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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in June 1959.

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

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - JUNE 1959.

21. United Nations and Specialised Agencies.

India Observes 40th Anniversary of ILO: President praises Organisation's Contributions for a better World: Special Postage Stamp issued.

To mark the 40th anniversary of the International Labour Organisation which was officially celebrated at Geneva on the 15 June 1959, the President of India spoke to the nation over the networks of the All-India Radio on the night of 14 June.

Tribute paid to ILO.- President Rajendra Prashad in his broadcast paid a tribute to the ILO for its work during the last forty years and said that the world had begun to enjoy the fruits of its labour. The President added: "The major contribution of this great organisation is that it has brought lasting improvements in working conditions, has enlarged the frontiers of social justice during the 40 years of its existence and has given confidence to all men everywhere".

He hoped the co-operation between India and the ILO would continue and the organisation would achieve greater success in the comin g years.

(N.B.: A Tape record of the President talk has been sent to Geneva Office and the text of the address has been sent with the annexures to this report).

Stamp issued.- The Indian Government also issued a special 15nP. postage stamp on 15 June to mark the ILO's anniversary. The Main motif of the stamp was based on the sculpture "Triump of Labour" by D.P.Roy Choudhuri. It had the triangular ILO seal. The words "40th Anniversary: International Labour Organisation" and the dates "1919-1959" were super-imposed.

Booklet issued by Lok Sabha Secretariat.- The Lok Sabha (Parliament) Secretariat, also brought a small book entitled "India and the ILO". In the Preface the Secretary observes: "This Bulletin is prepared with a view to acquainting the readers with the structures, objectives and activities of the International Labour Organisation, and India's association therewith."

"The Organisation is celebrating its 40th anniversary this year. This publication is being brought out to mark that occasion .....".

(Note: Photographs of the Special Stamps, copies of first day covers and of the booklet have been sent to Geneva Office).

Special Article distributed to Press.- On 13 June the Press Information Officer of the Government of India distributed to the Press a Special feature article on the ILO entitled "Widening Horizon of Social Justice".

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## 25. Wage-Earners' Organisations.

### India - June 1959.

### Mysore Trade Union Regulations, 1958.

The Government of Mysore published on 18 June 1959 the text of the Mysore Trade Union Regulations, 1958, made in exercise of the powers conferred under the Indian Trade Unions Act, 1926. The regulations prescribe inter alia the procedure for the cancellation or withdrawal of registration of trade unions, amalgamation of trade unions, dissolution of trade unions, the audit of the accounts of a registered trade union, audit of political funds and inspection of registers of trade unions. The regulations repeal the Bombay Trade Unions Regulations, 1927, as in force in Bombay area, the Hyderabad Trade Unions Regulations, 1956, in force in Hyderabad area, the Madras Trade Unions Regulations, 1927, in force in Madras area, the Central Trade Unions Regulations, 1938, as in force in Coorg area and the Mysore Trade Unions Regulations, 1951, as in force in Mysore area.

(Notification No. LRH 21 LBW 58 dated 4 June 1959, the Mysore Gazette, Part IV, Section 1C, 18 June 1959, pp. 1816-1830 ).

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~~CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS~~

~~INDIA - JUNE 1959~~.

Uniform Labour Legislation: Demand by Road Transport Workers.

A joint meeting of the Working Committee of the National Federation of Road Transport Workers of India and the Executive Committee of the National Federation of State Transport Employees of India held at Simla on 12 June 1959 adopted a lengthy resolution urging the Government to bring forward in the next session of Parliament uniform legislation for road transport, workers on the lines suggested by workers' representatives on the tripartite experts committee.

The resolution expressed serious concern at the abnormal delay on the part of the Government of India in enacting uniform labour legislation, and said that if the Government persisted in delaying the matter any further, the road transport workers would have no alternative but to take resolute action on an all-India level.

The meeting called upon the various unions in particular and the transport workers in general to start effective preparations for a nation-wide campaign, to observe 8 August next as Demands Day, and to send protest letters to the Union Labour Minister demanding immediate enactment of uniform labour laws.

The resolution added that the demands of the transport workers were an eight-hour day spread over ten and half hours and double the rate of wages for overtime work.

The meeting decided to meet again in January next to take stock of the situation.

(The Tribune 13 June 1959)

Dns:

## 28. Employers' Organisations.

### India - June 1959.

### F.I.C.C.I. Trade Mission's Report: Improved Processing of Textiles Urged.

The goodwill trade mission, sponsored by the Federation of Indian Chambers of Commerce and Industry, which visited nine countries recently, has urged the need for improved processing and finishing of Indian textiles to withstand competition in the export markets.

The eight-member mission led by Mr. R. Ruia, had visited between March and May last Hongkong, Japan, the U.S.A., Canada, the U.K., France, West Germany, Switzerland and Italy. Besides studying the possibilities of increasing India's exports to these countries, the mission discussed with business men there the opportunities in India for foreign investment.

Urging the need for improved processing and finishing of Indian textiles to withstand competition in the export markets, the report said that as India was now entering the field of processed textiles, facilities should be provided to those sections of the industry which were prepared to enter into foreign collaboration in respect of finishing processes. Technical experts from abroad should also be brought if necessary, for this.

The jute industry, the report said, should also keep a vigilant eye on the tastes and requirements of customers abroad while the Tea Board should be more alive to the problems of propaganda and publicity so necessary for effecting sales of Indian tea which not only faced competition from other countries but also the competition offered by numerous alternative drinks.

Whether in textiles, jute goods or other traditional items of export, the mission said in its report "we must produce to meet the requirements of our customers abroad" and each action on the export front should be directed "to enhance our relative competitive position in the foreign markets".

On the role of the State Trading Corporation the report said that it was not the answer to the problem of increasing India's exports. "It is up to the Indian industry and trade to organise themselves in a way as to make unnecessary the continuation of the STC which apparently is irksome not only to business in India but also to business abroad especially in free competitive economies".

The mission has suggested the setting up of an Investment and Information Centre in the USA with a base office in India.

Referring to the export policy of the Government, the mission said that it was told that the foreign buyers were unable to depend on India because of frequent changes in the quota items of export. There should be a continuity in India's export policy, timely announcements of quotas and removal of "impediments" in the way of exports.

The mission has indicated a number of commodities whose exports could be promoted to the countries it visited.

These include certain types of engineering goods, tea, groundnut, oil, cotton, textiles, cement, leather goods, pharmaceuticals, etc, to Hongkong, raw jute, washed coal and cotton to Japan, castor oil, tanned hides and skins, cashewnuts and black pepper to France, wet chrome skins and hides to Italy and coffee to Switzerland.

(The Statesman, 27 June 1959).

Dns:

Chapter 3. Economic Questions.

## 34. Economic Planning, Control and Development

### India - June 1959.

**A.I.C.C. Planning Seminar, Ootacamund 30 May-5 June 1959: National Plan Front and Expansion of Public Sector Envisaged.**

The Planning Seminar of the All India Congress Committee held at Ootacamund on 30 May - 5 June 1959 agreed that it would be possible to mobilise resources for a third Plan of 100,000 million rupees through public savings, taxation, the surpluses of public enterprises, private savings and a reasonable measure of external borrowings. The Seminar endorsed the continued expansion of the public sector and appropriate control and regulation of large units of production in private hands. Expansion in the private sector would be regulated in accordance with the aim of establishing a socialist society.

A large sector of the economy comprising small-scale and cottage industries would be left to private initiative - with necessary safeguards - and to co-operative enterprises.

The Seminar which was inaugurated by Pandit Jawaharlal Nehru, Prime Minister of India, was attended by senior members of the Government, the Deputy Chairman of the Planning Commission, Congress leaders and independent experts like Shri C.D. Deshmukh, Dr. V.K.R.V. Rao, a few State Chief Ministers and Members of Parliament.

The Seminar divided itself into sections to consider the subjects of "approach to the third Five-Year Plan and its objectives and targets", "implications of socialist pattern of society", "location, mobilisation and utilisation of resources", "wages, prices and income policy in a socialist society" and "institutional changes". Several papers on some aspects of these subjects were circulated to the members and invitees for consideration. The contributors include Mr. C.D. Deshmukh, Dr. V.K.R.V. Rao, Mr. U.N. Dhebar, Dr. Sampurnanand, Mr. G.L. Nanda, Mr. V.L. Mehta, Mr. C. Subramaniam, Mr. K.P. Tripathi, Mr. S.N. Mishra, Mr. M.L. Dantwala, Mr. V.V. Dravid and Dr. B.N. Ganguli.

A press release issued at the end of the Seminar said that fulfilling the primary needs of the vast masses of the people and providing a minimum of social security should be among the principal aims of the third Plan.

The Seminar recognised that the third plan had to be a continuation of the second plan and would need to carry forward the broad policies already laid down.

2.

National income.- The seminar felt that the aim of the third Plan should be to create a self-generating and self-accelerating economy and to this end provide for a rise in the national income of not less than six per cent. a year in the third Plan.

The rate of saving would have to be raised to about 14 per cent. a year by the end of the third Plan. It felt it essential to bring out the need for an increase in agricultural production, especially food production, prominently in the objectives of the Plan.

It was of the opinion that intensification of agricultural production on one side and the expansion of the basic capital goods industries on the other should receive the highest importance in the Plan.

The broad strategy of the Plan must also cover two other important objectives, the maximum possible of further employment and the national minimum of social services, in addition to the commonly accepted objectives of a sizable increase in the levels of living of the people, the progressive growth of industries and the reduction of inqualities of income and wealth.

The seminar considered the content and main implications of a democratic socialist society. It felt that without reference to the concepts and ideals which should guide socialist society, it was not possible to formulate the lines of action to be adopted in the near future.

The seminar was of the view that means of production, distribution and exchange should be so arranged as not to involve any exploitation and misdirection of resources. It considered the relative roles of the public sector, large scale private sector and small-scale private sector in industry and agriculture and envisaged continual expansion of public sector. Large-scale units of production which remain in private hands are to be appropriately controlled and regulated and expansion in this sector would be subject to regulation in the light of aims of socialist society.

Foreign exchange.- The seminar drew pointed attention to the need for economising on foreign exchange by utilising possible indigenous materials and locally available design construction and manufacturing capacity.

The seminar was of emphatic opinion that resources of idle manpower, especially in rural areas, should be utilised in the third plan period. The seminar also considered the policies relating to prices, wages, profits and income. It felt that in a planned economy prices could not be left entirely to market forces but had to be socially regulated. Prices of food grains had to be kept stable and necessary action taken for this purpose such as State trading at the wholesale level and building up buffer stocks. Appropriate action should also be taken in respect of prices of other essential articles.

3.

National wage policy .- There should be a national wage and salary policy and it should apply both to public as well as to private sector. This policy should be based upon the principle of having definite maximum, subject to exceptions in case of personnel with specialised qualifications. Wages must be related to productivity.

The seminar felt that special taxation should be levied on unearned, functionless, speculative and windfall incomes. In particular increments in urban land values should be subjected to special taxation. It also expressed its emphatic opinion that during the third Plan period something concrete should be done to improve the levels of living of those whose incomes were very much below the national average.

The seminar also agreed that positive steps should be taken to bring about substantial reduction in existing disparities of income and wealth in both rural and urban sectors of national economy and suggested that steps to be taken for this purpose should be explored.

(The Hindu 31 May 1959.
The Hindustan Times 6 June 1959).

Dns:

## 36. Wages.

## India - June 1959.

### Interim Relief for U.P. Sugar Workers: Tripartite Conference's Decision.

The U.P. Sugar Tripartite Conference which met at Ranikhet on 12 June 1959 under the presidentship of the Chief Minister, Dr. Sampurnanand, agreed to implement the wage board's award of interim relief to the workers with effect from 1 January this year. The conference is reported to have asked the Uttar Pradesh Government to issue a directive under the Industrial Disputes Act to facilitate the payment of interim relief.

As regards the question of bonus for the last cane-crushing season, the conference decided to set up a committee to work out an interim basis for payment. This basis will be effective until the Central Wage Board has made its recommendations about a permanent basis.

Holiday bonus.- The conference suggested holiday bonus for sugar mill workers at Ranikhet. The millowners' representatives welcomed the proposal and offered to pay liberally for it.

During the discussions, the millowners' representatives are stated to have urged the Government to remove some of the serious handicaps to the progress of the sugar industry in the State. The greatest impediment was the control of sugar price which did not apply to the industry elsewhere.

They also urged strict restrictions on khandsari which now moved into areas earmarked for certain mills.

The conference was urged to keep in view the financial difficulties of the U.P. mills while fixing bonus for workers.

(The Hindustan Times, 14 June 1959)

Dns:

**Madras: Minimum Wages Act, 1948, to be extended to Employments in Cotton Ginning and Pressing, Salt Pans, Coir Manufactory, Match and Fire Works Manufactory, Hosiery Manufactory, and Bricks and Tiles Manufactory.**

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Madras has notified its intention to add to Part I of the Schedule to the said Act employments in cotton ginning and pressing, salt pans, coir manufactory, match and fire works manufactory, hosiery manufactory, and bricks and tiles manufactory. The proposal will be taken into consideration by the Government after 7 August 1959.

(The Fort St. George Gazette, Part I, 6 May 1959, page 621 ).

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## 37. Salaries.

## India - June 1959.

### Andhra Pradesh: Revision in Pay Scales of Non-Gazetted Employees Announced.

The Andhra Pradesh Government issued orders on 22 June 1959 for the upward revision of the pay scales of its non-gazetted employees of all categories and grades in the light of the recommendations of its Pay Committee and the sub-committee which reviewed them.

Shri N. Sanjiva Reddi, Chief Minister of Andhra Pradesh, announcing the revision of pay scales said that the Government had slightly modified the recommendations and as a result of it all the Class IV employees would immediately get an increase of between Rs.5 and Rs.10 in their monthly emoluments, the Lower Division clerks between Rs.6 and Rs.14, the Upper Division clerks between Rs.10 and Rs.20 and superintendents and tehsildars between Rs.20 and Rs.40. The revised scales would take effect retrospectively from 1 November 1958.

Shri Sanjiva Reddi said that the Pay Committee had recommended that an increment in the revised scale should be given to all those with service of more than five years in the grade and two increments for those with service of more than 10 years.

The Government, on reconsideration, had decided that one increment should be given to those with service over 10 years in an employees' present grade, subject however to the condition that he should have put in a minimum total service of at least two years altogether in any grade up to 1 November 1958, or the date on which he entered the revised scale as the case may be according to his option in regard to the new scales.

The Government had also decided to increase the dearness allowance rate for employees drawing between Rs.60 and Rs.149. The Pay Committee had recommended a DA of Rs.35 for the Rs.60 and 149 pay group. Under the revised rates, it is Rs.36 for Rs.60-99 and Rs.38 for the Rs.100-149 group.

Police constables, sub-inspectors, circle inspectors and teachers of aided schools would also benefit by this revision.

(The Statesman, 23 June 1959.
The Hindustan Times, 23 June 1959).

Dns:

## Bonus for Life Insurance Corporation Staff: Agreement Reached Between the Corporation & Associations.

According to a provisional agreement reached in Bombay on 25 June 1959 between the Life Insurance Corporation and the two associations representing the employees, all employees of the Corporation in the supervisory, clerical and subordinate grades will receive bonus at the rate of 1½ months' basic salary a year for the period 1957-1961.

The agreement also provides that the Corporation's free insurance scheme for its employees should be replaced by an alternative benefit of term assurance under which insurance protection would be given in case of death in harness. The existing amenities would not be affected.

The amount of insurance cover would generally be the same as under the free insurance scheme. However, the Corporation has decided to increase the initial amount of cover under the term assurance scheme for the subordinate staff aged between 30 and 45 from 1,500 to 2,000 rupees and the maximum amount of cover for the entire subordinate staff from 2,500 to 4,000 rupees.

Orders were also issued on 28 June 1959 by the Chairman of the Corporation granting wage increments to Corporation's field workers on the basis of their performance in 1958. The corporation has nearly five thousand field workers operating all over the country through its thirtythree divisions and increments would be granted to the workers under a scheme finalised by the Corporation.

The percentage increase of the division's own business in 1958 over the previous year would, therefore, form the basis and the field worker would be entitled for one increment in his wages if he satisfied any of the following conditions: (1) The percentage of his increase in new business in 1958 over the previous year should be more than half of the divisions percentage increase, (2) The new premium income derived by the corporation in the business of the field worker should, on the basis of percentage, be more than half of the percentage of increased business of the division. (3) The new premium income should be more than six times the remuneration given to the field workers. In addition the field workers would be entitled for another increment if his percentage of new business or premium income was more than half of the division's percentage of increased business and also his own expense ratio to the business secured by him was less than fifteen per cent.

(The Hindustan Times, 27 June 1959.
National Herald, 29 June 1959).

Dns:

## 38. Housing.

### India - June 1959.

### Low-Income Group Housing Scheme: Government's Decisions on Recommendations of Housing Ministers' Conference Announced

The Government of India has communicated to the State Governments its decisions on the recommendations on the Low-Income Group Housing Scheme made by the third Housing Ministers' Conference, held at Darjeeling in October last (vide pages 23-28 of the report of this Office for October 1958).

An official press release says that the Union Government has decided that, while State Governments are free to enter into commitments up to the original provision of 1,200 million rupees the actual expenditure under various housing schemes during the Second Plan period should be restricted to 840 million rupees.

The revised State-wise break-up of 1,200 million rupees and 840 million rupees for various housing schemes is being worked out. It is, however, not proposed to make any reduction in the allocations already made to individual States for the Low Income Group Housing Scheme.

The Union Government has expressed the hope that it will be possible for the State Governments to assess their actual requirements fully under the Low Income Group Housing Scheme vis-a-vis other housing schemes and development programmes when they formulate their plans so that the need for subsequent requests for increase in allocation is obviated.

Maximum amount of loan.- The Union Government has accepted the recommendations of the conference that the maximum amount of loan, permissible under the Low Income Group Housing Scheme, should continue to be 8,000 rupees per house during the remaining period of the Plan. The Government agrees with the recommendation that the State Governments should spend a substantial portion of the funds under the scheme for the acquisition and development of land. The period for the repayment of short-term loans can also be extended from three to five years, at the option of the State Governments.

The Union Government has also accepted the recommendation that land acquired or developed with short-term loan assistance under the scheme should, as far as possible, be disposed of by the State Governments or their agencies on the lease-hold basis, instead of on outright sale.

This would enable the State Governments not only to participate in future appreciation in the value of the sites, but to control the disposal of sites by beneficiaries to other parties.

The Union Government has approved the recommendation that in order to facilitate the sale of houses on a hire-purchase basis and save the State Governments from investing 20 per cent. of the cost initially from their own resources, the State Governments may try the experiment of building houses up to 80 per cent. of the estimated cost, leaving the balance to be completed by prospective purchasers.

In such cases, the person concerned will have to execute agreements, specifying inter alia that they will complete their houses before moving into them. Alternatively, the State Governments may take from prospective purchasers an intial deposit of 20 per cent. of the estimated cost before taking up the construction of houses.

Rental Housing Scheme.- The Union Government agrees with the suggestion that, in order to provide adequate accommodation to its own employees, the State Government should make a provision in their development plans for the construction of houses for them, in addition to and distinct from the provision made under the Low Income Group Housing Scheme. To this end, the State Governments may avail themselves of the rental housing scheme for State employees, formulated by the Ministry of Works, Housing and Supply recently, with funds made available by the Life Insurance Corporation.

Progress of Low-Income Group Housing Scheme.- About 35,000 houses were constructed throughout India up to the end of 1958 under the Low Income Group Housing Scheme, initiated in 1954, and over 14,000 houses are reported to be under construction. A total amount of about 295.6 million rupees is estimated to have been spent on this scheme till March 1959.

During the first Five Year Plan, 4,801 houses were completed under the scheme. As against the total allocation of 215.3 million rupees made to different State Governments during the first Plan period the amount actually drawn by them came to 108.9 million rupees. The scheme was however launched only at the end of 1954.

In the second Five Year Plan, the provision made for Low Income Group Housing is about 330 million rupees. During 1956-57, 1957-58 and 1958-59, loans amounting to about 59.5, 63.1 and 58.1 million rupees respectively have been disbursed to the State Governments. Besides another sum of 8.5 million rupees is expected to have been disbursed to loanees in centrally administered areas during these three years. The outlay proposed for 1959-60 comes to 74.5 million rupees. It is observed that there is great demand for loans under the scheme.

(The Tribune, 5-6-1959.
The Times of India, 10-6-1959).

## 39. International Economic Relations.

### India - June 1959.

### Soviet Equipment for Neyveli Thermal Station: Agreement Signed.

Agreements for the supply of construction equipment needed in connection with the establishment of the thermal power station at Neyveli were signed at New Delhi on 23 June 1959.

The contracts which have been executed under the Indo-Soviet Trade Agreement were signed by Mr. N.S. Mani, I.C.S., Joint Secretary, Ministry of Steel, Mines and Fuel, on behalf of the Neyveli Lignite Corporation and the representatives of the 'Machinoexport', 'Stankoimport' and 'Techmachimport' of Moscow.

The total cost of the equipment to be supplied under these agreements will be about 2.9 million rupees.

(The Hindu, 24 June 1959)

Dns:

# CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.

## INDIA - JUNE 1959.

### 41. Agriculture

#### Adoption in India of Agricultural Methods in China: Study Team's Recommendations.

The Government of India sent in January this year a three-member delegation, under the leadership of Shri Mahavir Prasad, Irrigation Adviser to the Central Ministry of Food and Agriculture to study irrigation and water conservancy projects in China. The following are the main features of the recommendations made in the report of this delegation.

Survey of manpower.- The report recommended that for India to make proper use of the vailable manpower, a survey should be carried out as to the number of able-bodied persons and the period during which they would be available for work. All available manpower in the country should be harnessed and utilised towards community construction works during the periods when agricultural operations were at a standstill or were negligible. "This would also determine", the delegation said, "the number of works that could be simultaneously undertaken with the available man-power".

Fertility of silt.- The report also made mention of the fact that Chinese cultivators were alive to the fertility of the silt that was invariably carried by the flow of water and took great pains to remove the silt from ponds and channels and carried it over long distances to their fields. Chinese peasants had been able to maintain the fertility of their fields over the ages and among their measures for the purpose, the silt of tanks, ponds and channels found a prominent place.

The delegation suggested that in India also the use of silt from tanks, pond-beds and irrigation channels should be encouraged on a large scale. This would have the added advantage of helping proper maintenance of the irrigation works.

Soil amelioration.- The report said that the Chinese laid more emphasis on soil amelioration work and did not stop at mere soil conservation work, and the work was undertaken by farmers themselves. For a similar effort in India, it said, increasing reliance would have to be placed on convincing farmers of the evil effects of soil erosion and the benefits of its conservation. The report suggested that it might occasionally even be necessary to enact legislation.

The report admitted that for the farmers of India to emulate Chinese farmers in this respect might not be easy under Indian conditions "where private ownership of land, smallness of holdings, habitual conservatism, poverty and reluctance of the farmers to take up anything new prevail." In view of this limited finances should be made available to enable the farmers, particularly of backward areas to take up such works.

The delegation was impressed with the extent and tempo of soil conservation work in China. "We have seen hilly mountainous catchments dotted with pits, ~~conplugs~~", they said "Everywhere we were amazed to learn how quickly the whole programme has been executed. What strikes us as most important in pushing up soil conservation programmes in India is to emulate the Chinese practice of undertaking the work on a very large scale by the farmers themselves".

contour ridges, terraces and gully plugs

The delegation emphasised the need for "educating" Indian cultivators in the proper preparation of their fields to receive irrigation. In regard to paddy lands, the practice of flood irrigating extensive areas should be discouraged. The delegation favoured contour ditches undertaken to limit such flood irrigation.

Agricultural exhibitions.- The delegation suggested that India should emulate China in publishing journals giving details of small engineering works. Such journals should be prepared in local languages by the State and widely circulated.

Referring to the exhibitions organised in Peking and provincial headquarters and even at country levels for the purpose of demonstrating in a popular manner the latest inventions and for highlighting achievements, the delegation stated that agricultural exhibitions of a permanent nature should be set up in Indian States and the Centre. The models and charts on view should be of an attractive nature and modern in conception.

Also, ~~hwnever~~ when concentrated action on any particular item of the agricultural production programme was desired in India, a campaign with clearly defined objectives should be launched. During such campaigns, educative propaganda should be carried out and farmers or groups of farmers with outstanding achievements to their credit should be suitably rewarded and their achievements published. The delegation felt that in addition to cash prizes, a letter of recognition from the Prime Minister would be most encouraging.

(The Hindu, 17 June 1959).

Dns:

~~CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY~~

~~INDIA - JUNE 1959.~~

~~41. Agriculture.~~

## Committee for Survey of Cultivable Wastelands Appointed

The Government of India announced on 28 June 1959 the appointment of a Committee of experts under the Chairmanship of Dr. B.N. Uppal, Agricultural Commissioner, Ministry of Food and Agriculture to examine the extent of culturable wastelands in the country and assess their promise for increased agricultural production.

The committee will take up preliminary work within the next two or three months for the collection of data with the help of State Governments and will visit individual States from the beginning of September 1959.

In individual States the committee will co-opt the Development Commissioner, the Revenue Secretary, the Secretary of the Agriculture, Forest Department or his nominee, and a representative of the Irrigation Department.

The extent of culturable wastelands in the country has been variously estimated, the figures running into millions of acres. These wastelands are of two categories: lands which are really adjuncts of villages and are meant to serve as pastures and fuel forest, or sites for the extension of the villages, and large blocks of land which have either gone out of cultivation or have never been brought under cultivation. It is the latter category which affords the greatest promise for increased agricultural production, and their extent has yet to be determined.

(Deccan Herald, 29 June 1959)

Dns:

## 42. Co-operation

## India - June 1959.

### Progress of Labour Co-operative Societies: Statement in Parliament

According to an official

In reply to a question in Parliament on 14 April 1959, the steps taken by the State Governments of Bombay, Kerala, Orissa, Punjab, Himachal Pradesh and Manipur to popularise and encourage the formatiion of labour co-operative societies are:

Bombay.- Forest Labourers' Societies have been given concession in the selection and allotment of coupes. They are also exempted from payment of security deposit and given loans at favourable interest rates. The State Government shares the profits and losses incurred by these societies. Small works are given to Labour Contract Societies without the formalities of inviting tenders, etc. Concessions like technical guidance, exemption from payment of security deposit, extension of financial assistance, loans for purchase of tools, etc., are also extended to them.

Kerala.- A scheme has been sanctioned for the organisation of Labour Contract Co-operative Societies. Minor works are given to these Societies of 5 per cent excess over the scheduled rates of cost of materials and labour and 25 per cent of the cost of works entrusted to these societies are granted to them as advanced by the co-operative banks. These societies are exempted from furnishing security deposit for the works and the earnest money to be deposited by them is fixed at the reduced rate of 1 per cent. of the amount of contract subject to a minimum of Rs.50.

Orissa.- Local works are entrusted to societies without calling for tenders. In this State the Government is a partner in as much as it provides working capital and loan share. The State Government also subsidises the forest Labour Contract Co-operatives.

Punjab.- All unskilled works and skilled works of small value are allotted to co-operative societies only by way of tender with the ceiling rates fixed by the respective Superintending Engineers. Skilled works of limited value of the Public Works Department (Electricity Branch) are alloted to the Labour and Construction Societies only by inviting tenders.

Himachal Pradesh.- The societies are granted subsidies to strengthen their working capital under the First Five Year Plan of the Co-operative Department.

Manipur.- Minor works are awarded to such societies without calling for tenders.

(Indian Labour Gazette, Vol. XVI, No.11, May 1959, pp. 903-904.)

Dns:

## Progress of Co-operative Movement During the Year 1957-58: Reserve Bank of India's Study Published

A Reserve Bank of India study on the co-operative movement in India expressed satisfaction at the general progress of the movement in 1957-58 but said that "the position in regard to the number of societies of various types earning profits and the volume of profits they made is not happy".

The study entitled "Statistical Statements Relating to the Co-operative Movement in India 1957-58" added: "The increase in profits has not been uniform as between the different types of societies". While the net profits of central co-operative banks increased from 11.8 million rupees during 1956-57 to 21 million rupees during 1957-58, the number of banks which worked at a profit declined from 374 to 356.

The "significant progress" of the co-operative movement in India made since partition, was maintained during the year. The number of co-operative societies in India rose by 5.3 per cent from 245,000 to 258,000 at the end of June 1958. Excepting for Assam, Bihar, Jammu and Kashmir and Madhya Pradesh all the States shared the general increase.

While their own funds increased by 18.5 per cent from 1,530 million to 1,870 million rupees, their working capital rose from 5,670 million to 6,960 million rupees. The membership of all primary societies increased by 12.4 per cent from 1,94,000 to 215,000 during the year. This increase was contributed largely by agricultural credit societies.

It is estimated that by the end of 1957-58 roughly 107.5 million or nearly 27 per cent. of the population was served by co-operative compared to 25 per cent. during the commencement of the period under reivew.

Agricultural credit societies.- Agricultural credit societies constituted "the most important sector" of the co-operative movement in the country. At the end of 1957-58 there were 166,543 agricultural credit societies with a membership of 102,210,000 and working capital of 1,337,50 million rupees of which 784.2 million rupees constituted borrowing from State or Central financing agencies alone, while the deposits held by these societies stood at 86.3 million rupees. Loans advanced by them during the year amounted to 960.8 million rupees against 673.3 million rupees in the preceding year. The rate of interest charged on loans by small agricultural credit societies and large-sized societies varied from 3¼ to 12½ per cent.

There were 14,137 societies under liquidation at the end of June 1957. As against this 2,081 societies were brought under liquidation during 1957-58 and the accounts of 1,627 societies were finally wound up. The value of assets realized and liabilities paid off during 1957-58 amounted to 3.891 and 3.925million rupees against 6.446 and 4.937 million rupees respectively during the preceding year.

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Apex banks.- Owing to the amalgamation of apex banks in some States to reduce their number to one in every State, the number of apex banks at the end of 1957-58 stood at 21 as against 23 during the preceding year. Their membership also declined to 32,181 from 33,440. Their working capital however rose to 1,091.4 million rupees and showed an increase of 37.2 per cent. due largely to increased borrowings from the Reserve Bank.

Non-agricultural credit societies.- Non-agricultural credit societies showed some progress with their number rising from 10,150 to 10,430 during the year under review. Their membership rose by 435,000 to 3,674,000 during the year. Their working capital amounted to 1,025.3 million rupees.

Marketing societies.- "Good progress was also made by marketing societies. There were 16 State and 2,685 general marketing societies with a membership of 2,109 and 602,900 respectively as at the end of 1957-1958.

There were 554 marketing societies engaged in processing activities at the end of June 1958. Their paid up share capital amounted to 1.877 million rupees and sales made by them during 1957-58 aggregated 8.769 million rupees. Among other non-credit societies sugarcane supply societies number 7,715 stand out as the most important with a membership of 21,39,000. Their sales of sugarcane amounted to 434.7 million rupees. Next in importance come weavers' societies number 9,608 with a membership of 1,122,000 lakhs and output valued at 402.7 million rupees. The consumers' stores numbering 6,510 had a membership of 1.398 millions ~~13.98 lakhs~~ and their sales during the year under review amounted to 286 million rupees.

Land mortgage banks.- There were 15 Central land mortage banks with a paid-up capital and reserves amounting to 22.6 million rupees and 7.2 million rupees respectively. Apart from advances made to primary land mortgage banks at 17.9 million rupees direct advances to individuals by Central land mortgage banks amounted to 21 million rupees during the year.

The number of primary land mortgage banks went up by 21 to 347 and their membership by 42,394 to 3,76,000 and their paid-up capital from 9.87 to 10.706 million rupees. Borrowings from Central land mortgage banks and loans due by individuals stood at 124.2 million rupees and 130.8 million rupees respectively on 30 June 1958. At the end of June 1958 the total contribution of State Governments towards the share capital of co-operative societies of all types amounted to 164.9 million rupees.

As between the various States, Bombay occupies the first place in this regard, its total contribution to all types of societies being 48.9 million rupees.

(The Statesman 5.6.1959).

Working Group on Co-operative Farming Constituted.

A notification published on 20 June 1959 by the Ministry of Community Development and Co-operation states that the Second Five-Year Plan envisages that the main task during the Plan period should be to take such essential steps as would provide sound foundations for the development of co-operative farming so that a substantial proportion of agricultural lands are cultivated on co-operative lines. More recently, the Government of India has accepted joint co-operative farming on a voluntary basis as the future agrarian pattern in India. Conditions have to becreated in the country so that joint farming may have a fair chance of success. For this purpose, it is necessary to ensure that financial and other facilities, technical knowledge and guidance are available to those who voluntarily decide to establish joint farming societies.

The Government of India has, therefore, decided to set up a Working Group on Co-operative Farming to help the formulation of a programme for this purpose based on available experience.

The Working Group will consist of Shri S.Nijalingappa, M.L.A., as chairman and 8 other members.

The terms of reference of the Working Group are:

I. To examine the types and the methods of organisation and managementof joint farming societies with special reference to: (a) preparatory work; (b) model bye-laws and registration; (c) management - (i) formulation of production plan; (ii) paymen t of ownership dividend; (iii) work distribution - formation of teams and groups; (iv) assessment of performance; (v) paymen t of remmeration toworkers; (vi) maintenance of accounts; (d) mobilisation and fuller utilisation of manpower, cattle and other local resources; (e) measures necessary for setting up cottage and other subsidiary industries for increasing employment; and (f) measures necessary for preservation and maintenance of individual initiative and at the same time fostering close contract, social cohesion and mutual obligation.

II. To assess financial requirements and suggest how these should be met.

III. To assess the requirements of administrative, supervisory and technical personnel at various levels.

IV. To suggest arrangements for training of - (i) members; (ii) officebearers; (iii) managers; and (iv) administrative, supervisory and technical staff and formulate a phased programme of training.

V. To recommend such other measures as may be considered necessary for promoting this programme of joint co-operative farming.

The Working Group will submit its report within two months from the date of its formation and the headquarters of the Groupshall be in Delhi.

(Notification No. FS - 32/59/Coop.II, dated 11 June 1959; The Gazette of India, Part I, Sec.I, 20 June 1959, pp. 141-142 ).

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## 43. Handicrafts.

## India - June 1959.

### Madras: Handloom Seminar Recommends Co-operation Financing Agency for Workers.

The establishment of a Co-operative Financing Agency and a Finance Corporation for weavers were among the recommendations of the two-day Handloom Seminar of the southern States held at Madras on 4 and 5 June 1959. It was also recommended that credit facilities to Apex Weavers' Societies should be increased.

The seminar which was presided over by Shri A. Bhagvantha Rao, Minister for Industries, Andhra Pradesh, was recommended that a provident or thrift fund should be constituted for weavers within the co-operative fold with an equal contribution from the Central Government funds.

The seminar accepted a proposal that mill production should be pegged at 4,000 million yards for internal consumption and recommended that a trade delegation comprising of handloom mercantile and handloom weavers' co-operative interests be sent to our traditional markets to recapture and develop our export trade.

Training classes.- The seminar recommended the running of training classes in designs for the benefit of working weavers in the evenings with financial aid from the cess fund.

The Government of India was urged to review the scheme of expansion of powerlooms contemplated under the Second Five-Year Plan in view of the fact that the demand for cloth anticipated during the Plan had not materialised. It was further urged that powerlooms should be subject to the same restrictions in regard to the production of reversed categories of cloths.

In view of the present trend of rising demand for the finer varieties of cloth, the seminar felt that without imported long-staple cotton, the handloom sector could not meet this demand. It therefore recommended that sufficient quantities of long staple cotton, be imported and allocated to the mills on condition that this yarn should be made available only to handloom weavers and not to powerlooms or weaving looms.

The seminar also felt strongly that imports of necessary machinery should be allowed to facilitate indigenous industry to manufacture superfine mercerised and other fancy yarn. Until such time as indigenous production of these types of yarn picked up, it was felt that import of limited quantities of these yarn required by the handloom industry may be permitted with suitable safeguards.

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The seminar felt that the cut from 2,000 million rupees to 1,600 million rupees imposed on the overall provision for handloom and other small-scale industries would result in the planned target employment not being fulfilled and suggested that the Government of India and the Planning Commission should be requested to restore the cut. The seminar also considered the requirements of the small-scale industry sector during the Third Five-Year Plan. In view of the vast potentialities for employment and the fact that foreign exchange commitments in the small-scale industries sector are very little, the seminar recommended that a much higher provision should be made in the Third Five-Year Plan for all industries in the small-scale sector.

The seminar also felt that the credit facilities available from the Reserve Bank of India towards working capital was very inadequate to meet the demands of the Apex Weavers' Societies.

The seminar recommended that the working capital for all weavers co-operatives, including industrial co-operative societies, may be increased from 300 to 500 rupees per loom.

(The Times of India, 10 June 1959)

Dms:

## 44. Merchant Marine and Fisheries.

## India - June 1959.

### Cochin Dock Workers (Regulation of Employment) Scheme, 1959.

The Government of India published on 6 June 1959 the Cochin Dock Workers (Regulation of Employment) Scheme, 1959, made in exercise of the powers conferred under the Dock Workers (Regulation of Employment) Act, 1948. The Scheme deals inter alia with the constitution of Cochin Dock Labour Board and its functions, responsibilities and duties of the Board and its chairman, functions of the Administrative Officer, maintenance of employers' register and workers' registers, classification of workers in registers and fixation of number of workers on the register, obligation of registered dock workers and registered employers, wages, allowances and other conditions of service of workers, disciplinary procedure, procedure for appeals by workers against orders of labour officer, administrative body, executive officer and chairman, and penalties.

(Gazette of India, Part II, Sec.3, Sub-sec.ii, 6 June 1959, pp. 1327-1348 ).

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## CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

### INDIA - JUNE 1959.

### 50. General.

### Labour Ministry's draft Code of Efficiency and Welfare: Acceptance at Inter-Ministerial Meeting.

The Labour Ministry's draft code of efficiency and welfare found broad acceptance at an inter-ministerial meeting, held at New Delhi on 26 June 1959.

Representatives of various Ministries have generally agreed that the broad principles and objectives laid down in the draft Code of Efficiency and Welfare, drawn up by the Labour Ministry, are unexceptionable and their acceptance will be a big step towards increasing efficiency in industry.

Shri P.M. Menon, Secretary, Ministry of Labour and Employment, presided over the Inter-Ministerial meeting, which was attended by representatives of the Ministries of Commerce and Industry, Transport and Communications, Steel, Mines and Fuel, Works, Housing and Supply, Railways and the Executive Director of the National Productivity Council.

The Code lays down certain rights and responsibilities of managements and unions for the purpose of making a concerted effort towards increasing efficiency in industry. It is a sequel to the Code of Discipline in Industry and the inter-union Code of Conduct, which have been in operation for about a year now.

A number of suggestions were made at the meeting regarding avoidance of waste and inefficiency by both employers an d workers, adoption of suitable productivity techniques and drawing up of proper rules by the management for recruitment, training, etc. The draft Code, along with these suggestions, will be considered by a Sub-Committee of the Indian Labour Conference, and then by the Conference itself.

(Documents received in this Office ).

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## 64. Wage Protection and Labour Clauses in Employment

### India - June 1959

### Annual Report on the Working of the Payment of Wages Act, 1936, in Mines During the Calendar Year 1957

During 1957, all persons employed in mines as defined in the Mines Act, 1952 and drawing wages less than Rs.200 per month (the wage limit has been raised to Rs.400 p.m. since 1st April 1958) were covered by the Payment of Wages Act, 1936.

Enforcement Machinery.- The authority in regard to the administration of the Act in mines vests with the Central Industrial Relations Machinery. The Chief Labour Commissioner (Central), Deputy Chief Labour Commissioner, Regional Labour Commissioners, Conciliation Officers, Labour Inspectors, Junior Labour Inspectors and the Provident Fund Inspectors (under the Coal Mines Provident Fund Commissioner) have been notified as "Inspectors" under the Act. Inspection visits are mainly carried out by the Labour Inspectors, Junior Labour Inspectors and the Provident Fund Inspectors. The Conciliation Officers and the Regional Labour Commissioners also visit the units for purposes of inspection and check-up of the inspection reports made by their subordinate officers.

Inspections and Irregularities.- During the year under review, 4,258 inspections were made and 16,742 irregularities detected; the corresponding figures for the previous year were 4,781 and 18,023 respectively. It will thus be seen that there was a fall of 11 per cent. and 7 per cent. respectively in the number of inspections made and irregularities detected as compared to the previous year. This may be due to the fact that a number of seats of Labour Inspectors remained vacant. The Dhanbad Region, where a large number of mines is concentrated, alone accounted for 10,702 irregularities i.e. about 64 per cent. of the total.

Rectification of Irregularities.- As per the procedure generally followed, employers were apprised of the irregularities observed and necessary steps were taken to ensure their early rectification. The percentage of irregularities rectified to total detected decreased from 93 per cent. in 1956 to 74 per cent. in 1957. The number of irregularties contested by employers was 24 as against 14 in the previous year. As regards the time taken for rectifications, 38 per cent. of the irregularities were rectified within three months, 21 per cent. within 3 to 6 months, 9 per cent. within 6 to 9 months and 6 per cent. within 9 to 12 months.

Claims.- Under Section 15 of the Act, 48 applications for delayed payment of wages and one for un-authorised deductions were preferred during the year under review. Of these 49 cases, 20 were decided in favour of the applicants, 4 against them, 3 were withdrawn and the rest, i.e. 22, were pending with the Authorities at the close of the year. The total amount awarded to the applicants in respect of claims preferred was Rs.59,857.

Annual Returns.- Rule 18 of the Payment of Wages (Mines) Rules, 1956 makes it obligatory for every employer to submit an annual return giving details of the number of persons employed, total wages paid and deductions made on account of fines, damages, etc. In all, 790 mines submitted these returns giving the requisite information for the year 1957 as against 689 mines for the previous year. The number of persons employed in mines submitting returns was 3,22,718 of which 2,67,417 were men and 55,301 women. The total wages paid during the year to all workers were Rs. 31,37,09,420. Deductions made on account of fines and damages amount to 721 in 688 cases and Rs. 4,060 in 2,417 cases, respectively.

Prosecutions.- The Act is being administered mainly through persuasive methods and it is only in cases of habitual offenders that recourse to penal provisions is taken. The number of prosecutions launched during 1957 was only 2.

Conclusions.- The Officers of the Central Industrial Relations Machinery charged with the enforcement of the Act reported that legislative provisions are being well observed in larger mines and the small units which are situated at far flung areas continue to be the defaulters. The Inspectors could not visit those small mines frequently for want of proper transport facilities. On the whole, the working of the Act during the year under review was fairly satisfactory.
(For a review of the Working of the Payment of Wages Act, 1936, in Mines during 1956, please see Section 64, pp. 76-78 of the Report of the Office for September 1958).

(Indian Labour Gazette, Vol. XVI, No.11, May 1959, pp. 886-888).

Dms:

## 65. Collective Agreements.

### India - June 1959.

### Mysore: Three Year Industrial Truce Agreement Signed Between the Workers and the Management of the Radio and Electrical Manufacturing Company, Bangalore.

A three-year agreement was signed in Bangalore on 29 June 1959 between the workers and the management of the Radio and Electrical Manufacturing Company, Bangalore, a state-aided industry. A meeting to mark the occasion was held in the factory premises, which was addressed, among others, by the State Chief Minister and the Law and Labour Minister.

The agreement takes effect from 1 April and covers the rest of the Second Plan period, extending to 31 March 1962. The agreement provides for an ad hoc annual grant of Rs.30,000 as personal allowance for employees numbering about 600 at present. They will also get the benefit of a system of gratuity besides the existing provident fund scheme, a raise in the basic minimum wage by Rs.2 from Rs.25, night shift allowance of 12 nP per working day, annual bonus and acting allowance among other benefits.

Currently the employees are enjoying welfare amenities like subsidised canteen and transport, free medical aid and milk supply, etc. They also proposed to provide residential quarters for about 300 workers.

(Deccan Herald, 30 June 1959)

Dns:

## 67. Conciliation and Arbitration.

### India - June 1959.

### Industrial Relations in Bombay State During the Year 1958.

The May 1959 issue of the Labour Gazette, Bombay, contains a review of industrial relations in Bombay State during the year 1958. A brief summary of the review is given below.

During the year 1958, 1,187 cases were decided by the industrial court and tribunals, Bombay, as against 1,287 cases in the preceding year. Decisions during 1958 included 668 arbitration cases, 318 adjudication references, 138 applications and 63 complaints respectively under sections 33 and 33-A of the Industrial Disputes Act, 1947, while the total number of cases filed before the court and tribunals during the year under review consisted of 724 cases for arbitration, 447 adjudication references, 174 applications and 70 complaints respectively under section 33 and 33-A of the Industrial Disputes Act, 1947.

Industrial Court, Bombay.- The industrial court, on 1 January 1958 had 509 cases pending before it, while during the year 1958, 724 more cases were referred to it. Out of these 1,233 cases, decisions were given in respect of 668 cases during the year under review.

These 1,233 cases comprised 645 references from Government and other parties under sections 73 and 73-A of Bombay Industrial Relations Act, 1946, 17 submissions, 442 appeals and 129 miscellaneous applications.

Analysed according to industries, about 91 per cent. of them were from the Textile Industry. Details according to industries are given in following table:

| Industry | Number of references filed | |
|---|---|---|
| | 1957 | 1958 |
| Textiles | 293 | 324 |
| Sugar | 13 | 17 |
| Electricity | 12 | 2 |
| Banking | 1 | 11 |
| Total | 319 | 354 |

2.

Disputes regarding bonus figured among the causes leading to the references and accounted for about 30 per cent. of the total number of disputes, wages and dearness allowance contributed to about 28 per cent. of the total disputes.

The following table gives details regarding the nature of demands:

| Demands | Number of references filed in 1957 | 1958 |
|---|---|---|
| Wages and Dearness allowance | 60 | 104 |
| Bonus | 98 | 107 |
| Provident Fund and Gratuity | 55 | 11 |
| Retrenchment and Reinstatement | 1 | 24 |
| Holidays | 11 | 16 |
| Others | 94 | 92 |
| Total | 319 | 354 |

Industrial tribunals.- In addition to 179 adjudication references pending before the tribunals at the beginning of the year 447 fresh adjudication cases were referred to them during the year under review. Decisions during the year numbered 318 as against 277 in the preceding year. There were 308 adjudication cases pending before the tribunals at the end of the year under review. The following table gives comparative details for the year 1957 and 1958:-

| | 1957 | 1958 |
|---|---|---|
| Number of cases pending from the previous year | 148 | 179 |
| Number of cases filed during the year | 308 | 447 |
| Number of cases decided during the year | 277 | 318 |
| Number of cases pending at the end of the year | 179 | 308 |

Of these 447 adjudication cases filed during the year about 37 per cent. of the total were from the engineering industry, about 13 per cent. were from the commerce, finance and trade while the chemical industry accounted for about 10 per cent. of the total cases.

The table below sets out the details according to industries for the years 1957 and 1958:-

3. 4.

| Industry | Number of cases filed in 1957 | Number of cases filed in 1958 |
|---|---|---|
| Engineering | 85 | 166 |
| Metals | 13 | 24 |
| Chemicals | 32 | 35 |
| Paper and Printing | 25 | 36 |
| Food drink and tobacco | 26 | 25 |
| Wood, stone and glass | 5 | 15 |
| Commerce, finance and trade | 5 | 58 |
| Public Administration | 26 | 41 |
| Transport | 5 | .. |
| Rubber | 8 | 8 |
| Miscellaneous | 80 | 39 |
| Total | 308 | 447 |

Classified according to issues involved, about 45 per cent. of the cases arose over demands relating to wages and dearness allowance while demands for Bonus, ranked next, accounting for about 32 per cent. of the total cases. Details for 1957 and 1958 are set out in the table below:-

| Nature of demand | Number of cases filed in 1957 | Number of cases filed in 1958 |
|---|---|---|
| Wages and dearness allowance | 91 | 201 |
| Bonus | 151 | 144 |
| Leave and hours of work | 11 | 13 |
| Provident Fund and Gratuity | 20 | 17 |
| Retrenchment and Reinstatement | 7 | 16 |
| Miscellaneous | 28 | 56 |
| Total | 308 | 447 |

State Industrial Court at Nagpur.- In addition to 254 cases (including revision applications, appeals, references and applications) pending on 1st January 1958, 237 fresh cases were received during the period 1 January to 31 December 1958. Of these 491 cases, 324 cases were disposed of and the remaining 167 cases were pending at the end of the year.

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Industrial tribunal at Rajkot.- In addition to 114 cases (including adjudication cases Miscellaneous applications under section 33-A and 20 read with the Chapter V-A of the Industrial Disputes Act, 1947 and the Miscellaneous Applications under section 33) pending on 1 January 1958, 135 fresh cases were received during the period 1 January to 31 December 1958, out of these 249 cases, 217 cases were disposed of and the remaining 32 cases were pending at the end of the year.

(Labour Gazette, Bombay, Vol XXXVIII
No.9 May 1959, pp. 1134-1138.)

Dns:

Chapter 7. Problems peculiar to Certain Categories of Workers

## 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 1959.

### Andhra Pradesh: Revision in Pay Scales of Non-Gazetted Employees Announced.

The Andhra Pradesh Government issued orders on 22 June 1959 for the upward revision of the pay-scales of its non-gazetted employees of all categories and grades in the light of the recommendations of its Pay Committee and sub-committee which reviewed them. (for details see pp. 12 of the report.)

# CHAPTER 8. MANPOWER PROBLEMS.

## INDIA - JUNE 1959.

### 81. Employment Situation

### Employment Exchanges: Working During March 1959

General employment situation.- According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of March 1959, employment exchange activities slackened in tempo as compared to the previous month except the employers using exchanges and vacancies notified. The total number of registrations including re-registrations was 1,63,386 as against 1,73,513 of the previous month - showing a fall of 10,127. Despite a decrease in registration, the total number of applicants on the Live Register recorded a further rise of 7,127 and stood at 12,17,650 towards the end of March 1959. A total of 6,876 employers utilised the services of the employment exchanges as against 6,743 in the previous month showing a rise of 133. The total number of vacancies notified by the employers was 33,641, as against 27,885 during the preceding month - showing a rise of 5,756. The number of placements effected during the month was 17,860 as against 19,966 showing a fall of 2106.

Widespread shortages continued to persist in respect of experienced stenographers, fast typists, compounders, trained teachers, midwives and nurses. Shortage in respect of accountants, steno-typists, Hindi typists, health visitors, fitters (general), turners, draughtsmen and overseers was also fairly widespread. A good number of exchanges experienced shortage in respect of electricians, laboratory technicians, moulders, pharmacists and cooks.

Widespread surpluses continued to remain in respect of clerks, untrained teachers, freshers from schools and colleges; motor drivers, unskilled office workers and unskilled labourers. A fairly large number of exchanges reported an excess of supply in respect of chowkidars, attenders, carpenters, postmen and sweepers.

Registrations and placings.- The following table compares registrations and placings during the months of February and March 1959:

| | February 1959 | March 1959 |
|---|---|---|
| Registrations | 173,513 | 163,386 |
| Placings | 19,966 | 17,860 |

Register of unemployed.- A total of 12,17,650 applicants were on the Live Register of the employment exchanges at the end of March 1959, which was 7,127 more than the figure at the close of the previous month. The increase in the Live Register was [illegible] of [illegible] applicants who were awaiting offers of appointment from different employers.

prominent in the State of Bombay (4,956), Delhi (2,896), Madras (2,024), Madhya Pradesh (1,900), Andhra Pradesh (1,792) and Punjab (1,684). On the other hand, a sizeable decrease was in the State of West Bengal (3,002), Bihar (2,763) and Orissa (1,997). In all 24,898 employed and self employed persons of whom 667 were women remained on the Live Register at the end of the month under report.

The following table shows the occupation-wise position of the Live Register.

| Occupation | Number on Live Register as on 31 March 1959. |
|---|---|
| 1. Industrial supervisory | 9,007 |
| 2. Skilled and semi-skilled | 96,150 |
| 3. Cl rical | 309,968 |
| 4. Educational | 51,261 |
| 5. Domestic service | 50,317 |
| 6. Unskilled | 643,174 |
| 7. Others | 57,773 |
| Total | 1,217,650 |

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

| Category | Registrations | Placings | Number on Live Register |
|---|---|---|---|
| 1. Displaced persons | 3,401 | 445 | 44,341 |
| 2. Ex-service personnel | 5,174 | 811 | 29,120 |
| 3. Scheduled castes | 19,588 | 2,564 | 134,936 |
| 4. Scheduled tribes | 3,337 | 352 | 24,508 |
| 5. Women | 12,596 | 1,094 | 89,240 |

Employment market information.- Collection of employment market information in the public sector was started in the State of Rajasthan with effect from March 1959.

A briefing course for Inspecting Officers of the State Employment Services dealing with the development schemes under the Second Five Year Plan, was conducted from 9th to 14th March 1959, 11 officers attended.

A meeting of the Committee of Direction of the All-India Survey of the Pattern of Graduate Employment was held on 26th March 1959 when preliminary technical details with regard to the survey were discussed.

Central Co-ordinating Section.- Damodar Valley Corporation: Out of 4604 workers declared surplus in D.V.C. up to the end of March 1959, 3934 have been secured alternative employment. A total of 208 surplus workers are awaiting offers of appointment from different employers.

Hirakud project.- A total of 186 workers (28 skilled and 158 unskilled) were retrenched during March 1959 and there are now 136 workers left at the project.

Adjustment of retrenched employees of central government establishment.- 13 surplus employees were placed in alternative employment and 9 were awaiting offers. 27 candidates are on the register of the Cell.

Kaisers engineers & overseas corporation.- During the month, 1126 workers were released bringing the total number of retrenched workers to 15,315. Of whom 8,093 are registered with the Jamshedpur Exchange. Local deployment Committee has met and taken up the absorption of these workers with other industrial concerns in the State.

Expansion of employment service.- Two special employment exchanges (University Employment Bureaux) one at Varanasi Hindu University and the other at Aligarh University in Uttar Pradesh were sanctioned during the month under report. The total number of employment exchanges functioning in the country was 220 at the end of March.

(Review of Work done by the Directorate-General of Resettlement and Employment, during March 1959, issued by the D.G.R.&E, Ministry of Labour and Employment, Government of India, New Delhi.)

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# 'Womanpower' Requirements: Big Shortage Forecast by Study Group.

According to the Report of the Study Group on Assessment of Requirements of Women Workers submitted to the Planning Commission recently, there will occur big shortage in womanpower requirements at the end of the third Five-Year Plan.

The study group was constituted by the Planning Commission at the request of Mrs. Durgabai Deshmukh, Chairman of the National Committee on Women's Education. In its report, submitted to the Planning Commission, the study group has analysed professionwise the number of women required for jobs during the third plan. It has divided occupations into five broad categories: professional and technical workers; clerical workers, industrial workers, services such as police and beauticians and domestic and related services.

It is estimated that in the health services alone, there will be nearly 59,000 fewer women in jobs than required at the end of the third Plan: the shortage of women doctors will be of the order of 5,000 and as many as 47,400 more midwives and auxiliary nurse midwives will be required. The study group therefore recommends that immediate steps should be taken to open new training institutions and to increase admissions to every training centre.

Teachers.- In the field of education, the gap between supply and demand at the end of the third plan is even more startling. It is estimated that if all children of the 6-11 age group are given educational facilities, the shortage of trained women teachers would be of the extent of 1,70,000 mainly at the primary stage.

Even by present standards, the report points out, there would be an overall shortage of 18,520 trained women teachers in 1965-66.

In social welfare the study group confesses, its estimates have limited usefulness because of dearth of adequate material concerning State welfare services, voluntary organisations and training facilities. Broadly speaking 1,02,000 women will be required for various social welfare jobs at the end of the third plan. The study group observes that in skilled and semi-skilled jobs in village and small industries the total requirements of women workers during the third plan would be between 60,000 and 70,000.

(The Statesman, 8 June 1959)

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## West Bengal: Report of an Ad Hoc Survey on Pattern of Employment Published.

The salient features of the report of an ad hoc survey undertaken by the Government of West Bengal recently to study the pattern of employment in the State on the basis of selected samples were published on 13 June 1959. The survey has revealed that out of the total estimated number of 700,000 employed in the State, 38.9 per cent. belong to West Bengal proper.

For the purpose of this survey a circular was issued by the West Bengal Government to 183 establishments covering the principal types of industries and commercial undertakings. Sixtyone out of 110 industrial establishments and 35 out of 73 commercial undertakings responded.

The survey, however, leaves out mining, plantations and small-scale and cottage industries to which Factories Act is not applicable and commercial establishments not covered by the Shops and Establishments Act, 1940.

According to the findings the Bengalees predominate in clerical jobs, their number being about ten times the number of persons belonging to other States which indicates their preference for white collar jobs. Their share is also relatively higher in administrative, supervisory and technical jobs, but in skilled category they stand lower compared to the supplies from other States while in the unskilled category their percentage is still lower - about 26.6. In the daily-rated category they form only 32.6 per cent. of the total.

If the private sector is taken as a whole, the Bengalees form 41.5 per cent. of the total number of employed predominating in administrative, supervisory and clerical jobs. The Employment Exchange statistics, however, give a quite different picture showing that 71 per cent. of the total registrants belong to West Bengal and that they predominate in such jobs as industrial supervisory (92 per cent.), skilled and semi-skilled (82.9 per cent), clerical (94.9 per cent) and educational (95.8 per cent). Even for unskilled jobs, the percentage is 60.4 per cent. although in domestic service 80 per cent of the registrants belong to other States. These figures obviously do not afford to correct index to the job x inclination of the Bengalees so far as unskilled jobs are concerned, as mills and factories in the private sector do not usually recruit through Employment Exchanges.

As to the pattern of employment in industries and commercial establishments the survey is stated to have shown that the largest percentage of industrial workers in the State are daily-rated employees (31.8 per cent.) closely followed by unskilled workers (30.8 per cent).

Skilled group forms about 25 per cent. of the total workers, the clerical group forming only 8.5 per cent. and technical and supervisory groups combined a little over 4 per cent. The pattern of employment, according to the survey report, however, varies from industry to industry depending

on the types of operations involved. In commercial establishments also the highest percentage of workers are daily-rated employees (37.89 per cent.).

Relatively a less quantum of technical personnel are employed in commercial establishments (10.3 per cent) which employ a greater proportion of clerical hands (25.9 per cent.) than industries.

Industrywise distribution indicates that the share of the Bengalees is lowest in textile industries - only 17.1 per cent. of the total, the other category of the industries where they are in minority being paper and paperboard industries - 40.6 per cent.

The construction companies employ the highest percentage of daily-rated workers (64.3 per cent.) while business houses etc. the highest percentage of clerical workers (55.56 per cent.) and administrative and supervisory staff (7.9 per cent.).

Trend of employment.- About the trend of employment the survey is understood to have stated that the rate of overall increase in employment in industries between the year ending on 30 June 1957 and 30 June 1958 was only 0.5 per cent. The corresponding increase in commercial establishments was about 37.7 per cent. If the construction companies are kept out the increase in the commercial establishments would be to the tune of only 0.48 per cent.

Taking the industries and commercial establishments together the overall increase in employment was 5.5 per cent, but exclusive of construction companies, the increase was only 0.5 per cent.

The share of the Bengalees in the increase of employment in industries was lower in administrative and supervisory and skilled jobs than of the persons from other States. In the Tertiary ~~Territory~~ Sector, the share of the non-local personnel was higher in all categories of jobs. Excluding construction companies, however, the overall increase in the employment of local personnal was only 2.1 per cent contrasted with a decrease of 2.6 per cent of employment of non-local men. In the combined private sector again, West Bengal's share was an increase of 3.3 per cent. and that of non-local workers a decrease of 1.5 per cent.

The report has not been able to correlate, statistically, the rate of increase in employment with that of new recruitment because of lack of information in this regard. The rates of new recruitment in terms of the previous, according to it, were 19.2 per cent. in industries and 72.2 per cent. in commercial establishments. As the overall increase in employment was only 5.5 per cent. the suvey opines, that there was a heavy leakage in retirements, deaths, retrenchment, and inter-State transfers. The total volume of new recruitment formed 8.7 per cent. of the total number of employed persons during the year ending 30 June 1957 and on 30 June 1958 it was 9.9 per cent. The report is now under the consideration of the State Government.

(~~The~~ Amrita Bazar Patrika, 18 June 1959)

## Employment of Displaced Persons from East Pakistan: Rehabilitation Industries Corporation set up.

The Government of India has set up a Rehabilitation Industries Corporation with the object of providing employment to displaced persons from East Pakistan with Shri G.D.Birla as chairman of the board of directors of the Corporation.

The functions of the Corporation are to set up industries on its own or in collaboration with private enterprise and also to give loans to private entrepreneurs. To start with, the Corporation will, inter alia, (I) grant loans and advances for setting up all types of industries - small, medium and large - and expansion of the existing ones; and (II) set up Industrial Estates in suitable areas, which will facilitate the establishment of common servicing centres, introduction of modern techniques, collective purchase of raw materials and sale of finished products.

Industrial concerns will be eligible for financial assistance from the Corporation provided they employ or otherwise contribute to the rehabilitation of displaced persons from East Pakistan.

Proposals for establishment and or expansion of industries in or around rehabilitation colonies or townships for displaced persons in Tripura, Assam, Bihar, Orissa and Dandakaranya will also receive the consideration of the Corporation.

(Amrita Bazar Patrika, 19 June 1959 ).

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## 83. Vocational Training

## India - June 1959.

### Labour Ministry's Training Scheme: Working During March 1959.

According to the Review of Work done by the Directorate General of Resettlement and Employment during the month of March 1959, the number of craftsmen trainees on the rolls of various training institutes/centres on 31 March 1959 was 24182. There were 22428 trainees (including 50 women) in technical trades and 1754 (including 792 women) in vocational trades

Training of displaced persons.- The total number of displaced persons undergoing training in technical/vocational trades at the end of March 1959 was 1232 of whom 957 were undergoing training in technical trades and 275 in vocational trades.

Apprenticeship training for displaced persons.- Six displaced persons were undergoing training as apprentices in industrial undertakings/establishments in West Bengal.

Training of supervisors and instructors.- A total of 369 Supervisor Instructors were receiving training at the Central Training Institute for Instructors, Koni, Bilaspur and Central Training Institute at Aundh at the end of the month.

Training of women craft instructors.- Under the scheme for the training of women craft instructors at the Industrial Training Institute for Women, New Delhi, 31 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 as on 31 March 1959:

| Number of Training Institutes & Centres | Number of seats sanctioned | Number of persons undergoing trainin |
|---|---|---|
| 124 | 30,533 | 25,420 |

Shifting of Central Training Institute, Koni to Calcutta. Plans and estimates for the workshop and administrative buildings are under preparation by C.P.W.D. The State Government have intimated that the possession of the site would be handed over to the C.P.W.D. by the end of March 1959 or in the 1st week of April 1959.

Stores and equipment.- Equipment worth approx.Rs.4,936.20nP was reported to have been received at the various training centres/institutes during March 1959, raising the total value of the aid received up to 31 March 1959 to Rs.29.170 lakhs.

Russian equipment worth approx. Rs.1,55,989.00 was reported to have been received at the various training centres/institutes during the month of March 1959 under the U.N.T.A.A. Aid Programme. Total amount of aid so far received under this aid programme comes to Rs.5,76,793.00.

(Review of Work done by the Directorate-General of Resettlement and Employment during March 1959. Issued by the D.G.R.&.E., Ministry of Labour and Employment, Government of India, New Delhi.)

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## Supervisory Training in Government Offices: Experiment in the Union Ministry of Labour and Employment.

An experiment in Supervisory Training was launched in the Ministry of Labour and Employment on 14 January 1958, under which training in supervisory skills was imparted by the method of group discussions to the staff. An article which appeared in the Indian Labour Gazette, May 1959, reviews the details of the experiment and the results achieved. A brief summary of this article is given below.

Two types of programmes were presented - full programmes for junior supervisors and condensed programmes for senior officers. The main difference between a full ten-hour programme and a two-hour condensed programme was that the participants in the former brought up demonstrations for practice in the group, while this was not the case in the latter.

Number and strength of groups.- Group discussions were accordingly conducted, in full ten-hours for junior supervisors and in two hours for senior officers. Some junior supervisors who could not be conveniently fitted into the full programmes, had to be included in condensed programmes. A few senior officers from outside the Ministry were also present in some of the senior groups and in some of the junior groups. During a period of about fifteen months, from the 14th January 1958 to the 7th April 1959, thirty-eight discussion groups were held in the Ministry with 469 participants, made up of 188 individual officers. Fiftytwo per cent. of them attended full ten hour programmes, as the following statement shows:-

| | Full Programme | | Condensed Programme | | Total | | Participants in full programmes expressed as a percentage of total participants (%) |
|---|---|---|---|---|---|---|---|
| | Groups | Participants | Group | Participants | Group | Participants. | |
| Instruction | 8 | 75 | 4 | 86 | 12 | 161 | 47 |
| Methods | 9 | 70 | 4 | 77 | 13 | 156 | 51 |
| Relations | 10 | 90 | 3 | 62 | 13 | 152 | 59 |
| Total: | 27 | 244 | 11 | 225 | 38 | 469 | 52 |

Supervisory strength and extent of participation.- The supervisory staff in the Secretariat of the Ministry and in its offices in Delhi may be broadly classified as follows: (i) Section

Officers, who form the main category of supervisors at the lower levels, (ii) technical officers of the first level like Research Officers in the Ministry, and of the second level like the Assistant Directors in the Directorate General of Resettlement and Employment; and (iii) Senior Officers.

Eightyeight per cent. of all these officers participated in the programmes. At the level of Section Officers who form the main category of supervisors in immediate charge of assistants and clerks, participation was as high as 91 per cent., 89 per cent of this being in full ten-hour programmes.

Attendance of participants.- Out of 188 individual officers who participated in the programmes, 125 took part in all the three programmes in the following manner:-

| | Number of individual participant |
|---|---|
| Three full programmes | 65 |
| Three condensed programmes | 44 |
| Two full and one condensed or one full and two condensed | 16 |
| Total: | 125 |

Out of the 65 different officers, who attended all the three full programmes, three were senior offices from outside the Ministry of Labour and Employment, the remaining 62 being junior supervisors of the Ministry.

Method improvements.- The purpose of demonstrations in the Methods programme is to give practice to the participants in analysing an existing method of work and in trying to evolve an improved method. Group discussion on most of the demonstrations usually throws up practical ideas for improving the jobs in question. Some of them are also accepted by the supervisors concerned. The more important of the types of improvements that were accepted in this manner are as follows: (i) elimination of registers and returns; (ii) avoidance of duplication; (iii) collection of information from material at headquarters, (iv) Issue of consolidated instructions, (v) issue of simultaneous references and drafting of proforma in advance; (vi) obtaining statements in duplicate; (vii) break-up of jobs to reduce delay; (viii) to make work purposeful; (ix) delegation of powers; and (x) following the provisions of the Manual of Office Procedure.

(i) Elimination of registers and returns.- It will be good for every supervisor to examine whether all the registers maintained and returns received in his Section are really necessary and whether any of them could be eliminated or simplified. One group suggested even a periodical review in this regard.

In one demonstration it was found that certain elaborate monthly statements were being received from a large number of subordinate offices, and copied by hand in about a dozen registers in the headquarters. The registers contained all the entries in the monthly returns plus a few additional entries, which were worked out from out of the figures in the monthly statements. It was agreed that the form of the monthly returns could be slightly expanded and the registers at headquarters discontinued.

(ii) Avoidance of duplication.- In one case certain figures were received and tabulated in one Section, and then passed on to another Section for re-tabulation. It was agreed that the whole work might be centralised in the second Section.

(iii) Collection of information from material at headquarters.- One way of elimating unnecessary work all round and of speeding up the disposal of business would be to refrain from asking others for information which can be gathered by the Section concerned from available records. This principle was highlighted in one Methods group when a supervisor brought up for demonstration a job in which the practice had been to keep together the quarterly reports on a subject received from State Governments, and to make ad hoc enquiries of State Governments as and when necessity arose. The supervisor felt that the references to State Governments could be reduced and their quarterly reports put to real use by tabulating the information contained therein from quarter to quarter.

(iv) Issue of consolidated instruction.- In some cases the same enquiries are made and the same clarifications given from time to time. For example, in a periodical training course, the officers selected for training, often write for information on various points such as travelling allowance, joining time, house rent allowance, compensatory allowance, etc. It was agreed that a good deal of this correspondence could be avoided, if clear information on these points is brought together and communicated to the trainees in advance while informing them of their selection for training.

(v) Statements in duplicate.- One demonstration brought out the fact that certain monthly statements were being received in an office from the subordinate offices, retyped in the same form and sent on to the Ministry. The supervisor saw that the labour involved in typing, comparing, etc., could be saved if the statements are obtained from the subordinate offices in duplicate, one for transmission to the Ministry, and one for use in his office.

(vi) Break-up of jobs to reduce delay.- There was a case in which it was found that delay in the publication of an annaul report could be reduced by circulating the draft report to the

members concerned, instead~~ing~~ of waiting for a formal meeting of the members.

Staff Relations.- Even though there is no general formula for solving individual problems such as how to deal with a man who does not take interest in his work, or what to do with a man who is reluctant to do a piece of work, the demonstrations in the relations programmes enable groups of supervisors to see for themselves how or why such problems arise, how best to handle them, and whether some of them can be prevented.

In discussing these problems, the participants tried to get the facts of each case, to examine how one fact affects another, to see the root cause, to consider what possible actions can be taken and to assess the possible result of each action on the individual, the group and work as a whole. By examining a few problems of their own in this manner, each group sees the real meaning and application of the principle that the key for the prevention of problems, and also for their solution lies in making their staff want to work. To give them a sense of recognition, security and belonging would stimulate their loyalty, pride and satisfaction. An intelligent practice of the following principles, which are suggestive, and not exhaustive, would help in this: (i) Treat people as individuals; (ii) Be considerate and helpful; (iii) Give credit when due; (iv) Take them into confidence; (v) Make best use of each person's ability; (vi) Take firm action when necessary; and (vii) Set higher standards for oneself.

In demonstration after demonstration, the participants realised that of all the principles of human relations, one that a supervisor should always keep in mind is to treat each member of his staff as an individual with his own abilities and aspirations, doubts and difficulties, likes and dislikes, strengths and weaknesses. Some of the positive or negative traits which may appear in any combination or in any degree in any individual are as follows:

| | Positive | Negative |
|---|---|---|
| 1) | Ambitious | Resigned |
| 2) | Bold | Diffident |
| 3) | Broad-minded | Selfish |
| 4) | Cheerful | Morose |
| 5) | Enthusiastic | Disgruntled |
| 6) | Friendly | Quarrelsome |
| 7) | Imaginative | Dull |
| 8) | Methodical | Distracted |
| 9) | Quick | Plodding |
| 10) | Reasonable | Argumentative |
| 11) | Trusting | Suspicious |
| 12) | Trustworthy | Unreliable |

Attitude and capacity thus differ from man to man. But whatever these differences may be, every man longs for prestige, status and recognition and work provides a daily setting, where these can normally be acquired. Moreover, work is one activity on which, whether he likes it or not, every man spends more time than on any other single activity in life. Throughout this period of work he is closely associated with his colleagues headed by his immediate supervisor. The latter therefore has the maximum opportunity of understanding the special characteristics of each of these different personalities, finding out what each is like and to what each will respond and of keeping them in mind while giving work, while checking work, while criticising, while praising. The more a supervisor adjusts his own personal traits to those of his staff and treats every one of them as an individual, and fits every individual into his team, the greater he succeeds in making them want to work. One group of supervisors said that after participating in the Relations programme, they had become more conscious of the human aspects of the problems arising in their day to day work, such as rush of work, non-coopertation, indiscipline, lack of team spirit, etc., and that they felt more equipped to handle such problems.

(The Indian Labour Gazette, Vol XVI, No.11, May 1959, pp. 869-883).

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CHAPTER 9. SOCIAL SECURITY.

INDIA - JUNE 1959.

92. Legislation.

VI. Compensation in case of employment injury or occupational disease.

Workmen's Compensation (Amendment) Act, 1959, comes into force.

In exercise of the powers conferred under the Workmen's Compensation (Amendment) Act, 1959 (vide pages 106-107 of the report of this Office for April 1959), the Central Government has appointed 1 June 1959 as the date on which the said Act shall come into force.

(Notification S.O. 1306 dated 27 May 1959, the Gazette of India, Part II, Sec.3, Sub-Section ii, 6 June 1959, page 1326 ).

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## Assam Employees' State Insurance(Medical Benefit) Rules, 1958.

The Government of Assam gazetted on 6 May 1959 the Assam Employees' State Insurance (Medical Benefit) Rules,1958, made in exercise of the powers conferred under the Employees' State Insurance Act,1948. The rules deal inter alia with the establishment of State insurance dispensaries, procedure for obtaining medical benefit, scale of medical benefit, conditions of service of full-time insurance medical officers, maintenance of medical and surgical equipment, medical records and statistical returns.

(The Assam Gazette, Part IIA, 6 May 1959, pp. 1723-1728 ).

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## VIII- Maternity Benefits.

### Bihar Maternity Benefit (Amendment) Act, 1959 (XVII of 1959 ).

The Bihar Maternity Benefit (Amendment) Bill (vide pages 90-91 of the report of this Office for January 1959) as passed by the Bihar Legislature received the assent of the Governor on 30 April 1959 and has been gazetted as Bihar Act XVII of 1959.

The Act provides for the payment of maternity benefit at the rate of average daily earnings or 75 naya paise whichever is greater for the actual days of her absence during the period not exceeding six weeks immediately preceding the confinement and for the six weeks following the day of her delivery.

Another new provision entitles a woman to receive a bonus of twenty-five rupees, in addition to such maternity benefit as she may be entitled to receive, if no pre-natal confinement and post-natal care is provided by the employer free of charge.

The Act provides that the absence of a woman due to illness certified by a registered practitioner to arise out of pregnancy or delivery or miscarriage shall be treated as authorised absence on leave and during such period of authorised absence - (a) it shall not be lawful for her employer to give her notice of dismissal; and (b) she shall be entitled to the payment of maternity benefit for a maximum period of one month in addition to the period for which she is otherwise entitled to maternity benefit under the provisions of this Act.

Other changes in the Act are that a woman working in factory, or any other establishment, shall be employed only on light work during a period of one month prior to her proceeding on maternity leave under sub-section (2) of section 5; and the service rights of a woman, employed in a factory, or any other establishment, shall not be prejudiced in any way during the period she absents herself from work in accordance with the provision s of this Act.

(The Bihar Gazette, Extraordinary,
20 May 1959, pp. 1-6 ).

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LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR JUNE 1959.

INDIA - JUNE 1959.

CHAPTER 9. SOCIAL SECURITY.

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