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INTERNATIONAL LABOUR OFFICE
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Industrial and Labour Developments in
October-November 1965.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - OCTOBER-NOVEMBER 1965.

11. Political Situation and Administrative Action.

Twenty-third Session of Indian Labour Conference, New Delhi, 30-31 October, 1965.

The twenty-third session of the Indian Labour Conference was held at New Delhi on 30 and 31 October 1965. The Conference was presided over by Shri D. Sanjivayya, Union Labour Minister and inaugurated by the Chief Minister of Madras. Making a departure from the agenda, the Conference discussed at length the role of industrial workers during the recent conflict between Pakistan and India.

The Labour Minister, in his address dealt with the situation created by the Pakistani aggression at length and said "the wheels of production must be kept moving uninterrupted. The spirit of devotion and disciplined action aroused by Pakistan's armed attack must be maintained, if we are to defend our freedom preserve our integrity and maintain our way of life". Employers, Shri Sanjivayya thought, had a special responsibility in the matter of maintaining industrial peace and in making the code of discipline a living instrument.

He ~~appea~~ appealed to the participants to devote themselves to the task of preparing the two wings of production - employers and employees - to play their respective roles to give the maximum possible support to defence efforts and the improvement of national economy.

Referring to the criticism of the state of labour relations and the observance of labour standards in public sector undertakings, Shri Sanjivayya said that by and large, the labour laws did not discriminate between the public and private sectors. There had been in recent months a greater awareness on the part of the public sector to improve the standards of compliance with labour laws. However, there was room for improvement.

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About the scheme of joint management councils, he wondered if its significance had been fully grasped by the majority of the employers. Hesitations persisted and industrial managements continued to keep away from the scheme.

He appealed to the employers' organisations to lend a helping hand to Government's efforts to secure extension of the scheme to as many undertakings as possible.

The trade unions, he said, should also give adequate support to the scheme.

Referring to the proposed unemployment insurance scheme, the Minister said it envisaged a modest beginning in a new field of social insurance. When it was finalised and brought into force, a big step forward in the field of social insurance would have been taken.

Shri Asoka Mehta, Deputy Chairman of the Planning Commission called for a reappraisal of the workers' role in the nation's development.

While his appeal to the employers was that in their thinking investment should get precedence over consumption to the employees, he made a special plea to consider whether the present fragmentation of trade unions could not be overcome.

He stressed the need for indigenous production of spares and argued that in this matter both employers and employees had almost an equal role to play. Any wastage of scarce raw material under the present circumstances would be a crime.

He felt that both employers and employees had a "vested interest" in the growth of the co-operative ~~netive~~ movement.

Shri Naval H. Tata, employers' representative, felt that a basic rethinking on labour policy was long overdue. The employers were prepared to do their part no matter whatever the sacrifice, but certain ideas shared by the labour and the Government alike needed to be reassessed.

Shri Tata criticised schemes like labour participation in management as the Government's "showboys". He did not favour the idea of giving workers part ownership by making them shareholders.

The code of discipline, he felt, was imperfect. There were bound to be cases where it would be ignored. The Government, he thought, was trying to hasten its introduction. If the Government thought the code was good, it should be implemented first in the public sector.

Both, Shri Tata and Shri D.C. Kothari (all-India organisation of industrial employers) complained that in spite of much talk, the Government had not asked private sector units to make defence equipment. There were many engineering units on the verge of closure, either for lack of offtake of their products or credit. These could be assigned the task of ~~producing~~ producing the defence goods. Shri Kothari suggested a council for defence production with representatives from all sectors.

Agenda.- The agenda of the meeting was as follows:-

1. Action taken on the main conclusions/ recommendations of the 22nd Session of the Indian Labour Conference held at Bangalore on 29-30 July, 1964.
2. Amendment of section 10(b) of the Indian Trade Unions Act, 1926, so as to empower the Registrars to cancel the registration of a Trade Union, the executive of which has been found to have violated its registered rules.
3. Amendment of sub-section (3) of section 1 of the Industrial Employment (Standing Orders) Act, 1946, to make provision that the Standing Orders once made applicable to an industrial establishment will continue to apply to it irrespective of any subsequent change in the number of workmen employed therein or in the constitution of such an establishment.
4. Reference of cases of adjudication whilst criminal cases are pending against workmen involved in the disputes.
5. Restriction of maternity benefit to the first three births.
6. Review of the working of the Code of Discipline.

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7. Implementation of labour laws in public sector undertakings.
 8. Constitution of National Arbitration Promotion Board.
 9. ILO Convention (No.111) concerning Discrimination in respect of Employment and Occupation.
 10. Joint Management Councils.
 11. Industrial Co-Partnership.
 12. Unemployment Insurance Scheme.
 13. Payment by Results.
 14. Question of recognition of certain organisations as Central Trade Union Organisations of workers.
 15. Industrial Disputes Act, 1947 - Proposal to exclude services in hospitals and dispensaries from the scope of.

Notes on the agenda items were prepared by the Ministry and submitted to the Conference.

Conclusions.- The Conference reviewed the situation arising from the present Emergency and came to the following conclusions:

"The Conference having considered the situation in the country against the background of the current Emergency and the uneasy ceasefire along the borders with Pakistan and the continuing threatening posture of China:

- (a) Congratulates the defence forces and assures them fullest support of all sections of this Conference;
- (b) Supports whole-heartedly the Prime Minister's call for self-reliance in every sphere of economic activity and calls upon employers, workers and Government to work together to give a concrete shape to a sustained programme of self-reliance and for this purpose urges Government to mobilise all resources in the country; particularly for defence production;

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- (c) Welcomes the declaration by labour to avoid work-stoppages and the declaration by employers to maintain uninterrupted production;
 - (d) Appreciates the liberal contributions already made by all parties ~~to~~ to the defence effort of the country; and
 - (e) Believes that while the strengthening of defence potential is imperative the objectives of planned development must also be pursued.

The Conference having considered the hardships caused to the working class by lay-off, retrenchment, unemployment and high prices as well as the difficulties experienced by industry on account of lack of adequate credit facilities, shortage of power and paucity of raw material, urges upon the Central Government to set up immediately an Inter-Ministerial Committee with a view to removing urgently these hardships and difficulties with special reference to the border areas.

It further recommends that compact Standing Tripartite Bodies be ~~constituted~~ constituted at the Central and the State levels with labour Ministers as Chairmen to review and resolve major labour and management problems and when necessary forward them for action to the Inter-Ministerial Committee."

Items 1-15.-- The Conference discussed briefly item 12 of the agenda (unemployment Insurance scheme) and the workers generally welcomed the idea in principle. The Employers' representatives desired to have more time to study the scheme. As many details had to be considered, it was decided to place the item before the next session of the Standing Labour Committee. The Conference could not take up the other items on its agenda and it was decided to place them also before the next session of the Standing Labour Committee.

(The Hindustan Times, 1 November, 1965;
Agenda Papers and Documents received
from the Ministry of Labour and
Employment, Government of India,
New Delhi).

13. Press and Opinion.

India - October-November 1965.

In addition to the attached clippings the following references to the ILO appeared in Indian Journals received in this Office.

1. The July 1965 issue of 'Bombay Labour Journal' published by the Bombay Labour Institute contains an article on 'Joint Consultative Machinery for the Central Government Employees'. The article refers to the right to form associations or unions - and mentions that "ILO Conventions also protect this right".

2. The same issue of the Journal publishes excerpts from an welcome address by the Professor-Director on the occasion of the Sixteenth Annual Day of the Institute. Quoting from the Labour Minister's address to the 48th I.L. Conference the Professor-Director stressed that the best assistance the ILO could provide in respect of labour management was through the promotion of workers' education.

3. The same issue of the Journal under its "News and Notes" column lists Dr. Donald C. Jones and Mr. Amir Ali among distinguished visitors to the Institute during 1964-65.

4. The July 1965 issue of 'Labour Gazette' published by the Commissioner of Labour, Government of Maharashtra, under its section 'Current Notes' columns the following news-items about the I.L.O.: (a) 49th I.L. Conference; (b) Setting up of ILO's Turin Centre; (c) Asian Maritime Conference; (d) Appointment of Mr. Cox as Director of ILO's International Institute for Labour Studies; (e) Acceptance of Malawi as the 113th ILO Member State; and (f) 1964 edition of the Year Book of Labour Statistics.

5. The August 1965 issue of 'Labour Gazette' (Maharashtra), under its section 'Current Notes' contains the following references to the ILO: (a) Conclusions of the 49th I.L. Conference; (b) Ratification by Japan of I.L. Convention 87; (c) Election of Mr. Diarra as Chairman of the ILO Governing Body; (d) election of Mr. Abid Ali to the ILO Governing Body; and (e) Acceptance of Yemen as a Member State of the I.L.O.

6. The same issue of the Gazette under the heading 'New Techniques' publishes an article on "the Central Labour Institute". The article refers to two T.W.I. Experts whose services were obtained under I.L.O. Assistance.

7. October, 18, 1965 issue of 'The Indian Worker' publishes a news-item about the Third Session of the U.N. Committee on Housing, Building and Planning(ECOSSOC). There is an incidental reference to the I.L.O.

8. The October 29, 1965 issue of 'United Nations Weekly Newsletter' publishes an article entitled "The ILO: Torchbearer of International Co-operation."

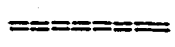
9. 'Commerce' dated 30 October 1965 publishes an article on a scheme of unemployment insurance being considered by the Government. There are incidental references to the I.L.O.

10. 20 October 1965 issue of 'Trade Union Record' publishes the agenda of the 23rd session of the Indian Labour Conference. Consideration of the I.L.O. Convention on Discrimination(No.111) figured on the agenda.

11. 25 October 1965 issue of 'The Indian Worker' publishes an article on 'Human Relations in an Industry'. There are incidental references to the I.L.O.

12. The same issue of the Journal publishes an article on 'India and the ILO' by P.M. Menon. (cf. cutting No.13.1).

13. Industrial Bulletin, dated 1 October 1965, issued by the Employers' Federation of India, publishes a news item relating to 'Freedom of Association in Japan'.



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25. Wage-Earners' Organisations.

India - October-November 1965.

Fourteenth Conference of the South Indian
Bank Employees' Association held at Bangalore,
3 October 1965: Nationalisation of Bank
Industry urged.

The 14th conference of the South Indian Bank Employees' Association was held at Bangalore on 3 October 1965. The conference, among other things, demanded the immediate nationalisation of the banking industry. The conference, which was attended by over 200 delegates from its 64 branches in the country, felt that any delay in nationalisation would only aggravate the situation and endanger the socialistic concept which the country wanted to usher in.

The declaration of the banking industry by the Government of India as a "public utility service" in July 1963, was strongly opposed by the conference on the ground that it imposed manifold restrictions on the bank employees and curtailed their freedom of action for carrying on their legitimate trade union activities. The conference, therefore, demanded its withdrawal in the interest of working class solidarity.

The conference also demanded better promotional avenues for bank employees and the formation of housing schemes to enable them to build their own houses.

(The Times of India, 5 October, 1965).

CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - OCTOBER-NOVEMBER 1965.

31. General Economic Situation.

Progress of Cotton Textile Industry in
India during 1964.

The following statistical information relating to the progress of the cotton textile industry in India is taken from the Report of the Millowners' Association, Bombay for 1964.

Number of spindles and looms.- The following tables show the number of spindles, looms, amount of cotton consumed, yarn spun, cloth woven and the average number of daily hands employed, for the years 1960 - 1964. Table I gives figures for Bombay City and Island and Table II all-India.

Table I - Bombay City and Island						
Year	Average Working Daily Spindles. Looms.		Cotton consumed. Bales of 392 lbs.	Yarn Spun. Bales of 400 lbs.	Cloth Woven (in yds.)	Average No. of hands employed daily all shifts.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1960 -	2,877,061	58,442	1,215,814	1049787	1450076000	194,398
1961 -	2,934,480	58,703	1,270,272	1057838	1483163000	197,404
1962 -	2,978,221	58,464	1,336,932	1153132	1497331000	197,922
1963 -	2,947,675	57,880	1,282,014	1104000	1407479000	193,303
1964 -	3,056,452	59,333	1,350,288	1123400	1398323	197,269

TABLE II - ALL-INDIA *						
Year	Average Working Daily Spindles. Looms.		Cotton consumed. Bales of 392 lbs.	Yarn Spun. Bales of 400 lbs.	Cloth Woven (in yds.)	Average No. of hands employed daily all shifts.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1960 -	11,830,650	182,203	5,143,356	4292287	4928815000	766,447
1961 -	12,129,430	184,562	5,347,554	4415000	5084165000	778,301
1962 -	12,423,759	185,344	5,634,930	4824000	5124190000	782,176
1963 -	12,543,928	182,936	5,695,802	4722000	4919174000	772,603
1964 -	13,040,725	187,053	6,104,814	5177860	4988401000	796,301

Notes- Columns 1,2,3 and 6 - Figures taken from the Association's Mill Statements.

Columns 4 and 5 - Figures taken from "Indian Textile Bulletin" published by the Textile Commissioner.

Production was at a standstill in all the mills in the Bombay City and Island for about 2 months in 1924 (end of January to March) for 2½ months in 1925-26 (September 15 to Dec.1) for about 6 months in 1928 (April 15 to first week of October) and for about 4½ months in 1929 (26 April to the middle of Sept.) and for 2 months (August 14 to 2nd week of October in 1950).

* Upto 1947 the figures are inclusive of those of Pakistan.

Minimum Wages.- The following table shows minimum wages and dearness allowance in the cotton mill industry for a standard month of 26 working days during 1960-1964:-

Period	Bombay	Ahmed- abad	Shola- pur	Baroda	Indore	Nagpur	Madras	Kan- pur	West Bengal
1	2	3	4	5	6	7	8	9	10
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Minimum Basic Wages.	30.00	28.00	26.00	26.00	30.00	26.00	26.00	30.00	28.17
Average:									
1960 -	89.25	87.81	59.52	78.91	63.70	67.01	67.68	59.49	32.50
1961 -	91.79	86.95	66.59	78.25	63.85	64.77	75.85	59.94	35.79
1962 -	95.76	88.52	73.02	78.99	65.67	64.69	79.09	65.49	44.01
1963 -	96.08	85.15	72.82	76.63	66.98	67.36	83.05	66.69	50.53
1964 -	114.79	103.44	92.23	92.30	76.45	80.72	96.68	86.36	55.38
1964:-									
January -	107.00	99.22	-	89.30	69.56	71.77	88.68	73.55	52.98
February-	107.55	99.98	81.64	89.99	69.56	73.40	88.68	73.41	55.38
March -	108.70	99.98	81.64	89.99	69.56	74.48	88.16	76.14	55.38
April -	110.65	99.98	82.68	89.99	74.81	77.05	89.46	-	55.38
May -	110.95	105.27	89.18	89.99	74.81	78.95	90.24	77.43	51.98
June -	111.50	105.27	92.30	89.99	74.81	80.28	93.36	77.58	51.98
July -	114.90	105.27	93.08	94.74	78.75	80.98	98.56	79.44	51.98
August -	119.15	105.27	94.12	94.74	78.75	82.94	102.46	85.66	55.58
September.	120.00	105.27	97.76	94.74	78.75	85.54	102.98	95.74	55.58
October -	120.55	105.27	101.40	94.74	82.69	89.44	102.98	105.81	55.58
November-	122.55	105.27	100.36	94.74	82.69	93.08	105.06	104.29	61.38
December-	123.95	105.27	100.36	94.74	82.69	-	109.48	100.87	61.38

*Revised minimum basic wage from 1 December 1954.

(The Millowners' Association, Bombay,
Report for the Year 1964 (Part II)).

34. Economic Planning, Control and Development.

India - October-November 1965.

Inter-State Economists Seminar on Mobilisation of State Resources, held at Lucknow, 6 November, 1965.

An inter-State economists Seminar on mobilisation of State resources was held at Lucknow on 6 November 1965. Dr. Radha Kamal Mukerjee a well-known economist presided. The seminar in which officers of the Finance Departments of Uttar Pradesh, Punjab and Rajasthan also participated, concerned itself largely with determining a pattern of resources mobilisation, as distinct from precise returns from various taxes, with a view to (a) ploughing back for development a part of the additional income generated from Plan outlay; (b) making the beneficiaries of development schemes contribute to their costs; (c) distributing equitably the cost of defence; (d) holding prices by mopping up excess purchasing power, and in the case of agriculture, bringing more of its produce into the market; (e) generating more development activity through the compulsion of taxes as well as incentives.

On the controversial taxation of agriculture the consensus at the seminar was that the increase in agricultural production and prices had certainly raised the farmer's taxable capacity. Also, since the per capita income in the rural area had been very low, its propensity to consume had been equally high and the increased incomes there had not resulted in proportionate savings and investments. A consequence of this had been a decline in marketable farm surpluses and, as some of the economists feared, even in a decline in production effort. But the overall consideration that weighed with the seminar was that since large outlays had already been made on agriculture and agriculture, and these would be larger in the fourth Plan, it would be only fair if the agriculturist now paid for some of the benefits received.

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However even though the rural area's propensity to consume was considered to be very high, it was recommended that agricultural taxation be raised to withdraw only about 5 per cent. of any additional income generated in this sector as against 10 per cent. in the urban sector.

A cess of tax on commercial crops was also suggested. But the largest source of revenue for the States it was suggested, was sales tax. The seminar recommended that greater returns from this source be obtained by (a) effective checks on evasions; (b) simplification of its structure; (c) dove-tailing of a multiple-point general turnover tax with a single-point sales tax on carefully selected items; (d) lowering of the turnover exemption limit; and (e) generally higher rates.

A rationalisation of State excise duty on liquor was recommended.

A State evaluation authority was proposed for periodical assessment of ~~the~~ movable urban and rural property so that it could be taxed on the basis of actual value, as it increased. A 10 per cent. development cess on all State taxes for local works and education was also proposed.

The seminar suggested a return of 11 per cent. to 12 per cent. from all public undertakings, such as power generation and large irrigation works, or where this was not practical, a 10 per cent. "shadow", or accounting, rate of interest on the investment to judge the efficiency of these enterprises.

(The Statesman, 9 November 1965).

36. Wages.

India - October-November 1965.

Madras: Working of the Minimum Wages Act, 1948, during the Year 1963*.

The following is a brief review of the Report on Working of the Minimum Wages Act, 1948, during the year 1963, published by the Government of Madras.

Scheduled Employment.- Minimum rates of wages have been fixed in this State in respect of the following scheduled employments:-
 (1) Employment in woollen carpet making or shawl weaving establishment. (2) Employment in any rice mill, flour mill or dhall mill. (3) Employment in any tobacco (including beedi making) manufactory. (4) Employment in any plantation that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee. (5) Employment in any oil mill. (6) Employment under any Local Authority. (7) Employment on road construction or in building operations. (8) Employment in stone breaking or stone crushing. (9) Employment in any Mica Works. (10) Employment in Public Motor Transport. (11) Employment in tanneries and leather manufactory. (12) Employment in cotton ginning and pressing. (13) Employment in salt pans. (14) Employment in coir manufactory. (15) Employment in Match and Fire Works manufactory. (16) Employment in Hosiery manufactory. (17) Employment in Brick and Tiles manufactory. (18) Employment in agriculture, that is to say, in any form of farming, including including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing, and harvesting of any agricultural or horticultural commodity, the rising of livestock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce).

* Report on the Working of the Minimum Wages Act, 1948, in the Madras State during the year 1963: Department of Industries, and Labour and Co-operation: Government of Madras 1965: Price Rs.4.15. pp.41.

No minimum rates of wages have been fixed for the employment in Lac manufactory as the number of workers employed in this industry in this State was estimated to be less than 1,000. This is the only scheduled employment in this State for which minimum rates of wages have not been fixed, statutorily under the Act.

There were 22,185 establishments covered by the above scheduled employments employing about 782,188 workers. Particulars relating to the number of establishments in each scheduled employment covered by the Minimum Wages Act together with the number of workers employed therein are given in the following table:-

Sl. No.	Name of employment	No. of establishments.	No. of workers employed.
(1)	(2)	(3)	(4)
1.	Woollen carpet-making and shawl weaving establishments.	16	137
2.	Rice, Flour and Dhall mills.	3,665	26,230
3.	Tobacco including beedi manufactory.	2,578	46,509
4.	Plantations.	289	84,794
5.	Oil mills.	756	6,119
6.	Local authorities.	12,637	546,227
7.	Road construction or building operations.	-	-
8.	Stone-breaking or stone-crushing.	29	105
9.	Public motor transport.	1,138	32,423
10.	Tanneries and Leather manufactory.	246	8,642
11.	Coir manufactory.	-	-
12.	Cotton ginning and pressing.	261	17,860
13.	Salt pans.	9	418
14.	Match and fire works.	259	6,737
15.	Hosiery manufactory.	266	2,630
16.	Bricks and tiles.	52	687
17.	Lac manufactory.	-	-
18.	Mica works.	-	-
19.	Cashew industry.	4	2,670
	TOTAL.	22,185	782,188

Payment of Wages and Deductions.- Of the 22,185 establishments reported to have been covered by the provisions of the Minimum Wages Act, only 6,150 establishments submitted the returns, the number of workers employed in those establishments being 168,328. The remaining establishments did not submit the annual returns.

The approximate number of workers employed in these establishments, based on the average of the number of workers employed in the establishments which have submitted returns would be 613,860. The total wages paid in establishments which have submitted the returns was Rs. 1,06,141,677.44. The largest payment was made in Plantations.

A sum of Rs. 3,180.10 was deducted from the wages of the workers employed in the scheduled employments covered by the Minimum Wages Act from whom the prescribed return in Form No.III were received.

The details are shown below:-

		<u>Amount</u>
		<u>Rs.</u>
(a) Fines.	-	2,227.26
(b) Damage/loss.	-	869.37
(c) Breach of contract.	-	83.47
TOTAL.		<u>3,180.10</u>

Out of the fine amount of Rs.2,227.26 , a sum of Rs.1,682.43 was spent to meet the expenses relating to recreation items and Independence Day celebrations.

Enforcement.- The work relating to the enforcement of the Act was attended to by 8 inspectors of labour and 129 assistant inspectors of labour in the labour section and by 9 inspectors of factories and 25 assistant inspectors of factories in the factories section. Five inspectors of plantations were also attending to the work relating to the enforcement of the Minimum Wages Act in plantations. These officers attended to the enforcement of the provisions of this Act along with their other work. No special staff was appointed for the enforcement of this Act exclusively. They inspected and verified the payment of minimum rates of wages in the scheduled employments during the course of their inspections of the establishments under the Madras Shops and Establishments Act, 1947, Factories Act, 1948, or the Plantations Labour Act, 1951, as the case may be. In the case of other establishments not coming under the purview of any of the abovementioned Acts, the inspectors have been instructed to inspect them whenever complaints are received regarding the non-payment of minimum wages fixed. The revenue inspectors were appointed as inspectors for the enforcement of minimum wages in agriculture.

But they have not been able to find time to attend to this work besides their normal work. The question of making alternative arrangements is therefore under consideration in consultation with the District Collectors concerned and the Board of Revenue. Till a satisfactory system of enforcement of Minimum Wages in Agriculture is evolved, it may be difficult to make effective checks in respect of this employment. The Inspectors of Labour who are Gazetted Officers have however been instructed to look into the ~~complaints~~ complaints, if any, of non-payment of minimum wages during the course of their inspection in those areas. Hence the particulars in respect of employment in Agriculture could not be collected and incorporated in the report.

During the year 1963, the inspectors inspected as many as 9,003 establishments covered by the Act.

During the year 1963, 28 prosecutions were sanctioned for contravention of the provisions of this Act, of which 27 cases ended in conviction and a sum of Rs.875 was realised by way of fines.

Claims.- Besides 19 pending claims at the commencement of the year 1963, 63 claims were filed during the year, out of which 66 were disposed off, leaving a balance of 16 claims at the end of the year. A sum of Rs. 3,353.27 was directed to be paid to the employees by the authorities and a sum of Rs. 1,847.50 was also awarded as compensation.

General.- The report points out that generally speaking, the Act and its enforcement have been well received by the workmen and particularly by those who are still not fully organised.



Summary of the Annual Report on the Working of the Payment of Wages Act, 1936, on Railways for the Year ending 31st December 1963*.

A summary of the Annual Report on the working of the Payment of Wages Act 1936 on Railway during the year 1963 has been published in October 1965 issue of the Indian Labour Journal. The following is a review of this article.

Introduction.- The benefits of the Payment of Wages Act, 1936 are available from 1 April, 1958 to all persons employed on Railways, either directly, or through contractors and drawing wages less than Rs.400 per mensem month. The Act seeks to ensure regular and prompt payment of wages to the workers and to protect them against unauthorised deductions and fines.

Machinery for Enforcement.- The administration of the payment of Wages Act, 1936 on Railways (other than Railway factories) has been entrusted to the Central Industrial Relations Machinery headed by the Chief Labour Commissioner (Central). He along with Deputy Chief Labour Commissioner (Central), 7 Regional Labour Commissioners (Central) and 31 Conciliation Officers (Central) functioned as Inspectors during 1963, for securing compliance with the provisions of the Act. The field work was, however, undertaken by 104 Labour Inspectors (Central) though they had not been appointed Inspectors under the Act for Railways. They simply conducted the inspections on behalf of the above named officers under the guidance of the Regional Labour Commissioners. The Conciliation Officers also carried out original inspections besides checking the inspections done by labour Inspectors.

The Conciliation Officers and Labour Inspectors met the District/Divisional Officers of the Railways once in a quarter to discuss the outstanding complaints and infringements of the Law and to secure their expeditious rectification. Similar meetings by Regional Labour Commissioners were also held half-yearly, with the heads of various Railways.

* Indian Labour Journal, Vol.VI, No.10, October, 1965, pp. 908-910.

Inspections and Irregularities.- During the year 1963, 9,749 establishments (9,108 of Railways and 641 of Railway Contractors) were inspected and 24,479 irregularities (21,743 in Railways Establishments and 2,736 in Railway Contractors' Establishments) were detected.

Nature of Irregularities.- Out of 21,743 irregularities detected in respect of Railway Establishments during the year, 9,927 (45.66 per cent.) related to non-payment of wages, 5,321 (24.47 per cent.) to non-display of notices, 3,435 (15.80 per cent.) to delayed payment of wages, 901 (4.14 per cent.) to non-maintenance of registers, 602 (2.77 per cent.) to unauthorised deductions, 296 (1.36 per cent.) to improper maintenance of registers, 148 (0.68 per cent.) to irregular imposition of fines, 33 (0.15 per cent.) to irregular deductions for damage or loss, 24 (0.11 per cent.) irregular recovery of due advances and the remaining 1,056 (4.86 per cent.) cases related to miscellaneous irregularities.

Out of 2,736 irregularities detected in respect of Railway Contractors' Establishments, 1,171 (42.80 per cent.) related to non-maintenance of registers, 852 (31.14 per cent.) to non-display of notices, etc., 215 (7.86 per cent.) to improper maintenance of registers, 172 (6.29 per cent.) to non-payment of wages, 52 (1.90 per cent.) to delayed payment of wages, 7 (0.26 per cent.) to recovery of advances, 3 (0.11 per cent.) related to unauthorised deductions, 4 (0.14 per cent.) related to deductions for loss/damages and the remaining 260 (9.50 per cent.) cases related to miscellaneous irregularities.

Rectification of Irregularities.- As many as 4,814 irregularities were pending rectification in Railway Administration at the end of Calendar year 1962 and 21,743 irregularities were detected during the calendar year 1963, thus making a total of 26,557 irregularities for rectification. Of these, 19,568 (73.69 per cent.) irregularities were rectified during the year under report leaving a balance of 6,989 (26.31 per cent.) irregularities for rectification at the end of the year. Out of 19,568 irregularities rectified, 12,100 (61.84 per cent.) were rectified within three months, 4,580 (23.41 per cent.) within three to six months, 2,145 (10.96 per cent.) within six to nine months, 637 (3.26 per cent.) within nine to twelve months and 90 (0.46 per cent.) within a period of more than one year and the remaining 16 (0.07 per cent.) irregularities were dropped.

As regards rectification of irregularities noticed in respect of Railway Contractors' Establishments, 384 irregularities were pending rectification at the end of the calendar year 1962 and 2,736 irregularities were detected during the year under report, thus making a total of 3,120 irregularities for rectification. Of these, 2,422 (77.63 per cent.) irregularities were rectified during the year under report and 63 irregularities were dropped, leaving a balance of 635 (20.35 per cent.) for rectification at the end of the year under report. Out of 2,422 irregularities rectified, 1,628 (67.21 per cent.) were rectified within three months, 682 (28.16 per cent.) within three to six months, and the remaining 112 (4.63 per cent.) were rectified within a period of six to nine months.

Fines and Deductions.- As authorised under Section 8 of the Act, fines imposed in 10,567 cases in respect of Railway Establishment involving an amount of Rs.76,728.01 during the year under report. The amount of fines realised is credited to the Staff Benefit Fund and the disbursements from the Fund during this year amounted to Rs. 1,985,925.86 (Railways Establishment).

In respect of Railway Establishments deductions amounting to Rs. 427.87 and Rs. 155,271.10 were made from wages on account of absence and damage to or loss of goods in 45 and 12,787 cases respectively during the year under report.

There was no such case in respect of Contractors' Establishment during the year under report.

Claims.-At The end of previous calendar year 1,049 applications were pending before the Authorities and 3,399 applications - 3,393 in respect of Railway employees and 6 in respect of Railway Contractors' Employees - were filed in 1963, making a total of 4,448 applications for disposal before the authorities. Of these, only 1,724 applications involving 2,055 employees were decided during the year and 2,724 applications remained pending at the end of the year. Out of the total amount of Rs.2,126,548.51 claimed as wages in these 1,724 applications, a sum of Rs. 256,905.20 was awarded. Of the total amount of Rs. 133,767.42 claimed as compensation in these 1,724 applications only a sum of Rs. 2,845.00 was awarded as compensation during the year 1963.

Prosecutions.- At the end of the previous calendar year 13 prosecution cases were pending against Railway Contractors and 31 cases were filed during the year under report, thus making a total of 44 cases of prosecutions. Of these, 28 cases were decided during the year (24 resulting in conviction and 4 resulting in acquittal of the accused) and the total amount of fines imposed by the courts in these 24 cases was Rs. 3,784.00. Five appeals against the decisions of the lower courts were filed by the employers during the year 1963 of which three were allowed and two were dismissed during the year under report. Sixteen prosecution cases were pending with the courts at the end of the year.

Employment and Wages.- The total average daily number of persons employed on Railways (excluding Railway Factories) covered by the Act was approximately 1,232,681 and the gross amount of wages paid to persons drawing on an average less than Rs.400.00 per month during a wage period was Rs.1,720,952,216.54 during the year under report. As regards Contractors' Establishments annual returns were received only from 227 out of 721 such establishments. The average daily employment and the total wages paid to persons drawing below Rs. 400 per month during the year under report in these 227 Contractors' Establishments were 30,408 and Rs.15,699,538.30 respectively.

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Maharashtra: Minimum Wages Act, 1948, extended
to Employment in Plastics Industry.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Maharashtra has with effect from 15 October 1965 added the following employment to Part I of the Schedule to the Act.

"22. Employment in any industry in which any process of transforming plastics into various solid shapes, through moulding, forming, extension or casting by applications singly or together with heat and or pressure or both or other similar work or work incidental to such process is carried on".

(Notification No. MWA. 5264/108480-Lab.III,
dated 15 October 1965, Maharashtra Government
Gazette, Part I-L, 21 October 1965, page 3072).

Payment of Bonus Act, 1965 (No.21 of 1965).

The Payment of Bonus Bill (vide pages 29-36 of the report of this Office for August-September 1965) as passed by Parliament received the assent of the President on 25 September 1965 and has been gazetted as Central Act No.21 of 1965. The Act provides for the payment of bonus to persons employed in certain establishments and for matters connected therewith. The salient provisions of the Act are summarised below.

Extent.- The provisions of the Act apply to every factory and every other establishment in which twenty or more persons are employed on any day during an accounting year.

Gross Profits.- The gross profits derived by an employer from an establishment in respect of any accounting year shall (a) in the case of a banking company, be calculated in the manner specified in the First Schedule;

(b) in any other case, be calculated in the manner specified in the Second Schedule.

The available surplus in respect of any accounting year shall be the gross profits for that year after deducting therefrom certain sums. The sums deductible are (1) any amount by way of depreciation admissible under the Income-tax Law, (2) any development rebate or development allowance which the employer is allowed to deduct from the income under the Income-tax Act, (3) all direct taxes, and (4) sums specified in the Third Schedule in respect of the employer.

Eligibility for bonus.- Every employee shall be entitled to be paid by his employer in an accounting year, bonus, in accordance with the provisions of this Act, provided he has worked in the establishment for not less than thirty working days in that year. An employee shall be disqualified from receiving bonus under this Act, if he is dismissed from service for (a) fraud; or (b) riotous or violent behaviour while on the premises of the establishment; or (c) theft, misappropriation or sabotage of any property of the establishment.

Payment of Bonus.- Every employer shall be bound to pay to every employee in an accounting year a minimum bonus which shall be four per cent. of the salary or wage earned by the employee during the accounting year or forty rupees, whichever is higher, whether there are profits in the accounting year or not. Where such employee has not completed fifteen years of age at the beginning of the accounting year, the provisions of this section shall have effect in relation to such employee as if for the words "forty rupees", the words "twenty-five rupees" were substituted.

Where in respect of any accounting year the allocable surplus exceeds the amount of minimum bonus payable to the employees under section 10, the employer shall, in lieu of such minimum bonus, be bound to pay to every employee in the accounting year bonus which shall be an amount in proportion to the salary or wage earned by the employee during the accounting year subject to a maximum of twenty per cent. of such salary or wage.

Where the salary or wage of an employee exceeds seven hundred and fifty rupees per mensem, the bonus payable to such employee under section 10 or, as the case may be, under section 11, shall be calculated as if his salary or wage were seven hundred and fifty rupees per mensem. Where an employee has not worked for all the working days in any accounting year, the minimum bonus of forty rupees or, as the case may be, of twenty five rupees, if such bonus is higher than four per cent. of his salary or wage for the days he has worked in that accounting year, shall be proportionately reduced.

Where for any accounting year the allocable surplus exceeds the amount of maximum bonus payable to the employees in the establishment under section 11, then, the excess shall, subject to a limit of twenty per cent. of the total salary or wage of the employees employed in the establishment in that accounting year, be carried forward for being set on in the succeeding accounting year and so on up to and inclusive of the fourth accounting year to be utilised for the purpose of payment of bonus in the manner illustrated in the Fourth Schedule.

When for any accounting year, there is no available surplus or the allocable surplus in respect of that year, falls short of the amount of minimum bonus payable to the employees in the establishment under section 10, and there is no amount or sufficient amount carried forward and set on under sub-section (1) which could be utilised for the purpose of payment of the minimum bonus, then, such minimum amount or the deficiency, as the case may be, shall be carried forward for being set off in the succeeding

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accounting year and so on up to and inclusive of the fourth accounting year in the manner illustrated in the Fourth Schedule.

Newly set up establishments.- Where an establishment is newly set up, whether before or after the commencement of this Act, the employees of such establishment shall be entitled to be paid bonus under this Act only -

(a) from the accounting year in which the employer derives profit from such establishment; or

(b) from the sixth accounting year following the accounting year in which the employer sells the goods produced or manufactured by him or renders services, as the case may be, from such establishment,

whichever is earlier:

Provided that in the case of any such establishment the employees thereof shall not, save as otherwise provided in section 33, be entitled to be paid bonus under this Act in respect of any accounting year prior to the accounting year commencing on any day in the year 1964.

Puja bonus or customary bonus.- Where in any accounting year (a) an employer has paid any puja bonus or other customary bonus to an employee; or (b) an employer has paid a part of the bonus payable under this Act to an employee before the date on which such bonus becomes payable, then the employer shall be entitled to deduct the amount of bonus so paid from the amount of bonus payable by him to the employee under this Act in respect of that accounting year and the employee shall be entitled to receive only the balance.

Time-limit for payment of bonus.- All amounts payable to an employee by way of bonus under this Act shall be paid in cash by his employer (a) where there is a dispute regarding payment of bonus pending before any authority under section 22, within a month from the date on which the award becomes enforceable or the settlement comes into operation, in respect of such dispute; (b) in any other case, within a period of eight months from the close of the accounting year.

The appropriate Government or such authority as the appropriate Government may specify in this behalf may, upon an application made to it by the employer and for sufficient reasons, by order, extend the said period of eight months to such further period or periods as it thinks fit; so, however, that the total period so extended shall not in any case exceed two years.

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Public Sector Undertakings.- The Act provides for the application of bonus formula to those public sector undertakings which fulfil the 20 per cent. competition test. Once the bonus formula is applied to such establishments, it shall continue to apply even if the 20 per cent. competition test is not satisfied in any accounting year.

Disputes.- Any dispute arising between an employer and his employees with respect to the bonus payable under this Act or with respect to the application of this Act to an establishment in public sector, shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947, or of any corresponding law relating to investigation and settlement of industrial disputes in force in a State and the provisions of that Act or, as the case may be, such law, shall, save as otherwise expressly provided, apply accordingly.

Other provisions of the Act deal inter alia with presumption about accuracy of balance sheet and profit and loss account of co-operatives and companies, maintenance of registers and records by employers, penalties, offences by companies, etc.

The provisions of the Act do not apply to -
(i) employees employed by any insurer carrying on general insurance business and the employees employed by the Life Insurance Corporation of India;

(ii) seamen as defined in clause (42) of section 3 of the Merchant Shipping Act, 1953;

(iii) employees registered or listed under any scheme made under the Dock Workers (Regulation of Employment) Act, 1948, and employed by registered or listed employers;

(iv) employees employed by an establishment engaged in any industry carried on by or under the authority of any department of the Central Government or a State Government or a local authority;

(v) employees employed by -

(a) the Indian Red Cross Society or any other institution of a like nature (including its branches);

(b) universities and other educational institutions;

(c) institutions (including hospitals, chambers of commerce and social welfare institutions) established not for purposes of profit;

(vi) employees employed through contractors on building operations;

(vii) employees -

- (a) who have entered before the 29th May, 1965, into any agreement or settlement with their employers for payment of an annual bonus linked with production or productivity in lieu of bonus based on profits; or
- (b) who have entered or may enter after that date into any agreement or settlement with their employers for payment of such annual bonus in lieu of the bonus payable under this Act,

for the period for which such agreement or settlement is in operation;

(viii) employees employed by the Reserve Bank of India;

(ix) employees employed by -

- (a) the Industrial Finance Corporation of India;
- (b) any Financial Corporation established under section 3A, of the State Financial Corporation Act, 1951;
- (c) the Deposit Insurance Corporation;
- (d) the Agricultural Refinance Corporation;
- (e) the Unit Trust of India;
- (f) the Industrial Development Bank of India;
- (g) any other financial institution (other than a banking company), being an establishment in public sector, which the Central Government may, by notification in the Official Gazette, specify having regard to -
 - (i) its capital structure;
 - (ii) its objectives and the nature of its activities;
 - (iii) the nature and extent of financial assistance or any concession given to it by the Government; and
 - (iv) any other relevant factor;

(x) employees employed by any establishment in public sector, save as otherwise provided under this Act;

(xi) employees employed by inland water transport establishments operating on routes passing through any other country.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 25 September 1965,
pp. 411-446).

Chapter 4. Problems Peculiar to Certain Branches of the National Economy

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42. Co-operation.

India - October-November 1965.

Report of Committee on Co-operative Farming
published: Adequate aid for development of
Farming urged.

The report of the Committee on Co-operative Farming which was appointed by the Government of India in July 1963 with Shri D.R. Gadgil as its head, to study the cooperative farming movement and suggest measures to solve the problems facing it, has been recently published. The Committee in its report has, among other things, has urged that there should be increased participation of non-official leaders and adequate provision of financial and technical assistance for the development of the co-operative farming movement. The report says that the co-operative farming programme is still in its infancy and will take about 10 to 15 years to make a significant impact on the whole country.

At least 10,000 new co-operative farming societies should come into existence during the Fourth Plan. (The programme is under way in about 300 pilot projects). While calling for intensive development, consolidation and reorganisation of the movement, the committee warns against expectation of early results. There are no short cuts to solving the problems of cultivators, it says. The studies carried out by the committee reveal that while the programme has shown considerable success in the districts of Dhulia (Maharashtra), Sambalpur (Orissa), Bhavnagar (Gujarat) and Jullundur (Punjab), in some areas considerable failures also have been noticed. The committee says that in areas where co-operative farming has succeeded substantially, steps should be taken to vitalise it and spread it to adjacent areas. The Committee also came across a large number of societies which were not functioning along expected lines. Some were stagnant or in the process of disintegration. The committee feels that the working of such societies should be examined and where it is not possible to improve them they should be weeded out.

The committee recommends that the Government should itself take more initiative and organise cooperative farming societies on Government waste lands, surplus lands, and lands reclaimed as a result of large irrigation projects.

It regrets that in a number of States funds meant for co-operatives have not been promptly released to them as a result of which there were a large number of underfinanced societies. The committee suggested that the funds available in block budgets should be made available to co-operative farming societies on a preferential basis.

By and large the committee says, the finance provided by the Government was inadequate to the requirements of the programme. As funds under the existing pattern were not related to their requirements, the societies in certain cases had been divided into two to draw additional assistance. This reduced their viability.

The committee also recommends freer flow of loans from co-operative banks to co-operative farming societies.

The committee suggests that attention should be focussed on farming societies of small and medium farmers since they needed most the benefits of co-operative farming. Where societies are formed with a heterogeneous membership, it is of the utmost importance to limit the interests and returns of bigger farmers.

(The Times of India, 13 October, 1965).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - OCTOBER-NOVEMBER 1965.

50. General.

Working Conditions of Labour in West Bengal:
Report of the Committee on the Bengal Chamber
of Commerce and Industry for the Year 1964*.

The Report of the Committee of the Bengal Chamber of Commerce and Industry for the year 1964 published recently, contains a chapter on Labour, which deals with general Labour Situation in the West Bengal and the role of the Bengal Chamber of Commerce in the various labour field. The following is a brief review of this chapter.

General Labour Situation.- During the year under review rising prices and shortages of essential foodstuffs caused discontent amongst workers and often reflected adversely on employer-employee relations. Trade union organisations and leftist political parties severely criticised the Government. Workers demanded that employers should supply foodstuffs at subsidised rates and also demanded for an increase in dearness allowance or payment of an ad hoc compensatory allowance.

The other issue which dominated the labour situation was the question of bonus payments to workers. While Government's decision on the Bonus Commission's report was being awaited, the issue had been mutually settled in a number of cases before the announcement of Government's decision. Trade unions strongly opposed Government's modifications of the majority recommendations.

* Report of the Committee of the Bengal Chamber of Commerce and Industry for the year 1964: Vol. I. Calcutta: 1965: pp. xix + 298.

An announcement by the Union Labour Minister indicated that the workers' right to a higher quantum of bonus would be safeguarded under the proposed legislation. This announcement encouraged trade unions to agitate for the minimum bonus recommended by the Commission. The Labour Minister of West Bengal met the representatives of unions and Chamber of Commerce, and after a series of meetings an understanding was reached. But in a number of cases bonus agitation led to demonstrations, stay-in-strikes, go-slow or even confinement of the management staff by workers. The number of bonus disputes registered with the Labour Directorate was more than the previous year but bipartite and tripartite settlements were reached in a number of cases on an ad-hoc basis keeping in view of the Bonus Commission's recommendations.

The Bonus Commission's recommendations also had repercussions in some industries where bonus disputes has not arisen in the past. Some unions connected with the coal industry demanded the minimum bonus payable under the Commission's formula in addition to the statutory bonus linked to attendance. In the case of jute industry the unions persisted in their demand for payment of bonus in accordance with the Commission's formula although the question of bonus payment to workers was governed by the unanimous recommendations of the Wage Board which will remain in operation till 1967.

During the year under review there was considerable agitation for the early implementation of the Shops & Establishments Act which had been passed by the West Bengal Legislature in 1963. The Act came into force from 15 August 1964.

The report has also referred to the Bonus Commission's Report, 22nd Session of the Indian Labour Conference, 22nd Session of the Standing Labour Committee, State Committee on Employment, Central Evaluation and Implementation Committee Meeting, State Implementation and Evaluation Committee, Maintenance of Communal Harmony in Industrial Areas, and the Working of the Employees' State Insurance Scheme and the Employees' Provident Fund Scheme in the State.

(Report of the same Committee for the previous year was reviewed in the report of this Office for July-August 1964, pp. 65-67).

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West Bengal Shops and Establishments
(Second Amendment) Bill, 1965.

The Government of West Bengal published on 27 October 1965 the text of the West Bengal Shops and Establishments (Second Amendment) Bill, 1965, to be introduced in the Legislative Assembly of the State. The Objects of the Bill is to amend sub-section (4) of section 5 of the West Bengal Shops and Establishments Act, 1963, with a view to enabling Government to specify the day of weekly closure of shops and establishments of a particular area while allowing the shop-keepers and employers concerned to decide for themselves the weekly half-day closure of such shops and establishments.

(Calcutta Gazette, Extraordinary,
27 October 1965, Part I, pp.4085-4086).

51. Hours of Work.

India - October-November 1965.

Summary of the Annual Report on the Working
of the Hours of Employment Regulations(Railways)
for the Year 1963-64*.

Scope and Application.- Chapter VI-A of the Indian Railways Act, 1890, the Railway Servants (Hours of Employment) Rules, 1961 and subsidiary instructions issued by the Railway Board from time to time are collectively known as Hours of Employment Regulations(Railways). These Regulations inter-alia provide for classification of employment of railway servants and making temporary exemptions therefrom, appointment and powers of railway labour supervisors, appeals against classification of employment of railway servants, specification of the categories of excluded staff, prescription of periods of rest up to a maximum of three days for specific categories of workmen, compensatory periods of rest for exempted railway servants under rule 6, maintenance of registers of extra hours worked in the prescribed form, display of rules and notices and submission of annual returns. The Regulations are applicable to all classes of railway servants excepting those governed by the Factories Act, 1948, the Mines Act, 1952 and the Merchant Shipping Act, 1958 and those who are specifically excluded from the purview of the Regulations, such as supervisory staff, persons employed in a confidential capacity, certain categories of employees in the medical departments, armed guards and other police personnel subject to military and police discipline, class IV staff whose work is exceptionally light and staff of railway schools imparting technical training or academic education. The exclusion of these categories of staff does not, however, absolve the Central Industrial Relations Machinery of its responsibility to watch their conditions of work and satisfy itself that no category of staff has been excluded from the Regulations without sufficient justification.

* The Indian Labour Journal, Vol. VI, No.11, November 1965, pp, 986-988.

Administration.- The Chief Labour Commissioner (Central), Deputy Chief Labour Commissioner (Central), Regional Labour Commissioners, and Conciliation Officers (Central) have been appointed as "Supervisors" of railway labour under the Indian Railways Act, 1890. The Labour Inspectors and Conciliation Officers in the discharge of their duties as Supervisors and carry out inspection on their behalf. There were 7 Regional Labour Commissioners, 31 Conciliation Officers and 104 Labour Inspectors.

Enforcement: (i) Method of Inspection.- The Labour Inspectors inspect railway stations every month regularly and other establishments under the Hours of Employment Regulations. The Conciliation Officers and Regional Labour Commissioners, besides conducting some original inspections, also test check the inspections of Labour Inspectors. Minor irregularities such as non-display of abstract of the Regulations, working beyond scheduled hours or during rest periods, non-maintenance of registers and record, instances of continuous night duty, etc., are taken up directly by the Inspecting Officers with concerned officers of the Railway Administration. Cases of wrong classification and other major irregularities are referred to by the inspecting officers to the Regional Labour Commissioners for scrutiny and necessary action. Officers of the Industrial Relations Machinery keep themselves in close touch with the Heads of Railways and seek co-operation in rectifying the irregularities.

(ii) Classification of Employees.- As classification of railway servants under the Regulations is of primary importance to them, officers of the Industrial Relations Machinery (mentioned in para 2) continued to pay special attention in this matter. Cases of incorrect or doubtful classification reported by the Inspecting Officers are scrutinised by the Regional Labour Commissioners and thereafter submitted to General Managers of Railways concerned for consideration and necessary action. Differences of opinion do arise in such cases between the officers of Industrial Relations Machinery and those of the Railway Administration. In order to resolve them joint inspections are sometimes carried out by them. Out of 351 cases (117 cases for the preceding year and 234 for the year under review) of disputed classification referred to the Railway Administration, the Administration accepted the suggestions of the Inspecting Officers in 73 cases, contested 82 cases and the remaining 196 cases were pending settlement at the close of the year.

Inspection and Irregularities.- During the year under review, 8,026 establishments were inspected as against 8,621 establishments during the previous year. The number of irregularities detected were 65,360 as against 61,554 during the previous year.

Rectification of Irregularities.- All the irregularities detected by the officers of the Industrial Relations Machinery were taken up with the Railway Administration for rectification. Out of the total of 89,007 irregularities (including 23,647 irregularities for the previous year), the Railway Administration rectified 69,734 (78.34 per cent.) irregularities during the year under report leaving a balance 19,262 (21.66 per cent.) irregularities. The following table shows the nature and number of irregularities detected during the year 1963-64:-

Sl. No.	Nature	Number	Percentage
1	2	3	4
1.	Non-existence of rosters.	12,429	19.02
2.	Non-display of rosters.	4,148	6.35
3.	Out-of-date rosters.	671	1.03
4.	Illegible or otherwise defective rosters.	1,085	1.66
5.	Non-display of regulations.	4,048	6.19
6.	Habitually working outside rostered hours.	1,444	2.21
7.	Habitually working on rest days.	11,027	16.87
8.	Working contrary to rosters.	616	0.94
9.	Performing Continual night duty.	190	0.29
10.	Compensatory-off not given in lieu of weekly rest forgone.	9,963	15.24
11.	Non-payment of overtime allowance.	4,878	7.47
12.	Non-maintenance of overtime register.-	1,377	2.66
13.	Irregularities regarding Maintenance of Muster roll.	3,096	4.74
14.	Incorrect classification.	119	0.18
15.	Working more than 14 days without rest.	3,626	5.55
16.	Other irregularities (Miscellaneous).-	6,283	9.61
TOTAL.		65,360	100.00

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

India - October-November 1965.

Coal Mines Labour Welfare Fund Bill, 1965.

Shri D. Sanjivayya, Union Minister of Labour and Employment, Government of India, introduced in the Lok Sabha on 24 September 1965 a Bill to amend and consolidate the law relating to the financing of measures for promoting the welfare of labour employed in the coal mining industry. According to the Statement of Objects and Reasons of the Bill, the Coal Mines Labour Welfare Fund Act, 1947, was enacted with a view to making better provision for financing measures for promoting the welfare of labour employed in the coal-mining industry. The Act provides for the levy of a duty of excise on all coal and coke despatched from collieries at such rate not exceeding eight annas per ton as may from time to time be fixed by the Central Government. The proceeds of the duty are credited to a Fund called the Coal Mines Labour Housing and General Welfare Fund and apportioned under two separate accounts called the General Welfare ~~Fund~~ and the Housing Account. While the General Welfare Account is operated directly by the Central Government, the Housing Account is operated by a body corporate called the Coal Mines Labour Housing Board constituted under section 6 of the Act.

Account

The working of the Act has shown that there are obvious advantages in making the Coal Mines Labour Welfare Fund Organisation as a whole, a body corporate under the statute. The Organisation has now an annual income of about 40 million rupees. It is accordingly proposed to establish a corporation known as the Coal Mines Labour Welfare Fund Trust which will be responsible, under the general direction and control of the Central Government, for promotion of the welfare of labour employed in the coal-mining industry. This Corporation will function through a Board of Trustees consisting of twenty-two members representing the Government, the employers and the labour employed in the coal-mining industry.

For giving effect to the above object, it is proposed to replace the Act by a new legislation. Provision has also been made in the legislation for payment of enhanced grants-in-aid to colliery owners who maintain dispensary services of a standard higher than the prescribed minimum, and also for the transfer of existing employees to the Corporation.

The Bill exempts income, profits or gains of the Trust from the liability to income-tax.

Subject to the modifications mentioned above, the provisions of the Bill are broadly on the lines of the provisions of the existing Act, including the imposition of duty of excise on coal and coke despatched from collieries.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 24 September 1965,
pp. 990-1006).

56. Labour Administration.

India - October-November 1965.

Inspection of Mines in India: Annual Report
of the Chief Inspector of Mines in India for
the Year ending 31 December 1962*.

Application.- The Mines Act, 1952, as amended by the Mines (Amendment) Act, 1959, continued to be in force through India excepting State of Jammu and Kashmir and the Union territories of Goa, Diu & Daman. Prospecting mines and mines of specified minerals continue to be exempted from the provisions of the Act subject to certain conditions specified therein.

The number of mines (coming within the purview of the Mines Act, 1952, excluding mines of atomic minerals) reported to have been worked during the year under review was 3,648 comprising of 851 coal mines and 2,797 non-coal mines, as against 3,533 mines (860 coal and 2,673 non-coal mines) in 1961. The number of mines submitting returns was, however, significantly less, their number in 1962 being 3,009 (844 coal and 3,165 non-coal) as against 3,171 (844 coal and 2,323 non-coal) in 1961. In respect of the seven defaulting coal mines, however, estimates of employment and output have been arrived at on the basis of monthly data submitted through the monthly returns, and to that extent, coverage in respect of the 851 coal mines is complete. The major difficulty has been in respect of non-coal mines. One of the principal reasons for this significant non-response in respect of non-coal mines has been the unawareness of the new code of Regulations on the part of mine managements. Copies of the prescribed proforma have been sent to those mines which professed ignorance/non-availability of the proforma. Further action for non-submission

* Annual Report of the Chief Inspector of Mines for the year ending 31 December 1962: Mines Act, 1952: Price: Inland - Rs. 28.00: Foreign - 65sh.4d or 10\$ 8 cents. pp. iv+479.

of the annual returns continues, but this aspect of non-submission of returns by the 600 and odd non-coal mines - mostly small sized, has to be taken note of when a comparison of figures over the years is made. Where the major variations are due to the inclusion or non-inclusion of returns from big mines, these have been specifically mentioned. Particulars of oil wells have been covered for the first time with effect from the year under review and to that extent particularly, the overall employment figures have to be guarded against comparisons.

Employment.- The average daily number of persons working in and about the mines regulated by the Mines Act, 1952, in the year 1962 was 684,226 which shows a significant increase as compared to the earlier years and has recorded a new level of employment in mines coming under the purview of the Act.

The two tables given below show the trends in employment by place of working and by major minerals.

(1) By place of Working

Year	Under-ground	Open-cast Working		Surface		Total	Index
	Men	Men	Women	Men	Women		
1960 -	255,536	141,557	63,905	147,235	43,836	652,069	118.8
1961 -	261,703	157,032	67,927	145,944	38,380	670,986	122.2
1962 -	276,868	153,358	64,905	151,211	37,884	684,226	124.6

(2) By Major Minerals

Year	Coal	Mica	Manganese	Iron Ore	Gold	Limestone	Others
1960 -	397,422	33,278	56,859	49,902	16,092	44,412	54,104
1961 -	411,265	29,635	46,923	54,540	16,295	54,637	57,691
1962 -	432,909	26,092	39,141	50,124	16,397	54,499	65,064

This significant increase in employment was mainly due to the considerable increase of employment in underground workings, the said increase in 1962 being nearly six per cent. of the underground employment in the preceding year.

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Comparatively, the change in employment in opencast working and on surface are rather insignificant. The overall decrease of more than 3,000 in the female employment as against the increase in the employment of labour in the mining industry, brought down the proportion of female employment in the total to about 15 per cent. as against 16 per cent. in the preceding year.

The overall increase in employment in the mining industry is the net result of heterogeneous changes in the employment of various groups of mines. While on one hand, a significant increase in employment in coal mines (approximately 22,000) has been observed, most of the other major mineral groups recorded a decrease and even in cases where an increase has been recorded, that increase has been rather insignificant both in itself and in comparison to that in coal mines. Both Mica and Manganese industries had reported continuance of the slump in the market and the consequent effect on the working of the mines. In addition, with effect from the year under review, employment particulars in respect of oil mines are being included and to that extent some of the apparent increase has to be attributed to this additional average.

Coal Mines.— The number of working mines in the year under review was 851. The increased tempo of activity, with the planned target of 97 million tonnes by the end of Third Plan and the National Emergency brought about by the attack by the Chinese, brought in its stride an increased employment of about 22,000 persons in this industry. The bulk of it was underground (15,000) while in quarries, where, in view of the extensive usage of machinery, the demand of manpower per tonne of coal raised is less, the increase was only of the order of 3,400. There was no appreciable change in the absolute figure of overall employment of females ~~in the proportion of female ass~~ as compared to the preceding year. This however, resulted in the decrease in the proportion of female employment to the total.

All the coalfields in general recorded an increase in employment of varying degrees of which mention, may be made of Karanpura (2,800), Pench Valley and other coalfields in Madhya Pradesh (2,500) and Singareni (1,500).

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Iron-Ore Mines.- While there was no significant change in the number of reporting iron-ore mines, the overall employment in this group of mines decreased by about 4,500. This was due to the significant drop in employment of one mine in Public Sector in Madhya Pradesh (of more than 8,000) off set to some extent by the inclusion for the first time of another mine in public sector in Bihar (about 4,500 employment).

Lime-Stone Mines.- Albeit the increase in the number of reporting mines, the overall employment in limestone mines has not shown any appreciable change from the level recorded last year. Although increase of over 1,000 in overall employment was observed in Gujarat and Rajasthan, this was off set by the decrease in overall employment in one public sector mine in Madhya Pradesh.

Manganese Mines.- The number of mines submitting annual returns in the current year has gone down by about a hundred, the actual figures being 322 in 1962 as against 416 in 1961 and 519 in 1960. The reduction in employment was also considerable, the magnitude being of the order of 8,000. From the various reports received, it has been observed that the general economic conditions affecting the manganese ore industry continued to be adverse during the year and the slump in the foreign demand has brought down with it the price of the ore. This in turn has led to a fall in output and increase in overall cost per tonne of ore produced.

Mica Mines.- The decreasing trend in both the number of mines and employment in mica mining industry continued in the year under review also. The actual fall in the number of reporting mines was about 125 while the level of employment came down to about 26,000, the lowest in recent years, and half of the level of employment recorded in 1951. This downward trend was more predominant in mica mines in Rajasthan, both in the number of mines and employment there at, the respective decrease in this State alone accounting for nearly half of the total decrease for the country as a whole.

Distribution of Mines.- The following table gives the distribution of coal and non-coal mines by size of their average daily employment in 1962:-

	Average daily employment							Total	
	Upto 50	51-150	151-250	251-400	401-800	801-1200	1201-1600 & above		
Coal Mines.	147	188	107	99	131	67	48	64	851
Non-Coal Mines.	1,389	507	106	57	55	18	6	27	2,165
ALL MINES.	1,536	695	213	156	186	85	54	91	3,016

- (i) Particulars of about 650 non-coal mines not received.
- (ii) Mines of Atomic Minerals not included.

Labour Situation.- The man-days lost by strikes and lock-outs in the mining industry were 292,963 in 1962 as compared to 357,385 in 1961 and 234,904 in 1960. Of these, those lost in respect of coal mines accounted for 233,247 while the rest were in different non-coal mines. In respect of coal mines, the Statewise break-down for the three years 1960 to 1962 may be seen from the following table:-

State	Total Man-days lost during		
	1960	1961	1962
Andhra Pradesh.	663	1,658	46,504
Assam.	1,138	513	4,073
Bihar.	32,959	93,042*	101,380
Madhya Pradesh.	5,075	85,911	25,899
Madras.	-	-	-
Maharashtra.	34,664	705	98
Rajasthan.	87*	-	-
West Bengal.	54,354	18,989	55,289
ALL INDIA.	128,940*	200,818*	233,247

* Information incomplete.

Some of the major strikes in coal mines were those at Parbelia Colliery resulting in the loss of about 50,000 man-days, at Singareni Collieries resulting in the loss of about 40,000 man-days, at Bermo (V.D.C.) Colliery resulting in the loss of about 35,000 man-days, at Bokaro Colliery resulting in the loss of about 19,000 man-days and at South Jhagrakhand Colliery resulting in the loss of about 16,000 man-days.

Among the non-coal mines, altogether about 22,000 man-days were lost at the different gold mines of Kolar Gold Mines and about 6,000 man-days each at mica mine, bauxite mine and a limestone mine. Relatively the man-days lost in strikes and lock-outs in the various non-coal mines in resulting in the loss of about 16,000 man-days.

Absenteeism in Coal Mines.— The percentage of absenteeism (absenteeism being defined as to include absence due to sickness, accident, leave etc. and excludes, absence due to strikes, lock-outs or maternity leave) among colliery workers registered a significant drop in the year 1962 for the country as a whole as also for most of the coalfields. The table below gives the comparative figures in respect of major fields:—

Percentage of Absenteeism

Year	Andhra Pradesh	Assam	Bihar Bokara	Jhar- Pra- ia. desh	Madhya Pradesh	Mahara- shtra	Orissa	Rani- ganj	All-India
1960.	17.06	19.38	15.92	11.75	13.91	12.24	14.22	12.22	13.27
1961.	17.23	18.84	14.76	11.90	15.97	13.60	13.46	12.66	13.53
1962.	19.14	17.81	13.86	11.12	15.25	13.68	12.32	12.36	12.85

Labour earnings.— The following table shows the index of labour earnings in the various States since 1960 (base December 1951=100):—

	1960	1961	1962
<u>Coal</u>			
Andhra Pradesh.	176.4	178.9	184.9
Assam.	155.0	150.7	181.9
Bihar (Jharia).	217.0	215.2	219.4
Madhya Pradesh. †	262.8	260.2	268.3
Vindhya Pradesh. †	262.8		
Orissa.	231.4	240.8	271.2
Rajasthan.	215.8	221.7	259.4
West Bengal (Raniganj).	200.6	202.9	209.7
<u>China Clay</u>			
Bihar.	148.6	148.6	149.0
<u>Copper</u>			
Bihar.	163.1	165.5	196.3
<u>Gold</u>			
Bihar, Mysore.	135.4	183.3	177.1
<u>Iron-Ore</u>			
Bihar.	141.5	202.2	169.1
Orissa.	139.8	182.0	178.3

	1960	1961	1962
<u>Limestone</u>			
Bihar.	151.7	204.2	183.2
Madhya Pradesh.	169.9	206.0	291.4
<u>Manganese</u>			
Madhya Pradesh.	137.1	156.9	194.3
Orissa.	136.2	149.6	158.8
<u>Mica</u>			
Andhra Pradesh.	129.7	144.1	141.0
Bihar.	110.9	134.2	122.8
Rajasthan.	125.2	129.0	134.3
<u>Stone</u>			
Bihar.	156.6	120.3	156.2
TOTAL COAL.	214.9	214.7	221.2
TOTAL NON-COAL.	134.5	161.7	169.5
ALL MINERALS.	189.6	198.0	204.9

Output.- The aggregate pit-head value of coal raised in this country amounted to Rs. 1,259.72 million as against Rs.1,140.63 million last year. Pit-head value of the output figures of non-coal minerals comparable to the employment and other data published by this Office was Rs.415.91 million in 1962. This figure relates, however, to only mines coming under the purview of Mines Act 1952, which submitted returns. The output figures in respect of some of the major minerals are given below:-

*Output of Major Minerals

Year	Coal (Tonnes)	Mica** (Tonnes)	Manganese (Tonnes)	Iron-Ore (Tonnes)	Copper (Tonnes)	Gold Kgms.
1960.	52157299	N.A.	1182120	10683291	447882	4995
1961.	55709143	N.A.	1230024	12269560	423270	4868
1962.	61365981	-	-	-	-	-

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* Since 1958, the output and value figures of minerals other than coal, except where otherwise stated, are those obtained from the Indian Bureau of Mines. Output figures of Iron-Ore and Copper-Ore in 1957 were also those of Indian Bureau of Mines. Earlier figures in respect of non-coal were compiled on the basis of returns submitted to this office, as is the case of coal all through.

** Dressed.

Coal.- The output of coal continued its rising tempo and recorded a new peak during the current year being 61,365,981 tonnes. The increase over the preceding year was of the order of 5.66 million tonnes, which is more than the 3.55 million tonnes increase in 1961.

Field-wise, the output of coal in Jharia was 18,447,944 tonnes as against 16,724,716 tonnes in 1961 and accounted for about 30 per cent. of the total production in the country. Comparatively, the Raniganj field showed a slightly higher increase, the production in 1962 being about 20,907,892 tonnes as against 18,765,453 tonnes in 1961 and accounting for nearly 34 per cent. of the country's output. Among the smaller fields, Karanpura, raised 3.92 million tonnes, Bokaro 3.56 million tonnes, Fench Valley 2.78 million tonnes, Singareni 3.12 million tonnes, Korea, 1.87 million tonnes and Rewa 1.50 million tonnes.

Raisings were fairly high in the early months of the year. The seasonal effects of monsoon resulted in a fall in output, and the maximum as usual was reached in December. There was a larger accumulation of stocks at pit-head at the end of the year under review than in the preceding year. At the end of the year stocks were 3.51 million tonnes as against 3.41 million tonnes (the opening stocks this year differ slightly from closing stocks of last year due to the difference in the coverage) at the beginning of the year.

Despatches of coal, excluding coke, amounted to 55,087,352 tonnes as against 50,237,141 tonnes in the preceding year.

The amount of coal utilised for coke making at the collieries was 3,511,439 tonnes i.e., about 5.7 per cent. of the total output, the corresponding figures for 1961 being 2,993,085 tonnes and 5.4 per cent. respectively. In addition, about 2,489,757 tonnes of coal, i.e., about 4.1 per cent. of the total production, was consumed within the collieries for boilers, attached power houses, etc.

Collieries produced 329,934 tonnes of Hard Coke and 2,116,424 tonnes of Soft Coke during the year under review as compared to 260,845 tonnes of Hard Coke and 1,791,030 tonnes of Soft Coke in 1961. There was thus a light increase in coke production in collieries. Despatches of Coke from the collieries consisted of 328,350 tonnes of Hard Coke and 2,116,113 tonnes of Soft Coke. Of the rest, 813 tonnes of Hard Coke and 3,140 tonnes of Soft Coke were reported to have been consumed within the collieries. The stocks at the end of the year consisted of 17,893 tonnes of hard coke and 106,122 tonnes of soft coke.

The aggregate pit-head value of coal produced during the year amounted to Rs. 1,259,723,477 and that of Hard Coke and Soft Coke produced at the collieries was Rs. 13,536,095 and Rs.53,807,451 respectively.

Output of coal per worker employed has increased further to 142 tonnes in 1962 from 135 tonnes in 1961, 131 tonnes in 1960 and 100 tonnes in 1951.

Mining Conditions.- Of the total of 3,011 mines for which information is available for the year 1962, 1,545 (about 51 per cent.) were using mechanical or electrical power as against 1,524 (48 per cent. of total) mines in 1961. These include 744 (nearly 87 per cent. of the total) coal mines, 375 (55 per cent. of the total) mica mines, 72 (36 per cent. of the total) limestone mines, 103 (32 per cent. of the total) manganese mines and 43 (19 per cent. of the total) iron-ore mines. All the gold and copper mines (4 and 3 in numbers respectively) reported to have been worked during the year (excluding the copper mine in Rajasthan which has not yet started working) were using mechanical power.

The number of coal mines using electrical energy during the year under report was 658 as compared to 617 in 1961 and 545 in 1960. The aggregate horse-power of electrical plant used in the above mine increased from 438,031 in 1961 to 440,825 in 1962. The increase was due to the introduction of additional electrical plants in mines which had already been utilising electrical power and to the introduction of electrical power in some other mines during the year under review. During the year, electrical plants were installed and brought into use in 41 additional coal mines.

The amount of coal raised from all collieries during 1962 in the Indian Union was 61,365,981 tonnes. Out of this amount, coal mines numbering 658 using electrical power accounted for the production of 58,988,904 tonnes which is about 96 per cent. of the ~~production~~ total raisings. The remaining coal mines numbering 193 which did not use electric power accounted for the production of 2,377,077 tonnes which is about 4 per cent. of the total raisings.

According to the annual returns the total amount of coal consumed in all the collieries during the year under review was 2,489,757 tonnes or about 4.1 per cent. of the total raisings as compared to 2,373,381 tonnes or about 4.3 per cent. of the total raisings in 1961. Of this figure, the total amount of coal consumed by the collieries not using electricity was 286,621 tonnes which is about 11.5 per cent. of the total coal consumed in all the collieries whereas the coal consumed by the collieries using electrical energy to these collieries was 2,203,136 tonnes, of which consumption for generation of electricity was about 324,156 tonnes. It will thus be observed that in the mines using electrical power the total consumption of coal including the colliery consumption at colliery power houses was about 3.73 per cent. of raisings, whereas in the remaining mines the colliery consumption was 12.06 per cent. of raisings.

Besides, the above coal mines, electrical energy was used in ~~165~~ 163 metalliferous mines, with an aggregate horse-power of 124,876 compared to 181 mines with an aggregate horse-power of 138,876 in 1961. These figures do not include mica mines using electricity. The number of mica mines using electricity during the year under review was 200 with aggregate horse-power of 14,894 as compared to 224 mines in 1961 with an aggregate horse-power of 20,280. The apparent decrease above in respect of non-coal mines as to some extent due to the non-submission of returns by mines using electricity.

The total number of coal cutting machines worked by electricity was 815 as compared to 669 in 1961 and 696 in 1960. Out of these, 382 were worked in Raniganj, 131 in Jharia, 118 in Madhya Pradesh and 106 in Karanpura. The total quantity of coal cut by these machines was of the order of 17.16 million metric tonnes as against 14.98 million metric tonnes in 1961 and 14.1 million tonnes in 1960.

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The number of mechanical loaders in use in the Singareni, Ramgarh and Karanpura coalfields were 3, 4 and 14 respectively, in the year 1962. The total quantity of coal loaded by these loaders was about 728 thousand metric tonnes which was considerably lesser than the last year's figures of 913 thousand metric tonnes.

The number of mechanical conveyors used during the year under review was 167 as compared to 129 in 1961 and 103 in 1960. The highest aggregate length reported for any month during the year was 50,789 metres in November which was considerably more than the preceding year's figures of 35,066 metres. The total quantity of coal conveyed was also much higher than that in the last year, the corresponding figures being 4.90 million metric tonnes in 1962, 4.23 million metric tonnes in 1961 and 2.73 million metric tonnes in 1960.

The number of coal mines using mechanical ventilators was 274 in 1962 as against 253 in 1961 and 226 in 1960. The number of mechanical ventilators in use was 439 during the year under report as compared to 416 during the preceding year. As usual the majority of the mechanical ventilators was to be found in the States of Bihar and West Bengal where the number was 187 and 157 respectively.

Thirty-two Non-Coal mines used 88 mechanical ventilators comprising of 4 Gold Mines using 45 mechanical ventilators, 26 Mica mines using 28 mechanical ventilators and one Limestone and Manganese mine each, utilising 14 and 1 mechanical ventilators respectively.

The number of safety lamps in Coal mines was 121,531, of which 96,847 were of the electrical type and the rest of flame type. The number of lamps locked by magnetic means was 19,645 and by lead rivets 12,076 while the rest had other arrangements for locking.

The number of safety lamps in use in Non-Coal mines was 4,915, of which 2,894 were electric type. The number of lamps locked by magnetic means was 680 and by lead rivets 757, while the rest had other arrangements for locking.

There were 548 Non-Coal mines using rock-drills, the total number of rock-drills used being 2,615. These comprised of 308 Mica mines using 640 rock-drills, 56 Limestone mines using 499 rock-drills, 4 Gold mines using 402 rock-drills, 60 Manganese mines using 362 rock-drills and 36 Iron-Ore mines using 227 rock-drills.

Explosives.- The figures of consumption of explosives and detonators in Coal and Non-Coal mines for the year 1962 with comparative figures for the preceding years are given in the following table:-

(All Figures in Thousands)

Year	Coal			Non-Coal			
	High Explosives. (Kgms)	Permit-Explosives (Kgms)	Gun-powder (Kgms)	Detonators (Nos.)	High Explosives (Kgms)	Gun-powder (Kgms)	Detonators (Nos.)
1960 -	2,779	1,468	1,980	18,941	2,748*	736	12,962*
1961 -	2,973	1,543	2,106	17,472	2,835*	1,070	12,082*
1962 -	4,060	1,906	2,149	25,280	3,210	1,034	13,036

* Revised. The figures of liquid oxygen cartridges, wrongly isolated in Detonators column have been corrected and after conversion, added under Higher Explosives.

Accidents.- The year under review saw the continuation of the increasing trend in fatal accidents and resultant casualties. The increasing trend in respect of serious accidents was however, halted and, in fact, there was an appreciable decrease in both the number of serious accidents and the corresponding number of persons seriously injured. Comparative figures over the last three years may be seen from the table below:-

Year	Fatal Accidents		Serious Accidents		Rates per 1000 employed	
	No. of accidents.	Number of persons Killed Seriously injured	No. of accidents	No. of persons seriously injured	Death rate	Serious-injury rate
1960 -	274	317	5,534	4,604	0.49	7.15
1961 -	289	344	5,038	5,112	0.51	7.71
1962 -	317	368	4,828	4,881	0.54	7.23

The increase in both the number of fatal accidents and resultant fatalities was due to a relatively larger number of rockbursts in gold mines, which resulted in all in 15 deaths in 7 fatal accidents. Another factor in this respect was the almost doubling of fatal accidents in Limestone Mining Industry. These two factors together explain the increase in the number of fatal accidents in non-coal mining industry as also for the overall increase in the mining industry as a whole.

Classification of the accidents and resultant casualties by the class of mineral worked is given in the table below:-

Minerals	Number of Accidents		Number of Persons	
	Fatal	Serious	Killed	Seriously Injured
Coal	229	3,125	266	3,207
Copper	2	147	2	147
Galena & Sphalerite	-	67	-	67
Gold	14	798	22	808
Iron-Ore	11	126	12	128
Limestone	26	386	27	393
Manganese	6	66	6	67
Mica	15	29	18	35
Oil	1	36	1	37
Stone	7	8	7	14
Others	6	40	87	42
ALL MINERAS.	317	4,828	368	4945

Coal mining, which accounts for about 63 per cent. of the total labour force in all mining, which gave rise to 72 per cent. of the fatal accidents and 65 per cent. of the serious accidents. Among the rest, Limestone, Mica, Gold and Iron-Ore, mining industries in respect of fatal accidents and Gold, Limestone, Copper and Iron-Ore industries in respect of serious accidents gave rise to considerable number of accidents.

In coal mines, while only the number of fatal accidents showed a slight increase over the preceding year's figure, the number of persons killed, number of serious accidents and number of persons seriously injured have all been less than those in the preceding year. Of particular interest in the year under review has been the halting of the upward trend in the number of serious accidents and resultant number of seriously injured workers, which will be more clear on perusal of the comparative statement below:-

Accidents, resultant casualties and rates in coal mines

		1960	1961	1962
Number of accidents.	∅ Fatal -	-	222	229
	∅ Serious -	3,258	3,515	3,125
Number of persons.	∅ Killed -	233	268	266
	∅ Seriously Injured.	3,343	3,605	3,207
Rates per 1,000 persons employed	∅ Death rate -	0.59	0.65	0.61
	∅ Serious injury rate.	8.41	8.77	7.43
Rates per one million tonnes of coal raised.	∅ Death rate -	4.47	4.81	4.33
	∅ Seriously injury rate.	64.09	64.71	52.26
Rates per 1000 manshifts worked.	∅ Death rate -	0.20	0.22	0.21
	∅ Serious injury rate.	2.85	2.96	2.51

Intensive efforts were made by the office of the Chief Inspector of Mines in respect of safety by way of conducting 'Safety Week' in the various coalfields, beginning with that in April 1962 in the Jharia and Rajiganj fields. The change in the direction in the movement of both the number of serious accidents and the number of seriously injured persons in the year under review can justifiably be attributed this campaign, as the safety weeks brought about an awareness of the safety aspects in one and all.

Accidents by causes.- The following table gives the classification of fatal and serious accidents and resulting casualties by cause and place of working:-

Cause	Fatal Accidents			Serious Accidents	
	No. of accidents.	No. of persons killed.	No. of persons seriously injured.	No. of accidents.	No. of persons seriously injured.
1	2	3	4	5	6
Explosion and ignition of inflammable gas.	-	-	-	1	1
Fall of roof: Underground.	101	136	31	309	329
Fall of sides wall: Underground.	29	29	4	182	190
Opencast.	30	33	14	3	3
Fall of sides face: Underground.	3	4	-	40	42
Opencast.	-	-	-	1	1
Rock-Burst: Underground.	7	15	3	65	69
Haulage: Underground.	35	35	-	541	545

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(Table continued:-)

1	2	3	4	5	6
Haulage:					
Opencast.	1	1	-	25	25
Surface.	3	3	-	148	148
In-Shafts:					
Underground.	14	15	1	36	39
Explosives:					
Underground.	11	13	-	40	44
Opencast.	9	9	1	10	10
Surface.	-	-	-	2	2
Machinery:					
Underground.	7	7	-	61	61
Opencast.	3	3	-	16	16
Surface.	7	7	1	46	47
Suffocation by Gases:					
Underground.	-	-	-	1	1
At Railway sidings belonging to the Mines:					
Surface.	7	7	-	20	20
Electricity:					
Underground.	3	3	-	4	4
Opencast.	-	-	-	1	1
Surface.	2	2	-	6	6
Miscellaneous:					
Underground.	11	11	2	2,088	2,089
Opencast.	22	23	2	399	402
Surface.	12	12	1	783	786
TOTAL.	317	368	64	4,823	4,881

Comparative figures of the number of persons killed in coal and non-coal mines due to various causes in the recent few years are given in the table below:-

Cause	1960	1961	1962
1	2	3	4
Explosions, Ignition etc.:			
Coal.	3	-	-
Non-Coal.	-	-	-
Fall of Roof:			
Coal.	101	122	127
Non-Coal.	8	2	8
(a) Face of Coal.	2	8	4
of Non-Coal.	5	6	-
Fall of Sides:			
(b) Wall of Coal.	20	23	35
of Non-Coal.	19	21	28
Rock-Bursts:			
Coal.	-	-	-
Non-Coal.	5	1	15
Haulage above ground:			
Coal.	4	14	2
Non-Coal.	5	5	2

(Table continued)

1	2	3	4
Haulage below ground:			
Coal.	27	20	35
Non-Coal.	1	-	-
In-Shafts:			
Coal.	7	17	9
Non-Coal.	6	5	6
Explosives:			
Coal.	5	14	9
Non-Coal.	12	14	13
Machinery above ground:			
Coal.	5	10	7
Non-Coal.	3	2	3
Machinery below ground:			
Coal.	3	5	7
Non-Coal.	-	-	-
Suffocation by Gases:			
Coal.	1	4	-
Non-Coal.	-	-	-
Irruption of Water:			
Coal.	16	1	-
Non-Coal.	-	-	-
Outbreak of Fire:			
Coal.	-	-	-
Non-Coal.	-	-	-
At Railway siding belonging to the Mine:			
Coal.	1	4	6
Non-Coal.	1	-	1
Electricity:			
Coal.	3	7	4
Non-Coal. Above	2	3	1
Miscellaneous Ground:			
Coal.	23	13	13
Non-Coal.	14	16	22
Miscellaneous Under Ground:			
Coal.	12	6	8
Non-Coal.	3	1	3
TOTAL: Coal.	233	268	266
Non-Coal.	84	76	102

Inspection.- The total number of inspections made by the various inspecting officers of the organisation in the year 1962 was about 10,400 as against 10,500 in the preceding year. These include the inspections in respect of mining matters by Inspector of Mines etc., inspections by Electrical, Mechanical and Medical Inspectorates. Details of inspections of working mines (excluding those of atomic minerals) coming under the purview of the Mines Act, 1952 in respect of mining matters are as follows:-

	Number of mines inspected.	Number of inspections made.
Coal Mines.	51	5,065
Non-Coal Mines.	2,094	3,016
TOTAL.	2,945*	8,081

* Another 600 mines could not be inspected on account of (i) shortage of inspecting staff, (ii) seasonal operation of mines and (iii) opening/re-opening of non-coal mines towards the end of the year.

In addition, fifteen inspections of twelve closed mines and six inspections of six non-act mines were also made. Three hundred seventyone Coal and 17 Non-Coal mines were inspected by the Electrical Inspectorate, the number of inspections being 947 and 36 respectively. Two hundred thirtyeight Coal and 17 Non-Coal mines were inspected by the Mechanical Inspectorate, the corresponding number of inspections being 339 and 29 respectively. Four hundred and four Coal and 483 Non-Coal mines were inspected by the Medical Inspectorates the actual number of inspections being 479 and 485 respectively.

In addition, the inspecting officers made about 550 enquiries into various matters. These include enquiries into causes and circumstances of all fatal accidents, and some of the serious accidents and dangerous occurrences. Some others relate to enquiries into the various complaints received.

During the year 165 prosecutions were instituted as compared with 448 prosecutions in 1961.

In 39 cases, owners, directors and agents were prosecuted for offences under section 69 of the Mines Act, 1952, for non-appointment of managers.

In 7 cases, owners, agents and managers were prosecuted under section 64(e) of the Mines Act for submitting incorrect returns, plans, etc.

In 20 cases, owners, agents and managers were prosecuted under section 66 of the Mines Act, 1952 for omitting to furnish in the prescribed form or manner any plan, return, notice or report required by or under the said Act to be made or furnished.

In 24 cases, owners, agents and managers were prosecuted under section 72C of the Act for accidents in mines both fatal and serious.

The remaining prosecutions were instituted for various other violations of the provisions of the Act, Regulations and Rules made thereunder.

Welfare Amenities.- The report gives an account of welfare facilities connected with health, sanitation and medical relief primarily in coal mines and mica mines. These activities have already been reviewed.

Welfare activities in Coal Mines during 1961-62: pp.73-76 of the Report of this Office for December 1962.

Welfare activities in Coal Mines during 1962-63: pp. 45-56 of the Report of this Office for December 1963.

Welfare activities in Mica Mines during 1961-62: pp.75-77 of the Report of this Office for August 1962.

Welfare activities in Mica Mines during 1962-63: pp.61-63 of the Report of this Office for September 1963.

Coal Mines Provident Fund.- With effect from the 1 October 1962, the rate of contribution has been enhanced from 6½ per cent. to 8 per cent. of the total emoluments. Employers are required to contribute an amount equal to the contribution of the employees.

During the year under review 68,859 employees were enrolled as new members bringing the total membership of the Fund to 1.44 millions.

A sum of 49.5 million rupees has been received as provident fund contributions bringing the total contribution excluding the initial contribution to 308.4 million rupees.

During the year under review Government securities for a total nominal value of 50.3 million rupees were purchased. The total nominal value of the securities of the Coal Mines Provident Fund stood at 340.6 million rupees at the end of the year under review.

As usual particular attention was given to ensure prompt settlement of claims for refund of provident fund to outgoing members and nominees of deceased members. During the year 32,948 claims involving a payment of about 11.8 million rupees were settled. Thus up to the end of the year a total sum of about 41.0 million rupees was refunded in about 0.179 million cases.

Working of the Mines Maternity Benefit Act in Non-Coal Mines.- Six hundred and eighty-seven non-coal mines submitted returns under the Act. These mines cover nearly 53 per cent. of the total female workers employed in non-coal mines in India.

The average daily number of female workers employed during the year 1962 in these 687 non-coal mines was about 34,404 and the number of female workers who claimed maternity benefit during the same period was 4,218 out of which 4,207 claims were accepted. Of these, 3,070 females received the benefit in full the payment amounting to about 13,324 rupees (their second instalment 138,847 rupees, 554 received the first instalment payment totalling about 13,324 rupees (their second instalments being due next year); and 583 females, who were not entitled to the first instalment (as they continued to work up to the date of delivery) received second instalment payments totalling about 13,361 rupees, 28 women absconded after receiving the first instalment of payment, and there were 33 cases of abortions or premature births. In addition, about 497 female workers were paid bonus under Section 6(1) of the Act, the amount totalling up to about 1,609 rupees and 88 female workers who received the first instalment of benefit last year, received the second instalment payments amounting to about 2,271 rupees during the current year.

Industrial Diseases: Silicosis in Gold Mines.- Different categories of silicosis reported from gold mines situated in the district of Kolar, Mysore, are as follows:-

Antiprimary	-----	103
Primary	-----	39
Secondary	-----	14

Mysore Silicosis Rules classify silicosis in three different stages - antiprimary, primary and secondary. Anti-primary silicosis is based on radiological evidence only. During this stage there is absolutely no disability and the rate of compensation offered is 20 per cent. Partial disability accompanied by radiological evidence is taken as the basis for primary silicosis. The rate of compensation payable at this stage is 30 per cent. Clinical and radiological findings of active tuberculosis and or complete disability alongwith radiological evidence of silicosis is taken as diagnostic point for secondary silicosis. Compensation payable at this stage is 100 per cent. and persons classified in this stage are no longer allowed to work in the mine.

Precautionary measures regarding dust suppression etc. were taken in all the mines.

Silicosis in Mica Mines.- Fifty-eight cases of silicosis were reported from different Mica Mines in the State of Andhra Pradesh.

Hyderabad Silicosis Rules classify silicosis under two stages Primary and Secondary. Primary stage has been defined as a condition evidenced by silicosis found in medical and radiological examinations with definite and specific physical signs and with not too serious or permanent impairment of work capacity. Secondary stage has been defined as a condition found on medical and radiological examinations with definite and specific physical signs of silicosis are/ or have been present and in which the capacity for work is/or has been seriously and permanently impaired by the disease. Silicosis with active tuberculosis has been defined as the Secondary stage.

Silicosis in Lead and Zinc Mines.- During the year 1962, 8 cases of silicosis were reported from the mine management of Zawar Lead and Zinc Mines in Rajasthan.

Pneumoconiosis in Coal Mines.- During the year 1962, a total number of 10 cases of Pneumoconiosis were reported from different mines of West Bengal, Bihar, Orissa and Madhya Pradesh.

Manganese Poisoning (Nervous Type).- No case of manganese poisoning (Nervous Type), was reported.

Rescue Stations Committee: New Rescue Stations.- On the 21 February 1962, one Rescue Station in Ramgarh was opened. Another one in the Assam coalfield could not be opened because of the non-availability of suitable accommodation. Because of the increased mining activity consequent to the opening of new mines by the National Coal Development Corporation Ltd., in the Surguja coalfield, the necessity of having a Rescue Station at Sahdol was felt and accordingly a proposal was sent to the Government for approval. It is under the consideration of the Government.

Training Arrangement.- The facilities for training gallery refresher practices which previously existed only in Dhansar and Sitarampur Rescue Stations have now been extended to Singareni and Argada Rescue Stations. The number of persons trained in Rescue and Recovery work from different coalfields during the year was 394 as against 341 during the preceding year. The total number of refresher practices given during the year was 1390.

Equipment.- Import of "Protosorb", Carbon dioxide absorbent, was stopped and an indigenous product under the trade name "Lisasorb" has been used in its place.

Rescue and Recovery Work.- During the year services of the permanent Brigades of the various Mines Rescue Station were requisitioned on nineteen occasions involving 129 days and 2,270 protomanshifts.

During the year the Rescue Organisation was able to save three human lives from irrespirable atmosphere and recovered about 27 million of tonnes of coal.

(The report of the Chief Inspector of Mines for 1961 was reviewed at pp.71-91 of the report of this Office for April 1965).

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CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - OCTOBER-NOVEMBER 1965.

62. Right of Association.

Madhya Pradesh Industrial Employment
(Standing Orders) Amendment Act, 1965
(No.34 of 1965).

The Government of Madhya Pradesh gazetted on 30 October 1965 the text of the Madhya Pradesh Industrial Employment (Standing Orders) Amendment Act of the Madhya Pradesh Legislature. The Amendment Act which received the assent of the Governor on 26 October 1965 amends section 17 of the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961.

Amendment.- For sub-section (5) of section 17 of the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961 (26 of 1961), the following sub-section shall be substituted, namely:-

"(5) An offence punishable under this section shall, on a complaint made by the representative of the employees or the Inspector appointed under this Act, be triable by a Labour Court within the local limits of whose jurisdiction it was committed."

(Madhya Pradesh Gazette, Extraordinary,
30 October 1965, page 4257).

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67. Conciliation and Arbitration.

India - October-November 1965.

Madhya Pradesh Industrial Relations (Amendment)
Act 1965 (No.35 of 1965).

The Government of Madhya Pradesh gazetted on 30 October 1965 the text of the Madhya Pradesh Industrial Relations (Amendment) Act, 1965, of the Madhya Pradesh Legislature. The Act which received the assent of the Governor on 26 October 1965 makes the following amendment to the Madhya Pradesh Industrial Relations Act, 1960.

For sub-section(3) of section 104 of the Madhya Pradesh Industrial Relations Act, 1960 (No.27 of 1960), the following sub-section shall be substituted, namely:-

"(3) If any offence under sub-section (1), of sub-section (2), is committed in view or presence of the Industrial Court or a Labour Court, the Industrial Court or the Labour Court as the case may be, shall proceed to try the same as if such Court were a Civil Court for purposes of sections 480, 482 and 484 of the Code of Criminal Procedure, 1898 (V of 1898)".

(Madhya Pradesh Gazette, Extraordinary,
30 October 1965, page 4259).

CHAPTER 7. PROBLEMS PEBULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - OCTOBER-NOVEMBER 1965.

71. Employees and Salaried Intellectual Workers.

Interim Wage Increase granted to Non-Journalist Employees of Newspaper Establishments: Wage Board's clarification accepted.

A Resolution dated 21 September 1965 of the Ministry of Labour and Employment says that the Central Wage Board for non-journalist employees of the newspaper establishments set up by the Government of India by their Resolution No.WB-17(2)/63, dated the 25 February 1964, made recommendations for grant of interim relief. These were accepted by Government vide their Resolution No.WB-17(13)/64, dated 9 April 1965. The Board has given clarification (as shown in the appendix) with respect to grant of interim relief to the non-journalist employees employed by weeklies, bi-weeklies and tri-weeklies.

Government has decided to bring the clarifications to the notice of the concerned organisations of employers and workers in order to secure implementation of the recommendations as per the Board's clarifications.

The interim relief shall be granted to weeklies, bi-weeklies and tri-weeklies on the following basis:-

Class II and IV (as per wage Committee report).	For Gross Revenue of less than 0.5 millions.	Rs.5.00 p.m.
Class II -do-	For Gross revenue of 0.5 million rupees and above but less than 1.25 millions.	Rs.7.50 p.m.
Class I -do-	For Gross revenue of 1.25 rupees millions and above.	Rs.10.00 p.m.

(The Gazette of India, Part I, Sec.1, 9 October 1965, pp. 558-559).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - OCTOBER-NOVEMBER 1965.

81. Employment Situation.

Working of the Employment of Children Act, 1938
in respect of Railway and Major Ports during
1963*.

The following information has been taken from the summary of the note on the working of the Employment of Children Act, 1938 in respect of Railway and Major Ports during the year 1963, which has appeared in October 1965 issue of the Indian Labour Journal.

Introduction.- The Employment of Children Act, 1938 prohibits the employment of children under 15 years of age in any occupation connected with the transport of passengers, goods or mails by Railway and in the handling of goods within the limits of a Port. The Act also lays down that children between 15 and 17 years of age, employed in these occupations, must be allowed an interval of rest of not less than 12 consecutive hours in a day (including 7 consecutive hours between 10 p.m. and 7 a.m.). A register of such children with full particulars such as name and date of birth, nature of work, period of work and intervals of rest, etc., is also required to be maintained. Section 4 of the Act prescribes penalties for breach of the provisions of the Act.

Enforcement Machinery.- The Chief Labour Commissioner (Central), the Deputy Chief Labour Commissioner (Central), the Regional Labour Commissioner (Central), the Conciliation Officers (Central) and the Labour Inspector (Central) continued to function as Inspectors under the Act during 1963 for securing compliance with the provisions of the Act in Railways and Major Ports.

* The Indian Labour Journal, Vol. VI, No. 10, October 1965, pp. 910-911.

Inspections and Irregularities.- During 1963, in all 5,255 establishments (5,193 departmental and 62 Contractors' Establishments) were inspected and 1,500 irregularities were detected (1,492 related to Departmental Establishments and 8 to Contractors' Establishments).

Classification of Irregularities.- Of the 1,500 irregularities detected, 1,404 (93.6 per cent.) related to non-display of abstracts, 92 (6.1 per cent.) ~~RELATED~~ related to non-maintenance of registers, 4(0.3 per cent.) related to improper maintenance of registers.

Rectification of Irregularities.- At the end of the previous year calendar year 1962, 593 irregularities were pending and 1,500 irregularities were detected during the year under review, thus making a total of 2,093 irregularities for rectification. Of these, 1,893 (90.44 per cent.) were rectified during the year and 200(9.56 per cent.) irregularities remained pending at the end of the year. Of these 1,893 irregularities rectified, 1,297 (68.5 per cent.) were rectified within three months, 205(10.8 per cent.) with three to six months, 167 (8.8 per cent.) within a period of six to nine months and the remaining 224(11.9 per cent.) within a period of nine to twelve months.

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Chapter 9. Social Security

92. Legislation.

India - October-November 1965.

Mysore Maternity Benefit Repealing Bill,
1965.

The Government of Mysore published on 11 October 1965 the text of the Mysore Maternity Benefit Repealing Bill, 1965, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the Maternity Benefit Act, 1961, which has been enacted by the Parliament to regulate the employment of women in certain establishments for certain periods before and after child-birth and to provide for maternity benefit and certain other benefits extends, when it is brought into force, to the whole of India except the State of Jammu and Kashmir. It is therefore necessary to repeal the Mysore Maternity Benefit Act, 1959. Hence the Bill.

(The Mysore Gazette, Extraordinary,
Part IV-2A, dated 11 October 1965,
pp. 1-3).

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Personal Injuries (Compensation Insurance)
Scheme, 1965.

The Central Government (Ministry of Labour and Employment) gazetted on 30 October 1965 the text of the Personal Injuries (Compensation Insurance) Scheme, 1965, made in pursuance of the Personal Injuries (Compensation Insurance) Act, 1963, which came into force on 1 ~~October 1965~~ November 1965. The Scheme requires every employer to take out in the manner prescribed in the scheme a policy of insurance as laid down in the Act and to pay such advance premiums in such instalments as may be fixed by the Central Government. The premium shall be expressed as a percentage of the wage bill of the employer.

The amount of compensation payable shall be as follows:-

(a) Where death results from the injury and the deceased person has been in receipt of monthly wages falling within limits shown in the first column of the Annexure - the amount shown against such limits in the corresponding entries in the second column thereof;

(b) Where permanent total disablement results from the injury and the injured person has been in receipt of monthly wages falling within the limits shown in the first column of the Annexure - the amount shown against such limits in the corresponding entries in the third column thereof;

(c) Where permanent partial disablement results from the injury -

- (i) if the case of an injury specified in the Schedule to the Act such percentage of the compensation which would have been payable in the case of permanent total disablement as is specified therein as being the percentage of the loss of earning capacity caused by that injury, and
- (ii) in the case of an injury not specified in the Schedule to the Act, such percentage of the compensation payable in the case of permanent total disablement as is proportionate to the loss of earning

capacity permanently caused by the injury;

(d) Where temporary disablement, whether total or partial, results from the injury and the injured person has been in receipt of monthly wages falling within limits shown in the first column of the Annexure, a half monthly payment of the sum shown against such limits in the corresponding entries in the fourth column thereof payable on the sixteenth day -

(i) from the date of the disablement, where such disablement lasts for a period of twenty-eight days or more, or

(ii) after the expiry of a waiting period of three days from the date of the disablement where such disablement lasts for a period of less than twenty-eight days,

and thereafter half-monthly for so long as he receives any payment under the Scheme made under the Personal Injuries (Emergency Provisions) Act, 1962.

Notwithstanding anything contained above, the amount of compensation payable to a Government servant under this Scheme shall in accordance with section 6 of the Act be equal to the amount of compensation that ~~would~~ would have been payable under the Personal Injuries (Emergency Provisions) Act, 1962, specified in clause 9 of this Scheme, reduced by the lump sum value of the extraordinary pension, gratuity, compassionate payment or damages payable to him under the rules regulating the conditions of his service.

ANNEXURE
Amount of Compensation Payable

Monthly wages of workmen injured	Amount of compensation for		Half-monthly compensation for temporary disablement.	
	Death	Permanent total disablement.		
<u>More than</u>	<u>But not more than</u>	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
0	50	Nil	Nil	Nil
50	60	Nil	140	6.00
60	70	Nil	980	6.00
70	80	200	1,820	7.50
80	100	1,400	3,500	13.50
100	150	2,400	4,900	25.00
150	200	2,400	4,900	40.00
200	300	3,400	6,300	57.50
300	400	4,400	7,700	62.50
400	-	5,400	9,100	75.00

NOTE.- Compensation for permanent partial disablement is calculated as follows:- The extent of permanent partial disablement is expressed in percentages of loss of earning capacity. These percentages are percentages of the compensation which would be payable in the case of permanent total disablement.

When compensation admissible under the Act to any person is less than, or equal to, five hundred rupees, it shall be paid as lump sum.

When the compensation admissible under the Act to a person exceeds five hundred rupees, a part of the admissible amount up to the extent of five hundred rupees shall be paid as a lump sum and the balance shall be paid in monthly or quarterly instalments at such rate as may be prescribed by the authority making the award.

The contractor shall be under an obligation in like manner as if he were any other employer for insuring the workman working under him.

The contractor shall be responsible for informing the Principal of the number and date of the policy taken out by him from the Government Agent.

Other provisions of the Scheme deal inter alia with procedure for application for compensation, award for payment of compensation, place of payment, of compensation, power to review and alter award, and penalties.

(Notification SO 3382 dated 18 October 1965, the Gazette of India, Part II, Sec 3, sub-sec(ii), 30 October 1965, pp.3570-3587).

The Employees' Provident Funds (Amendment)
Act, 1965 (No.22 of 1965).

The Government of India Gazetted on 27 September 1965 the Employees' Provident Funds (Amendment) Act, 1965, as passed by the Parliament. The Amendment Act which received the assent of the President on 25 September 1965 makes the following amendment to Central Act No.19 of 1952.

In section 2 of the Employees' Provident Funds Act, 1952, in sub-clause (i) of clause (a), after the words "a controlled industry", the words "or in relation to an establishment having departments or branches in more than one State", shall be inserted.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 27 September 1965,
page 447).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR OCTOBER-NOVEMBER 1965.

INDIA - OCTOBER-NOVEMBER 1965.

CHAPTER 3. ECONOMIC QUESTIONS.

Payment of Bonus Act, 1965(No.21 of 1965)
(The Gazette of India, Extraordinary,
Part II, Sec.1, 25 September 1965,pp.411-446).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

- (a) Madhya Pradesh Industrial Employment
(Standing Orders) Amendment Act,1965
(No.34 of 1965) (Madhya Pradesh Gazette,
Extraordinary, 30 October 1965, page 4257).
- (b) Madhya Pradesh Industrial Relations
(Amendment) Act, 1965 (No.35 of 1965)
(Madhya Pradesh Gazette, Extraordinary,
30 October 1965, page 4259).

CHAPTER 9. SOCIAL SECURITY.

The Employees' Provident Funds(Amendment)
Act, 1965 (No.22 of 1965) (The Gazette of India,
Extraordinary, Part II, Sec.1, 27 September,
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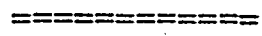
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- *(b) "Careers in Sociology and Social Work":
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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS
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- *(c) "Report of the Committee on Child-Care 1963-64": Central Social Welfare Board (Ministry of Education): Government of India: Price Rs.8.50: pp. xv + 447.
- *(d) "Annual Report of the Chief Inspector of Mines for the Year ending 31st December, 1962": Mines Act, 1952: Printed in India by the Manager, Government of India Press, Faridabad and Published by the Manager of Publications, Delhi: 1965: Price Rs. 28.00 or 65sh.4d. or 10\$ 8 cents.: pp. vi + 479.



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* Publications received in this Office.