

82981

Ed.

COPY NO. 2.

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

I.L.O. REGISTRY-GENEVA
19 NOV 1956
FILE NO. 2-198a
With: on:

Industrial and Labour Developments in October 1956.

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.</u>	
<u>11. Political Situation and Administrative Action:</u>	
States' Reorganisation: Indian Union divided into Fourteen States and Six Territories.	1-2
<u>12. Activities of External Services:</u>	3
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.</u>	
<u>21. United Nations and Specialised Agencies:</u>	
Ninth Session of W.H.O. Regional Committee for South East Asia, New Delhi, 24-29 September 1956.	4-5
<u>25. Wage-Earners' Organisations:</u>	
Hyderabad Trade Union Regulations, 1956.	6
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
<u>31. General Economic Situation:</u>	
Family Planning Board set up by Health Ministry: Schemes for Improving Health of Mothers and Children to be formulated.	7-8
<u>32. Public Finance and Fiscal Policy:</u>	
Public Borrowing Target exceeded by 50 Million Rupees.	9
<u>33. Full Employment Policy:</u>	
Rationalisation of Textile Mills in Kanpur: Inquiry Committee's Report.	10-14

<u>Contents.</u>	<u>Pages.</u>
34. <u>Economic Planning, Control and Development:</u>	
(a) Public Co-operation in Plan Projects: Co-ordination Committee to be set up.	15
(b) Increase in Industrial Production in First Half of 1956: Substantial Rise in Engineering Goods.	16-17
(c) Working of Industrial Finance Corporation during 1955-56.	18
(d) Development of New Industries in Uttar Pradesh: One Thousand Million Rupees Investment in Private Sector suggested.	19-21
35. <u>Productivity:</u>	
Productivity in Collieries: Study by Department of Mines.	22-29
36. <u>Wages:</u>	
Meeting of Central Minimum Wages Advisory Board, New Delhi, 20 September 1956: Fixed Work Hours for Farm Labour recommended.	30
39. <u>International Economic Relations:</u>	
India Signs New Trade Agreements with Germany, Chile, Austria and Burma.	31-33
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
41. <u>Agriculture:</u>	
(a) Andhra Tenancy Act, 1956 (No. XVIII of 1956).	34-35
(b) Mysore Plantation Labour Rules, 1956.	36
(c) Bihar Consolidation of Holdings and Prevention of Fragmentation Act, 1956 (No. XXII of 1956).	37
(d) Madras Cultivating Tenants (Payment of Fair Rent) Act, 1956 (No. XXIV of 1956).	38
43. <u>Handicrafts:</u>	
(a) Mysore Khadi and Village Industries Bill, 1956.	39
(b) Financial Aid for Handloom Weavers: Quantum increased.	40
(c) Development of Village Leather Industry: Two Million Rupees Grant given by Government.	41-42
(d) Programme for introducing Ambar Charkha: Central Government accepts Recommendations of Enquiry Committee subject to Certain Modifications.	43-45
(e) Khadi and Village Industries Commission Act, 1956 (No. 61 of 1956).	46
(f) Punjab Khadi and Village Industries Board Act, 1955 (No. 40 of 1955).	47

<u>Contents.</u>	<u>Pages.</u>
44. <u>Merchant Marine and Fisheries:</u>	
Developing Fisheries on Scientific Lines: All-India Fisheries Conference, Madras, 19-21 September 1956.	48-50
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
50. <u>General:</u>	
Labour Conditions in the Match Industry in India.	51-57
51. <u>Hours of Work:</u>	
Indian Railways (Amendment) Act, 1956 (No. 59 of 1956): Measure for the Implementation of the Adjudicator's Award.	58
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
67. <u>Conciliation and Arbitration:</u>	
(a) Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956 (No. 36 of 1956): Measure for Abolition of Labour Appellate Tribunal and setting up of Original Tribunals.	59-61
(b) Working of the Central Government's Industrial Relations Machinery during 1954-1955.	62-64
(c) Uttar Pradesh Industrial Disputes (Amendment and Miscellaneous Provisions) Bill, 1956.	65
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
73. <u>Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings or Undertakings Managed with the Participation of the Public Authorities:</u>	
Home Leave for Central Government Employees: New Concessions announced.	66-67
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation:</u>	
(a) Employment Exchanges: Working during August 1956.	68-71
(b) Deployment of Surplus Ordnance and River Valley Projects Personnel: Central Government's efforts.	72-73
(c) Employment of Young Persons: Bihar Government to Start Employment Service.	74
(d) Calcutta/Madras Dock Workers (Regulation of Employment) Scheme, 1956: System of Payment by Results introduced.	75

<u>Contents.</u>	<u>Pages.</u>
<u>83. Vocational Training:</u>	
Labour Ministry's Training Scheme: Progress during August 1956.	76-77
<u>84. Vocational Rehabilitation of Disabled Persons:</u>	
Sheltered Workshops for the Handicapped: Recommendations by Seminar on Employment of the Blind.	78-80
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
<u>94. International Agreements:</u>	
(a) Employees' State Insurance Scheme extended to Certain Areas in Madras State.	81
(b) Medical Care under State Insurance: Benefit extended to Families.	82
<u>CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.</u>	
<u>111. General:</u>	
Mines Flooded in Asansol: Miraculous escape of Eleven Trapped Miners.	83-85
<u>LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR OCTOBER 1956.</u>	86
<u>RECORD OF PRINCIPAL DECISIONS OF LABOUR AND ALLIED SUBJECTS - INDIA - OCTOBER 1956.</u>	87-89
<u>BIBLIOGRAPHY - INDIA - OCTOBER 1956.</u>	90-91

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - OCTOBER 1956.

11. Political Situation and Administrative Action.

States'
Administrative Reorganisation: Indian Union divided
into Fourteen States and Six Territories.

On 1 November 1956, in accordance with the States Reorganisation Act of 1956 (vide page 1 of the report of this Office for September 1956) the Indian Union was reorganised into 14 States and four Centrally administered territories besides the Andamans and Laccadives Islands, in place of the existing 28 units.

The table below gives the names of the States, their area and the names of the Governors and Chief Ministers.

(Note: Names of other ministers, particularly those dealing with labour and allied subjects will be included in subsequent reports after the allotment of portfolios in different States have been completed).

States and Capitals.	Area and Population.	Governors.	Chief Ministers.
1. Andhra (Hyderabad).	105,963 sq. miles. 31.3 million.	Shri C.M. Trivedi.	Shri N.Sanjeeva Reddi elected in place of Shri B.Gopal Reddi.
2. Assam (Shillong).	84,924 sq. miles. 9.04 million.	Shri Fazl Ali.	Shri Bishnuram Medhi.
3. Bihar (Patna).	67,300 sq. miles. 38.82 million.	Shri R.R. Diwakar.	Shri Eri Krishna Sinha.
4. Bombay (Bombay).	190,919 sq. miles. 48 million.	Shri Sri Prakasa.	Shri Y.B. Chavan elected in place of Shri Morarji Desai.
5. Jammu and Kashmir (Srinagar).	92,780 sq. miles. 4.4 million.	Yuvraj Karan Singh continues as Sadr-I-Riyasat.	Bakshi Ghulam Mohammad.

States and Capitals.	Area and Population.	Governors.	Chief Ministers.
6. Kerala (Trivandrum).	15,035 sq. miles. 13.55 million.	Dr. B. ^{Rame} Krishna Rao.	President's Rule.
7. Madhya Pradesh (Bhopal).	10,201 sq. miles. 26 Million.	Dr. Pattabhi Sitara- mayya.	Pandit Ravi Shankar Shukla.
8. Madras (Madras).	50,110 sq. miles. 30 million.	To be announced.	Shri Kannaaj Nadar.
9. Mysore (Bangalore).	74,324 sq. miles. 19 million.	Maharaja Shri Gaya Chanraja Wadiyar Bahadur, former Rajpramukh of Mysore.	Shri S. Nijalingappa elected in place of Shri Nanjappa.
10. Orissa (Bhubaneswar).	67,300 sq. miles. 38.82 million.	Shri Bhimsen Sachar.	Dr. Hare Krishna Mahatab in place of Shri N.K. Chaudhuri resigned.
11. Punjab (Chandigarh).	47,456 sq. miles. 16 million.	Dr. C.P.N. Singh.	Sardar Pratap Singh Kairon.
12. Rajasthan (Jaipur).	132,078 sq. miles. 16 million.	Shri Gurmukh Nihal Singh.	Shri Mohan Lal Sukhadia.
13. Uttar Pradesh (Lucknow).	113,410 sq. miles. 63 million.	Shri K.M. Munshi.	Shri Sampurnanand.
14. West Bengal (Calcutta).	33,805 sq. miles. 26.25 million.	Shrimati Padmaja Naidu.	Dr. B.C. Roy.

Name.	Union Territories	
	Area and Population.	Administrators.
1. Delhi.	578 sq. miles; 1.744 million.	Shri A.D. Pandit, Chief Commissioner.
2. Himachal Pradesh.	11,524 sq. miles; 1.109 million.	Raja Bajrang Bahadur Singh of Bhadri.
3. Tripura.	4,166 sq. miles; 0.646 million.	Shri K.P. Bhargava.
4. Manipur.	8,628 sq. miles. 0.577 million.	Shri P.C. Mathew, Chief Commissioner.
5. Andaman and Nicobar Islands.	3,143 sq. miles. 30,971.	Shri T.G.N. Iyer.
6. Laccadive, Minicoy and Amindive Islands.	10 sq. miles. 21,000.	Shri T. Mone.

(Amrita Bazar Patrika, 1 November 1956).

12. Activities of External Services.

India - October 1956.

Visits

Among visitors to this Office during the month were a group of Japanese Trade Unionists who had come to India under the UNESCO's Workers' Exchange Programme.

'L'

4

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - OCTOBER 1956.

21. United Nations and Specialised Agencies.

Ninth Session of W.H.O. Regional Committee For South
East Asia, New Delhi, 24 - 29 September 1956.

The ninth session of the W.H.O. Regional Committee for South East Asia was held at New Delhi, from 24 to 29 September 1956. Representatives of nine countries were present. Representatives of the United Nations, the U.N.T.A.B., U.N.I.C.F., F.A.O., and U.N.E.S.C.O. also attended the session. The ILO was to have been represented by Shri V.K.R. Menon, the Director of this Office, but Shri Menon could not participate as he was out of Delhi. A brief statement, which was to be read by him personally was nevertheless read on his behalf by the chairman at the inaugural session.

Dr. Svasti Daengsvang (Thailand) was elected Chairman.

In his statement Shri Menon conveyed the greetings of the Director-General of ILO. He referred to the relationships between ILO and WHO: improvement in health standards would mean less absenteeism, more work, higher productivity and greater national wealth, and thus would go a long way toward establishing a real basis and meaning for the international standards set up by ILO. He specifically referred to the function of ILO in formulating standards for safety in factories and work places and in the health of workers, mentioning ILO publications on safety and health. He pointed out the close collaboration with the WHO Regional Office in New Delhi and mentioned joint efforts in the planning of a joint ILO/WHO Seminar on Industrial and Occupational Health Services, to be held in India.

In the course of seven plenary meetings the Committee considered a number of items and adopted various resolutions on malaria education, dental health, training course for health physicists, etc.

5

The Regional Committee approved the regional programme and budget estimates for 1958. The programme agreed upon provides for an expenditure totalling approximately 7 million dollars which is expected to be available from three sources - W.H.O.'s regular budget, U.N.I.C.E.F. and the U.N. Technical Assistance Fund.

Provision is made for more than 180 specific health projects related to such fields as control of communicable diseases, maternal and child health, education and training of medical personnel, health education of the public and environmental sanitation.

A set of the documents of the Committee has been sent to Geneva under this Office minute No. F.23/2997/56 dated 29 October 1956.

(Documents of the Committee.
The Hindustan Times, 29 September 1956)

'L'

6

25. Wage-Earners' Organisations.

India - October 1956.

Hyderabad Trade Unions Regulations, 1956.

The Government of Hyderabad published on 11 October 1956, the Hyderabad Trade Unions Regulations, 1956, made in exercise of the powers conferred under the Indian Trade Unions Act, 1926. The Regulations deal inter alia with procedure for registration of trade unions and withdrawal or cancellation of certificate of registration, division of funds on dissolution of a registered trade union, maintenance of registers and books and annual audit of accounts and political funds of registered trade unions.

(Notification No.L/131/54/71 dated
27 September 1956;
Hyderabad Government Gazette, Part Ic,
11 October 1956, pp. 1015-1035).

'L'

4

CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - OCTOBER 1956.

31. General Economic Situation.

Family Planning Board set up by Health Ministry:
Schemes for Improving Health of Mothers and
Children to be formulated.

The Union Ministry of Health has set up a Family Planning Board with the Union Health Minister as Chairman to direct family planning programmes.

The Family Planning Officer, Ministry of Health, will be the Secretary of the Board. Members of the Board consists of officials of the Finance Ministry, the Health Ministry, the Planning Commission, the President of the Family Planning Association of India, Members of Parliament and leading social workers. They will normally hold office for a period of five years.

Main functions.- The main functions of the Board will be to advise the Government on the following matters:-

1. Research and studies on inter-relationship between economic, social and population changes, on reproductive patterns, attitudes and motivations affecting the size of the family planning;

2. Educating public opinion on matters of family planning;

3. Advice and necessary service, in family planning as an integral part of the public health activities through hospitals, health centres and clinics;

4. ^{II}Facilities for the training of personnel in family planning;

5. Formulation of schemes for the improvement of the health of mothers and children and for bringing about better conditions of family living;

6. Research on and the production of contraceptives; and

7. Literature and periodicals in furtherance of the objectives of the scheme.

The recommendations of the Family Planning Board will be implemented by the Ministry of Health.

A provision of 49.7 million rupees (40.0 million rupees at the Centre and 9.7 million rupees in the States) have been made for the implementation of the family planning programmes during the second Five Year Plan.

(The Statesman, 6 September 1956).

'L'

32. Public Finance and Fiscal Policy.

India - October 1956.

Public Borrowing Target exceeded by 50 Million Rupees.

The annual target of gross public borrowing of 2,226 million rupees envisaged in the second Five Year Plan has been exceeded by at least 50 million rupees during the first year of the Plan.

The subscriptions to the 15 States loans which were closed on 10 September 1956, exceeded, by over 100 million rupees, the aggregate of 640 million rupees. The total amount subscribed to the 15 State loans is placed at 740,617,000 rupees. The subscription to the three Central loans for the total amount of 1,500 million rupees had exceeded the target by 77.3 million rupees when they were opened for subscription in July last.

Thus public borrowing during the first year of the second Five Year Plan now stands at over 2,310 million rupees. The second Five Year Plan envisages market loans amounting to 7,000 million rupees during the Plan period. The total amount of loans maturing during the five years is 4,300 million rupees, necessitating a gross borrowing of about 11,300 million rupees, an annual average of 2,260 million rupees.

(The Statesman, 12 September 1956).

33. Full Employment Policy.

India - October 1956.

Rationalisation of Textile Mills in Kanpur:
Inquiry Committee's Report.

Reference was made at pages 12-13 of the report of this Office for August 1955 to the Inquiry Committee set up by the Government of Uttar Pradesh to carry out details of rationalisation schemes in seven textile mills in Kanpur. The Committee was headed by Shri Justice Bind Bansi Prasad, a retired judge of the Allahabad High Court. The Committee was asked to (1) work out the various details of the broad set up of the decision taken at the State Labour Tripartite (Textiles) Conference held at Naini Tal, in June 1954 and of ancillary matters, if any and (2) formulate in the light of the details so worked out, individual schemes of rationalisation relating to the seven textile mills of Kanpur namely, the Elgin Mills, the Cawnpore Textile Ltd., the Cawnpore Cotton Mills, the Swadeshi Cotton Mills, the Muir Mills, the Atherton West and Co., and the J.K. Cotton and Weaving Mills Co.Ltd.

Conditions for rationalisation.- The Committee in its report has recommended to the Government that four essential conditions should be laid down first before introduction of rationalisation in any textile mill of Kanpur. They are (1) condition of the machines, (2) physical working conditions, (3) fixation of workload based upon job specifications, and (4) operational conditions.

In regard to conditions of machines, the Committee has recommended that it is essential that before introduction of rationalisation, the machines should be carefully checked up to see that they are fit for rationalised working.

11

In regard to the physical working conditions, the Committee has laid down specific standards for layout, temperature, relative humidity and air changes, illumination, other amenities namely urinals, latrines, drinking water and canteens. It has pointed out that the mills should comply with these conditions before going on rationalised basis of working. Where in any part of the mill, they are already working on rationalised basis, they should bring about these conditions in that part within one year of the acceptance of these recommendations by the State Government.

In regard to the recommendations on work-load, the Committee has pointed out that "in a nutshell the position is that the experts suggest 108 to 116 operations. The decisions of the Industrial Tribunal and the Wage Board, Bombay, show that the work-load of 96 operations was considered reasonable when one warp break was taken as equal to two shuttle changes. Even in some agreements reached between a few textile mills of Bombay and the representative union, the number of operations was not pinned down to 84. It was allowed to go up to 96. It should be remembered that Kanpur textile mills are on medium counts; whereas Bombay mills are on fine counts. The physical working conditions which we are prescribing here have been so far made conditions precedent in Bombay or Ahmedabad as we are going to do here. These improved physical working conditions have their own effect upon the work-load also. The weight of evidence and circumstances is thus decidedly in favour of 96 operations per weaver per four looms per hour as the maximum and the chairman of the Committee decides accordingly."

The Committee has added: "Quite a good proportion of looms can manage with 24 operations per loom per hour. The mills may so group the loom width or weft counts on the four looms that the operations per weaver per hour is 96. For example, all the four looms for a weaver may be, say, of 50 inches width and 24s weft where the operations per hour per weaver will be 96 or four looms! group may be, say, two looms of 36 inches width with 28s weft and two looms of 45 inches width with 13 s where also the operations per weaver per hour will be 94 and so on. Reduction in the number of operations can be achieved also by the increase in the size of pins or improvements in mixings. It is for the managements to decide what to do. They must keep within the prescribed number of operations."

Number of spindles.- In regard to the number of spindles on the ring frames in the seven textile mills, the chairman has held that "the restriction may be up to 10's counts for he found in the Elgins frames were running between 10's and 14's quite smoothly without any excessive breakages".

As regards the other condition that between 10's and 16's counts, there may be double side working provided the number of spindles on the frame does not exceed 428 on both the sides, the chairman has accepted this condition as put forward by the Employers Association with the following conditions:

- (a) That upon frames having spindles up to 428 running between 10's and 16's, the number of breakages will be reduced to 20 per 100 spindles hours and (b) they will be fitted either with pneumafilis or shall have inter creels.

The Committee has felt that these two conditions will considerably reduce the workload of the piecer.

The Committee has further accepted the following two other conditions as put forward by the Employers' representatives:

- (1) If the number of spindles on a frame exceed 428 and the count run upon it is between 10's and 16's (both inclusive), then there shall be only single side working upon it; and (2) if the count run on a frame is above 16's, then there may be double side working irrespective of the number of spindles upon it.

In this regard, the Committee has also recommended that the working of one and a half side of a frame is not practical. It must be either single or double side working.

Wages.- Taking into consideration all the materials at hand, the chairman has recommended the following scale of spindles doffs per shift of seven hours and a half related to wages:

Standard wages of ring doffers for 26 working days:

- (1) Doffers attending up to 2,000 spindle doffs - 30 rupees,
- (2) for every 100 spindles doffs exceeding 2,000 but not exceeding 2,500 - -/4/- annas extra, (3) for every 100 spindles doffs exceeding 2,500 but not exceeding 3,000 - -/11/- annas and (4) for every 100 spindle doffs exceeding 3,000 but not exceeding 3,500 - one rupee.

13

Doffs below 50 will be ignored, while 50 and above will be taken as equal to 100. The number of spindles doffs per doffer will be determined for each wage period on the basis of total number of doffs by a team of doffers divided by the number of doffers in that team.

The above scale combines in itself incentive wages and gives an opportunity to a doffer to earn 25 per cent more in basic wages than what he has been earning so far.

The Committee has recommended that the basic wage and the dearness food allowance should not be mixed together.

The Committee has further recommended that the fall-back wage of weavers, piecers and doffers should be the average of the last three months of earnings. The fall-back wages will be payable only if the fall in wages is due to any reason within the control of the employers namely defect in mixing. If the fall in wages is due to any fault of the operative or any reason beyond the control of the employer, then the fall-back wages will not be paid.

By way of precaution, the Committee has laid down that if the existing basic wage in the case of any worker is more than what may be payable to him according to the proposals, he shall continue to get his present scale of wages for the substantive appointment he holds.

Surplus workers.- As regards surplus workers the Committee has recommended for a total retrenchment of 3,453 weavers and ring piecers. The number of permanent workers in the categories of weavers, ring piecers and ring doffers in these seven units as on 21 July 1955, was 14,288. Of them, 5,770 were to be rendered surplus according to the schemes as originally submitted by the employers.

In regard to the number of ring doffers to be rendered surplus, the Committee has stated that "it is not possible to estimate the exact number of job requirements for doffers as that would depend on a number of very variable factors. However, it can be estimated that there would be no overall reduction in the number of doffers in the seven mills taken together".

The Committee has, however, pointed out that the total number of workers who will be rendered surplus on introduction of full rationalisation will be between 1,713 and 2,147 accordingly as the Swadeshi Mills adopts one or the other system of working. This will not be immediate, but as and when the prescribed working conditions are brought about.

In regard to the implementation of the rationalisation scheme, the Committee has recommended that "in case an operative working on rationalised basis complains that the prescribed conditions are not being observed by the management, or an employer complains that an operative is lowering production by going slow or negligence the matter shall be inquired into in the first instance, by the mill committee in which the employer and the employees will have equal representations. If they agree in their finding, the management will act according to it. If they disagree, the matter shall be referred to the supervisory committee and their decision will be final. For this purpose, the supervisory committee may inquire into the matter itself or may entrust it to a sub-committee or may depute anyone to investigate into the matter and report to it.

"If the deterioration in the conditions is due to reasons beyond the control of the employer, he shall endeavour to rectify the conditions with all possible despatch and shall not be liable to pay anything; but if such deterioration was within his control or if he does not rectify the conditions with all possible despatch, he will be liable to pay, over and above the fall-back wages, such compensation as may be decided by the supervisory committee.

"If the complaint or the defence is frivolous, the supervisory committee may impose such penalty upon the employer or the employee as the case may be as it may deem it and proper."

(National Herald, 12 October 1956).

'L'

34. Economic Planning, Control and Development.

India - October 1956.

Public Co-operation in Plan Projects: Co-ordination
Committee to be set up.

Shri Gulzarilal Nanda, Planning Minister, announced in Rajya Sabha on 31 August 1956, that the Government of India has decided to appoint a high-level committee to co-ordinate schemes seeking to secure public co-operation in implementing second Plan projects.

The co-ordinating committee will take decisions on the feasibility of schemes recommended by the State Governments and by Central Ministries involving public co-operation. Among its 12 members will be representatives of the Ministries of Finance, Education, Irrigation and Power, Home Affairs, Health and the Community Projects Administration.

(The Statesman, 1 September 1956).

Increase in Industrial Production in First Half of 1956:
Substantial Rise in Engineering Goods.

Industrial production in India increased considerably during the first half of 1956. The average index of industrial production (revised with the base year 1951 - 100) rose from 127.3 to 135.8 during the period. The index during the period was higher by 9.3 percent than the index for the corresponding half year of 1955 and by 7.5 per cent compared with the index for the previous half year.

Significant increases were recorded by industries like coal, cement, automobiles, bicycles and bicycle parts, textiles, engineering industries like sewing machines, diesel engines, grinding wheels, electrical goods, including radio sets and electric fans, chemical industries like caustic soda and soda ash, as well as by glassware, rayon and refractories. There was a decline, however, in the production of some goods like hurricane lanterns, power and industrial alcohol, house-service meters and linoleum.

During the first half of 1956, 180 licences were granted under the Industries (Development and Regulation) Act. Of these, 68 were for the establishment of new undertakings, 91 for effecting substantial expansion of existing units and 21 for the manufacture of new items.

Steel and cement.- The production of finished steel during the period totalled 0.643 million tons compared with 0.637 million tons during the corresponding period of 1955. The production, compared with the previous half year, was 19,000 tons more. The production of cement amounted to 2.462 million tons in January-June 1956 and 2.275 million tons in the previous half year. The increase in production has been partly due to increased capacity and partly due to better utilisation of existing plants. During the six months under review, 12 licences were granted, three for establishing new factories, with a total capacity of about four 0.4 million tons of cement, and the remaining nine for substantial expansion of existing units.

Coal production increased substantially to 19.65 million tons compared with 19.19 million tons in the first half of 1955. The production was higher by 0.625 million tons compared with the preceding half year's output.

The production of mill-made cotton textiles increased by 76 million yards to 2,583 million yards during the first half of 1956 as compared with the corresponding period of 1955 but the production fell short of the output in the previous half-year by 18 million yards. Jute goods were considerably higher at 0.576 million tons in January-June 1956 compared with 0.508 million tons in the corresponding half-year of 1955 and 0.519 million tons in the second-half of last year. The production of woollen worsted fabrics which stood at 7.369 million yards was higher by 2.187 million yards than the output in the first half of 1955.

Engineering goods.- Substantial increases in production were recorded by a number of engineering industries. The production in the half-year under review increased in the case of crown cork by 0.347 million gross to 2.115 million gross, of oil pressure lamps by 9,800 lamps to 43,200 lamps; of bolts, nuts, rivets and dog spikes by 2,881 tons to 13,552 tons; machine screws by 0.449 million gross to 0.674 million gross; of direct casting by 10,300 tons to 68,300 tons and of duplicators by 228 to 1,401.

The production of razor blades was higher compared with the production in the previous half-year, but was appreciably lower than the production in the corresponding half-year. The production of basic metals like aluminium, antimony, lead and sheets and circles of brass and copper declined slightly compared with the first half of 1955.

The machinery manufacturing industries gained substantial increases in output during the period under review. The production of sewing machines went up by 17,174 to 63,659, that of power driven pumps by 642 to 5,655 pumps and of grinding wheels by 0.464 million lb. to 1.104 million lb. compared with the output in January-June 1955. The production of diesel engines, ring spinning frames and belting for machinery also increased considerably. The output of machine tools went up by 0.728 million rupees to 4.064 million rupees compared with the corresponding period.

Motors and cycles.- The production of automobiles increased substantially from 11,000 in January-June 1955 to 15,033 in January-June 1956. The production of complete bicycles also went up from 220,000 to 291,000. Increases in the manufacture of bicycle parts and automobile ancillaries were, however, more marked. A principal development in these industries was the manufacture of new items. The manufacture of lambretta auto-rickshaws, shock absorbers, radiators and brake linings began for the first time in April-June 1956.

Among chemicals, the production of caustic soda, soda ash, liquid chlorine and bleaching powder increased substantially during January-June 1956. The production of ammonium sulphate and super-phosphate was almost steady. The production of dyestuffs increased to 2.753 million lb. compared with 1.944 million lb. in the corresponding period of 1955. Production of articles like soap, paints, plastic mouldings, rayon yarn and staple fibre also showed a substantial increase.

Most of the industries in the electrical group showed considerably increased output. This was particularly notable in the case of conduit pipes, electrical transformers and radio receivers. The production of conduit pipes increased from 2.445 million r.ft. to 4.603 million r.ft. The production of radio receivers was more than double the output of the corresponding period of last year, comparative figures being 71,843 and 35,462. The production of electric lamps was up by 1.990 million lamps to 14.155 million lamps, that of electric fans by 15,000 to 156,700 fans, and of domestic refrigerators by 99 to 474.

(The Hindustan Times, 19 October 1956).

Working of Industrial Finance Corporation during 1955-56.

Reviewing the working of the Industrial Finance Corporation of India at the annual general meeting of the Corporation held in New Delhi on 29 September 1956, the Chairman, Shri K.R.K. Menon, expressed satisfaction over the growing reliance of private industry on the Corporation.

Loans applied for during the year ended last June amounted to 277,000,000 rupees as compared with 112,700,000 rupees for the previous year and 90 million rupees in 1953-54. The average for all the previous seven years was no more than 86,200,000 rupees. Shri Menon, said that this was a fair indication of the increasing amount of confidence that the industrial public was now placing in the institution.

The total amount of loans sanctioned during the year under review was also a record. It amounted to 151,300,000 rupees as against 73,400,000 rupees in the previous year and 52,700,000 rupees in 1953-54. Shri Menon said that he hoped to improve on this record by gearing the corporation's administrative machinery to cope with its expanding activities and by maintaining cordial relations with industrialists.

Shri Menon took an optimistic view of the Corporation's future for two reasons. The first was the increasing measure of appreciation on the part of industrialists of the country and co-operative societies engaged in industrial enterprises of the ability of the Corporation to meet their needs in the matter of long-term loans.

Secondly, he relied on the marked increase in the volume of industrial investment, likely to materialize during the second Five Year Plan.

The type of industry which would deserve the Corporation's special attention was the one which would require heavy capital investment without being able to offer large profits. The Planning Commission had allotted 150 million rupees to the Corporation for the second Five Year Plan period. The sum represented the average of the Corporation's disbursements during the past seven years.

The Corporation's actual achievements during the past year showed that the Corporation should be able not only to reach this target quite easily but to improve on it to an appreciable extent in the next five years. Shri Menon added that Corporation would try to have the allotment of 150 million rupees increased.

(The Statesman, 30 September 1956).

19

Development of New Industries in Uttar Pradesh:
One Thousand Million Rupees Investment in Private
Sector suggested.

The 15-member fact-finding committee appointed by the Uttar Pradesh Government in February under the chairmanship of Shri B.M. Birla, to make recommendations for the development of new industries in the State, has, in its report, proposed a 1,000 million rupees programme of industrial extension in the private sector which would directly provide scope for employment to about 120,000 people.

The committee hopes that over and above the employment potentialities of the programme, about 15 to 20 times more people would be engaged in various occupations, and that the development envisaged in the proposed programme "would also give rise to a number of associated and subsidiary industries which would offer greater scope of employment".

The industries recommended in the report include spinning and weaving (500,000 spindles and 12,000 looms), rayon and staple fibre, woollen manufactures (20,000 spindles and 500 looms), sugar (500,000 tons), industrial alcohol, papers and board, cement, structural fabrication railway rolling stock, electrical equipment and other light engineering industries.

Reviewing the industrial resources of the State, the committee notes that there were only 1,572 licensed factories in the State in 1954 as against 2,842 (excluding mining establishments and tea plantations) in West Bengal, 8,027 in Bombay and 6,369 in Madras.

The licensed factories in Uttar Pradesh provide employment to about 200,000 people as against 800,000 in Bombay, 600,000 in West Bengal and 500,000 in Madras. The committee points out that though the population of Uttar Pradesh is little less than twice that of Bombay and a little more than two and a half times that of West Bengal, yet only a small percentage of it is engaged in production or transport vis-a-vis the conditions in those States.

Employment needs of growing population.- In view of the steadily increasing pressure of population, which has risen from 48.6 million in 1901 to 63.2 million in 1951, the committee has emphasized the imperative need of multiplying employment opportunities in the industrial sphere. In the context of the available natural resources, including forest wealth and plentiful livestock population, the committee considers that given certain essential facilities, it should not be difficult to make substantial progress in this direction.

The survey of the existing industries in Uttar Pradesh, viz., cotton textiles, sugar, glass and glass-ware, leather, oil and jute, has brought to light various difficulties which retard progress. The committee has summed them up as follows:-

- (1) High rates of electricity as compared to rates obtaining in other industrial centres, like Ahmedabad, Bombay and Calcutta.
- (2) Large number of ancillary labour at Kanpur.
- (3) Frequent booking restrictions of goods from manufacturing centres to consuming centres.
- (4) Inadequate road transport and financial facilities.
- (5) Higher rates of sales tax, especially in the case of vegetable oils and vanaspati industry.
- (6) Non-availability of better quality of raw hides as far as the tanning industry is concerned.

Industrial problems.- After analysing the problems facing various industries, the committee expresses the view that the pace of industrialisation will be slow and halting unless the Government creates a proper psychological atmosphere, remove various handicaps and stimulate industrial development and introduction of improved and plant and processes all round.

Discussing the deficiencies in material resources, the committee urges the Government to encourage cotton cultivation consistent with the country's food requirements and to conduct intensive and extensive survey of different mineral bearing areas of the State.

The committee recommends that the Rihand area should be opened up by railway and a direct link provided with Katni, which is full of mineral deposits.

The committee has also urged development of river navigation.

While dealing with various tax burdens, such as sales tax, taxes on motor vehicles and motor spirit, electricity duty, sugar-cane cess, octroi and terminal taxes the committee has pleaded for rationalisation of the tax structures and simplification of its administration.

In regard to sales tax legislation, it has recommended that it may be brought in line, as far as possible, with that of West Bengal.

In view of the disadvantages under which the sugar industry in Uttar Pradesh is functioning, the committee has recommended a gradual reduction of the sugar-cane cess and further that it may be made payable, like excise duty, at the time of lifting of sugar from factory premises and not when the sugar-cane enters the factory gate.

Industrial relations.- In the field of industrial relations, the committee has pleaded for justice and fairness both to management and labour. It has suggested that:

(1) Mutual consultations should be fostered and for this purpose there should be only one recognised trade union in the factory.

(2) The competitive position of industry should be kept in view while considering the question of wages and bonus.

(3) The number of working days in factories should be brought at par with that obtaining in other industrial centres.

(4) The Central Industrial Disputes Act should be applied to Uttar Pradesh or the State legislation should be made more comprehensive on the lines of the Central Act.

Investment in private sector.- The programme of development in the private sector proposed by the committee envisages a minimum investment of 1,000 million rupees during the second Plan period.

The committee has also recommended the constitution of a business advisory committee, consisting, to begin with, of one representative each of the cotton textiles, sugar, oil and chemical and engineering industries and a president of the Chamber of Commerce in the State and presided over by the Minister for Industries.

(The Statesman, 26 September 1956).

35. Productivity.

India - October 1956.

Productivity in Collieries: Study by Department of
Mines.

At the instance of the Director, Public Management Studies, Planning Commission, the Department of Mines, Ministry of Labour, undertook a study of productivity in coal mines in relation to machinery used, the results of which have been published at pp. 175-182 of the Indian Labour Gazette, September 1956.

The Department has been publishing for about five years, regularly, monthly data on output per manshift in the collieries in India. The figures are published separately for each field and show the output per manshift (o.m.s.) worked by:

- (a) Miners and loaders,
- (b) all persons employed underground and in open-workings,
- and (c) all persons employed below and above ground.

With a view to providing a more direct measure of the contribution of the various major categories of employees to the output, data have also been published since January 1955 on the number of manshifts worked per ton of coal raised by:

- (a) miners and loaders,
- (b) all persons employed underground and in open-workings,
- and (c) surface employees,

which when added up give the total number of man-shifts worked per ton of coal raised (i.e. the reciprocal of the o.m.s.). These figures, however, do not indicate the contribution to productivity of the various types of machines used.

Extent of use of machinery.- Use of machinery in the coal mines in India has been on the increase. Of the 853 coal mines which worked in 1954, 477 were using mechanical power in some form or another. The machinery used for production purposes may consist of coal-cutting machines, drills, mechanical loaders, mechanical conveyors, haulage machinery, etc. In 1954, coal-cutting machines numbering 507 (including 12 of the percussive type) were used in 151 collieries and were responsible for cutting about 8.2 million tons of coal out of a total output of 36.88 million tons. Seven mechanical loaders in use helped in loading nearly 93,000 tons of coal. Mechanical conveyors of an aggregate length of nearly 34,000 ft. assisted in moving nearly 1.2 million tons of coal from the coal face. Information regarding the number of mechanical drills and other types of machinery is not available.

The following table shows trends in the percentage of coal handled mechanically and the output per man-shift during the five years ending 1955:-

Year	Percentage of coal			output per man-shift(tons)		
	Cut by machines.	Loaded by machines.	Conveyed by machines.	Miners & loaders.	All persons under-ground and open-workings.	Overall
1951 --	18.9	0.6	2.1	1.03	0.56	0.34
1952 --	19.2	0.5	2.4	1.04	0.56	0.35
1953 --	22.2	0.2	2.7	1.05	0.57	0.35
1954 --	22.2	0.3	3.2	1.09	0.58	0.37
1955 --	22.8	0.3	3.4	1.10	0.59	0.37

It is to be expected that the use of machinery improves the o.m.s. appreciably in spite of the fact that extra labour would be employed in attending to the machines. It should be remembered, however, that mechanisation is only one of the factors influencing productivity, which depends, besides on various other factors such as type and stage of mining (e.g. development, depillaring or quarrying), nature of coal, use of explosives (in conjunction with coal-cutting machines), working conditions, experience and skill of the labour force, etc. Generally speaking the productivity of miners and loaders is found to be higher in quarries than in underground mines. Quarrying, however, involves certain additional types of work such as earth-cutting which is not involved in underground mining. The ratio of 'other labour' to miners and loaders is therefore generally higher in a quarry than in an underground mine. The overall productivity may, therefore, in some cases be less in the opencast workings than in underground mines.

Among the underground mines again productivity may be higher at the depillaring stage than at the development stage. Productivity also depends on the thickness of the seam, which for good results, should not be less than six feet. The harder coals are more difficult to cut than the softer ones. It is only to be expected that proper working conditions add a great deal to the productivity of labour whether it be in the factory or in the mine, but these vary from mine to mine. Environmental temperatures, ventilation, and lighting conditions, all affect productivity to some extent.

To measure precisely the effect of the use of the particular type of machinery on productivity it is necessary to keep all the other factors which are likely to affect productivity constant. But the above discussion shows that the influencing factors are numerous and some of them are not measurable in statistical terms. Even in respect of the measurable factors requisite details are not available. A precise and intensive study on the desired lines could therefore be taken up only on a limited scale at the mine level.

The study undertaken by the Department has therefore had to be restricted to the available data. Information ~~has~~ is available in the Department as to which of the mines have:

- (a) Coal cutting machines,
- (b) Mechanical Loaders,
- (c) Mechanical Conveyors,
- (d) Mechanical Haulage.

Information is also available on the number and types of machines available and on the quantity of coal cut, loaded or conveyed by the machines. No information is available on the mechanical drills used. In view of these limitations, the study is designed only to give an idea of the productivity in mines using each of the above four types of machinery.

Classification of mines.- For purposes of the study, the collieries have been classified according to machinery used as follows:-

- Ø - Non-mechanised mines.
- D - Mines having only mechanical haulage.
- AD - Mines having coal-cutting machines and mechanical haulage.
- ACD - Mines having coal-cutting machines, mechanical conveyors and mechanical haulage.
- ABD - Mines having coal-cutting machines, mechanical loaders and mechanical haulage.
- ABCD - Mines having coal-cutting machines, mechanical loaders, mechanical conveyors and mechanical haulage.

Mines having other possible combinations do not exist.

The collieries are further classified as underground mines and open-cast workings. Mines having both underground and open-cast workings have generally been excluded from the study except in the State of Assam, where all the mines have both underground and opencast workings. Composite mines where the open workings form an insignificant part ~~of~~ have however been taken as underground mines and likewise those in which underground workings form an insignificant part have been taken as opencast workings.

State collieries have been separated from private collieries as standards of managerial efficiency in the two categories are different (and as the former are only a few in number, they have been excluded from this study). Since the geological conditions vary from field to field, the collieries have also been grouped fieldwise. After this manifold stratification and elimination in which an effort has been made to make each ultimate cell as homogeneous as possible in terms of the factors that have been left out of the study, it is found that in some of the cells the number of mines included is rather small being only one, two or three. On the other hand, in a few cases, namely the O (non-mechanised) and D (Mechanical haulage only) categories of mines in the fields of Jharia and Raniganj the number of mines was rather large. In view of the volume of work involved in computing in each case the number of manshifts worked by the various categories of workers and working out the productivity figures, it has been ~~decided~~ decided to limit the tabulations in the case of these four extra-large cells to a systematic sample of 1 in 2. In all the other cases information has been tabulated in respect of all the mines in the cell.

The tabulations have been confined to one year, namely, 1954. Information relating to output and number of manshifts worked has been tabulated in respect of each of the mines and the c.m.s. has been computed separately for:

- (a) minefs and loaders,
 - (b) all persons employed underground or in open-workings,
 - (c) all persons employed below and above ground,
- as in the usual monthly tabulations. Although the average for each cell has been computed as a ratio of aggregates, figures for each mine have also been worked out to give an idea of the range of variation. The results are shown in the tables below:-

C - Non-mechanised Mines - Output per man-shift.

Field	No. of mines.	Miners and loaders			All persons underground and openworkings.			All persons above and below-ground.		
		Maxi- mum.	Mini- mum.	Aver- age.	Maxi- mum.	Mini- mum.	Aver- age.	Maxi- mum.	Mini- mum.	Average.
Assam -										
Underground & Openworkings.	11	1.16	0.13	0.49	0.83	0.07	0.35	0.43	0.04	0.21
Rajiganj -										
Underground.	14	1.13	0.36	0.76	0.96	0.24	0.53	0.47	0.10	0.37
Openworkings.	23	2.80	0.52	0.90	1.34	0.14	0.51	0.90	0.10	0.35
Jharia -										
Underground.	37	1.94	0.25	0.95	1.77	0.21	0.69	0.79	0.17	0.42
Openworkings.	35	4.46	0.07	1.42	1.65	0.06	0.59	1.05	0.03	0.35
Ramgarh -										
Underground.	2	1.24	0.68	0.94	0.42	0.40	0.41	0.31	0.30	0.31
Openworkings.	6	1.75	0.90	1.35	0.58	0.31	0.45	0.48	0.27	0.37
Karanpura -										
Underground.	3	1.03	0.83	0.90	0.86	0.66	0.74	0.54	0.41	0.48
Openworkings.	5	2.29	0.76	1.61	0.53	0.09	0.42	0.39	0.06	0.30
Madhya Pradesh -										
Underground.	1	-	-	0.74	-	-	0.41	-	-	0.31
Openworkings.	2	1.45	0.93	1.18	0.46	0.43	0.44	0.36	0.32	0.34
Vindhya Pradesh -										
Underground.	2	0.96	0.92	0.92	0.84	0.66	0.66	0.40	0.39	0.40
Openworkings.	1	-	-	1.06	-	-	0.33	-	-	0.22

D - Mines using mechanical haulage only - Output per man-shift.

Assam -										
Underground & Openworkings.	2	0.71	0.66	0.70	0.47	0.19	0.41	0.38	0.11	0.30
Rajiganj -										
Underground.	52	1.38	0.37	0.86	0.89	0.26	0.57	0.57	0.17	0.34
Jharia -										
Underground.	43	1.93	0.62	0.97	1.34	0.46	0.62	0.60	0.26	0.34
Openworkings.	1	-	-	2.65	-	-	0.70	-	-	0.43
Karanpura -										
Underground.	4	0.99	0.82	0.96	0.73	0.57	0.70	0.48	0.37	0.44
Openworkings.	3	2.88	1.50	2.17	0.44	0.29	0.34	0.31	0.25	0.26
Madhya Pradesh -										
Underground.	14	3.46	0.22	1.12	1.00	0.08	0.48	0.77	0.04	0.30
Orissa -										
Underground.	1	-	-	0.64	-	-	0.44	-	-	0.29
Hyderabad -										
Underground.	1	-	-	0.67	-	-	0.48	-	-	0.27

27

**AD - Mines using coal-cutting machines and mechanical haulage.
Output per man-shift.**

Field	No. of mines.	Miners and loaders.			All persons underground and openworkings.			All persons above and below-ground.		
		Maxi- mum.	Mini- mum.	Aver- age.	Maxi- mum.	Mini- mum.	Aver- age.	Maxi- mum.	Mini- mum.	Average.
Assam -										
Underground & Openworkings.	2	1.88	1.74	1.82	0.72	0.66	0.67	0.48	0.41	0.46
Raniganj -										
Underground.	59	2.34	0.66	1.09	0.96	0.28	0.57	0.57	0.21	0.33
Jharia -										
Underground.	28	1.76	0.57	1.02	0.89	0.39	0.58	0.56	0.25	0.35
Ramgarh -										
Underground.	1	-	-	1.94	-	-	1.10	-	-	0.65
Karanpura -										
Underground.	1	-	-	1.20	-	-	0.76	-	-	0.52
Madhya Pradesh -										
Underground.	23	2.71	0.53	1.20	0.86	0.26	0.56	0.57	0.15	0.37
Vindhya Pradesh -										
Underground.	2	1.24	1.18	1.21	0.74	0.64	0.69	0.44	0.38	0.41
Orissa -										
Underground.	3	1.66	0.86	1.54	0.65	0.19	0.53	0.38	0.05	0.33
Hyderabad -										
Underground.	2	1.19	0.93	1.13	0.61	0.40	0.57	0.38	0.30	0.37

**ACD - Mines using coal-cutting machines, mechanical conveyors and mechanical haulage.
Output per man-shift.**

Raniganj -										
Underground.	8	9.39	1.15	1.47	0.95	0.48	0.60	0.55	0.32	0.38
Jharia -										
Underground.	2	1.76	1.02	1.46	0.79	0.49	0.68	0.42	0.31	0.38
Karanpura -										
Underground.	1	-	-	1.25	-	-	0.78	-	-	0.40

**ABD - Mines using coal-cutting machines, mechanical loaders and mechanical haulage.
Output per man-shift.**

Jharia -										
Underground.	1	-	-	0.81	-	-	0.56	-	-	0.35

ABCD - Mines using coal-cutting machines, mechanical loaders, mechanical conveyors and mechanical haulage. Output per man-shift.

Jharia -										
Underground.	1	-	-	1.23	-	-	0.56	-	-	0.29
Hyderabad -										
Underground.	1	-	-	0.92	-	-	0.45	-	-	0.26

It may be of interest, to bring together some of the key figures with a view to indicating the broad trends. While each of the measures of output per man-shift given in the tables has its own significance, the most appropriate measure for assessing the influence of mechanisation on productivity seems to be the output per manshift worked by all persons employed underground or in open-workings. The output per manshift worked by miners and loaders does not obviously reveal the effects, if any, of using mechanical conveyors or mechanical haulage although it is the best measure to reflect the effect of the use of coal-cutting machines. The overall output per manshift, on the other hand is affected by the inclusion in the labour figures of such employees as those engaged in coke making, coal washing and screening provision of labour amenities, etc., which do not exist in all collieries and even where they do, vary in extent. The trends indicated by the figures ~~where they do~~, relating to output per man-shift worked by all underground/open-workings employees are shown in the table below in a summary form:-

Category	Assam		Raniganj		Jheria		Ramgarh	
	u.g.	O.W.	u.g.	O.W.	u.g.	O.W.	u.g.	O.W.
O	--	<u>0.35</u>	0.53	0.51	0.69	0.59	<u>0.41</u>	0.45
D	--	<u>0.41</u>	0.56	=	0.62	<u>0.70</u>	=	=
AD	--	<u>0.67</u>	0.57	=	0.58	=	<u>1.10</u>	=
ACD	--	=	0.60	=	<u>0.68</u>	=	=	=
ABD	--	=	=	=	<u>0.56</u>	=	=	=
ABCD	--	=	=	=	<u>0.56</u>	=	=	=

Category	Karanpura		Madhya Pradesh		Vindhya Pradesh		Orissa	Hyderabad
	u.g.	O.W.	u.g.	O.W.	u.g.	O.W.	u.g.	u.g.
O	--	<u>0.74</u>	0.42	0.41	<u>0.44</u>	0.66	0.33	=
D	--	<u>0.70</u>	<u>0.34</u>	<u>0.48</u>	=	=	0.44	0.48
AD	--	<u>0.76</u>	=	0.56	=	<u>0.69</u>	<u>0.53</u>	<u>0.57</u>
ACD	--	<u>0.78</u>	=	=	=	=	=	=
ABD	--	=	=	=	=	=	=	=
ABCD	--	=	=	=	=	=	=	0.45

N.B.- The underlined figures relate to small groups of not more than three mines.
 u.g.- Underground.
 o.w.- Openworkings.

The relatively high output per manshift in non-mechanised and less mechanised mines in the Jharia field may be due to the existence of surplus labour in the older mines of this field. The possibility of a tendency on the part of small producers to over-report their output with a view to securing higher loco orders and better wagon supplies cannot also be discounted. The mines which are mechanised are generally the larger ones engaged in deep mining under difficult conditions. In the case of Hyderabad, it would be seen that the most mechanised group (ABCD) shows the lowest o.m.s. This is due to the fact that the mining conditions in this particular group of mines are comparatively difficult. Moreover, although all the four types of machines are used in this group of mines, the volume of coal cut by coal-cutting machines in this group is much smaller than in the AD group.

(Indian Labour Gazette, Vol. XIV, No. 3, September 1956).

'L'

36. Wages.

India - October 1956.

Meeting of Central Minimum Wages Advisory Board,
New Delhi, 20 September 1956: Fixed Work Hours
for Farm Labour recommended.

The fixation of hours of work and rest intervals for agricultural labour as in the case of industrial employment covered by the Minimum Wages Act, 1948, was recommended by the Central Minimum Wages Advisory Board, at a meeting held at New Delhi on 20 September 1956. Shri P.M. Menon, Joint Secretary, Union Ministry of Labour, presided.

The board also suggested that registers of employment of agricultural labour should be maintained only by persons with holdings of ten acres of land.

It also recommended that the Central Government should, in the light of the labour policy outlined in the second Five-Year Plan and in consultation with the State Governments, prepare a list of industries which were to be added to the schedule of the Act, and suggested that employment in mines and quarries, casual employment and employment in coal handling in the railways (both departmental and contract) and employment in ports and docks (other than those covered already) should be added to the schedule.

The list, the board recommended, should be placed before it at the next meeting.

The need for amending the Minimum Wages Act so as to invalidate agreements or contracts whereby employees could relinquish or reduce their rights and privileges or concessions accruing to them under the Act was accepted by the board. It also accepted the need for including a provision in the Act for the protection of persons making complaint to the authority about short payment of wages.

A resolution adopted by the board recommended to the State Governments, which have so far not provided rules for weekly rest with pay, to do so now.

(The Hindustan Times, 21 September 1956).

39. International Economic Relations.

India - October 1956.

India Signs New Trade Agreements with Germany,
Chile, Austria and Burma.

During the months of September and October 1956, the Government of India signed new trade agreements with East Germany, Chile and Burma and extended the trade agreement with Austria.

Agreement with Germany.- It has been agreed to facilitate the movement of goods between the two countries in accordance with the import, export and foreign exchange regulations in force in each country.

"The important items included in the list of exports from India to the German Democratic Republic are tobacco, manufactured and unmanufactured, mica, chrome ore, ilmenite, iron ore, kyanite ore, manganese ore, shellac, vegetable oils, cashewnuts, cashew shell oil, textiles, (cotton, silk and art silk, woollen and jute), coir, coir manufactures, handicrafts and products of India's chemical and engineering industries.

"The important items in the list of imports from the German Democratic Republic to India are various kinds of machinery, locomotives (electric, diesel and steam), plant and equipment for cement and sugar production, optical and scientific instruments and appliances, wireless communications equipment, newsprint and raw films."

Mr. Gerhard Weiss, Deputy Minister for Foreign Trade of the German Democratic Republic, said at New Delhi on 8 October 1956, that East Germany was ready to co-operate in planning, setting up and operating certain industrial plants in India under the second Five-Year Plan. It was proposed that details should be discussed separately by delegations authorized by the Government of the two countries.

Agreement with Chile.- The agreement with Chile provides for maximum possible facilities being given by the two countries to import and export commodities of interest to either party.

Among items available under the agreement for export to Chile are walnuts and cashew kernels, jams, chutneys and pickles, pepper, spices, tea, coffee, unmanufactured tobacco, mica, shellac, vegetable oils (non-essential), coir manufactures such as coir yarn, coir mats, matting and carpets, chemicals, drugs, medicines and medicinal herbs, hides and skins, leather and leather manufactures, cotton piecegoods, jute yarn and fabrics, silk, art silk and woollen fabrics, films, handicrafts and cottage industry products, light engineering foods and ores.

Items for import from Chile include pulses, barley, fresh and dried fruits, canned foodstuffs, wine, sulphur, Chilean nitrates, iodine, copper, lead, copper manufactures and semi-manufactures, pig iron, steel and hard and soft timbers.

At the request of the Chilean delegation which negotiated with the Government of India for the agreement, the Government of India has agreed to facilitate imports of Chilean nitrates into India during the first three years of the agreement and the Chilean Government has agreed to do all it can to secure a substantial increase in the imports from India into Chile of tea, coffee, pepper, edible oils, shellac, jute manufactures, leather manufactures and exposed films.

The agreement takes effect immediately and will be valid up to the end of 1959.

Agreement with Austria.— Letters were exchanged between the representatives of India and the Austrian Federal Republic at Vienna extending the validity of the Indo-Austrian trade agreement up to June 1957.

The trade agreement was originally signed on 9 December 1952, for two years ending 30 June 1954, and was extended from time to time. It was last extended on 29 December 1955, and was valid up to 30 June 1956.

In terms of the latest exchange of letters, the Austrian Federal Government has agreed to licence freely for importation into Austria from India of tea, carpets, sports goods, hydrogenated oil (for industrial purposes only) and raw cotton. Other commodities that are permitted to be imported freely into Austria from India are castor oil, coir, coir yarns, fibre for brushes and brooms, handicraft manufactures of ivory, brass, horn and brocade, iron ore, manganese ore, mica, shellac, linseed oil, myrobalans spices, cashew nuts and tanned leather.

The Austrian Federal Government has also agreed to licence import of cotton fabrics, unbleached, to the extent of 20,000 lb from India.

Agreement with Burma.- On 5 September 1956, the Governments of India and Burma signed a five-year trade agreement under which steps will be taken to achieve "as near a balance in their trade as may be possible". The two Governments have agreed to give "full consideration" to suggestions that may be made by either Government for the development and expansion of commerce and diversification and balancing of trade between the two countries.

Import and export of commodities from and into either country will be subject to import, export and foreign exchange regulations in force in the two countries.

Both Governments have also agreed to promote the development and interests of shipping of their countries.

The important commodities, included in the schedule attached to the agreement, for export from India, are: textile, cotton, woollen, silk and art silk; jute manufactures, tea, fish, dried and salted (including prawns); oils and oilseeds; tobacco; raw and unmanufactured; chemicals, pharmaceuticals, drugs and medicines; soap and toilet requisites; paints and varnishes; engineering goods, such as diesel engines, pumps, sewing machines, textile machinery, machine tools, rice, flour and oil crushing machinery; agricultural implements; automobiles; electrical goods such as generators, radio receivers and electric fans; household effects such as cooking ranges, heaters, household electric fittings, carpets, durries and safes; steel furniture, household appliances, surgical and medical instruments, scientific instruments, leather manufactures, handicrafts, coir and coir products, and sports goods.

The commodities included in the schedule for export from Burma are: rice, pulses and beans; maize, raw cotton; teak; hardwood; lac, cutch, tung oil; rubber, tin ore; zinc concentrates; wolfram ore; copper matte; pig lead and ore; handicraft and cottage industry products; precious stones; semi-precious stones and synthetic stones.

(The Statesman, 6 and 8 September 1956 and 9 and 17 October 1956).

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

INDIA - OCTOBER 1956.

41. Agriculture.

Andhra Tenancy Act, 1956 (No. XVIII of 1956).

The Government of Andhra published on 13 September 1956, the text of the Andhra Tenancy Act, 1956, of the Andhra Legislative. The Act which received the assent of the President on 9 September 1956 provides for the payment of fair rent by cultivating tenants and for fixing the minimum period of agricultural leases in the State.

The Act prescribes that the maximum rates of rent payable by a cultivating tenant to a landlord, expressed in terms of proportion of gross produce, shall be -

(i) in the case of crops other than commercial crops -

(a) grown on lands under Government irrigation sources other than lands falling under sub-clause (b) - 50 per cent of the gross produce;

(b) grown on lands irrigated by baling from Government irrigation sources - 28 1/3 per cent of the gross produce;

(c) grown on other lands, including unirrigable lands - 45 per cent of the gross produce;

(ii) in the case of commercial crops - 45 per cent of the gross produce.

The cultivating tenant shall bear all the cultivation expenses inclusive of the cost of seed, ploughing, manuring, harvesting and threshing, and the landlord shall be liable to pay all dues payable to the Government and local authorities, in respect of the land, including the water-rate.

Every landlord and his cultivating tenant shall come to an agreement in regard to the form of tenancy, and in particular as to whether the rent shall be paid in the form of a share in the produce, or in the form of a fixed rent in kind, or in the form of a fixed rent in cash.

Notwithstanding such agreement between the landlord and the cultivating tenant for the payment of an agreed rent, either party may apply to the Tahsildar for the fixation of fair rent for the holding. Such fair rent shall not exceed the maximum rent specified above.

The minimum period of every lease entered into between a landlord and his cultivating tenant on or after the commencement of this Act shall be six years. Every such lease shall be in writing and shall specify the holding, its extent and the rent payable therefor, with such other particulars, as may be prescribed.

Other provisions of the Act deal inter alia with remission of rent for total or partial failure of crops, conditions for termination of tenancy, surrender of holding by cultivating tenant, and adjudication of disputes between landlord and tenant.

(Andhra Gazette, Part IVB,
15 September 1956, pp. 171-180).

Mysore Plantation Labour Rules, 1956.

The Government of Mysore published on 1 November 1956, the Mysore Plantation Labour Rules, 1956, made in exercise of the powers conferred under the Plantations Labour Act, 1951. The rules prescribe inter alia the powers and functions of the inspecting staff, provisions relating to health, medical facilities and welfare, procedure relating to meetings of advisory board, hours and limitation of employment, procedure regarding payment of sickness and maternity allowances and forms of registers and returns.

(Notification No.L.S.5938-LW-158-54-4
dated 20 October 1956;
The Mysore Gazette, Part IV, Section 1c,
1 November 1956, pp. 1449-1495).

'L'

Bihar Consolidation of Holdings and Prevention of Fragmentation Act, 1956 (No. XXII of 1956).

The Government of Bihar published on 10 October 1956 the text of the Bihar Consolidation of Holdings and Prevention of Fragmentation Act, 1956, of the Bihar Legislature. The Act which received the assent of the President on 6 September 1956 empowers the Government to make consolidation of holdings for the purpose of better cultivation of lands in any area in the State. The Act deals with preparation of draft scheme for consolidation, submission of scheme to the Director of Consolidation, payment of compensation, if any, under the scheme of consolidation, determination of standard area and treatment of fragmentation.

(Bihar Gazette, Part IV, 10 October 1956, pp. 85-100).

'L'

Madras Cultivating Tenants (Payment of Fair Rent)
Act, 1956 (No. XXIV of 1956).

The Government of Madras gazetted on 31 October 1956 the text of the Madras Cultivating Tenants (Payment of Fair Rent) Act, 1956, which received the assent of the President on 29 October 1956. The Act provides for the payment of fair rent by cultivating tenants in certain areas in the State. Fair rent is fixed at 40 per cent of the normal gross produce or its value in money in the case of wet land, 35 per cent of normal gross produce or its value in money in the case of wet land where the irrigation is supplemented by lifting water and in other cases 33 1/3 per cent of normal gross produce or its value in money.

(Fort St. George Gazette, Part IVB,
31 October 1956, pp. 75-81).

'L'

43. Handicrafts.

India - October 1956.

Mysore Khadi and Village Industries Bill, 1956.

The Government of Mysore published on 22 September 1956 the Mysore Khadi and Village Industries Bill, 1956, proposed to be introduced in the Legislative Assembly of the State.

The Bill provides for the setting up of a Khadi and Village Industries Board for the State. The functions of the Board are to prepare and organise schemes for the production and development of khadi and village industries, including training of personnel and other matters incidental thereto. The term 'village industry' has been defined to include 15 industries specified in a schedule to the Act and includes the khadi industry and such other industries as the State Government may add to the said schedule. The schedule lists the following industries:

(1) Bamboo industry, (2) bee-keeping, (3) blacksmithy, (4) carpentry, (5) cottage leather industry, (6) cottage oil industry, (7) cottage manufacture of matches, (8) fibre industry, (9) gur and khandasari, (10) handmade paper, (11) hand operated and bullock driven chakkis, (12) hand pounding of rice, (13) palm gur, (14) pottery, and (15) soapmaking with non-edible oils.

(The Mysore Gazette, Extraordinary,
22 September 1956, pp. 1-12).

Financial Aid for Handloom Weavers: Quantum increased.

The Government of India has decided to increase the quantum of financial assistance to handloom weavers for their working capital and for the purchase of improved equipment. At the same time, it has sanctioned a loan of 1.45 million rupees to the Madras Government for setting up a workshop to manufacture handloom accessories and equipment to meet the increased demand for better type of equipment.

The measures are intended to enable the handloom sector to achieve the target of additional cloth production in the second Five-Year Plan and make it possible for the weavers to raise their earnings. Under the second Plan the handloom sector has been allotted an additional production of 1,000 million yards of cloth - 700 million yards from mill yarn and the remaining 300 million yards from ambar charkha yarn. Handloom cloth production has increased from 800 million yards to 1,600 million yards a year in the past five years.

Under the new financial measures adopted by the Government, the limit of loans for working capital for looms in co-operative societies, working on cotton, has been raised from 200 rupees per loom to 300 rupees per loom. The Government has also abolished the previous distinction between looms already in the co-operative fold and those newly brought into co-operative s for the purpose of eligibility for loans. All looms now qualify for the loan up to 300 rupees each.

At the same time the amount of loans which can be granted to the central handloom co-operative societies from the Handloom Cess Fund has been doubled. So far loans were granted up to five times the paid-up share capital of the societies. The limit has now been increased to ten times.

For the purchase of better equipment for their looms, weavers have so far been given grants for specific items of equipment. The Government has now decided to grant an outright sum of 218 rupees each weaver. This represents the value of different items of equipment. The amount can also be utilized for purchasing a new frame-loom, provided with the necessary accessories. The production on frame- looms is appreciably higher than on the old type of looms.

(The Hindustan Times, 17 October 1956).

Development of Village Leather Industry:
Two Million Rupees Grant given by Government.

The Government of India has approved a programme for the development of the village leather industry during the current year.

The Ministry of Production has sanctioned loans and grants amounting to 2.081 million rupees to the All-India Khadi and Village Industries Board for implementing the programme.

Under the programme, 150 playing centres, 30 model tanneries and 20 bone-crushing units are to be set up in different parts of the country to give training in modern techniques of production, improve the quality of leather and provide employment to village artisans.

For establishing 150 playing centres, the Board will disburse grants of 450,000 rupees and loans ~~of~~ of 558,000 rupees to 150 registered co-operative societies and institutions. The amount will help them to meet the capital cost as well as recurring expenditure.

Training in fly^{ing} is also arranged at different institutions. So far 225 artisans have completed training. About 400 more artisans are to be trained this year. They will be paid stipends and tuition fees.

Tanning centres.- Training in tanning is also given in the training-cum-production centres, which are managed by co-operative societies and registered institutions. Twelve such centres have been established during the last three years. The programme for the current financial year envisages the continuance of these centres and provision for training for 180 workers.

Fifty-eight model village tanneries have been established so far. A sum of 225,000 rupees as grant and 75,000 rupees as loan have been given for establishing 30 more model tanneries. A loan of 210,000 rupees is to be advanced to them for working capital.

The construction of 500 modern scientific tanning pits will be undertaken, while 1,000 existing pits will be repaired. Twenty bone-crushing units are to be set-up this year in addition to the 40 existing units.

A sum of 23,000 rupees as grant and an equal amount as loan have been sanctioned for meeting the cost of equipment. A loan of 20,000 rupees is also provided for working capital.

(The Hindustan Times, 1 October 1956).

'L'

Programme for introducing Ambar Charkha:
Central Government accepts Recommendations
of Enquiry Committee subject to Certain
Modifications.

The Government of India, by a resolution dated 25 September 1956, has accepted the recommendations of the Ambar Charkha Enquiry Committee (vide pages 44-46 of the report of this Office for July 1956) subject to certain modifications. The Resolution states that the Committee had made 45 recommendations which may be grouped under the following main heads:-

- (i) organisation including co-operatives and a decentralised set-up, to make for the development and transformation of village economy;
- (ii) training;
- (iii) research and experiments;
- (iv) marketing including quality marking and certification;
- (v) testing of the Ambar Charkha and its accessories, before being used for production;
- (vi) cultivation of cotton;
- (vii) technological efficiency of the Ambar Charkha and the yarn produced;
- (viii) financial provision required for the Ambar Charkha programme including the aspect of subsidy;
- (ix) programme for 1956-57 and its possible expansion during 1957-58;
- (x) incorporation of existing khadi looms and existing handlooms using mill yarn, within the programme;
- (xi) preference to handloom weavers' families in the matter of training and supply of Ambar Charkhas;
- (xii) establishment of finishing centres; and
- (xiii) use of Ambar Cloth for Government requirements.

The Government has examined these recommendations and accepted them subject to certain comments and modifications indicated below:-

(i) Recommendation No.5 states that Government should set up a separate Textile Research Centre mainly devoted to decentralised spinning and weaving, with regional centres. With a view to effect economy as also to utilise the experience of existing textile research institutes, Government has decided that instead of establishing a separate centre, the work of further research and experiments should be entrusted to the existing textile technological institutes and that the latter should be given financial assistance where necessary. The Village Industries Research Institute under the All India Khadi and Village Industries Board will also be utilised for the purpose.

(ii) In recommendation No.12, the Committee has suggested that Ambar Charkhas should be manufactured on a fully decentralised basis and not in central factories. While Government has accepted this recommendation in principle *it has they have*, as an interim measure and in deference to the needs of the immediate situation, agreed that Ambar Charkhas may be manufactured in factories on a limited scale.

(iii) In recommendation No.17, it has been stated that the concept of "certification" by the All India Khadi and Village Industries Board should gradually give place to the concept of a normally decentralised village industry and that there should be ultimately no "certification" of looms by the Board. In view of the need of distinguishing Ambar cloth for purposes of subsidy as also to retain certain other advantages inherent in the system of "certification", Government have decided that "certification" should continue for some time more.

(iv) The Committee in Recommendation No.19, has suggested that effort should be directed at every point towards the target in the first instance of bringing down the need for subsidy to a total of annas -/2/- in the rupee for Ambar cloth. In recommendation No.38, the Committee has desired that the objective should be stated and established of attaining the point where subsidy would no longer be necessary for decentralised spinning and weaving. Government consider that the time is not ripe to take a decision on these recommendations. These will be considered as and when circumstances warrant.

(v) In recommendation No.27, the Committee has stated that the existing Khadi looms should all go over to Ambar yarn as part of the first phase of the programme and the traditional charkha should be progressively replaced by the Ambar Charkha. In recommendation No.28, the Committee has reiterated the view that existing handlooms should be brought into the scheme to weave Ambar yarn instead of new handlooms being set up specially for the purpose. Government consider that there should be no element of compulsion and are of the view that the switch-over will take place naturally as the superiority of the Ambar Charkha is established. They have, however, accepted the Committee's view that as far as possible the bringing into being of a new group of weavers at the cost of existing professional weavers should be avoided.

69

(vi) In recommendation No.32, the Committee has recommended that subject to organisational problems being solved in a practical manner, members of weavers' families should be trained and supplied with Ambar Charkhas in preference to others and at least 75 per cent of the spinners, other than the present spinners of traditional khadi yarn, should be from weavers families. In partial modification of this, Government have decided not to adhere to the figure of 75 per cent advocated by the Committee rigidly since there will be other considerations determining the location and distribution of Ambar Charkhas. Government, however, desire that this recommendation should be implemented as far as practicable.

(vii) In recommendation No.33, it has been stated that subject to organisational problems being solved in a practical manner. Ambar yarn produced for weaving should, except only for the training to be imparted, be spun in the spinners' homes and not at spinning centres. While Government have accepted this recommendation in principle, in order to meet the immediate necessity of expediting production, they have for the time being permitted the setting up of a few organised production centres.

(Gazette of India, Part I, Section 1,
6 October 1956, pp. 358-359).

'L'

Khadi and Village Industries Commission Act, 1956
(No. 61 of 1956).

The Government of India gazetted on 26 September 1956, the text of the Khadi and Village Industries Commission Act, 1956, which received the assent of the President on 25 September 1956. The Act provides for the establishment of a Commission for the development of khadi and village industries and for matters connected therewith. The term 'village industries' has been defined to mean all or any of the industries specified in the schedule to the Act and includes any other industry deemed to be specified in the schedule by reason of a notification under the Act. The Schedule lists the following industries viz., bee keeping, cottage soap industry, flaying, curing and tanning of hides and skins and ancillary industries connected with the same and cottage leather industry, ghani oil industry, hand made paper, manufacture of cane-gur and khandisari, palm-gur making and other palm-products industry, and processing of cereals and pulses.

(The Gazette of India, Extraordinary, Part II, Section 1, 26 September 1956, pp. 972-982).

'L'

Punjab Khadi and Village Industries Board Act, 1955
(No. 40 of 1955).

The Government of Punjab gazetted on 25 October 1956, the text of the Punjab Khadi and Village Industries Board Act, 1955 of the legislature of the State of Punjab. The Act which received the assent of the President on 16 October 1956, provides for the establishment of a State Statutory Board for encouraging and intensifying the khadi and village industries in the State. The term 'village industries' has been defined to mean such industries which generally form the normal occupation of the State whether whole-time or part-time of any class of rural population of the State and in particular such industries as may be recommended from time to time by the All-India Khadi and Village Industries Board and such other industries as the State Government may specify in this behalf in consultation with the Board.

The functions of the Board include inter alia assisting and encouraging khadi and village industries, conducting training centres and training people with a view to equip them with the necessary knowledge for starting or carrying on the industries, arranging for the manufacture of tools and implements required for the industries, arranging for the publicity and the sale of finished products, undertaking and encouraging research work, etc.

(Punjab Government Gazette, Extraordinary,
Dated 25 October 1956, pp. 1354 H - 1354 U).

44. Merchant Marine and Fisheries.

India - October 1956.

Developing Fisheries on Scientific Lines:
All-India Fisheries Conference, Madras,
19 - 21 September 1956.

An All-India Fisheries Conference, convened by the Union Ministry of Agriculture, was held at Madras from 19 - 21 September 1956. The meeting was inaugurated by the Governor of Madras. Dr. Punjabrao Deshmukh, Union Minister for Agriculture, presided. It was attended by over 100 delegates representing various States, the Ministry of Food and Agriculture, Fishing industry, and fishermen's co-operative societies. Representatives of the Food and Agricultural Organisation, Technical Co-operation Mission, foreign experts attached to the Government of India, and Shri M.V. Krishnappa, Union Deputy Minister, were also present.

Dr. Deshmukh's address.- Dr. Deshmukh, in the course of his speech said that as a source of food, fisheries stood almost at par with animal husbandry for providing the animal protein requirements of the people. In accordance with the Report of the Nutrition Advisory Committee the population needed the minimum of 4.05 million tons of fish, while the present production was estimated at barely 1.1 million tons. There was thus a great gulf at present between the production and consumption requirements based on considerations of nutrition.

He said that under the constitution, the Central Government was responsible for fisheries research and fishing and fisheries beyond the territorial waters. In 1947, two Central Fisheries Research Stations were established, one for research on problems connected with marine fisheries and the other for those connected with fresh water and brackish water fisheries. These Stations have a number of Sub-Stations. A Pilot Deep-Sea Fishing Station was established in 1948 to undertake exploratory fishing with the object of charting fishing grounds, determining fishing seasons and fishing intensities, assessing the suitability of different kinds of fishing craft and gear under Indian conditions and training of Indian personnel in powered fishing methods.

Dr. Deshmukh pointed out that under the first Five-Year Plan a provision of 41.36 million rupees for State fishery schemes and 10 million rupees for Central schemes had been made. In addition, financial assistance to the extent of 16.65 million rupees was provided to the State Governments during the last ten years for implementing fishery schemes under the Grow-More Food Campaign. He was glad to find that a considerable measure of success has been achieved in spite of the various administrative and technical difficulties.

Inland fisheries.- Dr. Deshmukh said that for the development of inland fisheries, efforts had been made in almost all States to introduce fish farming on a large scale. There was a large variety of fishes in India suitable for cultivation in ponds and other impounded waters and special studies were being made on these species at the Central Inland Fisheries Research Station, which was also developing improved techniques in pisciculture and arranging to supply fish seed to the deficit States. In addition to the numerous village ponds and tanks, large reservoirs, which were being constructed in connection with the river valley projects, offered a good scope for development of fisheries.

Efforts were also being made for increasing fish production from the sea, both in the coastal areas and the offshore deep waters. Fishing in the coastal belt was already very intensive, but steps were being taken to improve the catches by extending the range and time for operations of the fishing boats by installing engines and ~~introducing~~ introducing more suitable types of mechanised craft. Considerable progress in mechanisation of existing craft had been made in Bombay and the catches had increased by three or four times because the fishermen were able to fish for longer hours and reach more distant fishing grounds. F.A.O. experts and Norwegian Foundation were assisting the maritime States in designing improved types of boats and fishing from powered boats and satisfactory results were reported to have been achieved in many places. Exploratory fishing with trawlers, conducted by the Central Government from Bombay and by West Bengal Government from Calcutta, had given valuable information on the fishing grounds and fishing seasons off the coasts of Bombay and Saurashtra and off the mouth of the Mahanadi. It was proposed now to establish more such stations on both east and west coasts.

Marketing of fish.- As regards marketing of fish, Dr. Doshmulkh said that the problem was rather complicated. Co-operative marketing had not made much headway on account of the poor financial condition of co-operative societies and the well-entrenched position of the fish traders and middlemen. Efforts were, however, being made to organise multi-purpose Co-operative Societies for improving the socio-economic conditions of fishermen and assisting them to undertake co-operative fish marketing. The needs of the industry for transport and storage facilities are also being looked after. He added that fairly generous assistance had been received from foreign assistance programmes. The F.A.O. had been providing technical assistance for the development of Indian fisheries. The Government of United States of America under their Technical Co-operation Programme, had also been giving substantial assistance by providing equipment and technical personnel. Under the Indo-Norwegian Project co-operation programme, a Fishing Community Development Project had been established in Travancore-Cochin and was functioning successfully in improving the economic, health and sanitary conditions of the fishermen community within the Project area by introducing motorised fishing, providing ice and marketing facilities and also improving supplies of drinking water and facilities for medical relief.

Training of personnel.- In conclusion, Dr. Doshmulkh said that in order to provide the necessary technical personnel for implementing the various activities, the Government was setting up a number of fishery training centres in the country and also continuing to depute trainees to foreign countries.

(The Hindu, 20 September 1956).

'L'

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - OCTOBER 1956.

50. General.

Labour Conditions in the Match Industry in India.

The Labour Bureau, Ministry of Labour, undertook in May 1955 an ad hoc enquiry into conditions of labour in the match industry, with a view to bringing up-to-date the data on the match industry contained in the report of the Labour Investigation Committee and in continuation of two earlier enquiries the results of which were published in August 1950 and February 1952 issues of the Indian Labour Gazette. The results of the enquiry, based on replies received from 26 out of the 78 units addressed, are briefly reviewed below.

Employment.- According to the statistics under the Factories Act, there were 132 working match factories in the Indian Union during 1954 and the daily average employment in 127 of these factories was 20,479. The present enquiry covers 26 match factories 25 of which employed 11,131 persons on 16 May 1954. The following table gives the statement of statewide distribution of the responding units, the number of workers employed, etc.

States	No. of Units furnish- ing information.	No. of workers employed on 16 May 1954					Total
		Direct Labour.	Contract Labour.	Men	Women	Children	
				44			
1. Andhra.	1	166	..	166	106	16	166
2. Assam.	1	1,059	..	1,059	1,059
3. Bombay.	1	2,042	..	1,996	46	..	2,042
4. Madhya Pradesh.	1	87	44	54	77	..	131
5. Madras.	15	3,048	774	2,148	1,580	94	3,822
6. Uttar Pradesh.	1	1,503	55	1,558	1,558
7. West Bengal.	1	1,880	..	1,880	1,880
8. Mysore.	1	The Unit was closed down in May 1954.					
9. Saurashtra.	1	112	51	108	55	..	163
10. Travancore-Cochin.	3	310	..	154	147	9	310
Total.	26	10,207	924	9,001	2,011	119	11,131

The employment covered in the units covered by the enquiry was more or less stationary during the years 1952, 1953 and 1954. An important feature of the industry is the concentration of labour in a few big units. Five out of the 26 units viz., the Assam Match Company and the Western India Match Factories at Ambernath (Bombay), Chingalpet (Madras), Bareilly (Uttar Pradesh) and at Calcutta, alone employed as many as 8,359 workers (or 75.0 per cent of the total) in 1954.

Of the 10,803 workers directly employed in May 1955, 7032 or 65.1 per cent were on piece-rates and the rest on time-rates. The proportion of piece-rated workers to total was much lower than the over-all figure in the units located in Saurashtra and Travancore-Cochin. In a few of the factories, however, workers were exclusively engaged either on time-rate or on piece-rate basis.

The over-all percentage of permanent workers to the total in 25 responding units was 93.2 in May 1955, the remaining workers being temporary. However, in the five big units nearly all workers i.e., 8,049 out of 8,098 were permanent. In thirteen units there were no temporary workers at all.

About one-fourth (26.8 per cent) of the total number of workers had put in a service of 10 years or more. About one third of the workers had put in between 5 to 10 years of service. The proportion of workers in these two categories to the total employed was higher (viz., 70 per cent) in the bigger units. Considerable difference exists in respect of length of service between permanent and temporary workers which is only natural.

The monthly average absenteeism varied from 2.3 to 30.4 per cent. Absenteeism figures in the bigger units employing more than 1,000 workers were as follows: Assam Match Co. Ltd. - 10.9 per cent. The WIMCO, Bombay - 12.1, The WIMCO, Madras - 19.8. The WIMCO, Bareilly (Uttar Pradesh) - 9.5, and the WIMCO, Calcutta - 9.7. The high rate in Madras is due to a strike in the factory.

Recruitment and training. - Labourers are recruited directly by the employers according to their requirements, specially in the smaller units. In some of the bigger units, however, the system of recruitment is regulated. The Western India Match Co., at Calcutta for instance, has adopted a progressive method for recruiting workers. In this unit applicants for semi-skilled jobs are selected after psychological tests, conducted in cooperation with the Applied Section of Department of Psychology of Calcutta University. Applicants for skilled jobs are usually put to trade tests before they are selected. In special cases vacancies are also notified to the employment exchange or in the newspapers.

The system of training workers exists in some of the bigger units. Even in these units the training is on an ad hoc basis and there is hardly any uniformity between the different units.

Wages and earnings.- Twenty-three units have supplied data regarding wages, allowances, etc., of the latest least paid unskilled workers in May 1955. In one of these units located in Madras the entire work was done on contract basis. Of the other 22 units, ten gave dearness allowance separately; in the remaining units the wages were consolidated ones. The monthly emoluments i.e., wages and dearness allowance (calculated on the basis of 26 working days in a month) varied from 9 rupees 12 annas in Madras to 93 rupees 7 annas in Bombay. In the five bigger units the employment emoluments were much higher than those prevailing in the smaller ones. The emoluments of workers in these units, which employed 8,098 workers in all in May 1955 were as follows:-

	Basic Wage.		Dearness Allowance.	
	Rs.	As.	Rs.	As.
(i) The Assam Match Co.Ltd., Dhubri.	20	4	30	2
(ii) The Western India Match Co.Ltd., (Ambernath)(Bombay).	27	10	65	13
(iii) The Western India Match Factory, Chengulpet, Madras.	29	4	54	10
(iv) The Western India Match Factory, Bareilly, Uttar Pradesh.	26	0	8	2
(v) The Western India Match Factory, Calcutta.	32	8	37	6

Dearness allowance was linked to consumer price index numbers in all these five units. In the remaining seventeen units the monthly emoluments were: Andhra - 13 rupees, Madhya Pradesh - 16 rupees 4 annas, Madras (11 units) - from 9 rupees 12 annas to 26 rupees, Mysore - 19 rupees 8 annas, Saurashtra - 26 rupees, Travancore-Cochin (2 units) - 22 rupees 12 annas in both.

Workers in a few units received other allowances such as house rent allowance, food concession allowance, night shift allowance, etc. In the Western India Match Factory at Madras workers were given a house rent allowance of 5 rupees per month. Foodgrain concession allowance was given by (i) The Assam Match Co., at the rate of 4 rupees per month, (ii) Western India Match Co., Factories at Calcutta and at Bareilly (Uttar Pradesh) at the rate of 2 rupees 15 annas per month. In the latter unit this allowance was known as Index allowance and it was linked to the cost of living index of Kanpur. The practice of giving night shift allowance existed in the Assam Match Co., and in all four factories of the Western India Match Company. The rates of allowance in these units were: Assam Match Co. - one anna per hour of night work i.e. from 5 p.m. onwards, Ambernath - one anna per hour with a maximum of 7 annas per shift, Chengulpet - 8 annas per shift, Bareilly - 1 rupee 9 annas per shift and Calcutta - one anna per hour. Attendance allowance was given in the Western India Match Co., Factory at Bareilly at the rate of 3 annas per day. In the WIMCO at Madras an attendance

54

bonus at the rate of 10 per cent of the basic wages was paid during 1954 for absence without permission not exceeding one day and at 5 per cent for absence without permission not exceeding two days in the month.

Bonus.- Of the 26 units, 14 replied stating that they were giving bonus of one kind or the other to the workmen. Details of the bonus paid in the five big units which employ the bulk of labour are as follows: The Assam Match Co. - An annual profit bonus at the rate of 37.5 per cent of the total basic wages is being given voluntarily by the management since 1948. In 1954 the profit bonus per worker amounted to about 7 rupees 9 annas per month. All the workers in this factory are also entitled to production bonus at the rate of half per cent of basic wages for every case produced in excess of 100 cases in a period of 17 hours. In 1955, each worker earned about 4 rupees 12 annas per month as production bonus. All the Western India Match Co., Factories at Madras, Bombay, Bareilly and Calcutta pay an annual bonus at the rate of 37.5 per cent of the basic earnings. In addition the workers are entitled to a production bonus in all the factories, except the one in Madras. The production bonus earned by the workers in the different Western India Match Co., factories was about 8 annas per day in Bombay and Bareilly and about 4 rupees 13 annas per month in Calcutta. The remaining nine small units located in Madras State usually give special bonuses on festivals like Pongal and Dewali; the rates of bonus in eight of these units varied from 8 days' basic wages to 45 days' basic wages per year. In the ninth unit workers were given bonus at a flat rate of 10 rupees per man and 2 rupees per woman and child.

Earnings.- Data regarding the average daily earnings of certain categories of workers in a few of these units, during May 1955, are available and the same are shown below.

(Please see table on the next page)

(rounded up to the nearest anna)

Jobs.	Bigger Units						Smaller Units					
	Madras		West Bengal.		Average.		Madhya Pradesh.		Travancore-Cochin.		Average.	
	Rs.	As.	Rs.	As.	Rs.	As.	Rs.	As.	Rs.	As.	Rs.	As.
1. Peeling Machineman.	4	9	4	5	2	2	2	8	1	11	2	2
2. Peeling Helpers.	4	7	3	11	3	15	1	11	1	8	1	10
3. Peeling Waste Transporters.	3	9	2	15	2	14	0	10	1	0	0	13
4. Box Making Drivers.	4	6	3	13	4	1	1	7	1	8	1	7
5. Box closing Drivers.	4	3	3	8	3	10	-	-	-	-	-	-
6. Box closing Assistants.	4	0	3	5	3	6	-	-	-	-	-	-
7. Continuous Machine Drivers.	4	11	4	7	4	7	-	-	1	8	1	8
8. Continuous Machine Feeders.	4	6	3	7	3	10	-	-	2	12	2	12
9. Box filling Machine Drivers.	4	2	3	13	3	14	-	-	-	-	0	12
10. Box filling Machine Helpers.	3	14	3	9	3	11	-	-	-	-	-	-
11. Bandrolling feeders and Helpers.	4	0	3	15	4	0	-	-	-	-	-	-
12. Tray dressers in Friction Department.	3	12	4	13	4	1	-	-	1	7	1	7
13. Frictioning Helpers.	3	15	4	5	4	2	1	3	1	10	1	6
14. Making 5 gross Packets.	-	-	4	12	4	11	1	14	1	7	0	15
15. Carpenters.	4	4	4	14	4	8	3	0	2	3	2	9
16. Boiler Firemen.	4	12	4	7	3	14	-	-	2	4	2	4
17. Fitters.	4	7	5	7	4	15	4	13	2	4	3	9

From the returns obtained under the Payment of Wages Act, it would appear that the average annual earnings of workers in match factories were 961.2 rupees during 1955. These figures relate to 15,884 workers in 7 Part A States and one Part C State. The average annual earnings of workers in the different States were: Andhra - 422.6 rupees; Assam - 1,347.8 rupees; Bombay - 1,613.4 rupees; Madhya Pradesh - 311.9 rupees; Madras - 577.1 rupees; Uttar Pradesh - 1,257.0 rupees; West Bengal - 1,688.1 rupees; and Delhi - 419.6 rupees.

Working conditions. - Excepting six units which worked two shifts all the others worked single shift. Of these six, five were the larger units and the sixth unit in Madras employed 521 workers. Changeover of shifts was made once a week in four larger units, and in the fifth, it was once a fortnight. Information regarding the sixth unit is not available. The spreadover of shifts varies from 8 1/2 to 10 hours. The daily hours of work were generally eight, but in a few units it was 8 1/2 a day with a proportionate reduction on Saturdays. The rest interval varied from 1/2 an hour to 2 hours, depending on the spreadover of shifts.

Holidays and Leave with Pay.- In all the units, the provision made in the Factories Act was followed as far as earned leave was concerned. Most of the units, gave in addition festival holidays and at times, the benefit of casual leave also. The number of festival holidays per year varied from 2 to 10 and casual leave from 5 to 10 days per year. The practice of giving sick leave with pay to workers existed in thirteen units. In the five bigger units the sick leave varied from 10 to 14 days in a year while in other units the quantum was generally much less.

Accidents and Compensation.- Data regarding accidents to workmen, the amount of compensation paid, etc., are available for seven units (five big and two small ones). In these units there were 321 non-fatal and 2 fatal accidents during 1954; of the 323 accidents, as many as 317 were in the five big units. The number of compensated accidents was 206 and the amount of compensation paid in these cases was 10,923 rupees 15 annas and 6 pies.

Industrial relations.- Works Committees existed only in four units. In one of these units the Works Committee also functioned as a Unit Production Committee; in another of these four units there was a separate Unit Production Committee also. Works Committees in three of the units are stated to be functioning satisfactorily, while in the case of the fourth one no information is available. In a fifth unit in Madras a Works Committee was constituted; but it had to be dissolved as the workers' representatives resigned en block even before the first Committee meeting. In this unit the management have constituted a Labour Advisory Committee for settling workers' grievances. Labour and/or welfare officers have been appointed in all the five big units.

Thirteen workers' unions existed in eight of the units. In one of the units employing 1,028 workers there were three unions; in three units there were two unions each. All the unions excepting one were reported to have been registered under the Indian Trade Unions Act, 1926. Nine of these had been recognised by the employers.

Housing and Welfare.- Housing accommodation for workers existed only in eight of the 26 units. Of these five were bigger units employing more than 1,000 workers and the rest were smaller ones. Even in these eight units the percentage of workers housed to total was small, except in two units where the percentage was 40 and 75 respectively. In the remaining units it was less than 13 per cent. Six of the units which provided housing accommodation charged rent varying from twelve annas to rupee nine per month. In the other two units, it was rent-free.

Welfare facilities for workers exist mostly in the five big units. In the smaller units there is hardly any welfare activity ~~worth~~ worth the name. The activities in the five big units consist of provision of medical facilities, creches, canteens, grainshops, etc. These units also provide recreational facilities for workers, and four of them educational facilities also.

Provident Fund, Gratuity, etc.- The facility of contributory provident fund system exists in the five bigger units and in one smaller unit. In the bigger units the contribution of each of employers and workers to the provident fund was $8\frac{1}{3}$ per cent of the basic wages. In the sixth unit it was at the rate of $6\frac{1}{4}$ per cent. From the data supplied by four of the bigger units, employing a total of 6,382 workers, it would appear that more than ninety per cent of workers in these units were members of the fund. In three of the bigger units workers are entitled to gratuity also. In two of these the rate is one month's basic wages per every year of completed service subject to a maximum of 15 months and in the third, at $\frac{1}{2}$ month's wages, workers in the other two bigger units get some gratuity for the service rendered prior to 1944-45.

(The Indian Labour Gazette, Vol. XIV, No. 3, September 1956, pp. 183-192).

51. Hours of Work.

India - October 1956.

Indian Railways (Amendment) Act, 1956 (No. 59 of 1956):
Measures for the Implementation of the Adjudicator's
Award.

The Indian Railways (Amendment) Bill (vide pages 65-66 of the report of this Office for September 1956) as passed by the Parliament received the assent of the President on 16 September 1956 and has been gazetted as Act No. 59 of 1956. The Act substitutes a new Chapter for Chapter VIA of Act IX of 1890 embodying changes in hours of work and periods of rest etc. of railwaymen suggested by the adjudicators' award in 1947. These suggestions were accepted by the Government and implemented by amending the Railway Servants (Hours of Employment) Rules in 1951. These provisions are now incorporated in the Indian Railways Act, 1890.

(Gazette of India, Extraordinary,
Part II, Section 1, 18 September 1956,
pp. 942-946)

Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - October 1956.

Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956 (No.36 of 1956): Measure for Abolition of Labour Appellate Tribunal and setting up of Original Tribunals.

The Industrial Disputes (Amendment and Miscellaneous Provisions) Bill (vide pp. 62-63 of the report of this Office for September 1955 and pp. 50-54 of the report of this Office for August 1956) as passed by Parliament received the assent of the President on 28 August 1956 and has been gazetted as Act No.36 of 1956. The salient provisions of the Act are summarised below.

The Amendment Act enlarges the definition of 'workman' in section 2(s) of the Industrial Disputes Act, 1947, to cover supervisory personnel whose emoluments do not exceed 500 rupees per mensem, and also the technical personnel.

The Act repeals the Industrial Disputes (Appellate Tribunal) Act, 1950, and substitutes the present system of tribunals by a three-tier system of original tribunals, namely, labour courts, industrial tribunals and national tribunals, manned by personnel of appropriate qualifications. References to the national tribunals will be made by the Central Government and they will cover disputes which involve questions of national importance or which are of such a nature that establishments situated in more than one State are likely to be interested in or affected by the disputes. Matters of jurisdiction of labour courts and industrial tribunals are prescribed in the second and third schedules to the Act. Provision is also made for voluntary reference of disputes to arbitration by the parties themselves by written agreement and for the enforcement of agreements between employers and workmen otherwise than in the course of conciliation.

A new chapter IIA is added to the Act providing that the employer shall not introduce any ~~in~~ change in respect of certain matters specified in the Fourth schedule to the Act without giving the workman concerned 21 days' notice of his intention to do so. These matters relate to:

- (1) wages, including the period and mode of payment;
- (2) contribution paid, or payable, by the employer to any provident fund or pension fund or for the benefit of the workmen under any law for the time being in force;
- (3) compensatory and other allowances;
- (4) hours of work and rest intervals;
- (5) leave with wages and holidays;
- (6) starting, alteration or discontinuance of shift working otherwise than in accordance with standing orders;
- (7) classification by grades;
- (8) withdrawal of any customary concession or privilege or change in usage;
- (9) introduction of new rules or discipline, or alteration of existing rules, except in so far as they are provided in standing orders;
- (10) rationalisation, standardisation or improvement of plant or technique which is likely to lead to retrenchment of workmen; and
- (11) any increases or reduction (other than casual) in the number or persons employed or to be employed in any occupation or process or department or shift, not due to forced matters.

The existing section 33 prohibiting any change in the conditions of service of workmen during the pendency of any conciliation proceeding or proceeding before a tribunal except with the written permission of the authority concerned is replaced by a new section. While continuing the protection available by the above provision to workmen in regard to any matter or misconduct connected with the dispute, further provision is made that during the pendency of any such proceeding in respect of an industrial dispute, the employer may, in accordance with the standing orders applicable to a workman concerned in such dispute, - (a) alter, in regard to any matter not connected with the dispute, the conditions of service applicable to that workman immediately before the commencement of such proceeding; or (b) for any misconduct not connected with the dispute, discharge or punish, whether by dismissal or otherwise, that workman; but where the action involves discharge or dismissal the worker shall be paid wages for one month and simultaneously an application has to be made by the employer to the authority before which the proceeding is pending for approval of the action taken by the employer.

Provision is made (new section 33B) empowering the appropriate Government to withdraw any proceeding under this Act pending before a Labour Court, Tribunal, or National Tribunal and transfer the same to another Labour Court, Tribunal or National Tribunal, as the case may be, for the disposal of the proceeding and the Labour Court, Tribunal or National Tribunal to which the proceeding is so transferred may, subject to special directions in the order of transfer, proceed either de novo or from the stage at which it was so transferred. A proceeding under section 33 or section 33A pending before a Tribunal or National Tribunal, may also be transferred to a Labour Court.

61

Provision is made for recovery of money due from an employer to a workman in the same manner as an arrear of land revenue. Where any workman is entitled to receive from the employer any benefit which is capable of being computed in terms of money, the amount at which such benefit should be computed may, subject to any rules that may be made under this Act, be determined by such Labour Court as may be specified in this behalf by the appropriate Government, and the amount so determined may be recovered in the same manner as an arrear of land revenue.

Another amendment replaces the existing ~~five~~^{first} schedule to the Act listing five industries which may be declared to be public utility services under the Act by a new schedule listing 10 industries. These are: (1) transport (other than railways) for the carriage of passengers or goods, by land, water or air; (2) banking; (3) cement; (4) coal; (5) cotton textiles; (6) foodstuffs; (7) iron and steel; (8) defence establishments; (9) service in hospitals and dispensaries; and (10) fire brigade service.

The Act makes certain amendments to the Industrial Standing Orders Act, 1946. An amendment to section 4 of the Act empowers both the Certifying Officer and the appellate authority to take into account the fairness and reasonableness of the standing orders before they are certified. Another amendment empowers both the employer and workmen to apply to the Certifying Officer for modification of the standing orders. Provision has also been made for the resolution of differences that may arise between the parties as to the application and interpretation of standing orders.

(Gazette of India, Extraordinary,
Part II, Section 1, 28 August 1956,
pp. 723-745)

62

Working of the Central Government's Industrial
Relations Machinery during 1954-1955.

The Industrial Relations Machinery of the Central Government was established ten years back, under the Charge of the Chief Labour Commissioner (Central) with the object of promoting industrial peace in Central sphere undertakings.

As in previous years, the officer of the machinery tried to explore every avenue for creating peaceful atmosphere in the industrial sphere and for promoting better understanding between employers and workers. In this pursuit their energies were largely directed towards (i) formation of works and production committees and ensuring their smooth functioning, and (ii) securing speedy settlement of disputes through conciliation and adjudication. During the year under review, 650 works committees were functioning in the Central sphere undertakings. In some of the units production committees were also constituted. These committees were not only instrumental in eliminating causes of friction but also in ensuring proper co-ordination and maximum productivity.

During the year under review, 28 cases were referred to industrial tribunals on joint application. In the Railways and in Defence establishments, both the management and the workers were exhorted by the officers of the Industrial Relations Machinery to make use of the negotiating machinery that exists and thereby, settle their disputes voluntarily. However, in the Railways certain mutually agreed points had to be referred to an ad hoc tribunal, whose award was awaited at the end of the year.

The total number of industrial disputes that occurred during the year was 3,309. Of these, 2,692 were taken up by the officers of the Industrial Relations Machinery for conciliation and 1,638 were settled through their efforts. Statistics relating to the total number of disputes in the Central Sphere Undertakings; the number of disputes handled by these officers of the Machinery and the number settled by them during each of the year since 1952-53 are given below:-

	1952-53	1953-54	1954-55
1. Total number of disputes.	1470	2545	33.09
2. No. of disputes in which officers of Industrial Relations Machinery intervened.	1088	2480	2692
3. No. of disputes in which intervention was successful.	793	1753	1638
4. Percentage of 3 to 2.	72.0	68.9	61.0

There were 278 strikes and lock-outs during the year involving about 0.142 million workers; similar figures for the previous year were 229 and 0.19 million, respectively. The officers of the Industrial Relations Machinery intervened in most of the cases of strikes and lock-outs and they were successful in settling 106 cases. Important among the industrial disputes handled by the Industrial Relations Machinery during the year under report were the ones in the ports of Calcutta and Bombay, in the Manganese Mines of Madhya Pradesh, in Coal Mines and in the Oil Fields at Digboi. Some of the the main difficulties experienced by the staff in settling industrial disputes were: (i) lack of co-operation from the parties, (ii) false and fictitious demands, and (iii) inter-union rivalry. At times, political and other factors also impeded the settlement of disputes.

Conciliation agreements mostly related to minor matters. In his report the Chief Labour Commissioner has observed: "There was a general tendency to seek the help of Tribunals in major cases. Employers gave the impression of holding back their last offer apprehending adverse results from Tribunals. The short period prescribed for conciliation proceedings did not help a cooling off process and led to amicable settlement in a number of cases. The conciliation proceedings, however, prevented head-on clashes by bringing parties together and clearing the undergrowth of minor disputes.

In regard to the enforcement of awards, settlements etc., the officers of the Industrial Relations Machinery were able to get 514 agreements and awards of the Tribunals fully implemented and 49 partially. In 70 cases of non-compliance, action was being taken at the end of the year. The Industrial Relations Machinery also dealt with a large number of cases relating to lay-off and retrenchment benefits, prescribed by law. The employing agencies were persuaded to give these benefits to the workers concerned and the method was successful in a large proportion of cases. In eight cases, however, the matter was taken up in the courts of law.

64

During the year under review, the figures of membership and number of unions affiliated to the two all-India organisations of workers i.e. the INTUC and the UTUC were verified by the Machinery. The other two organisations viz., the AITUC and the HMS either did not submit their returns or submitted them after the stipulated time and it was, therefore, not possible to verify the membership of these organisations.

The Government of India appointed a Dock Workers Advisory Committee with the Chief Labour Commissioner as the chairman to advise the Government on matters relating to the administration of Dock Workers (Regulation of Employment) Act and the schemes made thereunder. The Committee met in May 1954 and recommended to the Government to set up an Enquiry Committee to examine the working of the decasualisation schemes. The Government of India accepted this recommendation and appointed an Enquiry Committee. A wage standardisation committee for the Cement Industry, was constituted during the year with the Chief Labour Commissioner as the chairman.

On the Welfare side, the Officers of the Industrial Relations Machinery continued to tender advice to all the Central Undertakings to improve their standards of welfare. In addition, the Labour Officers in the Central Undertakings sponsored community welfare schemes relating to recreation, education, etc., on a self-help basis. The Welfare Adviser to the Chief Labour Commissioner looked after the welfare facilities provided to the unorganised labour under the C.P.W.D. and the M.E.S. contractors. For the benefit of workers in these two sectors, twenty creches were started in Delhi and free open-air cinema shows were arranged occasionally.

(The Indian Labour Gazette, Vol. XIV, No. 3,
September 1956, pp. 200-202).

65

Uttar Pradesh Industrial Disputes (Amendment and
Miscellaneous Provisions) Bill, 1956.

The Government of Uttar Pradesh published on 20 October 1956, a Bill to amend the Uttar Pradesh Industrial Disputes Act 1947, proposed to be introduced in the Legislative Assembly of the State. The Statement of Objects and Reasons to the Bill declared that the Industrial Disputes Act, 1947, which is a Central Act has recently been amended by the Industrial Disputes (Amendment and Miscellaneous Provisions) Act, 1956, enacted by Parliament. Some of the changes made, provide for the abolition of the Appellate Tribunal which had been set up under the Industrial Disputes (Appellate Tribunal) Act, 1950, the widening of the scope of the term 'workman' and the setting up of Labour Courts, Industrial Tribunals and National Tribunals. Another change made is a provision requiring an employer to give a notice before effecting any changes in the conditions of service of workmen. It also provides now for voluntary reference by the parties to the dispute for adjudication through arbitration. In order to bring the U.P. Industrial Disputes Act, 1947, in conformity with the Central Act, and make it, as far as may be, self-contained it has been decided to introduce these provisions with appropriate alterations, etc. in the State Act as well. Opportunity has also been taken to lay down conditions which trade unions shall comply for taking up industrial disputes to industrial courts.

(Government Gazette of the Uttar Pradesh,
Extraordinary, 20 October 1956, pp. 1-25).

Chapter 7. Problems peculiar to certain categories of workers.

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

India - October 1956.

Home Leave for Central Government Employees: New Concessions announced.

The Union Government has announced travelling concession to Government employees whose homes are more than 250 miles away.

The concession will apply to all Government employees who have completed a year of service and will be available once in two years for the purpose of going home on leave - other than casual - for not less than 15 days.

Families of Government employees are also eligible for this concession.

The entire cost of the journey for the initial 250 miles on each of the outward and return journeys will be borne by the Government servant himself. For the remaining distance the Government will meet 90 per cent of the actual fare.

The scheme came into operation on 1 October 1956 when the necessary orders were issued by the Union Ministry of Home Affairs.

Railway employees and members of the armed forces are not eligible for this concession, as they already have their own schemes for the purpose.

The scheme is expected to benefit 50,000 to 100,000 employees (excluding railway employees and members of the armed forces). The number of Union Government employees is about 800,000. Of these, 50,000 have not completed a year's service.

The Class IV Service (peons) is believed to consist almost entirely of people whose homes are less than 250 miles away. Most of the Class III (clerks) are also similarly placed.

The remainder, who will benefit by the scheme, is thus estimated at 50,000 to 100,000.

The scheme, it is stated, has been drawn up in order to enable the Central Government to draw their employees from all parts of the country. In the absence of such facilities people serving at long distances away from their homes have experienced serious hardship and the expenditure involved in journeys to their homes has acted as a deterrent to persons from distant areas seeking employment under the Central Government, especially at lower levels of pay.

(The Statesman, 16 October 1956).

'L'

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - OCTOBER 1956.

81. Employment Situation.

Employment Exchanges: Working during August 1956.

General employment situation.- According to the review of the work done by the Directorate General of Resettlement and Employment during August 1956, there was a substantial fall in registrations but this did not lead to a reduction in the number of employment seekers on the live register which increased slightly and stood at 797,212. The total number of job openings notified to exchanges declined by about 7 per cent as compared to the previous month this being very largely in the public sector. Correspondingly there was a fall in the number of persons placed in employment. Reports from exchanges showed that no improvement was visible in the employment situation in the country as a whole. According to a study, of the age distribution of employment seekers, 73 per cent of the persons on the live register are below 25 years of age.

Widespread shortage persisted in respect of stenographers, draughtsmen, overseers, trained teachers, typists, compounders, midwives and nurses. Shortage in respect of accountants, engineers, doctors, health visitors, surveyors and sanitary inspectors was also fairly widespread. Local shortage of boiler attendants, electricians, skilled fitters, turners, road roller drivers and physical training instructors was reported by a number of exchanges.

Surpluses in regard to clerks, motor drivers, carpenters, unskilled labourers, unskilled office workers and freshers from schools and colleges were reported to be widespread. Motor mechanics, untrained teachers, semi-skilled fitters, cleaners, sweepers, watchmen and chowkidars were also reported to be surplus to requirements.

69

Registrations and placings.- The following table shows registrations for employment and placings during July and August 1956.

	<u>August 1956.</u>	<u>July 1956.</u>
Registrations. -----	144,836	170,918
Placings. -----	14,901	16,007

The fresh registrations, declined by 26,082. Although the decrease in registration was almost widespread, a marked decline was observed in the States of Uttar Pradesh (4,227), Madras (3,591), Bihar (3,359), Bombay (3,357), Delhi (2,973), Andhra(2,574) and Madhya Pradesh (1,734).

A total number of 82,064 submissions were made during the month under report as against 86,087 during the previous month. The decrease in placements was conspicuous in the States of Bombay (706), Bihar (486), Delhi (455) and Punjab (276). On the other hand, an increase in placements was observed in West Bengal (385), Orissa(282) and Rajasthan (256). Of the total placements, 4,750 were secured under the Central Government, 6,090 under State Governments, 2,307 under quasi-Government establishments and local bodies and the remaining 1,754 with other employers.

Vacancies notified.- The number of employers who notified their demands to the employment exchanges during August 1956 was 5,250 as against 5,500 during the preceding month. The number of vacancies notified by these employers was 21,935 which marked a fall of 1,633 when compared to the corresponding figure for July 1956. While the decrease in the number of vacancies notified was prominent in the States of Bombay (703), West Bengal (676), Bihar (511) and Andhra (348); a significant increase was noticeable in the State of Orissa (917). Of the total number of vacancies notified, 6,507 were made available by Central Governments, 8,974 by State Governments, 3,117 by quasi-Government establishments and local bodies and the remaining 3,337 by other employers. There was thus a decrease of 1,475 in the public and of 158 in the private sector.

Register of unemployed.- A total of 797,212 applicants were borne on the live register of the employment exchanges at the end of August 1956, as against 792,345 at the end of July 1956. The live register, increased by 4,867. In all 8,482 employed and self employed persons, of whom 252 were women, were on the live register and desired further employment assistance with a view to bettering their prospects. The composition of the live register occupation-wise is shown below:-

<u>Occupation.</u>	<u>Number on Live Register as on 31 August 1956.</u>
1. Industrial supervisory.	5,852
2. Skilled and semi-skilled.	59,953
3. Clerical.	232,471
4. Educational.	35,923
5. Domestic service.	25,894
6. Unskilled.	396,525
7. Others.	40,594
Total.	797,212

Employment position of special types of applicants.-
 The employment position regarding special types of applicants is shown in the table below:-

<u>Category.</u>	<u>Registrations.</u>	<u>Placings.</u>	<u>Number on Live Register.</u>
1. Displaced persons.	5,287	769	45,596
2. Ex-Servicemen.	6,071	1,007	28,302
3. Scheduled Caste applicants.	15,685	2,100	73,714
4. Scheduled Tribe applicants.	3,658	420	15,321
5. Women.	7,444	1,140	59,830

Special Investigation: I. Employment position of engineering graduates.- The number of engineering graduates on the live register increased from 439 as on 31 March 1956 to 804 at the end of June 1956. This increase is a seasonal feature and has been primarily due to the influx of fresh engineering graduates on the exchange register on declaration of examination results. Among the graduates only 24 were already employed according to their own declaration and had registered themselves in search of better prospects. Twenty-nine graduates were undergoing on-the-job training on the date of registration and, therefore, could not strictly be termed as unemployed.

A total of 599 or 75 per cent of the engineering graduates were concentrated in the States of Bombay (231), Mysore (149), Delhi (122), and West Bengal (97). Seven hundred and twenty-five or 90 per cent of them had obtained their degree in the three popular sectors of engineering i.e. Electrical, Mechanical and Civil.

A total of 753 or 94 per cent of the graduates were engaged between 18 to 30 years of whom as many as 613 or 81 per cent were unemployed for less than a year. Sixteen graduates were over 40 years of age.

A total of 640 or 80 per cent of the engineering graduates were in search of jobs for less than a year whereas only 27 or 3 per cent were unemployed for 2 years or more. The unemployment among these graduates was therefore, mainly of a 'frictional' nature.

Engineering diploma holders.- At the end of June 1956, 577 diploma holders were on the live register of employment exchanges as against 377 at the end of March 1956. Of them 15 had declared themselves to be employed persons and had registered themselves with a view to bettering their prospects. Only 2 diploma holders were undergoing some sort of on-the-job training on the date of registration. A total of 395 or 68 per cent of the total number of diploma holders was accounted for by the Exchanges in the States of Bombay (152), Mysore (106), West Bengal (87), and Madras (50). Four hundred and seventy or 81 per cent of them had taken their diploma in electrical, mechanical or civil engineering.

While as many as 331 or 57 per cent of the total number of diploma holders were unemployed for less than a year, only 83 or 14 per cent were seeking jobs for 2 years or more.

As many as 511 or 89 per cent of the diploma holders were aged between 18 and to 30 years of whom 307 or 60 per cent were unemployed for less than one year. Seventeen diploma holders were aged 40 years or more, 11 of whom were in search of jobs for less than 2 years.

II. Number of applicants on the live registers according to age groups.- A special analysis of the age distribution of the applicants on the live register has revealed that out of a total of 740,634 applicants on the register of employment exchanges at the end of June 1956, 67.6 per cent of the applicants fell in the age group '18-25 years'. Of the total, 41,738 or 5.6 per cent were below 18 years of age and only 9,542 or 1.3 per cent were aged 45 years or more. The following table shows the distribution of the all-India Live Register according to different age groups:-

Age Group.	Total applicants belonging to the age group.	Percentage of applicants belonging to the age group.
Below 18 years.	41,738	5.6
18 years and above but below 22 years.	304,979	41.1
22 years and above but below 25 years.	195,909	26.5
25 years and above but below 35 years.	150,917	20.4
35 years and above but below 45 years.	37,549	5.1
45 years and above.	9,542	1.3
	<u>740,634</u>	<u>100.0</u>

(Review of the Work Done by the Directorate General of Resettlement and Employment during August 1956; issued by the Ministry of Labour, Government of India).

72

C 55171491

Deployment of Surplus Ordnance and River Valley
Projects Personnel: Central Government's efforts.

Recently the problem of discharged staff in the river valley projects and surplus personnel in the Ordnance factories in India (vide pp. 81-82 of the report of this Office for September 1956) has been engaging the attention of the Government of India. The Government of India has launched a special scheme for obtaining alternative employment for the surplus or retrenched personnel of Defence installations and certain river valley projects. Under this scheme, the registration and placement of surplus personnel will be effected, as far as possible, on a zonal basis through a Central Co-ordinating Section which has been set up in the Ministry of Labour. This Section is co-ordinating employment assistance activity from the Centre, in close collaboration with the Ministry of Defence, the Ministry of Irrigation and Power and other employing ministries. The Ministry of Home Affairs has issued instructions to Central Ministries that they should notify all vacancies to the Central Co-ordinating Section which will nominate registered persons against notified vacancies according to their suitability. A high priority has been allocated to such persons for the purpose of employment in Central Government. The Central Co-ordinating Section will also co-ordinate visits by recruiting teams from various employing departments to the work-sites for the selection of the retrenched personnel.

Vacancies will be allotted to retrenched workers of ordnance factories and the Damodar Valley Corporation, Hirakud and Bhakra-Nangal Projects in the proportion of 60: 40. The Railways have agreed to absorb about 2,000 men, and other employing authorities, such as the Production Ministry, have agreed to take similar quotas. The country has been divided into five zones under this scheme, and officers specially detailed by the Directorate General of Resettlement and Employment were busy registering surplus and retrenched personnel during the last week of September 1956.

Progress of work.- About 4,230 surplus personnel from ordnance factories had been registered upto 1 October 1956. Of these persons, 3,031 had been retrenched from the Defence installations located in the Bombay-Poona region and the rest were scattered over Uttar Pradesh, Madhya Pradesh, South India and West Bengal.

Owing to the general immobility of the workers, Government's policy is that, as far as possible, alternative employment should be provided to the surplus personnel in their own States. Central Government establishments, as instructed by the Ministry of Home Affairs, are notifying vacancies to the Central Co-ordinating Section.

While it was too soon, at the beginning of October, to report substantial progress of resettlement of the affected persons, a Press release issued by the Directorate General of Resettlement and Employment on 3 October 1956, showed that a large number of workers desired alternative employment only in the Railways which had deputed special recruiting teams to areas, where surpluses of personnel were reported, to select suitable persons. It was also stated that the Officer of Special Duty at the Directorate General of Resettlement and Employment and the special officers detailed by the Directorate General of Resettlement and Employment to the five zones in the country were personally contacting, with success, prospective employers to obtain suitable employment for the registered persons.

In regard to the deployment of surplus river valley personnel, out of 1,856 persons so far retrenched from the Damodar Valley Corporation, 874 had been placed in alternative employment by 1 October 1956. Four hundred and fifty-seven of the retrenched persons did not need employment assistance, and 216 others were likely to be absorbed soon in vacancies reserved for them.

(Employment News, Vol. II, No. 2,
October 1956, pp. 1-2.)

Employment of Young Persons: Bihar Government
to Start Employment Service.

The Government of Bihar has decided to start a youth employment service in the State to deal exclusively with young persons as special group of employment-seekers.

The scheme will cost over 93,000 rupees, of which 60 per cent will be borne by the Central Government.

The functions of the proposed service will be to give expert advice to young persons on problems relating to employment and training.

(The Hindustan Times, 11 October 1956).

'L'

Calcutta/Madras Dock Workers(Regulation of Employment) Scheme, 1956: System of Payment of Results introduced.

The draft Calcutta / Madras Dock Workers (Regulation of Employment) Scheme, 1956 (vide pages 94-96 of the report of this Office for April 1956) has been approved and gazetted in October 1956. The main objectives of the schemes are to ensure greater regularity of employment for dock workers and to secure that an adequate number of dock workers is available for the efficient performance of dock work. The schemes introduce the system of payment by results among dock workers. The main provisions of the schemes were summarised at pages 94-96 of the report of this Office for April 1956.

(Gazette of India, Extraordinary, Part II, Section 3, 9 October 1956, pp. 2039-2062; ibid., 23 October 1956, pp. 2085-2107).

83. Vocational Training.

India - October 1956.

Labour Ministry's Training Schemes: Progress during August 1956.

Training of craftsmen.- According to the review of work of the Directorate General of Resettlement and Employment during August 1956, the number of trainees on the roll of various training institutes and centres on 31 August 1956 was 9,303. There were 7,695 (including 8 women) in technical trades and 1,608 (including 564 women) in vocational trades.

Training of displaced persons.- The total number of displaced persons undergoing training at the end of August 1956 was 1,591. There were 1,576 persons undergoing training in technical trades and 15 in vocational trades.

Apprenticeship training for displaced persons.- A total of 1,044 displaced persons were undergoing training as apprentices in industrial undertakings and establishments in Uttar Pradesh and West Bengal, against 1,300 seats sanctioned for the purpose.

Training of supervisors and instructors.- In the XVII regular session which commenced from 21 May 1956, 173 supervisors and instructors were receiving training at the central training institute for instructors, Koni-Bilaspur at the end of the month. Apart from this one supervisor and instructor was also undergoing training in the short-term course which started functioning from 2 July 1956.

77

Training of women craft-instructors.- Under the scheme for the training of women craft instructors at the industrial training institute for women, New Delhi, 18 women instructor-trainees were receiving training at the end of the month under review.

Training of school going children in hobby centre, Allahabad.- A total of 71 trainees were undergoing training at the end of the month under report at the hobby centre, attached to the industrial training institute, Allahabad, as against 65 last month.

Short term course of training in sheet metal work trade.- In the 2nd short term course of training in trade sheet metal work at the industrial training institute, Bangalore under the craftsmen training scheme, 105 trainees were undergoing training in this trade against a sanctioned capacity of 96 at the end of the month under review.

New admissions - vocational trades.- The trade tests of trainees admitted in 1955 session in vocational trades were held in the month of July 1956 and the new session for vocational commenced from August 1956.

National council for training in vocational trades.- Resolution for setting up of the Council together with the scheme was published. The Ministries, State Governments, employers and employees organisations etc., are being addressed to nominate their representatives to be appointed to the council.

(Review of the Work Done by the Directorate General of Resettlement and Employment during August 1956; issued by the Ministry of Labour, Government of India).

84. Vocational Rehabilitation of Disabled Persons.

India - October 1956.

Sheltered Workshops for the Handicapped:
Recommendations by Seminar on Employment
of the Blind.

A Seminar on the employment of the blind, organised by the Union Ministry of Education, was held at Mussorie from 24 - 29 September 1956. The seminar which was inaugurated by Dr. K.L. Shrimali, Union Deputy Minister for Education, was attended by about 50 delegates from various States and observers from Japan, ILO and UNESCO, besides representatives of some non-official organisations. Mr. Edar Marland, ILO expert on vocational rehabilitation of the blind, who is on an assignment in Ceylon, attended the seminar on behalf of the ILO.

Inaugural address.- Shri Shrimali, in his inaugural address said that the Union Government was considering the question of establishing special units attached to the employment exchanges or a special placement service to put handicapped persons in touch with potential employers and effort to find for them jobs they could effectively perform.

He added that another important task which the Government had to do in the near future was to enact suitable legislation for establishment of State-owned and maintained institutions, workshops, and pensions for the blind.

Decisions.- The seminar recommended to the Government of India to set up the necessary administrative machinery to co-ordinate the programme of work among the mentally and physically handicapped.

The seminar recommended opening of sheltered workshops for the handicapped and employment of the blind in open industries. It suggested establishment of a special section in the Ministry of Education to deal with the problem of the handicapped.

The seminar considered it desirable that the sheltered workshops should have 60 per cent blind personnel. The workshops should be considered primarily as places of transit for the blind. They should be divided into units for production and intensive training and should be run on commercial basis.

The seminar also recommended that hostel accommodation should be provided to the handicapped working in these workshops and suitable industrial areas.

The seminar recommended to the Ministry of Community Development to explore possibilities of assisting blind persons to work at their homes.

The seminar urged the Central and the State Governments to buy goods produced by the blind and direct the local bodies and other Government institutions to do the same. Facilities should also be provided for the sale of goods produced by the blind through the depots of the All-India Handicrafts Board.

The seminar suggested to the Central Social Welfare Board to offer training and employment facilities to suitable blind persons in co-operative societies to be formed under the urban family welfare projects. The Board should also explore possibilities of establishing separate co-operatives for the handicapped. It welcomed the after-care scheme under the second Plan under which employment will be provided to the blind in 80 co-operative production units.

80

The seminar recommended provision of suitable jobs to the blind in the industrial undertaking in the public sector and urged the Central Government to issue instructions that blindness should not be regarded a disqualification for appointment to certain categories of posts.

The blind in rural areas should be rehabilitated in their own surroundings as far as possible and placed in agricultural occupations. The seminar suggested establishment of a pilot farm totally or partly managed by the blind.

In view of the limited resources available, the seminar sought the co-operation of appropriate international agencies to help in the establishment of various pilot projects recommended for the blind.

In regard to the placement of blind persons in open industries, particularly in light industries, prejudice against them should be removed. Experience had proved that an average blind worker is in no way inferior to others. For adjustment of the blind, special efforts should be made by training organisations. The work of co-ordination should be the responsibility of the Ministries of Education and Labour.

The seminar recommended that employers and trade union organisations should be associated with the training of the blind to enable them to find employment in industries. A pilot project for their training in light engineering industry should be established by the Union Government on the lines of the Letchworth Training Centre in the United Kingdom.

(The Statesman, 25 September 1956;
The Hindustan Times, 2 October 1956)

87

CHAPTER 9. SOCIAL SECURITY.

INDIA - OCTOBER 1956.

94. International Agreements.

Employees' State Insurance Scheme extended to
Certain Areas in Madras State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 28 October 1956 as the date on which the provisions of Chapter IV (except sections 44 and 45 thereof which have already been brought into force), Chapter V and Chapter VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 thereof which have already been brought into force) of the said Act shall come into force in the following areas of Madras State.

The areas within the limits of the :-

I. Revenue villages of:- (a) North Madurai, (b) East Madurai, (c) Villapuram, (d) West Madurai, (e) Madakulam, (f) Kochadai, and (g) Vilangudi, in Madurai Taluk in Madurai District.

II. Revenue Villages of: (a) Tuficorin, (b) Sankaraperi, (c) Melavittan, and (d) Mullakadu; in Srivaikuntam Taluk in Tirunelveli District.

III. Revenue Village of: (a) Vikramasingapuram, (b) Aladiyur, and (c) Mela Ambasamudram, in Ambasamudram Taluk in Tirunelveli District.

(Gazette of India, Part II, Section 3,
20 October 1956, page 1753).

Medical Care under State Insurance: Benefit extended to Families.

The Government of India has decided to extend the medical care under the Employees' State Insurance Scheme to families of insured persons.

The co-operation of the State Governments is being sought to implement the decision as early as possible in the next financial year, a Government Press release said on 17 October 1956.

Another 3 million are likely to benefit when the medical care is extended to the family. The scheme now covers over 1 million of employees in 39 centres in the country. It will ultimately cover over 9 million including families when implemented all over India.

The Employees' State Insurance Act, passed in 1948, applies to all employees earning not more than 400 rupees per month and working in factories using power and employing 20 or more persons. The scheme is being implemented all over the country in phases.

Insured persons under the scheme are already paying the scheme full contribution of about 2 1/2 per cent of their wages under the Act, while employers have been paying less. Though under the Act the employers' contribution can be fixed up to 5 per cent of the total wage bill they have been required to pay only 1-1/4 per cent in the implemented areas. The rate of employers' contribution in the non-implemented areas has, however, been only 3/4 per cent.

With the proposed extension of the medical care to the families of the insured employees the rates of contribution from employers are now to be raised to 2 1/2 per cent and 1 3/4 per cent in the implemented areas and non-implemented areas, respectively. The increased rate of employers' contribution will, however, still be below the ceiling permissible under the Act.

(The Hindustan Times, 18 October 1956)

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - OCTOBER 1956.

111. General.

Mines Flooded in Asansol: Miraculous escape of
Eleven Trapped Miners.

Twenty-five mines in Asansol and Raniganj were completely flooded after heavy rains on 25 and 26 September 1956. At the Burra Dhemu Colliery it was first feared that 39 persons were trapped, but after 18 days, while rescue operations were still going on, eleven of the 39 persons, led by Jainull, a 40-year old miner, were found alive. The rescued men had to be carried from the air pocket where they had found refuge in neck deep water. Medical arrangements were immediately made at the pithead and the rescued men were later rushed to hospital where they made satisfactory progress. Out of the 39 persons trapped, on 16 October 1956, 19 persons had been accounted for including the eleven rescued and 8 dead bodies recovered earlier.

Shri P.K. Roy, Inspector of Mines, who had been supervising the dewatering of the colliery, told a special correspondent of 'The Statesman', who had gone to the pithead, on hearing the news of the rescue, that though they had little hope that anyone would be found alive they had not discounted the chance of some of the trapped men taking shelter in an air pocket. That is exactly what happened. When Jainull and his 10 comrades found that the roof in the old working had caved in and water was rapidly rising they retreated to an elevated area where they took shelter.

84

The atmospheric pressure in this cavern-like place gradually increased as the water rose and when water stopped rising the pressure was about 2 1/2 times the normal atmospheric pressure. Officers of the Mines Department have since calculated that there was sufficient oxygen in this pocket to last the 11 men about 20 days so that they were rescued just in time. The fact that the men did not panic during this time was largely due to Jainull who assured them that people must be working for their rescue. They were further heartened as day by day the water receded.

They were, of course, during all this time in complete darkness and without any food though they were stated to have caught some fish which was eaten raw. Water of course was in plenty to drink and to keep themselves off the cold wet flow they built a platform of timber on stones.

Meanwhile as the water was being pumped out, rescue workers of the Mines Department were penetrating further and further into the mine. Continuing he said that on 15 October 1956, at about 9.50 a.m. they suddenly heard a noise in the mine. Jainull and his companion who were approaching from the other side had seen light and started shouting. The miraculous news was quickly sent to the pithead where medical arrangements were immediately made for the rescued men.

Speaking about the accident Jainull said that they were working in the mine when they suddenly heard a tremendous noise. They immediately decided that they should try to get out but discovered water rushing in from all the exits. They gradually retreated before the advancing water till they found themselves on a sort of island about the size of a bed. They huddled together on it in complete darkness for in the confusion their safety lamps had gone out. This, as it turned out, was the best thing that could have happened for if the lamps had continued to burn, carbon monoxide would have been produced which would eventually have killed them.

The only heartening aspect of their unhappy situation was the fact that the water started to recede very soon - in two hours according to their estimate though it might well have been two days for they lost all sense of time in the air pocket. When they were rescued some believed that they had been underground for only about five days.

85

From time to time the men shouted for help but there was no reply and all that kept them going was the fact that the water was receding and that they believed that rescue attempts were being made. Then one day they heard the bucket being lowered into the mine shaft and heard too the signals used by rescue parties to communicate with the pithead.

"It gave us four annas worth of life", said Jainull. Then 45-year-old Chirro Mia swam through neck-deep water to meet the rescue party. He told them that there were still 10 others alive in the air pocket.

Speaking at a feature on this accident broadcast by the Calcutta Station of the All India Radio, the Chief Engineer of the mine said that the miraculous rescue might have a lesson in safety for the future. He said that it would be desirable to locate in mines such high level air pockets with food and medicine stored there.

(The Statesman, 17 October 1956).

'L'

86

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE
PERIOD COVERED BY THE REPORT FOR OCTOBER 1956.

INDIA - OCTOBER 1956.

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

- (a) Andhra Tenancy Act, 1956 (No. XVIII of 1956) (Andhra Gazette, Part IVB, 13 September 1956, pp. 171-180).
- (b) Bihar Consolidation of Holdings and Prevention of Fragmentation Act, 1956 (No. XXII of 1956) (Bihar Gazette, Part IV, 10 October 1956, pp. 85-100).
- (c) Madras Cultivating Tenants (Payment of Fair Rent) Act, 1956 (No. XXIV of 1956) (Fort St. George Gazette, Part IVB, 31 October 1956, pp. 75-81).
- (d) Khadi and Village Industries Commission Act, 1956 (No. 61 of 1956) (Gazette of India, Extraordinary, Part II, Section 1, 26 September 1956, pp. 972-982).
- (e) Punjab Khadi and Village Industries Board Act, 1955 (No. 40 of 1955) (Punjab Government Gazette, Extraordinary, 25 October 1956, pp. 1354H-1354U).

Chapter 5. Working Conditions and Living Standards.

- (a) Hyderabad Mining Settlements Act, 1956 (No. XLIV of 1956) (Hyderabad Government Gazette, Extraordinary, 10 October, 1956, pp. 1959-1981).
 - (b) Indian Railways (Amendment) Act, 1956 (No. 59 of 1956) (Gazette of India, Extraordinary, Part II, Section 1, 18 September 1956, pp. 942-946).
-

RECORD OF PRINCIPAL DECISIONS OF LABOUR AND
ALLIED SUBJECTS.

INDIA - OCTOBER 1956.

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

Government of India's Decision on the Recommendations
of the Ambar Charkha Enquiry Committee.

" The Committee has made 43 recommendations which may be grouped under the following main heads:-

- (i) organisation including co-operatives and a decentralised set-up, to make for the development and transformation of village economy;
- (ii) training;
- (iii) research and experiments;
- (iv) marketing including quality marking and certification;
- (v) testing of the Ambar Charkha and its accessories, before being used for production;
- (vi) cultivation of cotton;
- (vii) technological efficiency of the Ambar Charkha and the yarn produced;
- (viii) financial provision required for the Ambar Charkha programme including the aspect of subsidy;
- (ix) programme for 1956-57 and its possible expansion during 1957-58;
- (x) incorporation of existing khadi looms and existing handlooms using mill yarn, within the programme;
- (xi) preference to handloom weavers' families in the matter of training and supply of Ambar Charkhas;

85

(xii) establishment of finishing centres; and

(xiii) use of Ambar cloth for Government requirements.

The Government of India have examined the recommendations of the Ambar Charkha Enquiry Committee and accepted them subject to certain comments and modifications indicated as under -

(i) Recommendation No.5 states that Government should set up a separate Textile Research Centre mainly devoted to decentralised spinning and weaving, with regional centres. With a view to effect economy as also to utilise the experience of existing textile research institutes, Government have decided that instead of establishing a separate centre, the work of further research and experiments should be entrusted to the existing textile technological institutes and that the latter should be given financial assistance where necessary. The Village Industries Research Institute under the All India Khadi and Village Industries Board will also be utilised for the purpose.

(ii) In recommendation No.12, the Committee has suggested that Ambar Charkhas should be manufactured on a fully decentralised basis and not in central factories. While Government have accepted this recommendation in principle they have, as an interim measure and in deference to the needs of the immediate situation, agreed that Ambar Charkhas may be manufactured in factories on a limited scale.

(iii) In recommendation No.17, it has been stated that the concept of "certification" by the All India Khadi and Village Industries Board should gradually give place to the concept of a normally decentralised village industry and that there should be ultimately no "certification" of looms by the Board. In view of the need of distinguishing Ambar cloth for purposes of subsidy as also to retain certain other advantages inherent in the system of "certification", Government have decided that "certification" should continue for some time more.

(iv) The Committee in Recommendation No.19, has suggested that effort should be directed at every point towards the target in the first instance of bringing down the need for subsidy to a total of annas -/2/- in the rupee for Ambar cloth. In recommendation No.38, the Committee has desired that the objective should be stated and established of attaining the point where subsidy would no longer be necessary for decentralised spinning and weaving. Government consider that the time is not ripe to take a decision on these recommendations. These will be considered as and when circumstances warrant.

(v) In recommendation No.27, the Committee has stated that the existing Khadi looms should all go over to Ambar yarn as part of the first phase of the programme and the traditional charkha should be progressively replaced by the Ambar Charkha. In recommendation No.28, the Committee has reiterated the view that existing handlooms should be brought into the exist~~ing~~ scheme to weave Ambar yarn instead of new handlooms being set up specially for the purpose. Government consider that there should be no element of compulsion and are of the view that the switch-over will take place naturally as the superiority of the Ambar Charkha is established. They do, however, accept the Committee's view that as far as possible the bringing into being of a new group of weavers at the cost of existing professional weavers should be avoided.

(vi) In recommendation No.32, the Committee has recommended that subject to organisational problems being solved in a practical manner, members of weavers' families should be trained and supplied with Ambar Charkhas in preference to others and at least 75 per cent of the spinners, other than the present spinners of traditional khadi yarn, should be from weavers families. In partial modification of this, Government have decided not to adhere to the figure of 75 per cent advocated by the Committee rigidly since there will be other considerations determining the location and distribution of Ambar Charkhas. Government, however, desire that this recommendation should be implemented as far as practicable.

(vii) In recommendation No.33, it has been stated that subject to organisational problems being solved in a practical manner. Ambar yarn produced for weaving should, except only for the training to be imparted, be spun in the spinners' homes and not at spinning centres. While Government have accepted this recommendation in principle, in order to meet the immediate necessity of expediting production, they have for the time being permitted the setting up of a few organised production centres."

(Resolution No.12/43/56-A.C. dated New Delhi, the 26th September 1956. The Gazette of India, Part I-Section 1, 6 October 1956, pp. 358-359).

BIBLIOGRAPHY.

INDIA - OCTOBER 1956.

CHAPTER 3. ECONOMIC QUESTIONS.

- *(a) "Annual Administration Report of the Activities of the District Development Boards for the Year 1954-55". Government of Bombay. Printed at the Yervada Prison Press. Poona. pp. 52, price Annas -/4/-.
- (b) Indian Tax Reform - Report of a Survey; By Nicholas Kaldor. Department of Economic Affairs, Ministry of Finance, Government of India, New Delhi. Rs.1-8.
- (c) Second Five Year Plan: Published by the Directorate of Statistics and Planning, Government of Saurashtra, Rajkot.
- (d) India's Five Year Plans (An Economic Analysis): By Dhiresch Bhattacharya; Udyog Granthgar, 41, Deb Lane, Calcutta-14. Rs.1-8.
- (e) Economic Resources of India and Pakistan: By K.C. Ghosh; K.P. Basu Publishing Co., 42, Cornwallis Street, Calcutta-6; Rs.20/-.
- (f) Trade and Welfare: By J.E. Meade; Issued under the auspices of the Royal Institute of International Affairs; Oxford University Press, Post Box No.31, Bombay-1; pp. 618; 45s.

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

- *(a) Annual Reports on the Working of Co-operative Societies in the State of West Bengal for the years ending 30 June 1952 and 30 June 1953, pp. 86 and 102 respectively. Price Rs.1/12/- and Rs.2/8/-. (One copy each of the report sent to Geneva vide this Office Minute No.D.3/2834/56 dated 4 October 1956).
- (b) Theory and Practice of Co-operation in India and Abroad, Vol.II, By K.R. Kulkarni (Co-operators' Book Depot, Bombay. Rs.15/-).
- (c) Co-operative Training: Facilities provided by Central Committee: Published by the Reserve Bank of India, Bombay; pp.174.

* Publications received in this Office.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

Labour Laws in India: By P.C. Sarkar; Edited by P.C. Sarkar; S.C. Sarkar & Sons (Private) Ltd., 1-C, College Square, Calcutta-12; Rs.20/-.

CHAPTER 8. MANPOWER PROBLEMS.

- * Annual Report on the Working of the Indian Emigration Act, 1922, for the year 1954. Issued by the Ministry of External Affairs, Government of India. pp.33.

CHAPTER 9. SOCIAL SECURITY.

- * "Report on the Working of the Workmen's Compensation Act, 1923, for the year 1955": Issued by the Department of Industries, Labour and Co-operation, Government of Madras. pp.8. Price Rs.-/6/- (One copy sent to Geneva vide this Office Minute No.D.3/2941/56 dated 22 October 1956).

'L'

* Publications received in this Office.