

192
RESOLUTION

Jute 14.12.58
Calcutta

1. While welcoming the decisions of the Industrial Committee on Jute as a step forward in the struggle of the jute workers for their legitimate rights and demands, this conference expresses its concern at the failure of the Govt. and the IJMA to co-operate with the trade Unions for rapid and effective implementation of the said decisions.

2. The Conference hopes that the Special Committee on Rationalisation set up by the State Govt. will expedite its work and will devise an effective machinery for guaranteeing uniform implementation in all the jute mills of the agreed decisions regarding minimum period of notice in all cases of closure, modernisation or rationalisation sealing of the budli lists; no reduction in complement except through a natural wastage; no misuse of medical examination or superannuation by the managements; and no reduction in the existing complement of women workers.

3. In this connection, this conference feels that for the effective and uniform implementation of the above decisions in such a far-flung and vast industry, it is essential to have joint implementation committees at unit-level, which would function under the over-all supervision of the Special Officer already attached to the Special Committee on Rationalisation.

4. In the meantime, this Conference calls upon the workers' elected representatives in the Works Committees of jute mills to realise their new responsibilities and to act as vigilant sentinels of the tripartite decisions, to fight for their honest implementation, and to report promptly to the Unions all cases, ~~also~~ actual or suspected, of non-compliance and evasion by particular managements.

5. This Conference further expresses grave concern at the continued ~~use~~ rise in prices of almost all essential commodities of life in West Bengal, and the utter inadequacy of the jute workers' existing emoluments to maintain even a bare minimum standard of living. Taking into account the high profits and improved financial conditions of the jute mills, and consistent with the recommendations of the Industrial Committee on

jute, -----

Jute this conference strongly urges upon the Central and State Government to take the following immediate steps: -

- (1) Appointment of a Wages Board for the Jute industry;
 - (2) Restoration of the Rs. 4/14/- p.m. reduction in D.A. (effected by the last Tribunal's award), by way of immediate interim relief pending the Wage Board decisions;
 - (3) In the event of no wage Board being set up in the near future, D.A. to be increased from the existing Rs. 32/8/- p.m. to Rs. 40/-/- p.m. and be linked with the cost of living at the rate of Re. 1/- for every 5 points rise or fall in the official index;
 - (4) Introduction of a Bonus Scheme for the industry in consultation with the Unions, subject to a minimum annual bonus equal to one month's wages irrespective of profit or loss.
-

10 SEP 1958

Phone : 34-2044

WEST BENGAL COMMITTEE
All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Dated, 6th September, 1958.

President :

Sri Hemanta Kumar Bose,
M. L. A.

Vice-Presidents :

Dr. Ranen Sen, M. L. A.
ab Md. Elias, M. P.
Sri Sudhir Mukhoti
Janab Md. Ismail
Dr. Sushil Bose
Sri Anadi Das

General Secretary :

Sri Indrajit Gupta

Secretaries :

Sri Manoranjan Roy
Sri Hrishu Banerji
Sri T. N. Siddhanta
Sri Saroj Ghosal
Sri Manindra Bose
Sitaram Sett

Treasurer :

Sri Nirode Chakravarty

1912
From: Sri Indrajit Gupta,
Secretary, All-India Trade Union Congress.

To : Sri K. N. Nambiar,
Deputy Secretary to the Government of India
Ministry of Labour & Employment.

Subject: Summary of proceedings of the
first Session of the Industrial
Committee on Jute (Calcutta 1st.-2nd
August, 1958)

Sir,

While acknowledging receipt of the above-mentioned Summary of Proceedings, and thanking you for the same, I have to point out a serious error which appears at page 14 of the said Summary and calls for correction.

The record at page 14, 5th paragraph, reads as follows:-

"Sri Indrajit Gupta (AITUC) agreed that modernisation and rationalisation in the jute industry had become imperative".

I am astonished to read this account of something purporting to have been said by me, and must point out that it amounts to a complete distortion of what I actually said.

In fact, my remarks at the Industrial Committee meeting were all based on the argument that modernisation and rationalisation had not become imperative, as claimed by the employers, and I suggested a number of alternative measures which would obviate the necessity of rationalisation. Unfortunately the summary of proceedings does not record my arguments which would have made this clear.

In any

WEST BENGAL COMMITTEE
All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

- 1 2 -

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 Sri T. N. Siddhanta
 Sri Saroj Ghosal
 Sri Manindra Bose
 S. itaram Saha

Treasurer :

Sri Nirode Chakravarty

In any case, my basic contention - which is also the stand of the A.I.T.U.C. - was that rationalisation and modernisation are the arguments of the Jute mill employers and are not accepted by us in principle. But the Summary ascribes just the contrary view to me, due, no doubt, to a stenographical or other error.

I would, therefore, request you to arrange for necessary correction of the Summary by substituting the words "did not agree" for the word "agreed" in the sentence referred to.

Yours faithfully,

Indrajit Gupta

Copy to:

A.I.T.U.C.,
4, Ashok Road,
New Delhi.

Government of India
Ministry of Labour & Employment

No.LWI(I)-38(9)/58

Dated New Delhi the 6 November 1958.

From

Shri Balwant Singh,
Under Secretary to the Government of India.

To

- (1) The Secretary,
Indian Jute Mills Association,
Royal Exchange,
Calcutta.
- (2) The Secretary,
Employers' Federation of India,
Bombay House, Bruce Street,
Bombay.
- (3) The Secretary,
All-India Organisation of Industrial Employers,
Federation House, Barakhamba Road,
New Delhi.
- (4) The General Secretary,
United Trade Union Congress,
249, New Bazar Street,
Calcutta.
- (5) The General Secretary,
Indian National Trade Union Congress,
17, Janpath,
New Delhi.
- (6) The General Secretary,
All-India Trade Union Congress,
4, Ashoka Road,
New Delhi.
- (7) The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road,
Bombay-4.

Subject:- 1st meeting of the Industrial Committee on Jute
in August 1958.

Dear Sir,

I am directed to invite reference to this Ministry's letter
No. RD 18H(1)/58, dated the 1st September 1958, forwarding a copy of
the Summary of Proceedings of the first session of the Industrial

24 SEP 1958

No. FD-184(1)/58
Government of India
Ministry of Labour and Employment

Dated New Delhi, the 23rd September, 1958.

From

Shri K.N. Nambiar,
Deputy Secretary to the Government of India

To

The Secretary,
All-India Trade Union Congress,
(West Bengal Branch),
249-Bowbazar Street,
Calcutta-12.

Subject:- Summary of Proceedings of the 1st Session of the
Industrial Committee on Jute (Calcutta - 1st-2nd
August, 1958).

Sir,

With reference to your letter dated the 6th September,
1958, I am directed to say that a reading of the Verbatim Record
of your speech showed that you were for modernization and rational-
ization in the jute industry. Anyhow, in view of the clarification
now offered by you, the following amendment may kindly be carried
out in the Summary:-

On page 14 of the Summary,

^{Gupta}
for the sentence "Shri Indrajit/(AITUC) agreed that
modernization and rationalization in the jute industry
had become imperative.",

substitute the sentence "Shri Indrajit Gupta (AITUC)
said that according to employers, modernization and
rationalization in the jute industry had become
imperative."

Yours faithfully,

sd/-

(K.N. Nambiar)
Deputy Secretary to the Government of India

P.T.O.

Copy forwarded for necessary action to:-

6. The General Secretary,
All India Trade Union Congress,
4, Asoka Road,
New Delhi.

K. D. Gandhi
(K.D. Gandhi)
for Deputy Secretary

Copy forwarded for necessary action to:-

1. Ministry of Commerce & Industry
2. Ministry of Finance
3. Planning Commission (Shri K. Venkateswaran, Director,
International Trade and Development)
4. Chief Labour Commissioner, New Delhi.
5. Director, Labour Bureau, Simla.

K. D. Gandhi
(K.D. Gandhi)
for Deputy Secretary

Copy to the Lok Sabha/Rajya Sabha Secretariat in continuation of
this Ministry's u.o. No. RD.184(1)/58, dated the 2nd September, 1958.

K. D. Gandhi
(K.D. Gandhi)
for Deputy Secretary.

Copy to:-

- | | |
|------------------------|------------------------------------|
| 1. P.S. to L.M. | 2. P.S. to D.L. |
| 2. P.S. to Secretary | 4. P.A. to Parliamentary Secretary |
| 5. P.A. to J.S.(G) | 6. P.A. to J.S.(E) |
| 7. P.A. to I&E Adviser | 8. P.A. to D.S.(L) |
| 9. P.A. to D.S.(C) | 10. P.A. to D.S.(F) |
| 11. P.A. to U.S.(L) | 12. E&P Section |
| 13. LR-III Section | 14. LR-I Section |
| 15. LMI-I Section | 16. Factories Section |
| 17. LC-I Section | 18. Wage Board Section. |

K. D. Gandhi
(K.D. Gandhi)
for Deputy Secretary

12 NOV 1958

Phone : 34-2044

WEST BENGAL COMMITTEE
All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

Dated, 10th November, 1958.

Santa Kumar Bose,
M. L. A.

Members :

Mr. Sen, M. L. A.
Mr. Elias, M. P.
Mr. Mukhoti
Mr. Ismail
Mr. Bose
Mr. Das

To
Sri G.L. Nanda,
Minister for Labour & Employment.

Sub: Implementation of Decisions of Industrial Committee on Jute re: Determination of Wages.

Secretary :

Ajit Gupta

Sir,

May I draw your immediate attention to the conclusions of the first session of the Industrial Committee on Jute on Item 4 of its agenda, (ref: Page 21 of the official Summary of Proceedings)? It was decided, as you will remember, that a special Committee consisting of Central & State Government officials should be set up immediately to collect all relevant data having a bearing on the determination of wages, and that this work would be completed within a period of three months after which the results would be placed before a tripartite body. As regards dearness allowance and other amenities, the Industrial Committee recommended that bi-partite talks should be held with a view to coming to agreed solutions.

I have to point out that more than three months have now lapsed since the Industrial Committee came to its conclusions, and we have to assume, in the absence of any information to the contrary, that the Central and State Governments have duly proceeded with the work of Data-collection entrusted to them, and that the results thereof should now be placed before a tripartite body at the earliest possible opportunity.

In this connection, I would further point out that as far as dearness allowance is concerned, it should be treated as a part of the wages issue and should, therefore, be included in the proposed tripartite discussions instead of being left to bipartite talks which are not likely to be fruitful in the present state of employer-employee relations in the Jute industry.

In view of the continued rise in prices of food-stuffs and especially all essential commodities in West Bengal, and also in view of

Mr. Ranjan Roy
Mr. Banerji
Mr. Siddhanta Ghosal
Mr. Indra Bose
Mr. Am Sett

Mr. Chakravarty

WEST BENGAL COMMITTEE
All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

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nts Kumar Bose,
M. L. A.

Members :

n Sen, M. L. A.
d. Elias, M. P.
ir Mukhoti
d. Ismail
il Bose
li Das

Secretary :

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Members :

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oj Ghosal
indra Bose
ram Sett

Members :

ode Chakravarty

the high profits earned by most of the jute mills in the last financial year, an immediate upward revision of existing emoluments as also introduction of a Bonus Scheme should no longer be postponed. This is demanded by social justice as well as the interests of industrial peace.

I would, therefore, request you to take early action to convene a tripartite meeting on the question of wages, dearness allowance, and Bonus in the Jute industry, consistent with the agreed conclusions of the Industrial Committee.

Yours faithfully,

L. Rajit Gupta
Secretary, A.I.T.U.C.

&
Member,
Industrial Committee on Jute.

copy to:

The Secretary
AITUC,
Bechi

November 13, 1958

Dear Com.Indrajit,

Yours of 10th Nov. to Labour Minister.
re. Industrial Committee on Jute.

The Ministry has now circularised the employers' and workers' organisation asking "what action has been taken or proposed to be taken to consider" the Committee's conclusion on item 4 regarding "dearness allowance and amenities like housing, medical and welfare facilities."

Please let us have your comments on the above, so that we may forward the same to the Ministry.

With greetings,

Yours fraternally,

hms
hms
(K.G.Srinivasa)

Copy to: Com.Vallabha Rao
Com.G.S.Sinha

to inform this office as to how far the employers have implemented the recommendations of the Industrial Committee, in respect of Andhra and U.P.

27 DEC 1958

192.

Please print all coal minutes of this meeting in one file 9/11

Immediate

No.IC-56(1)/58
Government of India
Ministry of Labour & Employment

From

Shri R.C.Saksena,
Under Secretary to the Government of India.

To

1. All the Delegates and Advisers.
2. State Governments and Organisations.

Dated New Delhi, the 26th December '58.

Subject:- Agenda for the 6th Session of the Industrial Committee on Coal Mining, Dhanbad, January '59.

Sir,

In continuation of this Ministry's letter of even number dated the 22nd December 1958, I am directed to forward herewith the Memoranda on the following items of the agenda:-

- | | |
|-------------------|-----------------------------------------------------------------------------------------------|
| <u>Item No.6</u> | "Re-employment of workers partially disabled by accidents and workers cured of T.B." |
| <u>Item No.8</u> | "Water supply in the Coal Fields." |
| <u>Item No.9</u> | "Review of the position regarding provision of Pit-head Baths and Creches at the Coal Mines". |
| <u>Item No.13</u> | "Implementation of the Code of Discipline in the Coal Mining Industry". |

The General Secretary,
The All India Trade Union
Congress - 4, Ashok Road,
New Delhi.

Yours faithfully,

R.C. Saksena
(R.C. Saksena)
Under Secretary.

192

Immediate

No. L.C. 56(1)/58
Government of India
Ministry of Labour & Employment

From Shri R.C. Saksena,
Under Secretary to the Government of India.

To • The General Secretary,
The All-India Trade Union Congress,
4, Ashok Road, New Delhi.

30 DEC 1958

Dated New Delhi, the

Subject:- Agenda for the 6th Session of the Industrial Committee on
Coal Mining, Dhanbad, January, 1959.

Sir,

In continuation of this Ministry's letter of even number dated the 26th December, 1958 I am directed to say that an additional item, "Grant of paid festival holidays to doctors employed in Collieries" has been included as item No. 15 on the agenda of the above meeting. The Memorandum on this item as also the Memoranda on the following items of the Agenda are forwarded herewith.

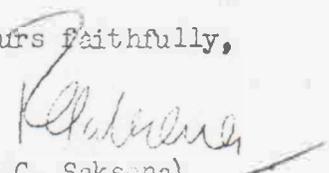
Item No. 10 "Election of works, Committees".

Item No. 11. "Gratuity and old age pension."

2. A supplementary note on the system of "Pay Slips" referred to in the last para of the Memorandum on item No. 2 "Abolition of contracts in Mines" forwarded under this Ministry's letter of even No. dated the 19th December 1958, is also enclosed.

3. The Mines Safety Conference is meeting at Dhanbad on the 28th and 29th January 1959 and the Memorandum on the remaining item No.12, "Conclusions reached at the Mines Safety Conference" will be circulated at the meeting of the Committee on the 30th January 1959.

Yours faithfully,


(R.C. Saksena)
Under Secretary

Labour
System of
Employment
Coal

INDUSTRIAL COMMITTEE ON COAL MINING
(6TH SESSION)

Item No 15 on the Agenda:- "Grant of paid festival holidays to doctors employed in collieries".

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M E M O R A N D U M

The All-India Industrial Tribunal (Colliery Disputes) has recommended grant of 7 days' festival holidays to the workmen employed in the collieries. The Tribunal has also directed that out of these 7 days, the Republic Day, the Independence Day and Mahatma Gandhi's Birthday should be treated as paid holidays without any kind of option to the parties. The Labour Appellate Tribunal, which considered the appeals filed against the Coal Award, has further directed that the workmen in the Coal Mining Industry (excluding the monthly paid staff in the State Collieries) shall get payment for work on paid holidays at over-time rates in addition to the normal wages for the day.

2. The All India Industrial Tribunal (Colliery Disputes) held that doctors are not "workmen" for the purposes of the Industrial Disputes Act, 1947. Hence, the Coal Award is at present not applicable to doctors employed in the collieries. The Government of India are advised that the definition of the term "workman", as amended by the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956 would cover doctors. In the altered circumstances, the point arises for consideration whether doctors employed in the collieries should also be granted paid festival holidays as recommended by the Coal Award. The Industrial Committee may kindly consider:-

- (1) Whether the recommendations of the All India Industrial Tribunal (Colliery Disputes) in respect of paid festival holidays should not be made applicable to doctors employed in the collieries; or

(ii) Whether this question may be referred for adjudication to an Industrial Tribunal under section 10(1)(d) of the Industrial Disputes Act, 1947.

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INDUSTRIAL COMMITTEE ON COAL MINING
(6TH SESSION)

Item No. 6 on the agenda:- "Re-employment of workers partially disabled by accidents and workers cured of T.B."

M E M O R A N D U M

The problem of providing employment for disabled coal miners is a problem which requires adequate and proper attention. In order to make the disabled coal miners suitable for employment, training is already being imparted to them in the Rehabilitation centres attached to the Central Hospitals of the Fund Organisation at Dhanbad and Asansol in cottage industries like weaving, carpentry, knitting, tailoring, etc. Natural justice demands that workers disabled by accident or disease in the course of their employment should be re-employed on the type of work which they are capable of doing after rehabilitation.

2. A Committee to operate a pool of discharged T.B. patients among coal miners with a view to find suitable employment for them after being cured of their illness was constituted. The said Committee was also to consider the cases of other disabled miners with a view to finding them suitable employment. The Committee recommended that the Employers' Association might be requested to fill up vacancies in the collieries from amongst the list of disabled workers circulated by the Coal Mines Welfare Commissioner, which showed the names and addresses of disabled miners, their age, nature of disablement, details of qualifications and the nature of work for which they are suitable. The recommendation

of.....

of the sub-committee was communicated to all concerned. The scheme has not, however, made much headway owing to the lack of sufficient co-operation from colliery owners. It is noticed from the reports received so far that the total number of such persons whose particulars were furnished by the Coal Mines Welfare Commissioner to the various employers is 51 from 1956 and not many seem to have been employed.

3. The recommendations of the Industrial Committee are solicited as to the concrete steps which may be adopted to tackle this problem of providing suitable employment to these disabled miners.

INDUSTRIAL COMMITTEE ON COAL MINING
(6TH SESSION)

Item No.9 on the agenda:- "Review of the position regarding provision of Pit-head Baths and Creches at the Coal Mines!"

M E M O R A N D U M

According to the Coal Mines Pit-head Bath Rules, 1946, the owner of every coal mine, the average monthly output of which exceeds 500 tons, is required to provide pit-head baths according to the prescribed standard. The competent authority, viz., the Coal Mines Welfare Commissioner, has power to exempt mines from this requirement on the following grounds:-

- (a) Where the productive capacity of the mines will be exhausted during the next three years;
- (b) Where water is not available in sufficient quantity for the purpose of pit-head baths.

2. According to available information the position regarding the construction of pit-head baths upto October 1958 is as follows:-

- (a) No.of collieries where pit-head baths rules are applicable555
- (b) No.of collieries exempted..... 157
- (c) No.of collieries where pit-head baths have been provided..... 201
- (d) No.of collieries which should provide pit-head baths but have not provided them..... 197

3. The progress made in the construction of pit-head baths is not thus quite satisfactory, in spite of the efforts made by the authorities to enforce the statutory provisions. A Working Group which reviewed the working of Welfare provisions in the Mines Act have stated that while some of the pit-head baths which they saw in Jharia, Raniganj

and.....

and Hyderabad Coalfields were well equipped and maintained satisfactorily, they were not so in other coalfields. No baths had been provided in the Pench Valley coalfields. The scarcity of water is often the plea advanced for this lapse. The recommendations of the Working Group regarding provision of Pit-head baths are as follows:-

- (1) Bathing facilities should be provided near the workers' colonies rather than at pit-heads;
- (2) Full discretion should be vested in the Coal Mines Welfare Commissioner to approve the type and location of bath with due regard to local conditions;
- (3) If pit water is used for the baths, it should be purified before it is led to the baths;
- (4) The baths should be open to workers and their dependants from 6 to 21 hours every day including Sundays and Holidays;
- (5) The practicability of granting loans from the Coal Mines Welfare Fund for the construction of pithead baths should be examined;
- (6) There is need for vigilance on the part of the Inspectorate in the matter of enforcement of statutory requirements in respect of not only the provision but also the maintenance of the baths.

As regards (1), the rules have been amended suitably. (2) and (3) are already covered by the existing rules. As regards (4), the provision of pithead baths to the dependants of miners cannot be enforced. The question of granting loan from the Coal Mines Labour Welfare Fund for the construction of pitheads baths is under consideration. The Inspectorate have also been instructed to be more vigilant regarding the enforcement of the statutory provisions. It is, however, felt that satisfactory provision of the amenity can be achieved only with the willing cooperation of the employers.

4. The suggestions of the Industrial Committee on Coal Mines are invited on the further steps which may be taken to implement the provision of pithead baths more satisfactorily.

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INDUSTRIAL COMMITTEE ON COAL MINING

(6th SESSION)

ITEM NO: 13 ON THE AGENDA:- "Implementation of the Code of Discipline in the Coal Mining Industry".

MEMORANDUM

It has been reported by some colliery employers and managers that there is a general lack of discipline among workers in mining areas and that cases of violence and lawlessness are becoming a common feature. A number of cases of assaults and murders of mine managers and intimidation of colliery employers, supervisory and clerical staff have also been brought to the notice of Government. Rowdiness and disorderly behaviour of colliery workers, it is alleged, not only threaten the security of management officials but make it difficult for them to enforce statutory rules and regulations and have a demoralising effect all round. This state of affairs is not conducive to increased production, efficiency or safety of workers. It is alleged that, among other things, exploitation of illiterate, ignorant and simple workers by trade union leaders, trade union rivalry and struggle for power between different unions are mainly responsible for the disturbed labour ^{situation} ~~situation~~ in the coal mining areas. It has accordingly been suggested that a High Power Commission be appointed by Government to make a study of this problem and suggest ways for its solution.

2. The trade unions, on the other hand, are of the view that no particular section can consciously claim to be immune from the responsibility for unrest and indiscipline amongst colliery workers. In their view, violence in mines, is very often the result of accumulated tensions created by the policies and actions of managements. Acts of indiscipline, lawlessness and sometimes murders are committed by individual workers on provocation and the mine managers are generally victims of their

own failings, e.g., rudeness, ill-temper, failure to implement labour laws, awards, agreements etc. It is also said that attempts by managements and Welfare Officers to crush unions to harass trade union workers, to use police force to suppress trade union activities, to increase the use of contract system etc., are also responsible for labour unrest in Coal-fields. While the unions are not opposed to the proposal of the employers to set up a High Power Commission, they feel that a lasting solution of the problem can be found only when there is a change in the outlook and behaviour of employers and mine managers towards workers and more attention is paid to human aspects and amenities such as proper housing, adequate water supply, safety, etc.,.

3. While a High Power Commission, as suggested by the colliery employers and managers, may be able to make a study of the problem and fix responsibility for the infringements of the Code of Discipline in the past, the problem can be effectively solved only when there is a change in the attitude of both the parties towards each other and when Organisations of both Employers and Workers impress upon their members the need for adhering faithfully to the provisions of the Code and, if necessary, apply sanctions against those who do not play the game. It is, however, for the consideration of the Industrial Committee on Coal Mines whether it should depute a Special Officer to enquire into cases of lawlessness and indiscipline amongst colliery workers or appoint a Tripartite Committee comprising representatives of employers, workers and Government for this purpose, or impress on both employers and workers in Coal Mines to follow the Code of Discipline both in the letter, as well as the spirit and thus improve labour-management relations in the future, forgetting the past.

INDUSTRIAL COMMITTEE ON COAL MINING
(6TH SESSION)

Item No. 11 of the Agenda:- "Gratuity And Old Age Pension".

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M E M O R A N D U M

The proposal to frame a Model Gratuity Scheme for industrial workers was first discussed at the 15th Session of the Standing Labour Committee. The following decision was reached:-

"The ultimate objective should be an integration of all social security schemes, and a fixed impost on the employers and workers, which should be worked out actuarially under the aegis of the Planning Commission. The Government of India might preferably draw up model provisions for payment of gratuity and in respect of conciliation, arbitration or adjudication, the model provisions should serve as a guide".

In pursuance of the recommendations of the Standing Labour Committee, the Central Provident Fund Commissioner conducted a survey in the year 1956, which revealed that there was no uniformity in respect of the gratuity or other retirement benefits provided by the industrial establishments in the country. On the basis of data collected during the survey a Draft Model Retirement (Gratuity) Scheme for industrial employees was drawn up and circulated to State Governments, Employers' and Workers' Organisations for ascertaining their views. Simultaneously, a Study Group was set up to examine the working of the existing social security schemes and to draw up an integrated comprehensive social security scheme. The Group has submitted its report and suggested framing of an Old Age and Survivorship Pension-cum-Gratuity Scheme.

The views expressed by various interests concerned on the Draft Scheme and the recommendations made by the Study Group will be taken into consideration before finalising the Scheme.

INDUSTRIAL COMMITTEE ON COAL MINES
(6th Session)

Item No. 10 on the Agenda - "Election of Works Committees."

Memorandum

The provisions of Section 3 of the Industrial Disputes Act, 1947 empower the appropriate Government to direct (by general or special order) that works committees shall be constituted in any industrial establishment in which 100 or more than 100 workers are employed or have been employed on any day in the preceding 12 months. In so far as collieries are concerned, orders were issued on 11th May, 1948 requiring all the collieries fulfilling the conditions laid down in section 3 of the Industrial Disputes Act to constitute works committees, by the Chief Labour Commissioner in pursuance of the powers delegated to him by the Central Government under section 39 of the Industrial Disputes Act.

2. In order to assess and examine critically the functioning of works committees in the collieries, a questionnaire was prepared and issued to them through the Regional Labour Commissioners. Out of a total of 537 collieries which, it is estimated, were required to form and constitute works committees, replies were received only from 172 collieries though it was reported that works committees were actually functioning in about 270 collieries, i.e., approximately in 50% of the collieries which were required to form works committees on 31.12.1957. The regional distribution in this connection is as under:-

Region	No. of collieries required to constitute works committees on 31-12-1957.	No. of collieries in which works committees were reported to be functioning on 31.12.57.	No. of collieries from which replies were received.
Bombay	8	5	-
Calcutta	18	13	12
Dhanbad	444	210	136
Jabalpur	47	27	9
Kanpur	-	-	-
Madras	20	15	15
Total	537	270	172

Out of 172 replies received from the collieries, 22 were found incomplete in all respects and therefore, the same had to be rejected.

3. General Difficulties:- General difficulties, reported during the survey, in the smooth functioning of the committees were as follows:-
- (a) Shyness of workers to sit round the table with the representatives of the management.
 - (b) Want of leadership and lack of understanding amongst workers.
 - (c) Prejudicial attitude of the workers and their representatives towards the committees.
 - (d) Hostile attitude of the trade unions which regarded these committees as their rivals and opposition of the trade unions to the formation of these committees due to inter-union rivalry.
 - (e) Attitude of the workers' representatives to get their personal grievances ventilated ignoring the general problems of the workers as a whole.
 - (f) Workers fail to understand that these committees are recommendatory and decisions arrived at therein are not mandatory. They were consequently not very much enthusiastic about the formation of the committees and to serve on them as workers' representatives.
 - (g) General apathy of the management.
 - (h) In some collieries regular elections are not being held.
 - (i) In some collieries regular elections are not being held.
 - (i) Meetings are not held once in a quarter as prescribed in rule 55 (1) of the Industrial Disputes (Central) Rules, 1957.
 - (j) Lukewarm attitude is being shown by certain managements in respect of functioning of the Works Committees.

4. The Ministry of Labour & Employment have been considering for some time past methods for improving the usefulness of the Works Committees in all undertakings. The N.C. Corporation (Private) Ltd. Bombay, a statistical study organisation, has been requested to make a study of the functioning of the Works Committees in the Bombay region. Prof. Richardson, an I.L.O. Expert, who is now in this country to advise the Government of India on Industrial Relations is also being requested to make his recommendations on the functioning of the Works Committees. The suggestions and recommendations that may be made by the Industrial Committee on Coal Mining will prove useful to the studies that may be undertaken by the N.C. Corporation and Prof. Richardson. The Industrial Committee is, therefore, requested to make their recommendations for improving the functioning of the Works Committees in Collieries.

INDUSTRIAL COMMITTEE ON COAL MINING
(6TH SESSION)

Item No. 2 on the agenda:

Abolition of Contract Labour
System of Employment in Coal Mines -
Note on the System of pay slips. "

SUPPLEMENTARY NOTE

Under the system of "pay slip" the workers employed by the contractor are given "pay slip" in which the amount ^{done} of work ~~and the~~ payment to be received by them are shown.

The pay slips are issued in advance in order to enable the workers to check the entries and make any representation if there is any mistake which might result in under-payment. Payment to the workers is actually arranged by the Administration Staff, under the supervision of the senior subordinate. The workers present these pay slips and the amount as stated in pay slips and already entered in the register is then disbursed. Thus the actual payment is done by the staff employed by the ~~administration~~ and there is no possibility of making any underpayment to the workers by the contractor.

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