ----	2,185	3,406	4,420	2,875
1956 ----	2,137	2,841	3,305	2,425

As compared to the earlier years the figures of registration have fallen at Ahmedabad and Sholapur mainly due to the restricted conditions of registration now in force and decrease in the number of unemployed workers at these places. Workers who have put in some service in the cotton textile industry in the Bombay State only are eligible for registration on production of the service certificate. At Bombay, however, the figure of registration during the period under review has gone up mainly on account of the relaxation of the conditions of registration in occupations in short supply with the Scheme. The workers coming from any part of India holding service certificate of having previously worked in a cotton textile mill in these categories are now being registered under the Scheme. The figures of demands received from the mills workers submitted to the mills, as against these demands and the number of placements intimated by the mills during this period have shown a downward trend. It may be mentioned here that the number of submissions appears higher than the number of registration. This is on account of the fact that the same set of workers when rejected by one mill is submitted to another mill. The fluctuations in the live register, i.e., the number of workers available for employment during the course of the year subsequent to demands and placements are shown in the following table:-

(Please see table on the next page)

The fluctuations in the number of workers on the live registers during the year 1956.

Months 1956.	Bombay.	Ahmedabad.	Sholapur.
31 January -----	2,755	1,058	2,261
28 February -----	1,897	569	2,198
31 March -----	940	463	1,981
30 April -----	1,026	193	1,425
31 May -----	787	289	1,238
30 June -----	1,706	409	1,179
31 July -----	2,765	677	1,137
31 August -----	3,536	772	1,175
30 September -----	3,570	797	1,263
31 October -----	3,157	812	1,159
30 November -----	2,902	581	1,258
31 December -----	3,662	616	1,377

Several instances of misuse of service certificates and introduction cards have come to notice during this year. The provision for suspending registration of a worker who commives at his service certificate being misused by other workers for a period of 3 months in Bombay and 2 months at Ahmedabad is in force and is being strictly enforced in all cases. Several cases of such impersonations and mal-practices were also reported to the police for further action. In some cases the workers have been given deterrent punishment by the Courts.

The tendency of direct recruitment of workers in Bombay, has increased during the year under review. The number of workers directly recruited during the year was 6,854, against 5,148 of the last year, according to the reports received from the mills. This is about 24.5 percent of the total placement received from the mills as against about 18 per cent of the previous year. A considerable number of cases of direct recruitment has also come to the notice, not as a result of reports from the mills concerned, but through workers who call in the Sectional Offices for registration etc.

Besides, a number of mills has not sent reports showing the direct recruitment. Exact figures of direct recruitments are not available at Ahmedabad as the mills at Ahmedabad do not send any regular monthly reports of direct recruitments. It is, however, observed from the reports of the District Labour Officer and Local Manager, Decasualisation Scheme, Ahmedabad that large scale direct recruitment is resorted to by the mills at Ahmedabad, in view of the complaints and other avenues of detecting this direct recruitment. No case of direct recruitment was, however, reported from Sholapur, which is comparatively a small centre. Considering all these aspects, it seems the percentage of direct recruitment as compared to the recruitment through the Scheme must be very large. In the absence of any statutory obligation and punitive action in the event of failure, it is unlikely that the Scheme would achieve that success which was contemplated at the time of its inception.

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Draft Cochin Dock Workers (Regulation of Employment)
Scheme, 1958.

The Central Government published on 7 June 1958 the draft Cochin Dock Workers (Regulation of Employment) Scheme, 1958, proposed to be made in exercise of the powers conferred under the Dock Workers (Regulation of Employment) Act, 1948. The Scheme which relates to the Port of Cochin applies to stevedoring work including handling of passenger baggage and mail stowed in the holds but excluding coal work, and to the following categories of stevedore workers viz., foreman (serang), tindal, winchman and stevedore mazdoor. The scheme deals inter alia with responsibilities and duties of the Board, the chairman and the executive officer, functions of the Administrative Boards Body, maintenance of employers' register and workers' register and the principles to be applied in respect of registration of new categories of dock workers, promotion and transfer of workers, medical examination of workers, maintenance of service records for workers and record sheets for registered employers, guaranteed minimum wages, obligations of registered dock workers and registered employers, wages, allowances, and other conditions of service of winchman, tindal and stevedore mazdoor, disciplinary procedure, provident fund and gratuity. The scheme will be taken into consideration by the Government after 5 August 1958.

(The Gazette of India, Part II, Section 3,
Sub-section ii, 7 June 1958, pp.879-899).

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Draft Vizagapatam Dock Workers (Regulation of Employment)
Scheme, 1958.

The Central Government published on 7 June 1958 the draft Vizagapatam Dock Workers (Regulation of Employment) Scheme, 1958, proposed to be made in exercise of the powers conferred under the Dock Workers (Regulation of Employment) Act, 1948. The scheme which relates to the Port of Vizagapatam applies to stevedoring work excluding coal work and to the following categories of stevedore workers, namely, dock foreman, tindal, winchmen, tipper, signal man, stevedore mazdoor (including trimmers) and tally clerk. The provisions of the scheme are on the lines of draft Cochin Dock Workers (Regulation of Employment) Scheme, 1958, mentioned above.

(The Gazette of India, Part II,
Section 3, sub-section ii,
7 June 1958, pp. 899-921).

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83. Vocational Training.

India - June 1958.

Labour Ministry's Training Scheme: Training during
April 1958.

According to the Review of Work done by the Directorate General of Resettlement and Employment during the month of April 1958, the total number of additional seats under the craftsmen training scheme sanctioned up to 30 April 1958, under the Second Five Year Plan went upto 16,534. Sanctions were also issued for the purchase of deficient equipment in Bombay, Punjab, Uttar Pradesh and West Bengal for 906,700 rupees, 726,500 rupees, 120,930 rupees and 774,000 rupees respectively.

Training of craftsmen.- THE number of trainees on the roll of various training institutes and centres on 31 March 1958 was 15,121. There were 13,522 trainees (including 19 women) in technical trades and 1,599 (including 657 women) in vocational trades.

Training of Displaced persons.- The total number of displaced persons undergoing training in technical and vocational trades at the end of March 1958, was 1,792 of whom 1,520 were undergoing training in technical trades and 272 in vocational trades.

Apprenticeship training for displaced persons.- A total of 630 displaced persons were undergoing training as apprenticeship in industrial undertakings and establishments in Uttar Pradesh and West Bengal against 1,220 seats sanctioned for the purpose.

Training of Supervisors and Instructors.- There were 211 supervisors and instructors who were receiving training at the Central training institute for instructors, Koni-Bilaspur, and Central Training Institute, Aundh at the end of the month.

Training of Women Crafts Instructors.- Under the scheme for the training of women craft instructors at the Industrial Training institute for Women, New Delhi, 28 women instructors trainees were receiving training at the end of month under review.

The following table gives the total number of training institutes and centres and the number of persons (including displaced persons) undergoing training:-

<u>Number of Training Institutes and Centres.</u>	<u>Number of seats Sanctioned.</u>	<u>Number of persons undergoing training.</u>
390	20,843	16,881

Stores and Equipment.- T.C.M. Equipment worth approximately 53,000 rupees was reported to have been received by the various Training Centres and Institutes, during the month of April 1958, bringing the total value of equipment under the Aid Programme to approximately ~~25,399~~ 2,553,000 rupees. Equipment worth 7,600 rupees was also received at the Training Centres and Institutes under the I.L.O. (Russian Aid) Programme.

(Review of Work done by the Directorate General of Resettlement and Employment during the month of April 1958; issued by the Ministry of Labour and Employment, Government of India, New Delhi.)

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CHAPTER 9. SOCIAL SECURITY.

INDIA - JUNE 1958.

92. Legislation.

Kerala Workmen's Compensation Rules, 1958.

The draft Kerala Workmen's Compensation Rules (vide page 145 of the report of this Office for October-November 1957) have been approved and gazetted on 25 March 1958. The rules prescribe inter alia the procedure for review of half-monthly payments and commutation thereof, deposit of compensation under section 8 of the Act, reports of accidents, medical examination, procedure for applications under the Act, form of memoranda of agreement, scale of costs and fees payable in respect of proceedings before the Commissioner.

(Notification No. D Dis 19880/57/L & LAD, dated 13 March 1958, Kerala Gazette, No. 12, dated 25 March 1958, Part I, Section IV, pp. 1-30).

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93. Application.

India - June 1958.

No change in the Age of Retirement of Central Government
Officials: Decision Announced.

The Government of India has decided that no change need be made for the present with regard to the age of superannuation which is 55 years for the great majority of Government servants.

The question whether the age of superannuation should be beyond the present level and also the principles on which superannuated officers should be allowed to continue in employment were recently considered by the Government.

As regards continuance in service, the Government, according to a Press Note issued by the Ministry of Home Affairs, has decided that the services of scientific and technical personnel should be freely availed of as at present, even beyond the age of superannuation.

With regard to others, officers would be continued in service only where it is clearly in the public interest to do so. The question of continuance will arise either where it is evident that serving officers are not available or fit enough to take the place of the retiring officer himself or where the retiring officer himself is of such outstanding merit that the Government considers it desirable to retain him further in employment.

As between extension of service and re-employment, the Government has decided that, where the continuance of an officer is necessary in a post normally manned by officers of the service to which he belongs he should be given an extension of service. Where, however, such an officer has to be continued in service in an outside post, he would be re-employed.

The Government has also decided, the Press Note adds, to modify the terms of re-employment to avoid possible hardship. It has accordingly been decided that pay, on re-employment, will not necessarily be fixed, as at present, at the minimum of the post, but can be fixed at a higher stage in that scale, proportionate to the length of service in a corresponding or higher post before retirement.

A re-employed officer has also been allowed to draw increments in a post to which he is reemployed provided that the ceiling of 3,000 rupees is not exceeded by his pay plus pension. The Government has also decided that re-employed officers may be allowed to contribute to the contributory provident fund, provided the term of re-employment is more than a year. He is also allowed to enjoy leave preparatory to retirement, which may have been refused while in service, after re-employment.

(The Statesman, 8 June 1958).

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Increase in Pension for Retired Central Government
Officials announced.

The Union Finance Ministry has announced some increase in the pensions payable to certain categories of retired Central Government employees drawing small pensions.

According to the decision, the temporary increase admissible to such pensioners will be raised to 10 rupees per month in the case of those drawing pensions up to 50 rupees per month and to 12.50 rupees per month on pensions above 50 rupees per month, but not above 100 rupees per month. As regards pensions above 100 rupees per month, the temporary increase will be such as will bring the total pensions to 112.50 rupees per month.

According to a Finance Ministry Press Note, these enhanced rates of temporary increases, which apply to those who had retired before 15 July 1952, will take effect from 1 April 1958.

As a result of the orders issued in 1953, pursuant to the recommendations of the Gadgil Committee's report, Central Government servants in certain pay ranges who retired on or after 15 July 1952, became eligible for a sizable increase in their pensions due to the treatment of half of their dearness allowance as dearness pay for certain purposes, including pension. This concession did not, however, extend to persons who had retired on pension before 15 July 1952.

Such pensioners continued to receive a temporary increase of 4 rupees per month on pensions not exceeding 20 rupees per month, 5 rupees per month on pensions exceeding 20 rupees per month but not exceeding 60 rupees per month and 6 rupees per month on pensions exceeding 60 rupees per month but not exceeding 106 rupees per month.

The question of affording some measure of relief to these categories of pensioners had been receiving the attention of the Government for some time past.

(The Hindustan Times, 10 June 1958).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JUNE 1958.

111. General.

Safety in Collieries: Debate in Lok Sabha.

Shri Gulzarilal Nanda on 8 May 1958, warned colliery owners who did not observe the safety precautions enjoined upon them, that the Government might have to enhance penalties for such non-observance.

Shri Nanda who was replying to a discussion in the Lok Sabha raised by a member on the need for proper inspection of coalmines to prevent explosions and flooding said that unfortunately there was a section of employers in the country who did not carry out the safety measures recommended. This had been clearly borne out in one of the latest inquiry reports on a colliery accident, Shri Nanda stated. The new set of regulations for safety in mines, which came into force last year, Shri Nanda contended would, if properly worked, minimize the possibility of accidents.

Shri Nanda stated that he was shortly convening a conference of all the interests concerned to pool their information and experience to improve safety measures. Foreign experts will also be invited to this conference. If after this conference members still pressed their demand for a national commission he would be prepared to appoint one.

Earlier, initiating the debate Dr. Ram Subhag Singh (C-Bihar) said that the coal output was gradually going up but much progress had not been made in the provision of safety measures in mines.

Shri Nath Pai (PSP-Bombay) said that every step should be taken to reduce the danger in mines. According to statistics there was at least one death on every working day in mines. He held that the main reason for these accidents was the failure to observe regulations.

Shri C. Panigrahi (Com-Orissa) said that most of the accidents which had occurred recently could have been prevented if mineowners had taken normal precautions.

Shri B. Das Gupta (Ind-West Bengal) said that 90 per cent of the mines did not comply with the rules and regulations made by the Government for the safety of workers. There was negligence on the part of the inspecting staff.

Safety in Mines: Trade Unions' Memorandum
to Government.

The Indian National Trade Union Congress, the Indian National Mine Workers' Federation and the Indian National Mining Staff Federation have submitted a joint memorandum on Safety in Mines to the Government of India, suggesting inter alia, proposals in respect of legislation and enforcement, responsibilities of management, conditions of work and training. A review of the memorandum is given below.

Legislation and enforcement.- Provisions should be inserted in the Mines Act towards making it obligatory upon the mines inspectorate to inspect every mine at least once a quarter and once per month in the case of deep and gassy mines. The present provisions have given the inspectorate the power to inspect but have cast no corresponding duty on them to inspect the mines at certain intervals. The inspectors should also be asked to make minimum number of underground inspections per month as in Belgium and other countries.

The Mines Inspectorate should be manned by adequate and competent personnel as in the U.K. and U.S.A.

The Mines Act should provide for inspection ~~betw for~~ by workmen, as in the U.K., U.S.A., Netherlands and other countries. These inspectors should be nominated by the recognised and registered trade unions in the mine; in mines where no such unions exist, they should be elected by the workmen. These inspectors should inspect the mines periodically and submit their reports to the management with a copy to the Chief Inspector of Mines.

There should be statutory provision for safety committees, consisting of equal number of representatives of management and workmen, at local, regional and central levels. It will be the duty and responsibility of these committees to see that statutory provisions are observed in the mines. Reports by the Mines Inspectorate and the workmen's inspectors will be given to these committees to see that irregularities are set right and the Inspectorate informed of action taken. At present there is no machinery to see that the violations reported by the Mines Inspectorate are rectified and irregularities set right. Additional alternative machinery for this purpose should also be evolved, as in Belgium.

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The other suggestions relate to statutory provisions for safety gear, special inspectors for roof-supports, provision for safety engineers, and heavier and deterrent penalties for violation of statutory provisions regarding safety.

Management practice.- It is an admitted fact that the primary responsibility of safety in mines rests with the management. The Mines Department and workers at best can point out the irregularities and violations; but it is the management which has to set things right. It is therefore very necessary to see that a higher social consciousness is developed and an employer who does not take adequate measures for the safety of the workmen employed by him should be socially censured.

Appointment of a safety engineer or a director with his own separate inspecting staff is very necessary. The safety personnel should be separate from the raising personnel. The system of appointment of non-technical persons as agents should be immediately stopped. The managerial staff including overmen and mining sirdars should have security of service and for this purpose we would suggest that in case of discharge these persons should have the right of appeal to the Chief Inspector of Mines or a tribunal, whose decision should be final and binding.

No person should be given charge of a first class colliery unless he has worked for a period of at least two years as an under-manager and in case of gassy mines six months out of this two year period should have been spent in a gassy mine.

Only larger units can take adequate safety measures and amalgamation of small mines is an urgent necessity for securing greater safety.

Conditions of Work.- All workmen should be medically examined before they are allowed to work in a mine. Nobody under the age of 18, even medically fit, should be allowed to work underground. For all jobs, certain minimum academic qualifications should be fixed. Recruitment should be direct or through employment exchanges. Employment through contractors or the coalfield recruiting organisation should be abolished. A stabilised and permanent labour force is an asset to the industry from all points of view, including safety.

For work in a mine, especially underground, the hours of work should be reduced to seven hours a day and 35 hours a week. There should be provision for more holidays with pay especially for underground workers. Overtime should be reduced to the minimum and the system of paying overtime on vouchers should be a punishable offence. There should be a periodical medical examination including X-Ray and in cases of occupational diseases arrangements should be made for the rehabilitation of miners. Rest homes and sanatoria should also be provided to the miners for overcoming fatigue and recouping their health.

There should be good and adequate ventilation. The hours of work should be reduced without loss in wages in hot, humid and other difficult conditions. The use of 'naked' lights should be completely banned forthwith. Substitutes for explosives like caradox, serodox and hydrox should be encouraged.

Last but not the least, proper and adequate arrangements for housing and sanitation should be made. Unless a worker is given minimum creature comforts after toiling for eight to ten hours a day in a mine, he cannot overcome his fatigue. Housing should be given top priority.

Training of supervisory staff and workmen.- The workmen should not be allowed to go underground unless they are given a preliminary training of at least three months in their work as also in safety and other allied matters. This period should be utilised for also teaching them three R's. There must be a competency certificate examination for each category of workmen. As the mines are becoming deeper and more mechanised the above reforms are absolutely necessary.

For those who are already employed there should be an accident prevention course and workers should be induced, if not compelled, to attend these courses.

The qualifications as also the employments of the supervisory staff be raised. All new personnel for these posts should possess minimum academic qualifications.

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Safety propaganda.- Safety consciousness among workers can be inculcated by: (i) safety classes with practical demonstrations; (ii) films and slides on safety; (iii) safety posters; (iv) encouraging safety competitions and awarding prizes to mines having the best record in safety; and (v) inducing workers to use boots, helmets, etc., in the interest of safety. Ceaseless propaganda should be carried on for safety in mines.

Special hazards in deep gassy and dusty mines, in winding, inundation and fires and in strata control.- Standard of ventilation and atmospheric condition in such mines should be made more specific as in the Federal Coal-mines Safety Act (U.S.A.). It is not sufficient to have fans to give adequate ventilation; what is more important is the fact that proper arrangements are made to see that there is adequate ventilation at the working place. There should be a special and separate staff, adequate in number, for testing gas, ventilation and roof support. The use of gas detectors in such mines should be made statutorily obligatory. There should be adequate lighting. Wet drilling and use of dust-traps should be compulsory. Instead of stone-dust, lime-stone or shale dust should be used for spraying as this when used for heated would release CO₂ which would help in extinguishing fires. Substitutes for explosives like caradox, hydrox, serodox should be used. Use of filter masks should be encouraged.

There should be an adequate number of trained and experienced officials. The manager should be a person of experience in such mines. There should be frequent inspections of such mines, at least once a month by a senior inspector of the Mines Department.

Provisions in the regulations regarding winding should be strictly enforced. The hours of work for winding engine men should be reduced to six hours without any loss in wages.

To prevent inundation the abandoned mines should be immediately surveyed.

For strata control steel props and bars should be used, at least for permanent support. There should be special supervisory staff and inspectorate for roof-support.

Compensation and relief.- The rate of compensation as provided at present in the Workmen's Compensation Act is hopelessly low and as such does not act as a deterrent to negligence of safety provisions; it should be raised to a level which would give adequate relief to the dependants of the victim as well as act as a deterrent to neglect of safety provisions. There should also be provision for compulsory insurance for all mines and for all classes of employees.

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For the purpose of compensation the following should be treated as occupational diseases:- (i) Pneumoconiosis, (ii) Silicosis, (iii) T.B., and (iv) Hook-worm.

As in other countries, the miners should be entitled to gratuity and pension. Their work is so arduous that after 15 years of underground work they become useless for other work. There should be also provision for support and education of children of those workmen who die in mine accidents.

There should be provision of free medical treatment in all cases. Light jobs should be provided to disabled miners; if alternative employment cannot be provided, they should be rehabilitated and given alternative means of livelihood.

Statistics.- Statistics should be brought more in line with other countries; for example we should have accident rates should be on man-year basis, if not man-hour basis, instead of on the basis of 1,000 workers employed as at present. We should Accident rate should be on the basis of production.

Rescue and Recovery.- There is much valuable time lost in carrying out the rescue work after an accident. In addition to rescue stations, each big mine or a group of small mines should have rescue apparatus for at least one team of such persons, which could commence rescue operations as soon as an accident takes place.

Workers' discipline.- There is no denying that discipline amongst workers is necessary in conducting different operations in mines, but "we are not aware of any incident or act of indiscipline which has jeopardised the safety of a mine. It is true that unfortunate incidents have sometimes taken place in mines due to other reasons and they have marred the industrial relations in the mines. But we are not aware of these acts of indiscipline affecting the safety in mines."

(Indian Worker, Vol.6, No.35,
2 June 1958, pp. 6-7)

112. Legislation, Regulations, Official Safety and Health Codes.

India - June 1958.

West Bengal Economiser Rules, 1958.

The Government of West Bengal published on 8 May 1958 the West Bengal Economiser Rules, 1958, made in exercise of the powers conferred under the Indian Boilers Act, 1923. The rules prescribe inter alia the procedure for registration of economisers, investigation of accidents to economisers, and appeals.

(Notification No. 978LW/LW/IR-28/57 dated 11 April 1958, the Calcutta Gazette, Part I, 8 May 1958, pp. 1469-1474).

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