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INTERNATIONAL LABOUR OFFICE  
INDIAN BRANCH

Industrial and Labour Development in August, 1951.

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

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## CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - AUGUST 1951.

### 11. Political Situation and Administrative Action.

#### President's Address to Parliament: National Development Council to be set up.

Dr. Rajendra Prasad, President of India, inaugurated on 6 August 1951, the autumn session of the Parliament. In the course of his opening address the President announced that the Government proposed shortly to set up a National Development Council which would include among others, the Prime Minister and the Chief Ministers of States, for the purpose of reviewing the progress of the five-year plan recently formulated, and to promote common economic policies. The main points of the President's address are briefly summarised below:-

Rehabilitation.- Rehabilitation of displaced persons has made considerable progress and a very large majority of displaced persons had had some provision made for them. But there were still many who lacked this provision. In so far as displaced persons from West Pakistan were concerned, the problem had come under control and would be adequately dealt with in the near future; but fresh problems had arisen owing to the new developments in Bengal which had resulted in large numbers of migrants seeking help.

Economic planning.- The Planning Commission appointed by the Government last year had recently concluded the first stage of its work and presented an outline of a Five-Year Plan. This would be placed before the Parliament for consideration. The Plan was based on a careful assessment of the resources available for development and had been evolved in consultation with the Central and State Governments as well as with representatives of industry and labour and of leading organisations engaged in different fields. These recommendations were at present tentative and the Commission hoped to finalize them after Parliament had expressed its views in regard to the Plan, and suggestions had been received from the Central Ministries and State Governments as well as from others. The President hoped that when this Plan was finalized it would become the basis for national activity in all its various forms, and would enlist the widest association and co-operation of the people. Effective steps would have to be taken to implement it with speed and efficiency. Meanwhile, he hoped that the present development schemes would be proceeded with, keeping in mind the proposals made in the draft Five-Year Plan.

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National Development Council.- In order to review the working of the Plan from time to time and to promote common economic policies in all vital spheres, the Government proposed shortly to constitute a National Development Council which would include the Prime Minister and the Chief Ministers of States.

Food situation.- The food situation had been a matter of the gravest concern to the Government and, for many months, the threat of famine hovered over large areas of the country, more especially over Bihar. But there had been appreciable improvement and the prospects of a famine had receded into the background. Even so, dangers remained and constant and co-operative effort was needed to overcome them. He expressed gratitude to friendly nations who had come forward with help by way of ships and foodgrains, in particular to the USA for the loan of 2 million tons of foodgrains.

Though enough foodgrains had come to meet the present needs, another difficulty faced the people in the affected areas. Owing to various calamities and long continued drought in some parts of the country, the purchasing power of certain classes of the community in those areas had diminished considerably, and, even when food was available, many had not the capacity to buy it. It had therefore, become necessary to increase this purchasing power by public works, and also to help those in the greatest need by free distribution of foodgrains.

Price situation.- The rise in prices in recent months, as judged from the wholesale price index, had been the cause of anxious concern to the Government. This rise had been due partly to decontrol of jute but largely to developments in the international situation, following the outbreak of hostilities in Korea. The Government's policy throughout this anxious period had been to hold the price level as far as possible. The main item in the cost of living for the bulk of the population was food. But an increase in the price of foodgrains could not be wholly avoided owing to insufficient production at home, which necessitated import from abroad at higher prices. The landed cost of these foodgrains was made even higher by the steep rise in freight rates. The Government had however, endeavoured to keep down the increase to the minimum by more than doubling the food subsidy to the States from 223 million rupees to 467.3 million rupees, and by modifying the basis of the subsidy so as to give increased relief to industrial towns to keep down the cost of industrial products. The policy of the Government to hold prices of essential commodities which affected the cost of living of the common man, to the maximum extent possible within the available resources would be continued.

Industrial production.- A reassuring feature in the economic position of the country was that the level of industrial production had been well maintained in recent months. Schemes for expanding food production were progressing well, while increased production of jute and cotton was also expected. Coal production during 1950 reached the peak figure of 51.99 million tons. The large fertilizer factory, which has been in process of construction at Sindri, was rapidly nearing completion. A part of the factory was already

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working, and it was hoped that the production of ammonium ~~sulphate~~ sulphate would begin soon. Production at the full installed capacity of 35,000 tons per annum was hoped to be reached about the middle of 1952. This large scale production of fertilizers would help greatly in increasing food and other crops, thus adding to the income of the agriculturists. Unless there were unforeseen developments, one could confidently look forward to an all-round improvement in the economic situation.

Recurrent Demand for increased Dearness Allowance.- Referring to the frequent demands for an increase in dearness allowance to compensate for the rise in prices, the President said that the recommendations of the Pay Commission, which were usually referred to in this connection, were made in a different context and provided a scheme for a reduction in the dearness allowance in the expectation of a fall in prices, rather than for an increase. Unfortunately, prices ~~had~~ had been continually rising since that recommendation was made and to follow the same basis for increasing the dearness allowance was obviously beyond the financial resources of the country. Besides it would also create a dangerous spiral of inflation, which would make the ~~benefits~~ benefits illusory and might lead to economic chaos. The Government hoped that the measures of taxation in this year's budget and the sale of wheat obtained from abroad, would encourage anti-inflationary tendencies and have a mitigating influence on the general level of prices.

Agricultural Labour.- The all-India agricultural labour inquiry undertaken by the Ministry of Labour in a large number of selected villages, had made considerable progress. The two stages of the inquiry, namely, the general survey of villages and the general family survey, had already been completed, while the third stage, an intensive family survey, was still in progress.

Statistics.- The Government was deeply interested in fostering and developing the study of statistics and the use of statistical methods in administration and industry. Proper statistical data was essential for any system of planning. For this purpose a Central Statistical Organisation had been set up.

(The Statesman, 7 August, 1951).



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Eleventh Session of the Indian Labour Conference,  
New Delhi, 11-12 August 1951: Setting up Welfare  
Trust Funds: Employers oppose Legislation .

The eleventh session of the Indian Labour Conference was held at New Delhi on 11 and 12 August 1951; Mr. Jagjivan Ram, Minister for Labour, Government of India presiding. The meeting was attended by, among others, delegates representing Central and State Governments, Employers' Organisations and Workers' Organisations. Dr. P.P. Pillai and Mr. S.P. Saksena of this Office attended the Conference as observers. The session, among other subjects, discussed a draft bill on the setting up of welfare trust funds in industrial establishments. While the worker delegates and Governments supported the proposals, the employers opposed them holding that such matters should be left for the voluntary action by the employers.

Agenda.- The following was the agenda before the session: (1) Creation of Welfare Trust Fund on statutory basis: Draft Industrial Labour Welfare Fund Bill 1951; (2) Technical and Vocational Training; (3) Resolutions on guaranteed Wages in Iron and Steel Industry and technological improvements in the Iron and Steel Industry and their effects on employment; (4) Practicability of amalgamating at least a part of the existing dearness allowance with normal wage rates; (5) Employers' view points on certain matters affecting labour (This was submitted by the All-India Manufacturers' Organisation, Bombay, and was included in the agenda at their instance); (6) A Central Institute for training factory inspectors and Labour Officers.

A Special Report on this subject was forwarded to Geneva under this Office Minute No.C.1/1604/51 dated 30 August 1951.

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Meeting of High Power Development Committee on  
Industries, Bombay, 1 and 2 August 1951: Scheme  
for Re-training of Retrenched Labour approved.

A meeting of the High Power Development Committee on Industries was held at Bombay on 1 and 2 August 1951. Mr. Hare Krushna Mahatab, Minister for Commerce and Industry, Government of India, presided. The meeting was attended by prominent industrialists, including Mr. J.R.D. Tata, Mr. ~~xxx~~ G.D. Birla, Mr. Kasturbhai Lalbhai, Mr. Sri Ram, Mr. Ambalal Sarabhai and Mr. A.R. Mudaliar. The Planning Commission was represented by Mr. Gulzarilal Nanda and Mr. G.L. Mehta. Representatives of the INTUC and the Hind Mazdoor Sabha on the Committee also attended the meeting.

Rationalisation and retraining of retrenched labour.- It is understood that the Committee approved the proposals of the Joint Consultative Board of Industry and Labour on the issue of retrenchment and re-training of retrenched labour. It was agreed in general that retrenchment of workers arising out of the introduction of rationalisation or labour-saving devices, should be effected through mutual agreement between labour and management. On the part of employers, they stated that retrenchment would be staggered over a period of time.

The scheme provides retrenched workers with the option of accepting gratuity based on awarded grades or undergoing training for alternative vocations. The re-training proposal will take into account the future possibilities of employment in the same industry or outside. If a retrenched worker declines gratuity and opts for re-training, the Government will bear the cost of training, which will be provided at Government ~~at~~ institutions, and the employer will be responsible for maintenance, subject to a maximum period of five months.

Increased productivity.- The Committee accepted the proposals of the Joint Consultative Board that with a view to increase production, productivity studies over the whole field of industry should be undertaken, top priority being given to the steel, sugar, coal and cement industries. The Committee requested the Board to draw up concrete plans with the assistance of technical experts.

The Board was also asked to review the I.L.O. proposal for introducing the system of payment by results.

Draft Five-Year Plan approved.- The Committee discussed in detail the draft proposals of the Planning Commission. The basic approach of the Plan and its socio-economic objectives, as also the proposed priorities were approved by members of the Committee. All representatives of industry and labour participated in the discussion and appreciated the fact that the broad principles of the Plan were realistic and in consonance with the Constitution and the principles of democracy.

Spokesman of industry, felt, however, that the achievements of private enterprise in the past had not been sufficiently appreciated. Whatever role was apportioned to them, it was stated, could not be efficiently played in view of several handicaps under which they laboured.

Labour representatives felt that the Plan did not go far enough and emphasised that it should be modified to implement the directives of the Constitution. They stated that the common man should be given a greater share in industry in consonance with social objectives.

Several members drew attention to India's need for foreign capital and technical aid to speed up economic development and felt that "something more should be done" to create a congenial atmosphere for foreign capital and the technical "know-how" to flow into the country.

(The Times of India, 3 and 4-8-1951 ).

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14. Conventions and Recommendations.

India - August 1951.

Employment of Children (Amendment) Bill, 1951, passed by  
Parliament: Measure to enforce Provisions of  
Night Work of Young Persons (Revised) Convention.

The ~~Government of~~ Employment of Children (Amendment) Bill, 1951 (vide page 1 of the report of this Office for April 1951) was passed by the Parliament on 9 August 1951.

Mr. Jagjivan Ram, Minister for Labour, Government of India, said in Parliament that India had ratified a Convention of the International Labour Conference concerning night work of young ~~person~~ people employed in industry. The Convention in its application to India, prohibited the employment of young people at night in factories, mines, railways and ports. The only national law regulating the employment of children in railways and ports was the Employment of Children Act, 1938, and the present Bill amended that Act so as to give effect to the provisions of the Convention in respect of railways and ports.

Speaking on the Bill, Dr. Punjabrao Deshmukh requested the Labour Minister to see that provisions of law with regard to employment of children did not merely remain on the statute but were enforced. He said that he had seen even <sup>in</sup> Delhi undertakings where children were made to do all manner of work. Child labour was exploited cruelly and harshly. He would have liked the definition of children to be extended from 15 to 18 years.

The House accepted Mr. Gokulbhai Bhatt's amendment to Clause 6 of the Bill by which the penalty for contravention of provisions with regard to child employment would be simple imprisonment extending to one month or a fine up to 500 rupees or both. The original penalty in the Bill was 500 rupees. The Bill as amended was passed.

(The Statesman, 10 August 1951 ).

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Implementation of Recommendation (No.88) concerning  
Vocational Training of Adults including Disabled  
Persons: Government's Statement on Action proposed  
Placed before Parliament.

The Government of India placed before the Parliament, of India on 28 August 1951, a statement under Article 19(6) of the Constitution of the I.L.O., on the action proposed to be taken by the Government on the Recommendation on Vocational training of adults including disabled persons adopted at the ~~thirty~~ thirty-third session of the International Labour Conference, 1950.

The statement reviews the present position in respect of the matters dealt with in the Recommendation as follows.

Vocational training.- The Government of India initiated training schemes in connection with, first, the resettlement of demobilised services personnel and then the rehabilitation of refugees from Pakistan. On the expiry of sanction for these schemes the Government of India decided to introduce a comprehensive scheme for the technical and vocational training of adult civilians. The new scheme which has been sanctioned upto 31 July 1952 for the ~~year~~ present is designed to provide industries with a steady flow of skilled workers. Suitable training centres already functioning under the old schemes have been remodelled to suit the needs of the new scheme which is being worked in co-operation with the State Governments. The scheme covers 63 training centres and embraces about 35 technical trades and 30 vocational trades. Candidates are selected by representative selection committees set up in the various regions. Training is free. In addition, half the number of trainees are given a monthly stipend of 25 rupees each. On the completion of the training, trainees are examined by a competent Board and the successful candidates are awarded certificates of craftsmanship. In addition to the 10,000 seats provided under the scheme more than 2,000 seats have been made available to displaced persons under a special arrangement with the Ministry of Rehabilitation. Furthermore, 500 additional seats were sanctioned for the training of apprentices in West Bengal. At the end of 1950, 63 centres were functioning with 11,177 trainees on the rolls. Of these trainees, 338 were women learning special trades at the three institutes set up for them at Delhi, Dehra Dun and Madras.

The Ministry of Rehabilitation has established training centres, for the training of displaced persons with a view to their resettlement. The total number of seats in these centres other than the one at Arab-Ki-Sarai is 1400. The centre at Arab-Ki-Sarai has a training capacity of 300 persons and provides training in a number of cottage industries with Japanese machines. The centre at Nilokhari in Punjab, has 460 seats and provides training both in engineering and building

trades and cottage crafts. The duration of training varies from six to eighteen months according to the nature of the craft. The annual output of these two centres is estimated at about 500 skilled workers. The centre at Fulia in West Bengal, has 400 seats. Some of the States have also established training-cum-production centres where a short training is given to displaced persons in simple cottage crafts with a view to facilitating their resettlement. These centres have a total capacity of 10,000 seats. This is, however, only a temporary arrangement.

Training of instructors.- With a view to improving standard of teaching in the technical and vocational schools and the training centres, the Government of India has established, in consultation with the State Governments, a Central Institute for the training of Instructors at Koni (Madhya Pradesh). Training is provided free to nominees of State Governments and a fee of 10 rupees and 15 rupees per month respectively is charged for nominees of private industries and institutions, and the candidates who apply direct for admission. The Institute, which is the first of its kind in India, has now been in operation for about three years and has trained over 425 Instructors.

Apart from these schemes there are a number of technical and vocational schools in the different States. Some of them have been established by the State Governments and are directly managed by them. The others are run by public bodies and private individuals and generally receive grants-in-aid from the State Governments concerned. But these institutions are not generally meant for adults. Supplementary courses are however available for workers in some parts of the country but these facilities are rather limited at present. The Bombay Government, for instance, has a scheme for pre-employment and post-employment training and arrangements exist for refresher and supplementary courses in the Punjab. The Government of ~~India~~ Uttar Pradesh also has a scheme for continuation classes.

Apprenticeship training.- Facilities for apprenticeship training are provided by a number of industrial undertakings, railways, ordnance factories and dockyards. ~~Apprenticeship~~ Apprentices are required to be between 18 and 25 years of age and to have studied upto a standard which varies from upper primary to matriculation according to the type of training. Selection is made by the undertakings providing the training and preference is usually given to the relatives of the employees. The duration of training extends over two to five years and apprentices are paid a small stipend on a graduated scale during this period. Those who successfully complete the course are awarded a certificate of proficiency. There is no guarantee of employment on completion of the course, but if the apprentices ~~is~~ <sup>are</sup> taken into employment, the period of apprenticeship generally counts as service in many cases. On a very rough estimate, the number of apprentices undergoing training, ~~is~~ <sup>at present</sup> in engineering trades may be put down at 24,000 and the annual turn out at approximately 5,000. Very little information is available regarding the number of apprentices in non-engineering

trades. While the standard of apprenticeship training in some of the industrial undertakings is of a high order, the training in most undertakings is neither systematic nor well organised. No proper apprenticeship training scheme has yet been evolved.

Remuneration to trainees.- The principle of paying adequate remuneration or allowance to all adult trainees as required by the Recommendation is also not yet practicable. Under the technical and vocational training scheme for adult civilians, allowances are paid to only 50 per cent of the trainees. All displaced persons under training, however, are given a monthly stipend of 30 rupees each.

Training of supervisors.- There is no scheme at present for the training of supervisors.

Training of disabled persons.- Regarding measures for the training of disabled persons the statement says that the training scheme for the war disabled came to an end in 1949. The only facilities which are available at present for the training of disabled persons are confined to the blind, deaf and the dumb.

Co-operation with employers' and workers' organisations.- Regarding co-operation with the workers' and employers' organisations, *the statement says* ~~it may be stated~~ that Advisory Committee consisting of representatives of workers' and employers' organisations have been set up at the national and regional levels to advise on matters relating to training.

The Recommendation has been brought to the notice of the State Governments etc. for such further action as may be considered appropriate and practicable.

(Statement laid before Parliament on 28 August 1951 on Action proposed to be taken by the Government of India on the Recommendation adopted by the thirty-third session of the International Labour Conference, 1950, received in this Office.)

(A copy of this Statement has been sent to Geneva under this Office Minute No. D.1/1626/51 dated 3 September 1951).

## Chapter 2. International and National Organisations.

### 25. Wage-Earners' Organisations.

India - August 1951.

Meeting of General Council of INTUC, Bareilly,  
28 and 29 July 1951: Political Alignment with  
Congress Party approved.

A meeting of the General Council of the Indian National Trade Union Congress was held at Bareilly on 28 and 29 July 1951. Mr. Khandubhai Desai, President of the I.N.T.U.C., presided. The Council resolved to commit the INTUC to a political alignment with the Indian National Congress in the forthcoming general elections.

General Secretary's review.- Mr. Hariharnath Shastri, General Secretary of the Congress, reviewed the work of the INTUC during the period, November 1950 to July 1951. He said that in February 1951 the Central Government raised the prices of food grains and curtailed the ~~full~~ food ration by 25 per cent. This was a severe hardship to workers and lower middle classes. The INTUC took up the issue with the Government with the result that the cut was waived in case of manual workers.

Dearness allowance for Government employees.- Mr. Shastri said that Government employees had been badly affected by high prices because their dearness allowance had not been linked with the cost of living index. In 1949 a ten-rupee increase in the dearness allowance had been sanctioned. The INTUC, particularly the Indian National Railway Workers' Federation, took up the issue of increased dearness allowance and repeatedly represented the case to the Government. Ultimately an increase of five rupees for railway workers and all other Government servants was sanctioned by the Government.

Rationalisation and retrenchment.- Mr. Shastri said that the situation arising from rationalisation and retrenchments had been the cause of greater hardship for workers than even the question of rising prices. Under the garb of rationalisation and increased productivity employers in several important industries had continuously been resorting to arbitrary retrenchments. During past months, the INTUC had carried on vigorous campaign against this policy. The Government had now set up a development committee to deal with this problem.



Labour relations.- Labour relations which were already unsatisfactory had received a serious set-back as a result of inefficient and unsatisfactory working of the industrial relations machinery. While the old complaints in regard to ~~slow~~ slow functioning of the machinery and non-implementation of awards were already there, the manner in which the appellate tribunal had been working had been a cause of great concern. Besides, ~~further~~ reference of disputes to Supreme Court ~~was~~ causing additional hardship for the workers. The INTUC was of the opinion that industrial disputes should go out of the purview of the Supreme Court and that the appellate tribunal in the form of a court of appeal must go. This view had been represented to the Government.

Resolutions, Political affiliation with Indian National Congress.- The Council, by a resolution, called upon the workers, particularly all members and affiliated unions of the INTUC, to offer wholehearted support to the Congress in the general elections "as the Congress has accepted ideals and objectives of the INTUC and is capable of ensuring fulfilment of their aspirations".

The resolution was opposed by Dr. Suresh Chandra Banerjee and Mr. Deven Sen, President and Secretary respectively of West Bengal Committee of the INTUC on the ~~same~~ ground that it would take away the independent existence of the INTUC as a trade union body.

Mr. Abid Ali Jafarbai, Vice-President of the INTUC, moved the resolution.

Railway strike to be resisted.- The INTUC resolved to resist the strike proposed by the All-India Railwaymen's Federation. It deprecated the strike decision of the Federation, characterising it as "totally unwarranted" in view of the recent increase in dearness allowance and the Government's decision to come to an amicable settlement on other outstanding grievances.

Industrial disputes.- By another resolution relating to the conciliation and adjudication machinery the Council urged the Government to abolish the Labour Appellate Tribunal and replace it by a central tribunal which should have original jurisdiction over matters of all-India importance, leaving the state tribunals to have a final voice in their jurisdiction. It urged that industrial disputes should be kept beyond the purview of High Courts and the Supreme Court.

13

Working conditions of seamen.- The Council urged the Government to appoint a commission of inquiry to investigate the conditions of work of seamen.

bank

Federation of bank employees.- By another resolution the Council decided to take steps to form a Federation of bank employees' unions (vide page 17 of the report of this Office for July 1951).

(National Herald, 29 and 30-7-1951).

Political Affiliation with Congress opposed by Bengal Branch of INTUC: Move criticised as Anti-labour and Reactionary.

The Working Committee of the Bengal Provincial National Trade Union Congress, at a meeting held in Calcutta on 14 August 1951, expressed its strong disapproval of the resolution passed by the General Council of the INTUC making it obligatory on the part of the affiliated unions and members to vote for the Indian National Congress in the forthcoming general elections.

After describing the resolution as "anti-labour and reactionary", the Committee declared "such a resolution cannot be binding on any member of an affiliated union and the workers have the freedom of voting". Characterising the resolution as ultra vires of the INTUC constitution and against "all democratic trade union movement", the Committee expressed its surprise that "such an important resolution was brought in surreptitiously without any notice being given".

In the opinion of the Committee such linking up of the INTUC with a particular political party was bound to cause disruption within the INTUC itself and it would establish the charge often levied against the INTUC of being a Government-sponsored organisation, thereby bringing it into disrepute both in the national and international sphere.

(The Hindustan Times, 15-8-1951).

A.I.R.F. decides to defer Railway Strike:  
Situation to be reviewed after Two Months.

The Action Committee of the All-India Railwaymen's Federation at a meeting held in Bombay on 9 August 1951, decided to suspend for two months the proposed railway strike in view of the national emergency. The strike was to have taken effect from 27 August 1951 (vide pages 8-9 of the report of this Office for July 1951). Mr. S. Guruswamy, General Secretary of the Federation, announced at the meeting that 20 out of 27 affiliated unions had ratified the strike decision. This implied a large degree of unanimity since some of the remaining unions were on light railways with very small membership.

The Committee will review the general political situation in the country after two months and then decide on a strike.

The Committee condemned the Essential Services (Prevention of Strikes) Bill, introduced in Parliament (vide pages 47-48 of this report) banning strikes without providing for suitable machinery for adjudication of the legitimate demands of workers.

Text of resolution.- The following is the text of the resolution of the Action Committee postponing the strike: "At its last meeting the Working Committee of the Federation has pledged its wholehearted and active support in defending the country against any external aggression.

"This meeting of the Committee of Action has before it a personal communication from the Prime Minister and Railway Minister to the President of the Federation stressing the gravity of the situation and the need for collective action ~~to~~ strengthen confidence and the sense of national security. As a matter of patriotic duty, this Committee resolves that the decision to serve notice of strike in terms of the Kharagpur resolution be kept in abeyance and the whole situation be reviewed after a period of two months. This Committee further makes it clear that issues in the present dispute ~~is~~ still remain unsettled and deplores the continuance of the stalemate as revealed in the correspondence between the A.I.R.F. and the Ministry of Railways.

"This Committee further resolves to pursue the Federation's demand to a conclusion with the Government of India until an honourable settlement is secured and enjoins on affiliated unions the necessity of maintaining the utmost vigilance and greatest solidarity in the coming weeks to enable the Federation to fulfil its tasks in the present struggle.

"While reiterating the Federation's opposition to the Ordinance No.1 of 1951 and the corresponding Bill introduced in Parliament as anti-working class measures, this meeting calls upon all affiliated unions to carry on vigorous propaganda to secure the withdrawal of these measures or their modification to provide, in conformity with international trade union practice for adjudication of trade disputes, when strikes are prohibited during the period of national danger".

Permanent machinery to settle disputes: Mr. Narain's talks with Railway Minister. - On 18 August 1951, Mr. Jai Prakash Narain had preliminary discussions with Mr. N.G. Ayyangar, Minister for Railways. It is understood that Mr. Ayyangar expressed his willingness to consider various points raised by Mr. Narain.

The issues raised by Mr. Narain are: (1) a permanent machinery for negotiation and settlement of disputes starting from the workshop level upwards; (2) the scope for adjudication in respect of disputes in nationalised or State-administered undertakings when negotiations fail; (3) should one union or federation alone be recognised as the body with whom the Government should negotiate in nationalised, State-administered undertaking; if so, how should this union or federation be selected; (4) the place of labour in the management of nationalised, State-administered railway undertakings; and (5) should the management of Indian railways be entrusted to an autonomous public corporation?

Regular discussions between the A.I.R.F. and the Railway authorities will be held from 29 August 1951.

(The Statesman, 10, 11 and 19 August, 1951).

Third Annual Convention of the Indian National Railway Workers' Federation, Jodhpur, 16-17 August 1951: Demand for Machinery to redress Grievances.

The third annual Convention of the Indian National Railway Workers' Federation was held at Jodhpur on 16 and 17 August 1951, Mr. Hariharnath Shastri presiding. Among other matters, the Convention demanded machinery for the redress of grievances of railway workers.

Mr. Shastri's presidential address.- Mr. Harihar-nath Shastri, in his presidential address, referred to the question of dearness allowance and said that though the five rupees increase was below the Pay Commission's scale it was a fair offer in view of the present financial stringency. He said that the All-India Railwaymen's Federation's opposition to this had no sense, because in 1948 the AIRF had accepted a dearness allowance which was less than 50 per cent of the Pay Commission's scale.

Expressing deep concern over the deterioration in the labour-management relationship, he said that to ensure a healthy atmosphere and efficient running of railways a suitable machinery to secure speedy redress of grievances must be created. Mr. Shastri suggested the setting up of a permanent joint consultative board with equal representatives of labour and the administration. This should be supplemented by regional machinery on similar lines. Matters not mutually settled should be referred to a central tribunal for final decision.

Mr. Shastri also stressed the desirability of railway workers taking active share in the working of unions. Unions must have adequate funds and they must requisition the services of active and intelligent workers who must shoulder the responsibility of running unions as office-bearers.

Resolutions.- The Convention, by a resolution, condemned the strike move by the All-India Railwaymen's Federation and appealed to railwaymen to pursue democratic and peaceful methods for achieving their objects. In this connection the Convention welcomed the recently announced ad hoc dearness allowance increase of 5 rupees for all Central Government employees as a gesture of goodwill on the part of the Government. The Convention also urged the Government to consolidate the dearness allowance with the basic wage and to take measures to bring down prices.

By another resolution the Convention drew the attention of the Railway Ministry to the necessity of establishing a "democratic machinery" for redressing the grievances of railway workers. It urged the early constitution of a central body with equal representation for railway workers and administration, to be followed later by the setting up of similar bodies on a regional basis.

Office-bearers for 1951-1952.- Mr. Harihar-nath Shastri and Mr. G. Mapara were elected President and General Secretary, respectively, of the Federation for the ensuing year. A working committee of 40 was also constituted.

(The Hindustan Times, 18-8-1951).

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Meeting of General Council of Federation of  
Post and Telegraph Unions, New Delhi, 8  
August 1951: Affiliated Unions advised  
Against Strike.

An emergent meeting of the General Council of the Federation of Post and Telegraph Unions was held at New Delhi on 8 August 1951; Dewan Chaman Lal presided. The meeting adopted a resolution calling upon its affiliated units "not to utilise the legitimate weapon of a general strike to get their long-standing grievances redressed at this moment, in view of the present national and international situation and the threat to India's security". The Council declared that in normal circumstances, it would be justified in calling for "extreme action" but in view of the gravity of the situation, that action should not be resorted to. At the same time, the Council called upon the postal authorities and the Government to accede to the legitimate demands of postal ~~employ~~ employees.

The meeting also considered various reports submitted by several members of the Council, who had been detailed to certain important centres to ascertain the views of workers in general on the questions facing them.

The demands of the Federation, which include enhancement of dearness allowance for all employees, merger of dearness allowance with the basic salary, implementation of the post and telegraph expert committee's report to ameliorate working condition, setting up of a permanent conciliation machinery, etc., will now be placed before the Prime Minister.

(Indian News Chronicle, 9-8-1951).

Postal Workers defer Strike Proposals:  
Negotiating Committee appointed.

The Executive Council of the All-India Postmen and Lower Grade Staff Union, at a meeting held in Bombay on 10 August 1951 under the presidency of Mr. Jai Prakash Narain, decided to postpone the proposed postal strike (vide page 14 of the Report of this Office for July 1951). The Council appointed a negotiating committee to discuss the grievances with the Director-General of Posts and Telegraphs and the Minister for Communications.

The Council's action followed a letter received by it from the Director-General of Posts and Telegraphs offering sympathetic consideration of the demands put forward by the Union and expressing willingness to negotiate and personally discuss all outstanding issues with the General Secretary and other representatives of the Union.

The Council also took into consideration the present critical situation in the country in arriving at the decision to defer direct action. It assured the Government of the fullest co-operation of all postmen and lower grade staff in the event of "any national emergency".

The Council passed another resolution expressing its "strong condemnation" of the Ordinance and the Bill now introduced in Parliament incorporating it, issued by the President "depriving labour of its inherent right to strike for the redress of its grievances". The resolution suggested that the Prime Minister should at an early date call a conference of the representatives of all Central Government employees to discuss means for amelioration of their economic conditions.

(The Statesman, 11-8-1951).

Mysore: Draft Mysore Trade Unions Regulations, 1951, published.

The Government of Mysore published on 7 August 1951 the draft of Mysore Trade Unions Regulations, 1951, proposed to be made in exercise of the powers conferred by section 29 of the Indian Trade Unions Act, 1926. The regulations prescribe, inter alia, the procedure for the registration of trade unions, the transfer of registration of unions from one State to another and the cancellation or withdrawal of registration of trade unions, the manner in which the accounts of registered trade unions are to be audited and the conditions subject to which inspection of documents are to be allowed. The draft regulations will be taken into consideration by the Government after 7 November 1951.

(The Mysore Gazette, Extraordinary, dated 7 August 1951, Part IV, Section 2c, pp. 1-15 ).

28. Employers' Organisations.

India - August 1950.

Annual General Meeting of Tata Iron and Steel Company Ltd.,  
Chairman's Address.

The annual general meeting of the shareholders of the Tata Iron and Steel Company Limited was held at Bombay on 22 August 1951. The meeting was addressed by Mr. J.R.D. Tata, chairman of the Company.

Review of economic situation: food shortage.— Reviewing the economic situation in the country, Mr. Tata said that for India the year under review was one of natural calamities which, following upon a long succession of poor harvests, rendered the food position one of exceptional severity. The State of Bihar, in which the Company's activities were mainly centred, was among ~~the~~ the worst sufferers. Imports of foodgrains on a larger scale than in any previous year became necessary, resulting in a heavy strain on exchange resources and in larger expenditure by the Central Government on food subsidies. The timely and welcome assistance of the U.S. Government in granting a loan of two million tons of foodgrains had helped to ease the situation. Apart from its effect on food supplies, the terms of the loan agreement were calculated to strengthen the ways and means position of Government and ~~their~~ capacity to finance capital expenditure on development projects.

Rise in price level.— A disturbing development during the year was a steep rise in the level of prices as a result of the international situation created by the Korean war. The increased demand for primary materials for defence purposes and for stock-piling started a new wave of inflationary pressure throughout the world which reacted on Indian prices and aggravated an already difficult situation. Prices rose sharply from the middle of 1950, and although during the past few months the upward trend had been checked, the increase which had occurred ~~the~~ since last year had added to the difficulties facing industries. A rise in the level of wholesale prices in due course lead also to a rise in retail prices and the cost of living, and consequently to a demand for increases in dearness allowance in the principal industries. Mr. Tata emphasised that an increase in money payments to meet an increase in the cost of ~~the~~ living was no real remedy for inflation. It added momentum to the ~~spiral~~ spiral of rising prices followed by rising wages which inflation usually set in motion. The cost of living of a worker and his family was governed chiefly by the retail prices of essential articles such as food and cloth. Regarded as a ~~short~~ short-term problem requiring immediate solution this had to be tackled from the supply rather than the monetary side of the inflationary equation, and there was much to be said in this connection for the suggestion recently made of a dual price policy in relation to essential commodities which would lay down a relatively low price for supplies required to meet Government's minimum commitments and a



higher price for supplies above this limit. Its effect in improving supplies was likely to be considerable both by encouraging production and by discouraging hoarding. This approach was, in his opinion, more realistic than that reflected in recent suggestions for freezing wages, salaries, profits and dividends. ~~It~~ If allowance was made for money hoarded and concealed and for the decline in velocity of circulation, it seemed a fair assumption that the inflationary pressure on prices in India, was caused more by shortages in food and other essential supplies than by an excess of purchasing power due to purely monetary causes, as was largely the case in the U.S.A. and to a lesser extent in the U.K. The measures, therefore, likely to prove most effective were those which would increase production and procurement. The proposal to freeze wages, dividends, etc., would obviously not contribute to such a purpose. On the contrary, the unfortunate psychological effect of such a policy on workers, managerial staff and investors would produce opposite results and thus aggravate the ~~market~~ problem.

The Colombo Plan. Significant events during the year were the publication of the Colombo Plan and the draft Five-Year Plan of the Planning Commission. Mr. Tata added that both the plans ~~followed~~ followed more or less the same lines and he welcomed the practical outlook and the appreciation of the hard realities of the Indian economic problem which they embodied. The targets outlined in them were of reasonable dimensions and not beyond attainment under normally satisfactory conditions. He appreciated their recognition of the need for a mixed economy and the contribution which private enterprise was in a position to make to the country's development. Manufacturing industries found a ~~large~~ relatively small place in the plans. But this was inevitable in a scheme of development which related in the main to the public sector of economic activities. The responsibility for the development of manufacturing industries under the scheme rested for the present largely on private enterprise.

Population problem. Mr. Tata said that whatever means were adopted for meeting the immediate or short-term emergency, a permanent solution of the economic problems clearly required that the increase in the country's output of food, essential goods and services kept pace with the increase in the population. The question was not merely related to food production alone. ~~Even if~~ Even if production could be made to keep pace indefinitely with the rise in the population, which seemed impossible in the long run, the problem would be solved only in part because the people were not likely to be satisfied for long merely with a sufficiency of food. Awakened to the higher standards prevailing in western countries, they would rightly demand improved standards also in clothing, shelter, education, health, security, etc. To build up such standards within a reasonable time, from the pitifully low levels of to-day, would be a prodigious task even if the population remained at the present figure. But a little simple arithmetic would show that if the present rate of growth was allowed to continue unchecked, the population would increase by another 200 millions within 56 years and double itself in a little over 50 years. Mr. Tata said that he believed the problem was capable of being tackled in a number of ways once ~~its~~ its magnitude and urgency were ~~known~~

recognised. The first step to be taken, was for Government to constitute, without delay, a high-power ~~commission~~ commission consisting of eminent scientists, economists and sociologists to investigate the problem in all its aspects. A clear and authoritative statement of the facts underlying the problem and of the remedies to which they point would provide an effective starting point for the education of public opinion and the formulation of the necessary legislative and administrative measures.

Labour.- Mr. Tata stated that labour conditions at Jamshedpur had been generally satisfactory. But as a result of the prevailing high cost of living, labour had recently asked for certain adjustments in the present scales of remuneration. This was receiving consideration and satisfactory settlement was expected.

He said that the efficiency bonus scheme, which was now in force in practically all the departments of the works, was one of the major factors which had helped to maintain or increase production. The main purpose of this scheme had been to secure a better recognition among employees in every branch of the works that wages and output were inter-related and that increased production automatically entitled labour to increased earning. Partly as a result of historical circumstances, especially in regard to standards of education and public health, the number of persons employed in Indian industries had been far in excess of that employed in comparable industries in other countries. No solution of this long-standing problem would be effective without the co-operation of labour. It was <sup>his</sup> belief that the system of payment by results which was now in force would assist in rallying not merely the self-interest of the individual worker but the interest of organised labour in raising the standard of living of its members in support of a more balanced and rationalised industrial structure. The value of direct incentive plans related to output and efficiency could be effectively supplemented by schemes which associated labour with shareholders in the profits of their company, thus creating a true sense of partnership between them. This <sup>was</sup> well illustrated in the case of the Tata Iron and Steel Company by its annual profit sharing bonus which for the first time this year exceeded 10 million rupees. There was little doubt that the profit sharing scheme had been a powerful factor in the good relations which the Company and its employees had on the whole enjoyed since it was introduced.

Expansion programmes.- Mr. Tata said that the world's productive capacity had continued to increase in the past year and was now estimated to be in the neighbourhood of 200 million tons a year, of which about half was in the United States. Whereas a surplus was expected to develop in Europe and the U.S.A. by 1952, rearmament programmes throughout the world resulting from the ~~European~~ Korean war and the worsening international situation had created higher levels of demand and consumption which seemed likely to prevail for some years to come. In India, while production of steel showed only a slight increase over the

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previous year, it was gratifying to learn from the Tariff Board's report that the output of finished steel at the Steel Corporation of Bengal's works was likely to increase from about 200,000 tons in 1950 to 348,000 tons in 1953. This however, represented only a fraction of the increased output needed by the country. In the present circumstances, when financial stringency had compelled Government to put into indefinite cold ~~storage~~ storage its scheme for the construction of new steel works, the only potential for increased output lay in ~~the~~ increasing the capacity of the two existing steel plants.

So far as the Tata Iron and Steel Company was concerned, it was mentioned the previous year that the Company had under consideration a programme of renovation and expansion which would raise the ~~plants~~ plant's capacity in six years to about 935,000 tons of salable steel at a cost of 260 million rupees, ~~including the latter~~. Included in these figures was an amount of 100 million rupees representing, ~~which~~ over the period, the normal annual capital expenditure on the works, town, ore mines and collieries. This programme had received continuous attention since then and initial action had been taken in the case of some of the items.

(The Statesman, 29-8-1951).

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29. International Co-operation.

India - August 1951.

Industrial Survey of India: Contract signed  
with U.S. Firm.

According to an announcement of the United States Department of Commerce, India has signed a contract with a private U.S. research organisation for an industrial survey of India to be conducted under the terms of President Truman's Point Four Programme for technical assistance to underdeveloped countries.

The survey would be conducted by the Armour Research Foundation of Chicago, an organisation which specializes in scientific analysis of business problems for business firms throughout the world. Under its contract, India would receive technical help in building up its small-scale industries, its foundries and its cellulose and paper industries. The basic purpose of the survey was to make recommendations and map industrial development plans which would guide specialists who would be assigned later to complete the improvement projects. All projects would emphasise the fullest use possible of local resources and man-power.

The project was specifically requested by India. Funds would be supplied by the U.S. Department of State's Technical Co-operation Administration. India would supply facilities, services and personnel, as its part of the co-operative undertakings.

(The Tribune, 3-8-1951).

India Signs Aid Pact with U.N.E.S.C.O.:  
Assistance for setting up Scientific  
Documentation and Research Service.

India has signed its second technical assistance agreement with the U.N. Educational Scientific and Cultural Organisation. Under the agreement, U.N.E.S.C.O. will send three experts to India to help set up a scientific documentation and research service for India's growing research laboratories, technical training institutions and industries. It will also make available fellowships and other assistance to Indian nationals for training abroad to become documentation and reference specialists. The facilities of the service, which is to be set up in India, would eventually be made available to scientists throughout South East Asia.

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U.N.E.S.C.O. is already implementing its first technical aid agreement with India, which provides for the services of ten specialists in such fields as, plastics, dam design and electrical engineering.

(The Hindustan Times, 12-8-1951).

Training of Indian Students in Germany:  
Offer accepted by Government of India.

The Government of India has received offers for 50 free studentships at German universities and technological institutes and also for training a number of Indian engineers and apprentices in workshops of heavy industries in Germany. As a reciprocity measure, the Government of India has decided to award ten free studentships to German nationals for the study of Indian languages, religion and philosophy at Indian Universities.

The scheme was approved at a meeting of the Standing Finance Committee of the Parliament held at New Delhi on 10 August 1951. The Committee approved an expenditure of 212,000 rupees during the current year for the purpose.

(The Hindustan Times, 12-8-1951).

Manufacture of DDT in India: UNICEF and WHO  
to give Assistance.

It is understood that the Government of India, with the co-operation of UNICEF and WHO, has decided to construct a D.D.T. Factory near Bombay.

The scheme will be financed by the Bombay Government, while the UNICEF will provide plant and equipment and the WHO training facilities for staff.

(Indian News Chronicle, 25-8-1951).

## Chapter 3. Economic Questions -

### 34. Economic Planning Control and Development.

India - August 1951.

Third Year of Working of the Industrial Finance Corporation:  
23.89 Million Rupees loaned to Industries.

The third annual general meeting of the Industrial Finance Corporation was held at New Delhi on 25 August 1951, Sir Sri Ram, Chairman of the Corporation, presiding. The Report of the Corporation on its working during the year 1950-51 revealed ~~surprising~~ that it had sanctioned 17 loans totalling 23.89 million rupees to the various industries.

Working during 1950-51.- The Report states among the industries benefited were textile machinery, mechanical engineering, electrical engineering, cotton textiles, woollen textiles, rayon, chemicals, cement, ~~ceramics~~ ceramics and glass, oil mills, electric power, metallurgical industry, iron and steel, aluminium, sugar, mining, paper, automobile and tractors.

To provide maximum possible assistance to industries the Corporation had relaxed its general policy in regard to grant of accommodation. In the case of new applicants, the report says, the Corporation allowed reasonable amounts for working capital in addition to their requirements for blocked capital. Industrial concerns which had borrowed from the Corporation but were in need of further financial assistance for working capital also received help.

This assistance was possible because during the year, the financial position of the Corporation was comfortable. Bonds which were issued by the Corporation under Section 21 of the Industrial Finance Corporation Act have proved a success and by the end of June 1950, the Corporation had received 53 million rupees as subscriptions to these bonds.

Handicaps to industry.- While the Corporation had given such assistance as it could, the condition of Indian industry was not without concern. The restrictions on credit resulting from stringent monetary conditions and rising prices were likely to affect the production of existing industries and to check the much wished for need for expansion. Industries were already feeling the strain of finding larger working capital and those planning to instal additional capacity were hesitating to put their scheme into effect. Another difficulty was the insufficient supply of imported raw materials and components.

Industrial production.- Reviewing the industrial production during the year the report recorded increase in several industries including sugar, cement, iron and steel.

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The production of finished steel in 1950 reached 983,000 tons, recording an increase of 50,000 tons over the previous year's figure. But because of less imports and large internal demand, the overall position showed no improvement.

Disposal of loans.- The report made several suggestions as to how industries seeking financial assistance from the Corporation can help themselves in getting loans sanctioned quickly. The main difficulty which the Corporation experienced in speedy disposal of loan applications was the failure of firms to provide adequate information in their application forms. If these details were given fully and correctly, much of the delay would be avoided. Another suggestion in this connection was that the companies should take proper measures to ensure that the titles of their properties were made perfect as, very often, defects were noticed removal of which ~~take~~ <sup>took</sup> time.

Need for technical aid: chairman's address.- Sir Sri Ram, in the course of his address, reviewed outstanding financial and industrial events of the year and hoped the international situation would not cause a further rise in prices and "make conditions ~~in~~ in India even more intolerable".

Referring to the Planning Commission's report, he felt that on the whole the Commission had gone on right lines though he was not sure of the Commission's target being reached even in agriculture. He also thought 3,000 million rupees earmarked for industry was too low a figure. The Commission had wisely left industrial development to private initiative and he hoped this initiative would enable the country to exceed the expectations of the Commission.

He said that unless India developed the basic industries of steel and pig iron industrial expansion would be held up. These should receive very high priority.

Sir Sri Ram stated that India should try to get more technical assistance under the Colombo and Point Four Plans. Progress in industrial expansion in India had been rather slow despite Western ~~nations~~ nations' desire to supply capital goods and technical help. "More than even capital goods, a good deal of which we could make in this country if only we could get iron and steel and other essential metals, what the country lacks most is technical experience. Our technical staff is not yet sufficient either in number or in quality to cope even with the modest and limited programmes of industrial development which the country urgently needs."

Referring to the working of the Corporation Sir Sri Ram ~~said~~ <sup>said</sup> ~~revealed~~ that to widen the services, <sup>it was</sup> they proposed <sup>to</sup> asking the Government to raise the Corporation's lending limit to a single borrower. At present it was 5 million rupees.

(The Statesman, 26 August 1951).

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Punjab: Standing Advisory Committee for Industries  
set up.

By a notification dated 19 July 1951 the Government of Punjab has set up a Standing Advisory Committee for Industries to advise Government in regard to industrial matters. The Committee is composed of four official and 14 non-official members with the Financial Commissioner and Secretary to Government, Development Department, as Chairman. The functions of the Committee will be : (i) to advise Government on industrial policy in respect of large-scale industries; (ii) to review production of the industries of the State and to advise Government regarding steps to be taken to secure the best use of existing capacity, including solution of specific problems of each industry; (iii) to advise Government on the policy of allocation of raw materials in scarce supply and finances to industries generally; (iv) to advise Government in respect of collection of industrial intelligence required for industrial planning; and (v) to advise Government on such specific problems as may be placed before the Committee.

(Punjab Government Gazette, 27 July 1951, Part I,  
pages 822-823 ).

Improvement of Agriculture: Ten Year Plan approved by  
Indian Agricultural Research Boards.

A joint meeting of the Boards of Research and Extension of the Indian Council of Agricultural Research was held at Coimbatore on 30 and 31 July 1951, Mr. K.M. Munshi, Minister for Food and Agriculture, Government of India, presiding. The session approved, among other matters, a ten-year plan of land transformation intended to maximise India's available land, water and livestock resources.

Government's efforts: Mr. Munshi's address.- In the course of his address Mr. Munshi said that under the Government of India's five-point plan of land transformation the object was to achieve the following targets in the next ten years: concentration of effort on 48 million acres of irrigated land; reclamation of 10 million acres of land for new cultivation; organisation of "bhoomi sena" (land army) in 100,000 villages; provision of 60,000 stud bulls a year; and an addition of 300 million trees through the annual vanamahotsava (campaign of tree plantation). Much of these ~~six~~ programmes had also been approved by the Planning Commission. They could not, however, be created at the present pace; nor could they be created by a paid organisation as in a wealthy State. The only way was "to replant the country's philosophy of life in the soil and to produce the enthusiastic will to work in the field on a collective basis".



Ten-Year plan for land improvement.- The meeting approved a ten-year programme of land transformation intended to maximise India's available land, water and livestock resources. The ten-year programme which was supplementary to the short-term schemes that were already being worked out with a view to making the country self-sufficient in food, would constitute an intensive endeavour progressively undertaken to achieve definite results in certain specific directions, as indicated in Mr. Lunshi's speech. The programme aimed at extending agricultural development till it covered 50 million acres in ten years. Under the scheme, the reclamation of waste land would be undertaken by the Central Tractor Organisation and brought under the plough by various State Governments. The Central Tractor Organisation was expected to reclaim about 3.2 million acres during this period.

The extension scheme would be a two-fold endeavour consisting in the first place of extension projects like ~~the~~ tree-planting, composting, growing vegetables, eradication of pest and weeds and consolidation of holdings where possible, tank improvement, fish culture, etc. The other aspect of it was the raising of the "land army" by enlisting the youth of the country for agricultural development. The land army would consist of voluntary workers from rural areas, personnel already engaged on ~~extension~~ extension schemes like students, public men and legislators. The work, which would be organised by States, would cover 5,000 villages in the first year, 10,000 in the second year and 100,000 at the end of the stipulated period. The land army would create the necessary enthusiasm amongst the rural population for the development of agriculture in this country, as they would maintain continuous contact with the farmers and work for their all-round betterment.

The programme also contemplated the establishment of 600 key villages throughout the country for rearing stud bulls and it was expected that at the end of the ten-year period, the country would have over 300,000 stud bulls.

As land erosion was the main cause of large tracts of land lying barren in the country, the plan aimed at undertaking plantation work of an intensive degree and it was proposed to plant 300 million trees during the next ten years.

(The Hindu, 31 July and 1 and 2 August, 1951).

36. Wages.

India - August 1951.

Bihar: Minimum Wages fixed for Workers Employed  
in Mica Mines and Mica Works.

In exercise of the powers conferred by section 3 read with section 5(3) of the Minimum Wages Act, 1948, the Government of Bihar has, by a notification dated 26 July 1951, fixed with effect from 8 August 1951 the minimum rates of wages payable to different classes of adult employees engaged in the mica mines in Bihar State. The minimum rates have been fixed after considering the advice of the Committee appointed under section ~~5(3)~~ 5(1)(a) of the Act and the rates consisting of an all-inclusive rate vary from one rupee five annas and nine pies a day to one rupee seven annas and three pies a day. Where grains are supplied to employees in lieu of the cash value of the concessions in respect of supplies of essential commodities, it shall be lawful for the employers to deduct the cash value at the specified rate from the all-inclusive rate of wages payable under the order.

By another notification dated 9 August 1951 the Government has fixed with effect from 9 August 1951 the minimum rates of wages consisting of the all-inclusive rate payable to different classes of employees (adults, adolescents and piece-rated workers) in the employment of mica works, other than mica mines in Bihar State.

(Notification No. W3-108/51L-155 dated 26 July 1951, the Bihar Gazette, 8 August 1951, Part II, page 1583; Notification No. W3-108/51-L-163 dated 9 August 1951, the Bihar Gazette, Extraordinary, 9 August 1951, page 1).

Bombay Textile Workers to receive 15 Per Cent Basic Wage  
during 1950 as Bonus: Industrial Court's Award.

On 28 August 1951 ~~the~~ a full Bench of the Bombay Industrial Court awarded over 200,000 city textile workers bonus equivalent to 15 per cent of their annual earnings in 1950, taking into account only basic wages.

The decision followed hearing of a dispute between the Millowners' Association, Bombay, representing 59 cotton mills in the city and the Rashtriga Mill Mazdoor Sangh (INTUC) which had demanded "an adequate unconditional award of a lump sum" out of the 94.7 million rupees gross profit made by mills during 1950.

The Court also directed that bonus be paid within two months of publication of the award in the official gazette.

Persons who were entitled to bonus but not at present employees would have to submit their claims within ~~three~~ three months.

Bonus now awarded to workers will amount to 15.6 million rupees as against 18.6 million rupees given last year. Appeal against the decision of the court lies with the Labour Appellate Tribunal, which heard a similar appeal last year and confirmed the award of two months' salary as bonus as against the three months' salary demanded by the union. It was during hearing of this appeal that the Socialist-controlled Mill Mazdoor Sabha called a strike in the textile ~~mill~~ industry which went on for two months, resulting ~~as~~ in a substantial fall in production. In the present hearing the Millowners' Association contended that workers were not entitled to any bonus, having gone on strike "wantonly and illegally", but the Court held that those who had done so would automatically lose a proportionate share of bonus since their annual earning would be less.

The Millowners' plea that the sum of 720 million rupees allowed in calculations for replacement of machinery be increased on account of the rise in prices was also rejected. The Court held that replacement of machinery was to be considered on a long-term basis, and it would be unwise to make changes from year to year.

(The Statesman, 30-8-1951 ).

Punjab Minimum Wages Orders: Government urges compliance of Provisions by Employers.

The Punjab Government has issued a warning to employers in the State to implement immediately the provisions of the Orders issued ~~under the Minimum Wages Act, 1948 by the Government from time to time~~ by the Government from time to time under the Minimum Wages Act, 1948. Failure to implement these, it has been pointed out, might result in imprisonment upto six months and/or fine upto 500 rupees.

Sub-Judges appointed Commissioners to hear complaints.- The Government has also empowered all the Sub-Judges working in the Districts as Workmen's Compensation Commissioners, to hear the complaints of employees who are not paid wages due to them under the Minimum Wages orders of the Government.

The Punjab Government has so far fixed minimum wages under the Minimum Wages Act in tea plantations, oil mills and ~~for~~ inferior employees of the local bodies.

(The Tribune, 7 and 10-8-1950 ).

39. International Economic Relations.

India - August 1951.

Tariff Commission Bill, 1951, passed by Parliament.

The Tariff Commission Bill, 1951 (vide pages 32-34 of the report of this Office for March 1951) was passed by Parliament on 25 August 1951.

During the third reading of the Tariff Commission Bill, Prof. Shibban Lal Saksena (Uttar Pradesh) said that fair conditions for labour should be guaranteed in the protected industries. The sugar industry had enjoyed protection for 20 years and had made enormous profits - it had now made 150 million rupees on the free sale of sugar alone - but the wages of labour employed in sugar factories were still far from satisfactory.

Mr. Babu Ramnarayan Singh (Bihar) said that it was no use granting protection to industries over which Government could not wield effective control in matters like the treatment of labour.

Mr. Ramalingam Chettiar (Madras) said that the Government and the Tariff Commission should give full effect to the provisions of the Bill. They should examine every year the progress made by the protected industries. An annual statement on the subject should be furnished to Parliament together with the remarks of the Commission, he said.

Mr. Syamanandan Sahaya (Bihar) said that while there could be no two opinions about the need for giving protection to industries in a comparatively backward country, the fact remained that protection could not be a permanent feature of the country's economy. The proposed Tariff Board should be able to ensure that the protected industries made adequate progress so that in due course they would be able to stand on their own legs and compete in the world market.

Mr. Hussain Imam (Bihar) criticised what he called the "ever-changing import policy" of the Government.

(The Hindu, 26 August 1951).

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

INDIA - AUGUST 1951.

41. Agriculture.

Food Supply to Tea Garden Labour: Discussions  
at Tripartite Conference.

A tripartite conference of the representatives of the tea industry, plantation labour and the Government was held in Calcutta on 4 and 5 August 1951 under the chairmanship of Mr. Jagjivan Ram, Labour Minister, Government of India, to discuss the question of food concessions now being given to tea garden labour. The meeting was attended by the representatives of the Governments of India, Assam and West Bengal, of the tea industry and of plantation labour.

The conference discussed a memorandum on the subject prepared by the Ministry of Labour. The memorandum pointed out that so far workers in tea plantations have been supplied with rice at concession rates. The scale of the weekly rice ration per adult worker is three and a half seers (1 seer = 2 lbs approx.); for workers' non-working dependants, one seer five chattaacks (16 chattaacks = 1 seer) for a child between two and eight years of age and two seers and ten chattaacks for children above eight. The rate charged is two annas a seer. Employers' proposals to convert food supply at concession rates into cash payment has been persistently opposed by labour.

A new ~~plan~~ proposal, however, has now been put forward on behalf of the industry. According to this, the selling price of rice will be increased from the present rate of 5 rupees per maund to 17 rupees 8 annas, with a ~~view~~ corresponding increase in cash wages for labour. It is claimed that the proposal will secure conservation of food stocks without introducing outright conversion. While rice will continue to be available to workers from estate godowns as before, the sponsors of the scheme expect that with the increased income workers will choose to buy it from local markets and villages and spend part of their income also on alternative foodstuffs. As two-thirds of the total requirements of Government procurement in Assam happens to be on account of tea gardens, diversion of demand from garden godowns to local markets and substitution of rice by other

foodstuffs will result, it is argued, not only in relaxation of pressure on industry but also on the Government.

Among other matters, the memorandum points out, the success of the Indian Tea Association's proposal would depend on the degree of diversion of demand from the garden godowns to the local markets and of the substitution of expenditure on rice by expenditure on other foodstuffs. Fears have, however, been expressed that such diversion of demand might have an inflationary effect on prices in the local market and cause hardship not only to labour but to other consumers also. Further, as the price of rice prevailing in Assam is much above 17 rupees 8 annas per maund (1 maund = 82 lbs approx.), the workers would not be able to buy foodstuffs in the open market at the rate at which they will get it at the garden godowns and thus there may not be any relaxation of pressure on these godowns at all. It is also apprehended that part of the increased money income instead of being spent on alternative food might ~~be~~ very well be spent on dissipations to the great detriment of the workers' health and standard of nutrition.

Mr. Jagjivan Ram's inaugural address.— Initiating the discussions, Mr. Jagjivan Ram said that a contented labour force was the backbone of the tea industry and it would be inadvisable to attempt to force anything on which there was not a substantial measure of agreement. The workers' case seemed to be that they could not be expected, some having come hundreds of miles from their homes, to work without an assurance of receiving the accepted standard ration of basic food grains. Their cash earnings were low and the rice concession formed a substantial part of their real earnings. Unless a regular supply of rice at an economic price ~~was~~ assured, the cash earnings would not by any means suffice for purchasing their requirements in the open market.

On the other hand, he said, the employers' case appeared to be that a responsibility had been put on them which they had hitherto borne only with great difficulty. A stage had been reached when they just could not continue to bear it as it was not within their power to produce rice if an adequate supply was not available. They also felt that the present system was liable to result in wastage as every one would buy the full quota of rice even if he did not need the whole of it. Employers seemed to suggest that if part of the 'subsidy' was given in the form of cash, the worker would have an incentive not merely to economise ~~in~~ in the purchase of cereals but to experiment with less costly and more abundant foodgrains or other forms of food. For its part, the Government of India was anxious that any means by which the food position could be made easy should not be left unexplored.

Decisions.- At the discussions, the need for adequate supplies of foodstuffs being made available to the tea industry not merely for labour's daily requirements but also to enable a reserve to be built up against emergencies, was emphasized. It was pointed out that the State of Assam and the northern districts of the State of West Bengal were largely isolated from the rest of India and constituted a vulnerable and exposed frontier area sadly lacking in easy communications and access. Nothing about food supplies and no field was more fertile for agitation than a scattered labour force suffering from chronic food shortage.

A joint request on behalf of the employers and labour was made at the conference that the Governments concerned should immediately convene a food conference or take such steps as would ensure the adequacy of food arrangements not merely for 1951 but also for 1952.

Although the Conference hoped that supplies would reach the gardens in time for distribution on ration days and although employers would continue to do all they could to assist in such timely arrival, it was recognised that cases might occur in the Assam Valley and West Bengal in which supplies did not arrive. Both industry and labour leaders agreed that any arrangements made between management and labour in such emergent circumstances should be without prejudice to any wage fixation or tribunal proceeding. The question of compensation on account of supply of wheat and milo instead of rice, it was agreed, would only arise when the average cost of all grains supplied, landed at the gardens, was less than the controlled rate of rice.

(Memorandum on Proposals concerning Supply of foodgrains at concession rates to Tea Garden Labour, prepared by the Ministry of Labour, Government of India; The Amrita Bazar Patrika, 5 and 6 August, 1951).

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Standard of Living of Agricultural Workers:  
Sample Survey of Conditions in Mysore Village.

The Central Ministry of Labour has recently published the third of a series of monographs relating to the preliminary agricultural labour inquiry conducted in Archikarahalli village in Mysore State in 1949\*. The Report reveals that of the 25 agricultural workers' families with land, 19 were in debt, the average debt per indebted family being approximately 145 rupees.

Population.- The population of the village was 557 of whom 162 were adult men, 147 adult women and 248 children. There were 188 earners of whom 116 were men, 70 women and 2 children. In addition, there were 96 helpers of whom 35 were men, 50 women and 11 children.

There were 86 families of which 49 or 57 per cent were agricultural families and 37 or 43 per cent were non-agricultural ones. Of the 49 agricultural families, 16 or 33 per cent were those of cultivating owners, 25 or 51 per cent agricultural workers' families with land and 8 or 16.3 per cent of agricultural workers' families without land.

Size of the family.- The average size of the family was 6.5 persons for the village as a whole. Of these, 2.2 were earners, 1.1 helpers and 3.2 dependants. Of the 2.2 earners, 1.4 were men and 0.8 women. The average size of the agricultural workers' families with and without land was 5.6 as against 6.5 for the whole village, with a standard error of 3.4 and a coefficient of variation of 61.1 per cent. The average number of earners in agricultural workers' families with land was 2.7 composed of 1.5 men and 1.2 women.

Distribution of holdings.- The distribution of holdings according to their size was as follows:-

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\* Government of India: Ministry of Labour: Report on an Enquiry into the Conditions of Agricultural workers in village Archikarahalli, Mysore State. Printed in India by the Manager, Government of India Press, New Delhi, 1951, pp.79, price Re.1 As.10 or 2s. 6d.



	Percentage to total number of holdings.
Below 2 acres .....	23.3
Above 2 acres and below 5 acres.....	43.4
Above 5 acres and below 10 acres.....	21.7
10 acres and above.....	11.6

This shows that 66.7 per cent of the holdings were below 5 acres. Only 11.6 per cent of the holdings exceeded 10 acres. The Report states that of the 60 families with holdings, 19 ~~per~~ or about 31.6 per cent were non-agricultural families. Besides the 39 agricultural workers' families, there were 7 other families in which some member or other had taken to agricultural work, off and on, during the year.

Rate of wages.- The rates of daily wages for casual workers were generally 1 rupee for men, 12 annas for women and 8 annas for a child below 15 years. Usually, wages were paid in cash but in special cases they were paid in ragi (a millet), calculated at the rate of 3 seers per rupee. The system of piece wages was not prevalent.

Employment.- On an average, the number of days for which the agricultural workers with land were employed for wages was 121 in the case of men, of which agricultural work accounted for only 80 days and other non-agricultural work for the remaining 41 days. On an average, the number of days for which the worker without land was employed was 176 in the case of men, of which agricultural work provided employment for only 96 days and other non-agricultural work for the remaining 80 days.

Income and expenditure.- The Agricultural ~~workers~~ workers' families with land earned, on an average, an income of 427.4 rupees per annum and those without land earned 421.7 rupees per annum. Of the total earnings, work in the fields fetched, on an average, 206.6 rupees or 48.3 per cent in the case of workers' families with land and 228.9 or 54.2 per cent of the total income in the case of landless workers' families. Only 11 out of the 33 families of casual workers with or without land had an annual income exceeding 420 rupees and this larger income was, the Report says, partly due to the larger earnings strength. The annual income per earner of an agricultural worker's family was 158 rupees on an average with a standard error of 37.3 and a coefficient of variation of 22.6 per cent.

The ~~agricultural~~ agricultural workers' diet was poor both in quantity and quality. Further, it varied considerably during the different seasons. On an

average, the expenditure per agricultural worker's family with land was 487.9 rupees as against an annual income of 427.4 rupees. The expenditure on food was the highest being 71.1 per cent of the total. Clothing and footwear accounted for 16.3 per cent and expenditure on fuel and lighting was 2.5 per cent. The miscellaneous group accounted for 46.2 ~~XXXXXXXX~~ rupees or 9.5 per cent of the total expenditure, the main items being pan and supari (betel), tobacco and drinks. The expenditure on different consumption groups and their percentages to the total are given below:-

Group	Expenditure in Rs.	Percentages to total
Food .....	347.1	71.1
Clothing and Footwear.....	79.7	16.3
Fuel and Lighting.....	12.1	2.5
House rent .....	2.8	0.6
Services and Miscellaneous.....	46.2	9.5
Total.....	<u>487.9</u>	<u>100.0</u>

The expenditure per agricultural worker's family without land was 468.7 rupees as against an annual income of 421.7 rupees. Expenditure on food was the highest, being 73.5 per cent of the total. Clothing accounted for 13.9 per cent and expenditure on fuel and lighting was 2.8 per cent. The expenditure on the different groups and the percentages to the total are given below:-

Group	Expenditure in Rs.	Percentages to total
Food .....	344.7	73.5
Clothing.....	65.1	13.9
Fuel and Lighting.....	13.2	2.8
House Rent and Repairs.....	0.5	0.1
Services and Miscellaneous.....	45.2	9.7
Total.....	<u>468.7</u>	<u>100.0</u>

Consumption.- The annual average consumption of cereals and pulses per casual worker's family with land amounted to 33.2 maunds made up of 0.8 maunds of rice, 31.7 maunds of ragi and 0.7 maunds of wheat and 1.5 maunds of pulses (horse gram and Tur Dal etc.) and in case of workers' families without land to 30.9 maunds made up of 0.1 maunds of rice, 29.0 maunds of ragi and 0.9 maunds of wheat and 1.7 maunds of pulses. The average expenditure per consumption unit of the agricultural workers' family was 127.5 rupees with a standard error of 46.4 rupees and a coefficient of variation of ~~36.4~~ 36.4 per cent.

Indebtedness.- Of the 33 agricultural workers' families with land, 29 had deficits, only one showed a surplus and the other three balanced budgets. Of the 25 agricultural workers' families with land, 19 were in debt, the average debt per indebted family being 145.9 rupees. Of the eight agricultural workers' families without land, 6 were in debt, the average debt per indebted family being 96.7 rupees.



Living Conditions of Agricultural Workers:  
Review of Steps taken by Government for  
Improvement.

The Government of India's future plans of social security aim at bettering the lot of all classes of workers, industrial as well as agricultural. Although India has more than 34 million landless agricultural workers, i.e. nearly 5 1/2 times the number of industrial workers, they are not covered by the existing labour legislation, except the Minimum Wages Act of 1948. However, before anything could be done to improve their lot, an all-India inquiry into their living conditions became essential. The Labour Ministry has, therefore, undertaken this investigation in close collaboration with the State Governments. The object of this probe is to collect data on the employment, earnings, cost and standard of living and indebtedness of agricultural labour with a view to ascertaining what protective and ameliorative measures, including fixation of wages under the Minimum Wages Act, need be taken.

Preliminary inquiry.- As no detailed examination into the conditions of farm-workers on an all-India basis had hitherto been made, it was decided to conduct it in gradually expanding stages. In its preliminary phase, the inquiry covered 27 villages situated in the various States. The experience gained during this stage, carried out in 1949, was utilised in planning the designs and lay-out of the main all-India inquiry.

Reports in respect of preliminary inquiries carried out in certain villages have already been published by the Central Government. Though only a first approximation, they have been found to be of considerable value, but they could not form the basis for any generalisation for the State as a whole. They are, however, sufficiently detailed to provide an insight into the sorry plight of the Indian farm-worker eking out a bare existence in life. The root cause of the agricultural worker's perpetual difficulty is his long annual period of unemployment, and stabilisation of rural economy in the country

seems possible only through the development of suitable agro-industries.

The sampling plan adopted for the agricultural labour inquiry was worked out in consultation with experts, statisticians and economists and, as far as possible; in conformity with the standards laid down by the U.N. Commission on Statistical Sampling. This inquiry has been instituted in 812 villages, selected on the basis of stratified random sampling, all over India.

The main enquiry.- The main inquiry has been held in three distinct stages, viz., (i) general village survey, (ii) general family survey, and (iii) intensive family survey.

The general village survey is intended for collecting data on the general economic condition of the village, system of land tenure, extent of land utilisation, area and yield of the crops grown, prevailing wage rates for different agricultural operations, hours of work and ~~via~~ modes of ~~payment~~ wage payment for men, women and children, wholesale and retail prices of 1938-39 and 1949-50 and begar or forced labour.

The general family survey is designed for collecting information on the composition and earning strength of all families in the village, size of holdings, crops grown thereon, extent of employment of hired labour, livestock, implements and state of housing.

The intensive family survey is confined only to a representative sample of agricultural labour families in the village. Collection of data in itemised detail relates only to employment, earnings, cost and standard of ~~for~~ living and indebtedness of agricultural labour families.

The first two stages of the inquiry have already been completed, while the third stage has been carried out in most of the States. It is expected that by the end of August 1951, the third stage will be over in the remaining States.

Minimum wage-fixing.- The data collected during the general village survey has been statistically processed and made available to the State Governments. On the basis of this data, the Governments of the Punjab, Kutch and Delhi have fixed minimum wages for agricultural workers, while ~~maxima~~ action in this respect has also been initiated in certain other States.

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In fixing minimum rates of wages for this class labour, the difficulties are naturally much greater because of the vastness of the problem. This is evident from the fact that the inquiry now in progress has been held on a country-wide scale. Though they made all possible efforts to expedite the fixing of minimum wages, the appropriate Governments were unable to discharge their statutory obligations within the time-limit prescribed. The Central Government had therefore to amend the Act in April 1951, at the request of certain State Governments, and now the extended date of fixing the wages is 31 December 1953.

Scrutiny and coding of the data collected during the second stage of the inquiry is now proceeding. Scrutiny of the intensive family schedules, collected during the third stage, is also being made and their coding will be done after the coding of the second stage is over. A lot of valuable material will be available when the complete data collected is analysed and processed. It will be useful for fixing minimum wages and planning schemes of rural welfare.

Agrestic serfdom.- Begar or forced labour has been a serious social evil prevalent in many parts of rural India. The relevant information collected during the ~~agrestic~~ first stage of the inquiry indicated a measure of agrestic serfdom in a few backward villages. It is usually of the usufruct type, its nature and extent varying with the system of land tenure, social customs and obligations arising out of debt. At the instance of the Central Ministry of Labour, the State Governments have either already taken action or are doing so to eradicate the evil by deleting or suitably amending certain sections of some of their enactments or rules permitting exaction of forced labour.

(Independence Anniversary Review  
Press Release issued by the Press  
Information Bureau, Government of  
India )

Reserve Bank to organise Rural Credit Survey:  
Committee of Direction appointed.

The Reserve Bank of India has decided to appoint a small "committee of direction" to plan and organise a rural credit survey on ~~an~~ an all-India basis. Mr. A.D. Gorwala has accepted the chairmanship of the Committee and Prof. D.R. Gadgil has agreed to be one of the members. The Bank's Executive Director and its economic adviser would be the other members of the Committee.

Besides guiding the conduct of the survey and arranging for the compilation of results, the Committee would give its findings on the data collected and make recommendations if considered necessary. There have been some useful inquiries in the past, but most of them are out of date, and, meanwhile, the field of survey has itself become greatly widened on account of the merger of States.

The present inquiry is to be of a size which will adequately cover different strata of the agricultural population in representative parts of the country with reference to their credit requirements and to the agencies, existing or needed, for fulfilling these requirements. It would also deal with other aspects of the problem such as, the pattern of savings and deficits in agricultural economy, the trends, if any, towards shifts in income, and the problem of capital formation in rural areas.

(National Herald, 8-8-1951 ).

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44. Merchant Marine and Fisheries.

India - August 1951.

Registration of Inland Steam-Vessels: Draft Rules framed  
by the State Governments of West Bengal, Bihar and  
Uttar Pradesh.

The ~~State~~ State Governments of West Bengal, Bihar and Uttar Pradesh have published the draft of Inland Steam Vessels Registration Rules, 1951, proposed to be made in exercise of the powers conferred by the Inland ~~Steam~~ Steam-Vessels Act, 1917, as amended by the Inland Steam-Vessels (Amendment) Act, 1951 (vide page 45 of the report of this Office for May 1951). The draft rules prescribe, inter alia, the form of, and the particulars to be contained in, applications for, and certificates of registration of inland steam-gessels, the procedure for transfer of ownership of a registered vessel, the manner in which appeals to the State Government may be preferred against the Orders of the Registering Authority, etc. The draft rules will be taken into consideration in Bihar after 10 August 1951, in West Bengal after 11 August 1951 and in Uttar Pradesh after 18 August 1951.

(The Bihar Gazette, Extraordinary, 3 August 1951,  
pages 1-21;  
The Calcutta Gazette, Extraordinary, 4 August 1951,  
pages 979-994;  
The Government Gazette of the Uttar Pradesh,  
Extraordinary, 10 August 1951, pages 1-10 )

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - AUGUST 1951.

50. General.

Rules

Bombay: Draft Amendments to the Bombay Factories Act, 1950:  
Operations connected with Manipulation of Nitro or Amido  
Compounds to be declared as Dangerous Operation.

The Government of Bombay has published on 9 August 1951 the draft of amendments proposed to be made to the Bombay Factories Rules, 1950. The draft amendments seek to add 'manipulation of nitro or amido compounds' to the list of dangerous operations listed in Rule 102 of the rules and add 'schedule XI' to the rules. Schedule XI contains detailed rules concerning measures of safety, health and welfare to be observed in operations connected with the manipulation of nitro or amido compounds. The rules deal, inter alia, with prohibition of employment of women and children in operations involving the use of nitro or amido compounds, medical examination of persons employed in such processes, protective equipment to be provided by the occupier of the factory, facilities for bathing and working, mess-room, cloak room, etc.

(The Bombay Government Gazette, 9 August 1951,  
Part IVA, pages 356-359 )

Mysore: Draft Industrial Statistics (Labour) Rules, 1951,  
published.

The Government of Mysore published on 2 August 1951 the draft of the Industrial Statistics (Labour) Rules, 1951, proposed to be made in exercise of the powers conferred by the Industrial Statistics (Central) Act, 1942. The rules prescribe, inter alia, the method of service of notice on the employer of industrial establishment by the Statistics Authority and furnishing of returns in the prescribed forms by the employer. The draft rules will be taken into consideration after 2 September 1951.

(The Mysore Gazette, 2 August 1951, Part IV-2C,  
pp. 71-87 )



Punjab: Punjab Trade Employees Act, 1940, extended to  
27 Local Areas.

By a notification dated 8 August 1951, the Government of Punjab has directed that the provisions of the Punjab Trade Employees Act, 1940, shall apply to the 27 local areas mentioned in the notification on the expiry of two months from the date of the notification.

(Notification No. 6604-LP-51-5995 dated 8 August 1951,  
Punjab Government Gazette, 17 August 1951, Part I,  
page 909 ).

52. Workers' Welfare and Recreation.

India - August 1951.

Mines Creche Rules, 1946, amended: Provision for Exemption from Operation of Rules.

By a notification dated 23 July 1951 the Central Government has made certain amendments to the Mines Creche Rules, 1946. The amendments provide that where the competent authority is of opinion that the situation, nature and extent of the workings or other places where women are employed are such as to render compliance with the provision of the Rules not reasonably practicable, the competent authority may exempt any owner of a mine from the provisions of the rule requiring provision of crechas for any specified period. In cases of exemption the competent authority may require the provision and maintenance at or near any working place or part of the mine a suitable room or rooms with an ~~attendant~~ attendant and other necessary equipment.

(Notification No. SRO 1157 dated 23 July 1951, the Gazette of India, 28 July 1951, Part II, Section 3, page 1109 ).

Himachal Pradesh: Draft Himachal Pradesh Welfare Officers (Recruitment and Conditions of Service) Rules, 1951, published.

The Chief Commissioner, Himachal Pradesh published on 14 July 1951 the draft of Himachal Pradesh Welfare Officers (Recruitment and Conditions of Service) Rules, 1951, proposed to be made in exercise of the powers conferred under the Factories Act, 1948. The Rules seek to prescribe, inter alia, the number of welfare officers to be appointed, their qualifications, conditions of service and duties of welfare officers, etc. The draft rules will be taken into consideration after 25 October 1951.

(The Gazette of India, 14 July 1951, Part III, Section 3, pages 767-768 ).

Move for Planned Labour Welfare: West Bengal Trades Council formed.

A meeting of representatives and organisers from different trade unions and industries was held at Calcutta on 19 August 1951; Mr. Niharendu Dutt-Mazumdar, Minister for Judicial and Legislative Department, Government of West Bengal, presided. The meeting decided to set up a West Bengal Trades Council with a view to promote planned labour welfare and co-operative activities among workers of different trades and industries in the State as also to help to represent, when necessary, labour claims either on individual or collective issues in a disciplined and effective manner. It was also decided to establish and maintain under the auspices of the Council a labour claims bureau and labour welfare and co-operative bureau, for the benefit of industrial workers.

Mr. Dutt-Mazumdar was elected Honorary President of the Council and Mr. Gunendra Nath Bhattacharjee, General Secretary.

(The Amrita Bazar Patrika, 21-8-1951).

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Chapter 6. General Rights of Workers.

66. Strike and Lockout Rights.

India - August 1951.

Essential Services (Prevention of Strikes) Bill, 1951,  
introduced in Parliament.

Mr. N. Gopalaswami Ayyangar, Minister for Transport and Railways, Government of India, introduced in Parliament, on 7 August 1951, the Essential Services (Prevention of Strikes) Bill, 1951.

The Statement of Objects and Reasons, appended to the Bill, declares that in spite of the best efforts on the part of Government to meet the legitimate demands of labour to the maximum extent possible, the All-India Railwaymen's Federation has announced that they will launch a general strike on railways. It has come to the notice of Government that workers employed in other essential services may also go on strike either in sympathy with railwaymen or for other reasons. The interruption of railway communications as the result of a strike will seriously imperil the economic life of the country, affecting, as it will, the movement of imported food from the ports of landing to the scarcity regions in the interior, as well as the flow of other capital and consumer goods. A strike in the other essential services will also have serious consequences on the life of the people and the security of the country.

In order to safeguard the welfare and interests of the public at large against the consequences that might follow from the action on the part of the workers in certain ~~essential~~ essential services going on strike, the Government has issued an Ordinance (vide pages 43-44 of the report of this Office for July 1951) empowering ~~them~~ to prohibit strikes in any of the essential services therein specified. The Bill seeks to replace the Ordinance.

The Bill, an emergency measure, will remain in force only up to ~~December~~ 31 December 1952.

It defines the phrase "essential services" and includes in it any railway service, any public road transport service carried by means of motor vehicles, any postal, telegraph or telephone service and any service in a port <sup>related to</sup> regarding loading and unloading.

Penalties for illegal strikes in such services provided are imprisonment for a term which may extend to six months or fine which may extend to 200 rupees or both. Further, notwithstanding anything contained in the Code of Criminal Procedure, any police officer may arrest without warrant any person who is reasonably suspected of having committed an offence punishable under the proposed Bill.

For instigation of strikes in essential services, the Bill lays down that persons charged under this offence would be liable to punishment with ~~imprisonment~~ imprisonment which may extend to three years, or with fine which may extend to 1,000 rupees or with both. Exactly the same punishment will be meted out, under another provision of the Bill, to any person who knowingly expends or applies any money in direct furtherance or support of a strike which is illegal under the Bill.

(The Gazette of India, 11 August 1951, Part II,  
Section 2, pages 522-524;  
The Statesman, dated 8 August 1951 ).

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

India - August 1951.

Madras: Labour Representation on Works Committees:  
Rules to be amended to provide for Election.

Mr. H. Sitarama Reddy, Minister in charge of Labour, Government of Madras, at a press conference at Madras on 10 August 1951, stated that the Government had under consideration the question of amending the Madras Industrial Disputes Rules, with a view to enabling workers in any industry to elect their representatives to the works committee of that establishment in case the concerned trade union non-co-operates in the formation of such a committee.

He said that the main reason for the delay in constituting works committees in as many as 500 establishments was that there was no active co-operation from some of the trade unions. The Government, therefore, proposed to amend the Industrial Disputes Rules so that the workers concerned might themselves elect their representatives on the committee. He said: "The committee is something new and is looked upon with suspicion by trade unions. They seem to entertain a feeling that this is some sort of a rival organisation. On the other hand, the practical working of these committees in this and other countries has shown that they help rather than hinder the work of trade unions".

There are 658 establishments in the State employing 100 or more workmen, in respect of which works committees should be constituted. A total of 358 establishments have already constituted such committees. In the remaining establishments, the committees are in the formative stage.

(The Hindu, 12 August, 1951).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES  
OF WORKERS.

INDIA - AUGUST 1951.

71. Employees and Salaried Intellectual Workers.

Retrenched Journalists: Legal Advisory Bureau  
to be set up.

The Working Committee of the Indian Federation of Working Journalists, meeting at New Delhi on 27 August 1951, adopted a resolution expressing its concern at "the increasing retrenchment of working journalists on the excuse of economy" and resolved to give legal and other help to such persons.

The Working Committee, which met under the presidency of Mr. Chelapathi Rau, decided to open a legal advisory bureau at the central office of the Federation in Delhi and to direct its constituent units to set up similar bureaux.

It was also decided to publish a brochure on the rights of journalists under the law.

(The Hindu, 27 August 1951 ).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - AUGUST 1951.

81. Employment Situation.

Employment in Factories in India during the Year 1949.

~~Statistical~~ Statistics relating to employment in factories for the year 1949 are now available in respect of the nine Part A States and the Centrally Administered States of Delhi, Ajmer, Coorg and the Andaman and Nicobar Islands. The salient features of the employment situation during the year 1949 as revealed from these statistics are reviewed below.

The statistics, which relate to factories subject to the Factories Act, has a wider coverage in 1949 than in the previous year, mainly due to the merger of certain former princely States with some of the former provinces and the fresh coverage of a number of small factories by the new Factories Act, 1948. As a result, although registration of factories under the new Act was not still complete, the number of working factories on registers in the States covered by these statistics increased from 15,906 in 1948 to 19,829 in 1949. The following table shows the number of factories in each of the States in 1949 and 1948:-

(1)	1949			Total (5)	1948 (6)
	Section 2m(i) (2)	Section 2m(ii) (3)	Section 85 (4)		
Ajmer.....	51	-	-	51	35
Assam.....	774	-	-	774	767
Bihar.....	571	160	-	731	657
Bombay.....	5,147	911	777	6,835	5,254
Coorg.....	9	-	-	9	9
Delhi.....	363	25	-	388	287
Madhya Pradesh.....	1,062	-	-	1,062	1,003
Madras.....	3,883	872	677	5,432	3,960
Orissa.....	171	83	-	254	222
Punjab.....	729	15	-	744	594
Uttar Pradesh.....	1,235	114	-	1,349	1,040
West Bengal.....	2,175	22	-	2,197	2,072
Andaman and Nicobar Islands.....	3	-	-	3	6
<b>Total.....</b>	<b>16,173</b>	<b>2,202</b>	<b>1,454</b>	<b>19,829</b>	<b>15,906</b>



Annual returns furnished by the factories showed a total average daily employment of 2,435,988 workers in 1949 as against 2,360,201 reported in respect of the previous year. The increase of about 3.1 per cent in the volume of employment was partly due to additional geographical coverage and partly due to wider scope of the new Act. Although the increase in the number of factories was about 24.7 per cent, the average daily employment increased by 3.1 per cent only on account of the fact that while a majority of the new factories brought under the purview of the new Act were small, the level of employment in certain major industries such as cotton and jute was lower than in the previous year, on account of closures of factories, retrenchment and partial unemployment. Moreover, there has actually been a considerable drop in employment in engineering and ginning and pressing. Statistics of average daily employment, analysed state-wise showed that among Part A States while Assam, Bihar, Madras, Orissa and Punjab showed increases in employment, Madhya Pradesh, Uttar Pradesh and West Bengal showed reductions in employment. Delhi showed a higher level of employment while Ajmer recorded a drop.

Employment according to industries and ownership. - Factories are classified according to ownership as Government and Local Fund factories and private factories. The Government and Local Fund group consists mainly of railway workshops, ordnance factories, dockyards, certain general and electrical engineering establishments, telegraph workshops, printing presses, water pumping stations, etc. This group of factories employed 287,755 workers or 11.8 per cent of the total employment in 1949. Employment in Government and Local Fund factories declined considerably during the post-war years of 1946 and 1947. The decline was followed in 1948 by a slight recovery of about 5.1 per cent. During 1949 there was a further increase of about 2.9 per cent. The table given below shows the average daily number of workers employed in 1949 and 1948 in the main industry groups among the Government and Local Fund factories. These groups account for about 93 per cent of the total employment in this class of factories.

Industry	Average daily number of workers employed	
	1949	1948
Clothing.....	5,920	2,819
Dockyards.....	9,214	9,699
Electrical Engineering.....	4,582	3,503
Electricity Generating and Transforming Stations.....	4,786	3,772
General Engineering.....	26,615	23,061
Mints.....	3,481	2,292
Ordnance Factories.....	84,300	74,239
Printing Presses.....	15,574	17,180
Railway Workshops.....	106,508	116,902
Telegraphs.....	5,079	4,373
Water Pumping Stations.....	3,083	2,840

Employment in private factories which recorded an increase of 3.6 per cent, in 1948 showed a further increase of 3.2 per cent during 1949. The distribution of employment in private factories by major industry groups in 1949 and 1948 is shown in table below:-

Industry	Average daily number of workers employed	
	1949	1948
Textile .....	1,045,140	1,031,044
Engineering.....	213,245	219,837
Minerals and Metals.....	108,505	101,013
Food, Drink and Tobacco.....	344,828	316,039
Chemicals, Dyes, etc. ....	129,851	112,700
Paper and Printing.....	68,461	62,903
Wood, Stone and Glass.....	102,000	95,570
Gins and Presses.....	73,957	78,949
Skins and Hides .....	28,703	26,848
Miscellaneous.....	41,545	35,724

It will be seen that the employment levels in most of the industry groups have increased during 1949 as compared to 1948. As has already been stated the increased were mainly due to the registration of new factories and merger of certain princely States. Thus, the apparent increase in employment in the textile group was mainly due to the inclusion of figures relating to the cotton mills in Baroda, Kolhapur, etc., and the newly registered handloom factories in Madras State. On the elimination of these figures, however, it was found that employment in the cotton mills and jute mills actually recorded a considerable fall during 1949. The drop in the employment in engineering was mainly due to the transfer of B.N. Railway workshops to the Government and Local Fund group in 1948.

Employment by age and sex.- Adult men formed 87.4 per cent and adult women 11.1 per cent of the total employment during 1949 as compared to 87.3 per cent and 11.2 per cent respectively during 1948. Adolescents and children formed 1.1 per cent and 0.4 per cent during 1949 as against 1.0 and 0.5 per cent respectively during the previous year. The effects of the enforcement of the new Factories Act which raised the minimum age of employment for children from 12 to 14 could be found in the reduction in the number of children employed from 11,444 in 1948 to 9,014 in 1949. The raising of the upper age limit in the definition of adolescents from 17 to 18 resulted in an increase in the number of adolescents from 23,365 in 1948 to 27,859 in 1949. The following table shows the classification of workers according to age and sex.

(1)	Average daily number of workers						Total (8)
	Adults		Adolescents		Children		
	Men (2)	Women (3)	Males (4)	Females (5)	Boys (6)	Girls (7)	
Ajmer.....	13,887	1,377	108	-	8	-	15,380
Assam.....	46,058	12,492	1,864	277	399	42	61,132
Bihar.....	138,889	12,178	2,302	831	959	177	155,334
Bombay.....	692,109	87,135	7,816	1,107	1,054	242	789,463
Coorg.....	65	17	-	-	-	-	82
Delhi.....	37,951	5486	169	-	138	-	38,805
Madhya Pradesh.....	73,891	19,730	1,755	652	245	-	96,273
Madras.....	247,674	88,369	3,084	1,169	2,879	1,375	323,950
Orissa.....	5,479	3,219	449	175	31	6	13,359
Punjab.....	36,954	1,800	238	8	361	5	39,364
Uttar Pradesh.....	230,298	2,394	775	11	359	-	233,837
West Bengal.....	597,568	61,667	4,488	556	711	18	665,008
Andaman and Nicobar Islands.....	1,968	-	27	-	5	-	2,000
<b>Total.....</b>	<b>2,126,191</b>	<b>270,924</b>	<b>23,073</b>	<b>4,786</b>	<b>7,149</b>	<b>1,865</b>	<b>2,433,988</b>

(Indian Labour Gazette, Vol. VIII, No. 12,  
June, 1951).

Rehabilitation of Ex-Servicemen: Two Agricultural  
Colonies to be set up in U.P.

The Defence Ministry, Government of India, has evolved a scheme for the settlement of ex-servicemen in agricultural colonies. Under the scheme about 1,300 ex-servicemen will be settled in two colonies in Uttar Pradesh. The U.P. Government has offered for this purpose 3,500 acres of land at Manonagar and 16,000 acres at Afzalgarh.

The colonies will be run as state-managed farms for the first two years, at the end of which they will be transformed into joint farming ~~associations~~ co-operative societies. They will be ~~sup~~ provided with tractors, bullocks and agricultural implements and the settlers will be trained in co-operative and mechanised methods of farming. They will also be associated with the management of the colonies. During the period of state management the settlers will be paid in cash or kind. They will later be made members of the co-operative societies and allotted plots as permanent occupancy tenants.

The colonies are being constructed on the lines of model villages, the estimated cost per settler on a 10 acre unit being 3,500 rupees at Mononagar and 4,200 rupees at Afzalgarh. Out of this sum, 500 rupees will be the settler's contribution, 750 rupees will be paid by the Central Government and 500 rupees will be contributed by the state Government. The post-war reconstruction fund will contribute 500 rupees and the balance will be given by the Centre in the form of a loan payable in 10 years' time.

Ex-servicemen who are selected for settlement on these colonies must have been released after September 1950, or released as a result of the integration of state forces. They must bear a military character of a class not lower than "good", must possess experience of agriculture, and must not be owning land. Those in possession of an uneconomic holding can, however, be selected.

When the settlers attain permanent occupancy rights in their holdings under the co-operative they will not be allowed to transfer, sell, sub-divide or mortgage the land.

The land in <sup>Mononagar</sup> ~~Ranpur~~ has already been reclaimed and paddy crops have been sown under the supervision of the U.P. Government's Colonisation Department. Ex-servicemen selected for this colony will be settled from October onwards when the houses will be ready.

In the case of Afzalgarh, jungle-clearance and reclamation operations will commence after October 1951, and about 5,000 acres of land will be ready for allotment to 400 ex-servicemen from December 1951, in time for the sowing of the rabi crops.

(National Herald, 10-3-1951 ).

83. Vocational Training.

India - August 1951.

Technical Education in India: Eastern Regional Institute opened at Hijli.

The Indian Institute of Technology at Hijli, Kharagpur, the first of a chain of four regional higher technical institutions, was formally ~~announced~~ opened by Mr. Abul Kalam Azad, Education Minister, Government of India on 18 August 1951.

Inaugurating the Institute, Mr. Azad stated that the Government of India had before it a ~~xx~~ scheme for establishing four institutions of the standard of the Massachusetts Institute of Technology in USA. The first item in that programme was the establishment of the Eastern Institute in Hijli. It had been clear to ~~the~~ him from the very beginning that this Institute must provide instruction of the highest standard, under the supervision of recognised authorities in their respective fields. The Government's intention was that only men of the highest quality should be in charge of the different departments, and it had not hesitated to go outside India for recruiting Professors wherever ~~neccessary~~. It was also felt that there was no point in providing specialised courses merely because such courses existed elsewhere, but that courses should be provided only if a clear need for their provision was felt. It had therefore, been decided that facilities in different subjects would be made available at the Institute only when properly qualified and experienced personnel had been secured to run the course, and the industrial and technical development of the country needed the provision of such a ~~xx~~ course.

The Minister stated that these Higher Technical Institutes were intended to fill important gaps in the provision of facilities for higher technical education. Pending the establishment of such Institutes, the Government had sought to fill some of these gaps by improving the facilities available in existing institutions. On the recommendation of the All-India Council for Technical Education, a scheme for strengthening and improving the fourteen engineering and technological institutions situated in different parts of the country had been sanctioned and was now in the third year of its operation. This scheme would cost approximately 15 million rupees. ~~This~~ Government had also sanctioned large amounts for the development of the Indian Institute of Science, Bangalore.

The Institute, he said, would have provision for the teaching of 200 students at the undergraduate level, and 1,000 students for post-graduate study and research. These students would be drawn from all over the country. In order to ensure that the Institute served the needs of the country in the most effective manner, the courses in the Institute ~~will~~ would be placed on the advice of experts drawn from industry, Government Departments, other employing agencies and education authorities.

Work of the Institute.- The affairs of the Institute are in the charge of a seven-members Board of Governors with Dr. B.C. Roy, Chief Minister of West Bengal, as its Chairman. Dr. J.C. Ghosh, an eminent scientist, has been appointed Director of the Institute. The Government of India has made available to the Institute a fair portion of the machinery obtained from German reparations stock for starting extensive research work in tele-communication engineering. A large quantity of signal stores from American surplus stocks has also been released to the Institute. Orders for machinery and equipment for running most up-to-date laboratories for (a) material testing, (b) geology and geophysics, (c) hydrolics, (d) heat ~~engines~~ engines, (e) electrical engineering, (f) chemical engineering and (g) communication engineering, have been placed in U.K. The Institute has also succeeded in obtaining the services of a few German ~~professors~~ professors of considerable experience.

Four-year courses in mechanical engineering, electrical engineering, civil engineering and building construction, will be started in the institute this year with a complement of 210 students coming from different states in India. It has been decided to fix for the present the number of undergraduates to be trained in the institute at 1,120 which, it is expected, will be reached in the fifth year of the Institute's working. Specialised and post graduate courses in the Institute will be started immediately on the following subjects:- food technology, industrial technology, mechanical handling, transport engineering; naval architecture and agricultural engineering.

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Labour Ministry's Training Schemes: Progress  
during June 1951.

Training of adult civilians.- The number of trainees on the rolls of the various training institutes under the Ministry of Labour was 7,244 on 30 June 1951. Of those on rolls, 5,886 persons were receiving training in technical trades and the rest in vocational trades.

Displaced persons training.- Two thousand eighty displaced persons were undergoing training at the end of the month at the training institutes in the various States under the new training scheme for displaced persons against the sanctioned capacity of 2,272 seats.

Training of apprentices.- One thousand seats have been sanctioned for the apprenticeship training of displaced persons in West Bengal and Uttar Pradesh. 839 persons were undergoing training at the end of June 1951.

Training for women.- A total of 153 women were undergoing training at the end of the month at the three women's industrial training ~~institutes~~ institutes at New Delhi, Dehra Dun and Madras. In addition 11 women were undergoing training at the industrial training institute in Virajpet (Coorg) and 4 women at the training centre, Christian School of Commerce, Lucknow.

Supervisory training.- In the seventh regular session of the Central Training Institute for Instructors, Koni, Bilaspur, a total number of 102 supervisors and instructors from State Governments, Government Departments and private industries, were under training at the end of June 1951. In addition to these categories of trainees, 193 primary teachers were receiving training in wood work at the Industrial Training Institute, Aundh, under a special arrangement with the Government of Bombay.

452 trainees including 152 women have passed the trade tests in vocational trades during the month of June 1951. The next session in vocational trades will start on the 1 August 1951.

(Review of Work done by the Directorate-General of Resettlement and Employment during the Month of June 1951, issued by the Ministry of Labour, Government of India )

85. Migration and Colonisation.

India - August 1951.

Indian Residents in Iran: Disabilities under  
Foreigners Act to be removed.

On 7 August 1951, Mr. Jawaharlal Nehru, Prime Minister, in reply to a question in Parliament regarding the removal of disabilities of Indian nationals in Iran, stated that a Bill relating to the import and export trade of Iran had been put on the agenda of the Iranian Majlis and it was hoped that the Bill would be ~~passed in the near future~~ passed in the near future. The Bill, if passed, would remove the disabilities of Indian nationals under the Foreigners Act which debarred foreigners from doing import trade. Furthermore, in the proposed treaty of commerce and navigation between India and Iran a clause regarding reasonable remittance facilities for Indians in Iran on a reciprocal basis has been included.

(The Hindustan Times, 8-8-1951).



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CHAPTER 9. INCOME SECURITY.

INDIA - AUGUST 1951.

92. Legislation.

Assam: Assam Maternity Benefit (Amendment) Act, 1951,  
gazetted.

The Assam Maternity Benefit (Amendment) Bill, (vide page 90 of the report of this Office for March 1951) has been passed by the Assam Legislature and gazetted as Assam Act XVII of 1951.

(The Assam Gazette, 1 August 1951, Part IV,  
page 41 ).

Madras: Madras Employees' Insurance Courts Rules, 1951,  
gazetted.

The draft Madras Employees' Insurance Courts Rules, 1951 (vide page 71 of the report of this Office for December 1950) has been approved and gazetted on 7 August 1951.

(The Fort St. George Gazette, 7 August 1951, Part I,  
Rules Supplement, pp. 471-482 ).

Orissa: Orissa Maternity Benefit Bill, 1951, published.

The Government of Orissa published on 20 July 1951 the Orissa Maternity Benefit Bill, 1951, proposed to be introduced in the Orissa Legislative Assembly.

The Statement of Objects and Reasons appended to the Bill declares that "It has ~~since~~ been brought to the notice of the State Government that the employers now-a-days knowingly employ women in factory during the period of pregnancy and also during the period of confinement and with a view to give relief to the women workers during such period in <sup>the</sup> form of payment of daily rate during their actual period of absence and for giving them due notice before their dismissal on grounds of absence from duty it is now considered expedient to give a statutory recognition of the aforesaid rights. The present Bill gives effect to such statutory recognition".

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The Bill seeks to prohibit the employment of a woman in any factory during the four weeks immediately following the day of her confinement. Every woman ~~ix~~ is entitled to the payment of maternity benefit at the rate of eight annas a day for the actual days of absence during the period immediately preceding her confinement and for the four weeks following her confinement, provided she has been employed in the factory for a period of not less than nine months preceding the date on which she gives notice of claim of maternity benefit. The maximum period for which any woman shall be entitled to the payment of maternity benefit shall be seven weeks, i.e., three weeks before and four weeks after the day of her confinement. Other provisions of the Bill relate to notice of claim of maternity benefit, payment of benefit in case of claimant's death, prohibition of notice of dismissal to women workers in certain cases, power of Government to make rules, etc.

(The Orissa Gazette, 20 July 1951, Part XI,  
pages 37-40 ).

94. Application.

India - August 1951.

Madras: Working of the Workmen's Compensation Act during 1950+.

Number of accidents.- According to the annual report on the working of the Workmen's Compensation Act, 1923, for the year 1950, in Madras, returns were called for from 10,574 factories and establishments, but were received from 7,506 factories and establishments. The corresponding figures for the previous year were 7,067 and 5,206 respectively. Seventy-one cases of death, 189 accidents resulting in permanent disablement and 3,659 resulting in temporary disablement were reported in these returns as against 59 cases of death, 134 cases of permanent disablement and 2,991 cases of temporary disablement reported during the previous year. The total amount of compensation paid during the year was 103,887 rupees for death, 81,083 rupees for permanent disablement and 74,021 rupees for temporary disablement, the figures for the previous year being 79,894 rupees for death, 57,024 rupees for permanent disablement and 59,399 rupees for temporary disablement. The following table shows the total number of cases of accidents reported and the amount of compensation paid:-

Establishments	Number resulting in			Compensation paid for					
	Death	Permanent disablement.	Temporary disablement.	Death		Permanent disablement.		Temporary disablement.	
				Rs.	A. P.	Rs.	A. P.	Rs.	A. P.
Factories.....	32	132	2570	52920	3 0	56287	5 6	50693	10 0
Mines.....	4	11	246	9300	0 0	2316	15 9	1940	15 4
Tramways.....	-	-	38	-	-	-	-	469	0 0
Plantations.....	13	16	239	9523	0 0	4524	2 2	4404	1 6
Buildings and constructions.....	-	-	11	-	-	-	-	706	7 0
Fire Brigades.....	-	-	-	-	-	-	-	-	-
Manufacturing and Handling explosives..	1	5	71	3000	0 0	1995	0 0	759	9 8
Electricity.....	17	2	88	24464	4 0	273	0 0	2843	13 0
Cinematograph.....	1	-	-	1200	0 0	-	-	-	-
Light houses and loading and unloading contractors.....	3	25	393	3480	0 0	15686	10 0	12191	14 3
<b>Total.....</b>	<b>71</b>	<b>189</b>	<b>3656</b>	<b>103887</b>	<b>7 0</b>	<b>81083</b>	<b>1 5</b>	<b>74069</b>	<b>6 9</b>

No accident was reported in case of minors.

+ Government of Madras: Development Department: Report on the Working of the Workmen's Compensation Act, 1923 for the year 1950: Printed by the Superintendent Government Press, Madras, 1951: pp.7; price, 4 annas.

Cases before Commissioner.— The Commissioner for Workmen's Compensation dealt with 203 cases of award of compensation of which 141 cases were disposed of during the year and one was transferred to the other Commissioner. There were 214 cases relating to deposits; of these 130 were disposed of during the year and one was transferred to the other Commissioner for disposal. Of the 130 cases disposed of during the year, the compensation deposited was distributed to dependants of deceased workmen in 127 cases and was refunded to depositors in three cases. Thirty-four cases relating to agreements were pending registration at the beginning of the year. Two hundred and fortyone agreements relating to permanent disablement and 29 relating to temporary disablement were filed during the year. Two hundred and sixty-one agreements were registered during the year and 35 of the 43 pending agreements have since been registered. The total amount of compensation paid in respect of the 227 agreements relating to permanent disablement registered during the year was 128,342 rupees as against 121,331 rupees paid in respect of the 218 agreements registered during the previous year.

Amount of compensation paid.— The total amount of compensation deposited with the court during the year was 253,255 rupees as against 309,078 rupees deposited during the previous year. As usual the compensation allotted to women and persons under legal disability was invested on their behalf in the Post Office Savings Bank for payment to them in instalments. The table below classifies the cases for which compensation was paid according to wage groups:—

Monthly wages of the workmen injured		Total number	
		Men	Women
More than	Not more than		
..	10	2	..
10	15	3	2
15	18	5	5
18	21	15	7
21	24	18	4
24	27	18	5
27	30	22	11
30	35	48	6
35	40	40	1
40	45	34	1
45	50	19	..
50	60	62	1
60	70	54	2
70	80	44	5
80	100	32	1
100	200	26	..
200	300	..	..
300	..	1	..
<b>Total</b>		<b>443</b>	<b>51</b>

CHAPTER 12. INDUSTRIAL COMMITTEES.

INDIA - AUGUST 1951.

121. Special Information.

Working Conditions of Jute Mills Labour:  
Employers' Association's Report.

The following information on working conditions of employees in jute mills in India is taken from the Report of the Committee of the Indian Jute Mills Association for the year 1950\*.

The 103 member-mills of the Association employed a total of 278,000 workers in 1950 as against 305,000 in 1949.

Factories Act, 1948.- The Report states that the difficulties experienced by mills in arranging the working hours of mistries due to the prohibition against overlapping shifts have been represented to the Chief Inspector of Factories and it is expected that the ~~Inspector's~~ section dealing with this matter will be suitably amended. Exemptions from Sections 56 (spreadover), 58 (overlapping shift) and 66 (restriction on the employment of women) were granted to a number of "foster mills", as the circumstances which necessitated the grant of such exemptions in the past continued to exist. By the end of the year these foster mills, except two, had reverted to normal working hours.

Standard conditions of service.- The Jute Mill Standing Orders, which formed a part of the jute textiles award, continued to be effective in spite of the expiry of the award as these were certified under the Industrial Employment (Standing Orders) Act, 1946.

Hours of work and holidays.- The reduction of the weekly working hours of mills from 48 to 42 1/2 which was introduced from December 1949, was maintained throughout the year 1950. Though the majority of the

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\* Indian Jute Mills Association. Report of the Committee for the year ended 31st December 1950. 1951, pp.133.

workers had accepted this reduction in working hours as an inevitable result of shortage of raw jute, sections of workers of the jute handling and maintenance departments of a few mills agitated for a guaranteed 48 hours week or payment at a higher rate for any work done beyond 42 1/2 hours in a week. Most of those disputes were amicably settled; but due to the refusal of mistries to work according to scheduled hours in certain cases, two disputes were referred by Government for arbitration by industrial tribunal. The tribunal, however, rejected the demands of the mistries for higher wages for working on Saturday beyond 42 1/2 hours and upheld the managements' right to fix the working hours according to the needs of the industry.

The Association gave detailed consideration to the policy to be adopted in the matter of granting holidays with pay to workers under the Factories Act during 1950 for the qualifying year 1949. The abandonment of the system of ten days' block closure adopted during the last four years was favoured but in view of the shortage of raw jute supplies it was decided to close down all mills for ten days in April and workers were allowed nine days' wages on the same conditions as in previous years. Those who earned more than nine days' ~~wages~~ leave according to the Act, it was further decided, should be granted the extra holidays individually later in the year or during 1951. Notices were however put up by mills advising workers that holidays with pay for the qualifying year 1950 would be granted strictly according to the Factories Act, 1948.

Since 1942, six festival holidays with pay have been granted to jute mill workers. The Jute Tribunal Award added two more holidays with pay to this list. Besides two more holidays with pay were granted to the workers on 26 and 27 January 1950 on the occasion of the inauguration of the Republic of India. Thus, during the year under review, the total number of festival holidays granted to jute mill workers was ten. Representations were made to Government for the limitation of the number of festival holidays to eight in a calendar year. The whole question of "leave and holidays" has however since been referred to a Tribunal before which proceedings are still pending.

Labour supply.- There was a major dislocation during the year in the working of many jute mills due to communal disturbances. In spite of the best efforts of the Association in conjunction with Government and well-known trade union leaders to restore order and confidence, it was not possible to check "the mass ~~exodus~~ exodus of Muslim workers". The internal labour supply position in the affected mills became

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completely unbalanced owing to the great shortage of weavers and spinners and this resulted in a serious loss in production. Experiments were then made in training new hands, including refugees, in the skilled jobs of spinning and weaving. But these experiments were not successful because the vast majority of the refugees were not adaptable to working in jute mills. The termination of employment of new recruits for continued inofficiency was strongly resisted by sections of workers and even led to violence on more than one occasion. With the signing of the Indo-Pakistan Agreement, confidence was restored and "gradually a large number of Muslim workers began to return". The industry was then faced with the problem of their re-absorption. Their cases were ~~sympathetically~~ sympathetically considered and as many as possible were re-employed in existing vacancies. Except during the communal troubles the general labour supply position was found to be satisfactory during the year under review. Occasional labour shortage was experienced by mills due to the sick leave privileges allowable to the workers.

Industrial Relations: Works Committees.— Works Committees which were set up under the Industrial Disputes Act, 1947, completed their term of two years. The Government of West Bengal, however, by a notification, extended their term of office for a further period of one year. Several bye-elections were held to fill up vacancies caused by death, dismissal, retirement, resignation, etc., and a lively interest was taken by the workers in these bye-elections. The Report states that the bulk of the items on the agenda of the Works Committee meetings centred on individual as well as collective grievances. Although questions concerning welfare measures, education, the improvement of working conditions and production, etc., came up for discussion in the Works Committees, subjects relating to wages, workloads, disciplinary action against workers, etc., which were not strictly within the scope of these Committees, received far greater attention from the workers' representatives. There were, however, quite a few instances in which workers' representatives on the Works Committees were playing an important part in developing better industrial relations.

The decisions or agreements arrived at in Works Committee meetings were generally accepted by the workers; the Committees not only served as a useful forum for discussion, but they have also contributed to a certain extent towards the preservation of discipline and order in the industry. The activities of the Committees were keenly watched by the interested trade unions, their influence on them varying from mill to mill. Although the part played by Works Committees so far could not be called an unqualified success, it would be unfair to go to the other extreme and regard them as superfluous. Some of them had definitely

proved helpful and co-operative and have tried honestly to tackle problems to the best of their capacity. With the spread of education and growing experience they were likely to give a much better account of themselves than they had hitherto done.

Unit Production Committees.- The Industries' Conference held in December 1947, had recommended the formation of unit production committees in industrial establishments for promoting the efficiency of workers and increasing production. In accordance with these recommendations it was proposed by the Labour Commissioner, West Bengal, that instead of separate unit production committees in the mills, the existing works committees with a few co-opted members should start functioning as such on a voluntary basis pending legislation. It was, however, stressed by the Labour Commissioner that the works committees and unit production committees should be treated as two separate committees for all practical purposes, although the same persons might belong to these two committees. As it was felt that the model constitution required some amendment, the subject was under discussion with the Labour Commissioner. Pending these negotiations, the formation of production committees in jute mills has been postponed.

Complaints of workers.- During the year 1,045 cases were recorded as against 1,212 in 1949. The nature of complaints which were investigated by the labour officers during the last two years is given below.

	1949	1950
Dissatisfaction with wages .....	93	37
Request for promotion .....	12	9
Suspension .....	1	5
Supersession .....	2	2
Transfer .....	1	2
Workmen's compensation.....	14	6
Dismissals .....	244	196
Maternity benefit.....	5	-
Pension and gratuities.....	534	505
Others .....	306	283

Industrial disputes.- The Details of 22 strikes and lockouts and man-hours lost in the years from 1945 to 1950 are given below:-

See table on the next page.



Year	No. of Strikes/Lockouts	Man-Hours Lost
1945 .....	9	5,583,609
1946 .....	67	34,249,696
1947.....	27	9,712,073
1948 .....	57	9,704,583
1949 .....	16	4,256,345 1/2
1950 .....	18	*5,299,548

\* The loss of man-hours shown in 1950 includes 290,320 man-hours lost up to 31 December 1950 on account of an illegal strike which was in progress in till the end of the year under review.

A few sectional stoppages of short duration were also reported from mills during the year under review. Apart from these stoppages, the loss of man-hours due to communal disturbances in the months of February and March was considerable but owing to the confusion that prevailed during the disturbances and the intermittent nature of these stoppages details are not available.

The total number of stoppages during 1950 may be classified as follows:

- Wages and Bonus ..... 1
- Leave and Working hours.. 7
- Personnel..... 5
- Others ..... 5

During the year 1950 eleven disputes were referred by the Government to special tribunals; nine of these were adjudicated upon and two were pending before the tribunals at the end of the year. Six of these disputes related to demands for reinstatement following discharge or dismissal due to misconduct. Working hours of mistries and their rates of wages for Saturday afternoon work gave rise to two disputes. Demand for bonus, festival holiday payment, higher rate of dearness allowance, etc., led to the other three disputes. Awards were also given in respect of nine other disputes referred to the tribunals in the previous year.

The general trend of the awards was to grant substantial relief to workers whose services had been dispensed with, even on grounds of redundancy. There were instances when workmen dismissed for gross misconduct were awarded compensation by the tribunals. But the special tribunals upheld the conditions of festival holiday payment laid down by the Association. Special tribunals also upheld that the working hours for mistries could be arranged according to ~~strike~~

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the requirements of the management and rejected their claim for double payment for Saturday afternoon work within 48 hours. Two appeals were made to the Labour Appellate Tribunal.

On 25 September 1950 an Omnibus Tribunal was set up by the Government for the adjudication of disputes between 86 jute mills and their workmen. Three non-member mills were subsequently incorporated in the list of mills by supplementary orders of reference. Issues to be adjudicated upon were the following: Standardisation of jobs and workloads; guaranteed minimum wages to piece-rated workers; grades and scales of wages of clerks including higher grade clerks, mistries (jobbers) and durwans (Watch and ward); procedure for retrenchment; revision of dearness allowance of all categories of workmen; leave and holidays; rules and system of payment of gratuity including qualifying conditions of payment thereof; involuntary unemployment; and whether there should be any differentiation in earnings of workmen engaged in smaller ~~wx~~ concerns with less than 250 looms.

Work of labour officers.- Labour officers of the Association maintained as usual close contacts both with the mills and the labour in their respective groups, and kept the Association fully informed of the day to day developments in their area. The week's problems were further discussed at meetings of labour officers held every Saturday. Some of the labour advisers belonging to individual groups of mills also attended these meetings. The Association labour officers also advised managers whenever the latter asked for guidance and assistance concerning labour matters, clarification of points arising out of tribunal awards, the implications of the various labour legislative measures and elucidation of the Association's labour policy. They also rendered valuable service to the industry in times of labour ~~the~~ troubles, strikes and particularly during the communal disturbances in March and April. The labour officers regularly attended the Association's 18 "night offices" in the mill areas and thoroughly investigated all complaints received from workers.

Welfare work.- The Association welfare centres at Serampore, Bhadreswar, Kankinara, Hazinagore, Titaghur and Sibpore continued to be well patronised by workers. Apart from these, a number of mills have their own welfare centres. The normal activities of the welfare centres were considerably hampered during the communal disturbances in the industrial areas; nonetheless these centres were well utilised in counteracting the communal frenzy. Handbills and posters were distributed and the principles of communal amity and goodwill were impressed upon the workers attending the welfare centres. The centres

offered a wide range of facilities for recreation, including indoor and outdoor games.

Besides a number of schools run by individual mills, the educational needs of the workers' children were catered for by the primary schools attached to welfare centres. Also a number of smaller children received their education at the kindergarten classes attached to some of the centres. Approximately 800 workers' children received their education during the year at the welfare centre schools. In accordance with the direction of the Inspector of Schools, managing committees have been constituted at all the five schools. The standard of teaching in the schools run in the centres by the Association appears to be well above that of the local schools. Adult literacy classes were also held, which were attended by about 160 persons.

Some progress was made in the implementation of the statutory provisions relating to the setting up of canteens. A number of new canteens were established during the year and 14 are still under construction. Two milk kitchens were regularly conducted and by the end of the year, 60 to 100 children were being fed daily.

In spite of the difficulties experienced by mills in procuring building materials a number of new creches were constructed during the year. In some cases existing buildings were suitably altered and converted into creches. Considerable improvements were also effected in existing creches.

Industrial housing.— The position regarding housing for jute mill labour did not undergo any appreciable change ~~during the~~ during the year under review. A recent survey reveals that the workers' lines provide for 50,563 rooms.

Labour Conditions in the Woollen Textile Industry in India.

The Labour Bureau recently sent a comprehensive questionnaire on labour conditions in the woollen textile industry, and a note based on the replies received from 19 mills from all over India has been published in the Indian Labour Gazette, Vol. VIII, No. 18, June 1951.

The information relates to 19 mills based as follows: Bihar - 1; Bombay - 5; Punjab - 8; Uttar Pradesh - 3; West Bengal - 1; and Mysore - 1.

Employment.- The 19 units, which replied to the questionnaire, employed in July 1950, about 16,000 workers. The employment position during July 1949 and July 1950, in the units furnishing replies is set out in the following table:

State	No. of units furnishing replies	July 1949				July 1950			
		Men	Women	Child- ren	Total	Men	Women	Child- dren	Total
Bihar.....	1	627	-	-	627	552	-	-	552
Bombay.....	5	6768	695	-	7463	5660	530	-	6190
Punjab.....	8*	3417	158	-1	3576	3907	173	2	4082
U.P. ....	3	3908	41	-	3949	3527	41	-	3568
West Bengal.	1	281	-	-	281	420	-	-	420
Mysore.....	1	951	147	-	1098	884	125	-	1009
<b>Total.....</b>	<b>19</b>	<b>15952</b>	<b>1041</b>	<b>1</b>	<b>16994</b>	<b>14950</b>	<b>869</b>	<b>2</b>	<b>15821</b>

\* One of these factories was established in May 1950. The July 1949 figures are, therefore, for seven out of eight Punjab factories.

The unit in Bihar, which replied to the questionnaire, was the factory in the Bhagalpur Central Jail, Bhagalpur. The labour employed in this unit was prison labour, whose working and living conditions naturally differed from the ordinary labour employed in woollen mills.

Fifteen out of the 19 units supplied information about the proportion of permanent to temporary workers. These units employed 15,550 persons in July 1949, and 14,497 persons in July 1950. Of these persons 11,771 and 11,050 respectively were permanent. The proportion between piece-rated and time-rated workers was 30: 70. Only three units, all from the Punjab, reported that they employed contract labour.

Apprenticeship training.- Though seven units reported that they were training apprentices, the details given by them revealed that there was no regular apprenticeship scheme in existence. New recruits were being trained and after some training were absorbed in employment. In a Punjab unit, a worker was given training on the understanding that when he became a good weaver and began to earn he had to pay a part or the whole of his first month's earnings to the weaver under whose supervision he had had the training. In the Bangalore unit, a limited number of cotton textile and engineering students, recommended by the Government of Mysore for the completion of their practical training for their diploma or degree, were being admitted. They were paid a fixed monthly stipend of 15 rupees.

Absenteeism.- Absenteeism statistics were available from eleven of the concerns and these are given below.

Units	No. of workers employed (July 1950)	Percentage Absenteeism (January-August, 1950)							
		Jan- gary	Feb- ruary	March	April	May	June	July	August
Bombay I....	1350	3.54	1.16	13.81	14.75	4.39	18.53	19.62	17.22
II....	2035	21.68	27.72	26.20	25.47	23.18	19.67	22.46	-
III....	2034	14.76	15.24	16.19	11.22	11.02	12.95	12.88	11.97
IV....	297	6.01	7.30	10.81	13.06	15.39	13.33	9.39	6.81
Punjab I....	2497	5.77	4.56	6.28	4.96	8.02	8.04	6.19	7.31
II....	54	7.22	15.92	5.39	7.72	14.42	9.79	9.13	8.44
U.B. I....	285	-	-	-	-	-	7.46	10.62	10.83
II....	3176	10.54	10.41	14.27	14.14	34.69	22.58	15.08	-
W.Bengal I...	420	-	-	-	22.04	26.91	19.18	21.51	16.36

The figures show ~~every~~ very wide variations among the various units. Absence from duty may be with or without permission. Absence with permission may be due to sickness or accident, social or religious or emergent causes. Absence without permission is generally due to indifference or negligence on the part of workers to obtain leave in advance or to report back in time after expiry of leave. Absence is due to voluntary abandonment of work too, because of such causes as domestic work, private affairs, etc. It was reported that immediately after pay day workers absented themselves. Absence without leave is considered as an offence under the Standing Orders and usually warning is given for such absence.

Recruitment.- Recruitment is mostly direct and is effected on the recommendations of the various departments, and the work is entrusted to an employment or labour officer or to the manager. Four units utilised the employment exchanges, particularly for the employment of skilled labour.

Hours of work and shifts.- Most of the woollen mills worked two shifts, generally of 8 hours each. The rest interval was usually of one hour. The changeover of shifts was either weekly or fortnightly, though in a few cases it was monthly. Four concerns were paying extra allowance to night-shift workers, the usual rate being one anna per night.

Leave and holidays.- In matters of leave and holidays, most of the factories adhered to the provisions of the Factories Act. A few factories, however, granted additional facilities.

Works committees.- Works committees were functioning in ten concerns (three in Bombay, four in Punjab, two in U.P. and one in West Bengal). The committees in the units in Bombay had been set up under the Bombay Industrial Relations Act. Though most of the units reported that the committees were functioning successfully, a few admitted failure. Attempts in the Bangalore unit to constitute a works committee failed "because of the non-co-operation of the executive committee of the labour association". The management, therefore, reverted during the latter part of 1948 to the system of monthly departmental meetings where representatives of workers from each department met the departmental officer and the labour officer and discussed ways and means of improving the efficiency and conditions in the departments.

Only seven units reported that they had employed labour officers. The labour officer acts as a ~~link~~ liaison officer in all matters relating to labour ~~and~~ welfare between workers and management and is expected to look into the grievances of the workers. In some mills his duties also include recruitment, implementation of labour laws, supervision of the badli control system, checking of absenteeism, prevention of bribery and corruption, safety measures, etc.

Wages and earnings.- According to the Labour Investigation Committee's Report, the basic minimum wages of an unskilled worker in the different centres of the textile industry, varied at the time of the enquiry (1944-45) from seven annas per day to ten annas per day; the rates of dearness allowance also varied from centre to centre and amounted to ten rupees per month in Kashmir and 50 rupees per month in Bombay. Rates of basic wages and dearness allowance have registered appreciable increases since 1944 in many centres, though they still show wide

variations as between centre and centre and even between various units in the same centre. Monthly minimum basic wages varied from 24 rupees to 34 rupees two annas in Bombay and 19 rupees to 30 rupees in U.P. In Bangalore, the minimum wage rate per day was fourteen annas nine pies for men and eleven annas six pies for women. In the Punjab, the largest unit in the industry paid a daily minimum wage of one rupee, while the West Bengal unit had a minimum ~~wage~~ basic wage of one rupee two annas 6 pies per day.

Six of the eight Punjab units were not paying any separate dearness allowance but were paying a consolidated wage. The units in the Bombay city paid dearness allowance according to the Bombay Millowners' Association scale, while the unit in Baroda paid at a rate of 90 per cent of the ~~unit~~ Ahmedabad cotton textile scale of dearness allowance. Woollen mills in Kanpur pay dearness allowance on a scale linked to the cost of living index number.

Woollen mills in the Bombay State generally paid profit bonus based on awards of Industrial Tribunals. In the City of Bombay, the rate of this bonus during 1949-50 varied between 1/6th and 1/8th of the basic earnings during the year. In the Punjab, six out of the eight concerns did not pay any bonus. The rates of bonus paid in the remaining two concerns were one month's and two months' wages. None of the three U.P. concerns paid any bonus. In the Bangalore concern, profit bonus was paid half-yearly on the earnings (exclusive of dearness allowance) of each individual worker during the half-year; in 1949 and in the first half of 1950, bonus was declared at the rate of 20 per cent of the earnings.

Production allowance was paid by five units (one each at Allahabad, Amritsar, Bangalore, Baroda and Kanpur).

*organised* Welfare work.- In the woollen textile industry generally, while some of the larger units have undertaken ~~against~~ welfare activities, the smaller ones have been content with providing the minimum requirements under the Factories Act. The Bangalore mills maintain a fully equipped dispensary and a hospital for the benefit of workers. A Child Welfare and Maternity Centre, having four beds, is also provided in the workers' colony of the Mills. The Dhariwal concern maintains a well-equipped dispensary under the charge of a qualified medical practitioner and treatment is free to the workers and their families. The management of this concern also contributes financial aid to the Salvation Army Hospital nearby. One of the units in Bombay City

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maintains a dispensary under the charge of a full-time qualified doctor and a part-time lady doctor. Both the Kanpur units have well-equipped dispensaries.

Only the large units of the industry maintain creches. The large units and a few of the small ones maintain canteens, supplying, tea and light refreshments, and in some cases cooked meals, to their employees.

Facilities for the education of the workers and their children are also provided by the larger mills. The Dhariwal unit maintains a high school for boys and girls and one of the largest units of Bombay employs a full-time teacher, who runs a primary school for the children in the morning and conducts literacy ~~for the~~ classes for adults in the evening. One of the Kanpur concerns has made provision, in its workers' colony, for primary schools for boys and girls besides a night school for adults. The strength of the primary schools is ~~100~~ 180 boys and 200 girls.

Recreation facilities are available to workers employed in large concerns. These facilities consist of reading rooms and libraries, indoor ~~and~~ outdoor games, cinema shows, lectures, etc.

Housing.- The extent and the standard of housing provided by employers in the woollen textile industry vary considerably. Some large concerns like the Bangalore unit and one of the Kanpur units have well-planned housing colonies for their workers; some others have made provision for housing their watch and ward staff only; while others have made no provision at all. Fourteen units reported that they had provided housing facilities; of these, four units (two each in Punjab and U.P.) had provided these facilities only to their watch and ward staff.

Provident fund and gratuity.- A system of provident fund was reported to be in existence in three mills, one each at Bangalore, Dhariwal and Kanpur. In the Bangalore unit, the Fund is open only to permanent employees. Members contribute 7 1/2 per cent of their basic earnings and the Company contributes an equal amount. A member is not entitled to claim the Company's contributions till after five years of continuous and approved service, except in cases of death and ill-health. There are nearly 6,000 members, including employees from sister-concerns under the same management. In the Dhariwal and Kanpur units, employees drawing a monthly basic wage of 100 rupees or over are eligible to become members of the provident fund.

Gratuities are in vogue only in two mills; in one of these mills, gratuity is paid according to a



graduated scale based on remuneration to workers who have completed service for 20 years or more.

Trade unionism.- Workers in a number of woollen mills ~~had~~ had formed their own unions. Some details in regard to this matter are given below:-

Name of the union.	Membership	Remarks
1. Dinesh Woollen Mills Kamdar Union, Baroda.	N.A.	Representative.
2. Ahmed Abdul Karim Kamgar Union, Ambarnath.	1,000	Registered.
3. The N.E.W. Mills Workers' Union, Dhariwal.	1,481	Both are registered and recognised.
4. The Dhariwal Mills Mazdoor Union, Dhariwal.	1,497	
5. The Allahabad Woollen Mills Karamchari Sangh, Allahabad.	N.A.	Registered and recognised.
6. Bharat Udyogik Union, Calcutta.	450	Registered and recognised.

N.A.- Not Availabale.

There are a number of other trade unions, which have not confined their activities to individual mills. Among these the following may be mentioned: Mumbai Woollen Mills Kamgar Union, Bombay; Binny Mills Labour Association, Bangalore; Hill Majoor Sabha, Baroda; and the Suti Mills Mazdoor Union, Kampur.

LIST OF THE ~~XXXX~~ PRINCIPAL LAWS PROMULGATED DURING  
THE PERIOD ~~BE~~ COVERED BY THE REPORT FOR AUGUST 1951.

INDIA - AUGUST 1951.

Chapter 9. Income Security.

Assam Maternity Benefit (Amendment<sup>ment</sup>) Act, 1951 (No. XVII of 1951);  
The Assam Gazette, 1 August 1951, Part IV, p.41.

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LIST OF THE MORE IMPORTANT PUBLICATIONS RECEIVED  
IN THE NEW DELHI OFFICE DURING AUGUST 1951.

INDIA - AUGUST 1951.

International Labour Organisation

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- a) Statistical Abstract, India, 1949, Volume I. Issued by Office of the Economic Adviser, Government of India. Published by the Manager of Publications, Delhi, 1950. pp.1-896.
- b) Statistical Abstract, India, 1949. Volume II. Issued by Office of the Economic Adviser, Government of India. Published by the Manager of Publication, Delhi. 1950. pp.897-1809.

International and National Organisations

Indian Jute Mills Association. Report of the Committee for the year ended 31st December 1950. 1951. pp.133.

Economic Questions

Administration Report of the Department of Industries and Commerce, United Provinces for the year ending 31st March 1948. Allahabad: Superintendent, Printing and Stationery, United Provinces, 1950. pp.62. price Re.1-4-0.

General Rights of Workers

Annual Report of the Working of the Payment of Wages Act, 1936 in Uttar Pradesh for the year 1949. Allahabad: Superintendent, Printing and Stationery, Uttar Pradesh, 1951. pp.18. price 7 annas.

Income Security

Ceylon: Administration Report of the Director of Social Services for 1950. August 1951. To be purchased at the Government Publications Bureau, Colombo. Price 50 cents. pp.23. (Sent to Geneva under this Office Minute No. D.1/1602/51 dated 29 August 1951).

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