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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in January 1959.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY 1959.

11. Political Situation and Administrative Action.

Madras: Eighth Meeting of State Labour Advisory Board:
Code of Discipline approved.

The eighth meeting of the Madras State Labour Advisory Board was held at Madras on 13 December 1958. In the absence of Shri R. Venkataraman, Labour Minister Madras, who had gone abroad, Shri M. Bhakthawatsalam, Home Minister, presided. (A review of the Minister's address was given at Section 11, pp. 1-2 of the report of this Office for December 1958).

The more important of the decisions of the meeting are reviewed below.

Decisions of the 16th Indian Labour Conference.- The Board, after a discussion, adopted a resolution unanimously welcoming the Code of Discipline in Industry adopted at the 16th Session of the Indian Labour Conference as a "landmark of industrial relations in our country". As a step in the direction of implementing the Code, the meeting called upon the employers including the employing authorities in Government departments and quasi Government institutions and unions in the State to come to a mutual understanding to implement the Code.

To create the proper atmosphere for the implementation of the Code, the Board recommended that the State Government convene a conference, on a wide basis, of representatives of employers including the representatives of employing departments of Government, and quasi-Government institutions, trade unions and the State Labour Officers. The only agenda of the Conference will be the Code of Discipline in Industry and measures for its implementation.

Recognising that the Labour Department of the Government, with its preoccupation with day-to-day work will not be able to act as machinery for investigations of complaints of breach of the Code of Discipline, the Board suggested the setting up of a tripartite organisation for the purpose, authorised to constitute committees from time to time for expeditious investigations of complaints.

Draft Bill for Recognition of Trade Unions.- The Board considered a draft Trade Unions Recognition Bill, prepared by the State Government, in the light of the decisions of the 16th Indian Labour Conference on rivalry among unions and the Code of Conduct adopted at that Conference and expressed the view that if the Code was sincerely implemented it would obviate the necessity of legislation providing for compulsory recognition of Trade Unions. The meeting was also of the opinion that voluntary recognition of trade unions would be conducive to greater cordiality than compulsory recognition. In view of the fact that a unanimous decision in this regard had been reached at the Nainital Conference the meeting recommended to the Government that an opportunity might be given to all the parties in the State to sincerely endeavour to implement the same before undertaking legislation for achieving that purpose.

Legal Assistance to Trade Unions to conduct cases.- The Chairman stated that they might have a panel of Lawyers who could give free advice to unions and that the Government could not commit themselves to anything in the matter before examining it further.

(The notes on the items of the agenda and proceedings of the meeting have been sent to Geneva under this Office Minute No. F.3/233/59 dated 2 February 1959).

(Documents of the Meeting received in this Office).

12. Activities of External Services.

India - January 1959.

Meetings

(a) Shri V.K.R. Menon, Director of this Office attended a meeting at Bombay on 4 January 1959, at which the Labour Minister met representatives of employers to discuss the question of increasing the rate of contribution under the Employees' Provident Funds Act.

(b) Shri V.K.R. Menon attended a Conference of Personnel and Welfare Officers at Bombay on 23 January 1959. The subject of his address was "Integration of Social Security Services".

(c) Shri V.K.R. Menon attended, as an observer, a seminar on Industrialisation and Industrial Man, held at Delhi under the auspices of the Institute for Research in Economic and Social Growth, on 9 January 1959.

Publications

During the month "ILO Bulletin", Vol.V, No.5, was published by this Office.

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14. Conventions and Recommendations.

India - January 1959.

Action Proposed by the Government of India on the
Conventions and Recommendations adopted at the
40th International Labour Conference, June 1957.

Convention (No.105) concerning the Abolition of Forced Labour:- The Government of India does not intend to ratify this Convention at this stage as the prohibition envisaged by the Convention is total and does not admit of any exceptions, permanent or temporary. Its ratification would prevent Governments in India from requisitioning labour even in emergencies, such as, floods, etc. It may be mentioned, however, that the Government of India has already ratified an earlier I.L.O. Convention (No.29) on the same subject which permits the imposition of compulsory labour in certain contingencies.

Convention (No.106) and Recommendation (No.103) concerning Weekly Rest in Commerce and Offices:- The existing laws on the subject, viz., Weekly Holidays Act, 1942 and State Shops and Commercial Establishments Acts incorporate the basic principles of the Convention but their ~~coverage~~ coverage and scope both as regards the types of establishments and the areas of applicability are very much restricted as compared to the coverage and scope of the Convention. The process of extension of the benefits of the weekly day of rest to more categories of employees and types of establishments is bound to be slow in view of the financial and administrative difficulties involved. The Government of India does not, ~~administrative~~ therefore, propose to ratify the Convention for the present. No particular action, specifically with a view to giving effect to the provisions of the Recommendation (No.103) which seeks to supplement the provisions of the Convention, is considered necessary.

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Convention (No.107) and Recommendation (No.104)
Concerning the Protection and Integration of Indigenous
and Other Tribal and Semi-Tribal Populations in Independent
Countries.- The Convention seeks to provide for the
protection and progressive integration of tribal or semi-
tribal populations into the life of their respective countries.
It further provides that the nature and scope of the measures
to be taken to give effect to the Convention would be determined
in a flexible manner having regard to the conditions character-
istic of each country. The position in law and practice in
India in respect of the matters covered by the Convention
broadly satisfies the requirements of the various provisions
of the Convention. The Government of India, therefore,
proposes to ratify the same. No specific action is required
in respect of the individual provisions of the Recommendation
(No.104) which seeks to supplement the Convention.

(Indian Labour Gazette, Vol.XVI,
No.4, October 1958, page 324).

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Chapter 2. International and National Organisations

24. Non-Governmental Organisations (International, Regional and National) Other than Employers' and Workers' Trade Organisations.

India - January 1959.

Second All-India Labour Economics Conference, Agra, 31 December 1958 - 3 January 1959.

The Second All-India Labour Economics Conference was held at Agra from 31 December 1958 to 3 January 1959. Shri Lal Bahadur Shastri, Union Minister for Commerce and Industries inaugurated the meeting and Shri V.V. Giri, Governor of Uttar Pradesh, presided. The subjects for discussion at this session were: a) wage policy; b) workers' participation in management; and c) unemployment.

In the course of his inaugural address, Shri Shastri appealed for a change in the existing employer-employee relations. "The spectacle of the employer impelled continuously by self-interest belongs to an era which is fast disappearing and so must be the spectacle of workers engaged in a grim struggle to wrest concession for themselves. Employers and employees have now to sub-servo a larger interest and serve the purpose of the community as a whole."

He also referred to the large number of industrial concerns lying closed. He said that 36 textile mills were closed and 35 partially closed. Although the Bombay Government wanted to restart two mills and the workers had agreed to work with lower wages, the plan could not materialise.

In his presidential address, Shri V.V. Giri, suggested that industrial disputes should be settled mutually by management and labour themselves. He said the situation as it existed could not be remedied by compulsion through legislation, adjudication and arbitration.

He added: "I want compulsory adjudication to be replaced by voluntary collective agreements through the method of collective bargaining. Workers should realise the importance of the method of collective bargaining and should strengthen their organisations for effective utilisation of the method."

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Wage Policy.- Opening the discussion on wage policy at a group meeting, Dr. Gyan Chand made a fervent plea for formulating a wage policy in keeping with the country's objective of "full socialism". He said that the policy should be such as to provide a new framework for building a rational wage structure.

Although in theory this view had been accepted, in practice hardly any action had been taken to make it an operative principle of a new social policy, he added.

"It is well known", he said, "that the recommendations relating to wages made in the first five years still remain objectives to be achieved. The recommendations like the creation of permanent wage boards, appointment of experts to examine the question of wages, profits and terms and conditions of payment and to lay down norms and standards for determination of bonus, standardisation of wages, scientific assessment of workload, and full and effective implementation of the Minimum Wages Act are still our social aspirations rather than objects for earnest and immediate endeavour."

Referring to the Pay Commission now working on the revision of pay-scales of the Central Government servants, Dr Gyan Chand said that from its questionnaire it appeared that the Commission had not taken a correct measure of its task and needs of the national economy.

He added that among the new social values which had increasingly to be the basis of wage fixation at all levels was the necessity of reducing the importance of "prestige" as a determinant of wage payments. He suggested that the salaries of high dignitaries should be fixed according to the canons of socialist propriety and should be free from the taint of hierarchical exhibition of small social vanities of power and position.

In India, he said, no one could even suggest that the level of wages had any casual relation with the existing and increasing inflationary process. "In this country the aspect which had evidently a direct bearing on the wage policy is the undeniable and progressive erosion of incomes by the rising cost of living caused directly by the generation of inflation through a basically erroneous financial policy of the Government of India since 1951".

Mr. W. Turner (UK High Commission) who participated in the discussion said that wages were fixed in the UK in 90 per cent cases through collective bargaining.

Mr. Surowsev (USSR Embassy) said that the Soviet Union had abandoned the socialist principle of 'each according to his need and each according to his labour,' with regard to wages. The basic principle of wages in the Soviet Union, he added, was ~~equal~~ equal wages for equal work and equal wages for men and women alike. According to the Seven-Year Plan the Soviet Union would have the shortest working day in the world without reducing the total emoluments.

Prof. Spencer (US) said that capitalism in the US has not only surpassed the socialist world in production but also in social welfare activities, labour saving devices and social security measures.

Dr.R.D. Singh condemned the policy of wage-freeze and said that with an increase of production wages must also increase.

Summing up the discussion Dr.Gyan Chand emphasised the need for giving top priority to the policy enunciated in the objectives of the first and second Plan in regard to wages. He also pleaded for a rational approach to the wage structure. Although production and productivity should have the highest premium there ought to be direct connection between contribution and reward.

Discussing collective bargaining as the means to settle wage disputes, Dr Gyan Chand deplored schisms and rivalries in the trade union movement in the country on the one hand, and total lack of socially responsible and responsive employer on the other. According to him in India conditions did not exist which could enable collective bargaining possible.

He rejected the plea for wage freeze as the right economic policy but called upon the Government to attempt to restrict growing inequality among the people.

In order to judge the capacity of any industry to pay the minimum and fair wages, Dr. Gyan Chand suggested the National Audit Agency to be formed which should have statutory powers to check the accounts and finances of the concern.

Unemployment- Prof. P.C. Mahalanobis appealed to the labour economists to tackle the growing problem of unemployment by providing gainful work to the people.

He said that the main problem before the country was to build heavy industry and particularly the steel industry. The emphasis on steel in the second Plan was correct, and it should be pursued if the country was to progress and prosper as a free and independent nation, he added.

He said that in the next Plan three million people have to be provided with jobs, the majority of whom come from rural areas.

Dr V.B. Singh emphasised the need for encouraging various modes of production and combining different techniques so that more production could be achieved which could alone ensure more employment to the people.

Office-bearers for next year.- Shri V.V. Giri, Governor of Uttar Pradesh, was re-elected President of the Indian Society of Labour Economics, Prof.P.C. Mahalanobis, Dr Gyan Chand and Shri K.N. Subramanian were elected Vice-Presidents. Dr S.D. Punekar was elected Secretary and Dr V.B. Singh Associate Secretary. It was also decided to hold the next annual conference in South India, preferably in Madras, the exact place to be decided later.

(The first session of the Conference was reviewed in Section 24, pp. 6-12 of the report of this Office for January 1957.)

(The Times of India, 2 January 1959;
The Hindustan Times, 2 and 4 January 1959;
The Statesman, 3 January 1959).

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64th Annual Session of Indian National Congress,
Nagpur, January 9 - 11, 1959: Resolutions on
Planning and Food Production adopted.

The 64th annual session of the Indian National Congress was held at Nagpur (Abhyankar Nagar) from 9 to 11 January 1959. It was attended by delegates from all over India including Central and State Ministers.

The session adopted various resolutions on current events and economic problems, among which were one on planning and another on food production. The resolution on planning states that profits in the public sector should be controlled and places emphasis on State trading and public enterprises as sources of additional revenue. The resolution on food production stresses that the ultimate pattern of agriculture should be co-operative joint farming and directs the State Governments to enact measures relating to ceiling on holdings by the end of the year.

Presidential address: Standard of living must be raised.- Shri U.N. Dhebar, in his presidential address, reminded congressmen and others of the "colossal" task awaiting them - "levelling up of those who are below the standard of life" - and warned them that unless the country rose to the demands of the situation it would not be able to march forward and "the only consequence will be some kind of chaos."

The Congress President gave the following picture of the country's life which, he said, the Congress wanted to share with others so that it could, with the support of everyone, undertake the process of "levelling up":

- (a) As the third Five Year Plan commences, the country's population will be 420 millions (340 millions in the rural and 80 millions in the urban areas).

(b) The population will grow at the rate of 2 per cent in the rural area and 4.6 per cent in the urban areas. In other words, it will increase by 35 millions in the rural and 15 millions in the urban areas during the period of the third Plan.

(c) As it is, the unemployment backlog at the end of the second Plan will be added more than 5,000,000. To this will be added, in the third Plan period, 17,500,000 in the country's labour force, for whom the country will have to make an effort to provide employment.

(d) Of the labour force in the country 70 per cent is engaged in agriculture and allied pursuits. Of them 15.2 per cent are agricultural landless labourers and 15.2 per cent are labourers with very meagre land and who are classed for all purposes as agricultural labour. Their per capita income is 109 rupees per annum against the per capita income of industrial labour of 265 rupees and against the average per capita income in the country of 281 rupees for the same period. These labourers have been groaning under sub-human conditions. The total land with them does not come to more than 1 per cent of the total cultivated area although their holdings constitute 16.8 per cent of the total holdings. The economic level of these people is also extremely bad. Twenty-six point four per cent of the families of agricultural labourers spend up to 100 rupees per consumption unit per year, and 36 per cent between 101 rupees and 150 rupees. Conditions can be better imagined than described.

(e) Along with the question of finding work for the people, the basic and primary needs of the people - the food needs, the educational needs (some 50,000,000 children of whom 25,000,000 are already in schools and 25,000,000 will be added in the next seven years), the health and sanitation needs (drinking water in about 50,000 villages and rudimentary health services for the rural people and the people in outlying areas), housing needs (housing for 3,000,000 additional families in the urban area and 6,000,000 in the rural areas), would have to be attended to.

"We shall, from the above figures", Shri Dhebar added: "have some idea of the colossal task that awaits the nation. All this is in the direction of levelling up and not levelling down".

Turning to the third Five Year Plan and its probable magnitude, Shri Dhebar said that development and mobilization of the country's domestic resources should be the main concern. There was no doubt about the difficulties in raising a larger and bigger financial quota for the third Plan but "there is no answer except that we have to cope with this demand anyhow because we have no choice in the matter. It is a question of survival".

In the context of marshalling the country's resources, Shri Dhebar suggested the following steps: (1) ~~Smallest~~ Quick completion of ~~our~~ incomplete projects and the ~~maximum~~ earliest and fullest utilisation of ~~our~~ idle industrial capacity, together with the fullest utilisation of man-power and other resources; (2) setting up norms in production, providing for rewards and prizes in case of surpassing them and for cuts in case of shortfalls; (3) regulating prices of foodgrains and cloth and of the raw materials needed for production while taking into account the aspect of a fair return to the producer, for controlling wages and costs; (4) this will also need a closer study of salaries, wages and profits structure in all spheres of the country's economy; and (5) there should be a similar study of the ways and methods for locating surpluses and also mobilizing them.

Shri Dhebar stressed two more requisites - education and organisation. A programme of integrated education and other amenities became an inevitable need. The system of education should take into account the cultural background of the country, the need for a disciplined and a balanced approach to life, the economic conditions of the country and its personnel requirements.

Resolutions: Planning: Prices of essential commodities should be controlled.- The resolution on planning refers to the First and Second Five-Year Plans, the difficulties encountered and results achieved. It emphasises that from the point of view of planning it was essential that prices of certain essential commodities, such as foodgrains, cloth and some others, should be kept within reasonable bounds.

After referring to various characteristics of the Indian economy, such as, growth of population, low-productivity, under-employment and unemployment, shortage of foreign exchange, the resolution states:

"In order to achieve the minimum requirements for a progressive and dynamic growth of India's economy, considerable efforts are necessary to add to resources and, at the same time, to reduce public as well as private expenditure. The marked increase in recent taxation has been absorbed by increase in expenditure. Measures for mobilisation of resources and for economy should include the following:-

- (i) Public enterprises and State trading should be conducted so as to yield additional resources for public purposes.
- (ii) Imports should be strictly controlled and non-essential goods should not be imported. Import duties should be raised wherever possible. Imports and exports should be coordinated to prevent accumulation of commitments which lead to undue pressure on foreign exchange.
- (iii) Expansion of life insurance and other institutions engaged in stimulating and collecting savings.
- (iv) Patterns of production should be so adjusted as to supply essential needs of the people.
- (v) Wages and salaries should be increasingly dependent on work done and on production and should be related to the conditions existing in India. Profits in the private sector should also be controlled.
- (vi) The construction of large or expensive buildings, whether for public or private purposes, should be discouraged except for such public structures as are considered absolutely essential for the Plan. Equipment for these buildings should also avoid items of luxury. The specifications laid down for public buildings should be simpler.
- (vii) While steps should be taken to see that prices do not rise any further, it is necessary that agricultural incomes do not fall with an increase in output. It is essential for providing incentives for increased production in the agricultural sector that increased output also leads to increased income."

Finally the resolution adds: "The creation of a democratic and socialist society should be clearly and unambiguously placed before the nation as the objective of planning, and all the implications of socialism, in terms of individual and cooperative effort it requires, should be clearly explained to the people. The stress should be not only on individual and social demands and needs, but equally on duties and obligations and the work that is necessary for meeting these needs."

Food production.- The resolution on food production, which is based on the recommendations of 15-member Agricultural Production Sub-Committee, stresses that:

"The organisation of the village should be based on village panchayats and village cooperatives, both of which should have adequate powers and resources to discharge the functions allotted to them. A number of village cooperatives may form themselves into a union. All permanent residents of the village, whether owning land or not, should be eligible for membership of the village cooperative which should promote the welfare of its members by introducing progressive farming methods and improved techniques of cultivation, developing animal husbandry and fishery and encouraging cottage industries. In addition to providing credit and discharging other servicing functions, it will arrange for pooling and marketing the agricultural produce of the farmers and storage and godown facilities for them. Both the panchayat and the cooperative should be the spearheads of all developmental activities in the village and, more especially, should encourage intensive farming with a view to raising the per acre yield of agricultural produce.

"The future agrarian pattern should be that of cooperative joint farming in which the land will be pooled for joint ~~farming~~ ~~joint~~ cultivation, the farmers continuing to retain their property rights, and getting a share from the net produce in proportion to their land. Further, those who actually work on the land, whether they own the land or not, will get a share in proportion to the work put in by them on the joint farm.

"As a first step, prior to the institution of joint farming, service cooperatives should be organised throughout the country. This stage should be completed within a period of three years. Even within this period, however, wherever possible and generally agreed to by the farmers, joint cultivation may be started.

"In order to remove uncertainty regarding land reforms and give stability to the farmer, ceilings should be fixed on existing and future holdings and legislation to this effect, as well as for the abolition of intermediaries, should be completed in all States by the end of 1959. This does not mean any ceiling on income, as it is expected that by intensive cultivation as well as by additional occupations, rural income will rise. Such surplus land should vest in the panchayats and should be managed through cooperative consisting of landless labourers.

"With a view to assuring a fair return to the tiller, a minimum or floor price should be fixed reasonably in advance of the sowing season with respect to each crop, and arrangements should be made to purchase directly, whenever necessary, the crops produced.

" The introduction of State trading in whole-sale trade in foodgrains is welcomed and should be fully given effect to.

" Every effort should be made to bring the un-cultivated and waste land into cultivation. The Central Government should appoint a Committee to devise suitable measures for the utilisation of this land. "

(The Statesman, 10 January 1959;
A.I.C.C. Economic Review, Vol.X, No19,
1 February 1959).

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25. Wage-Earners' Organisations.

India - January 1959.

Outside Leadership of Trade Unions: A Bombay Survey.

A tentative survey of the composition of trade union leadership in Bombay State was undertaken recently by three students of the Tata Institute of Social Sciences. An article based on the Survey by Shri S.D. Punekar, Director of the Institute, has been published in The Economic Weekly, Vol. X, Nos. 26, 27 and 28, July 1958. A review of the article is given below.

A serious drawback of the Indian trade union movement is that its leadership is drawn mainly from outsiders. The division of trade unions on political lines has led to a vicious circle of such defects as rivalry and multiplicity of trade unions, low membership and unsound finances, neglect of legitimate trade union activities, heavy reliance on the State-controlled industrial relations machinery and inevitable dominance of outsiders. The eminence attained by outsiders in our labour movement can be attributed to various factors. The necessity of participation in the nation's struggle for political freedom has been already mentioned. The assistance of outsiders sometimes becomes necessary, especially when there is a fear that employees engaged in trade union activities would be victimised; in fact, some of the trade unionists are victimised workers. Outsiders are also useful in attending to the technical work of trade unions, particularly in matters of law and dispute. The unsound financial position of trade unions makes it difficult for them to engage full-time, paid executives, whose work is therefore done by outsiders in an honorary capacity. The development of Indian trade unionism owes a great deal to selfless outsiders, who spent their time and money on organising the workers. Their influence in political and social circles helped many unions to secure their members' demands.

To study the various aspects of outside leadership of trade unions in Bombay, personal details of 45 trade unionists were collected. No scientific sampling was attempted in the selection of these trade union leaders, though the broader study of Bombay trade unions was based on a stratified (according to membership) random sample of registered trade unions. Nevertheless, the material collected reveals many interesting aspects, throwing valuable light on our trade union leadership.

Of the 45 leaders covered, 12 are in the AITUC, 15 in the INTUC and 18 in the HMS. Naturally, their political leanings are respectively towards Communist, Nationalist (Congress) and Socialist parties. One of the leaders, who recently went over from the HMS to the INTUC, appears still to be a Praja Socialist, whereas in the HMS itself, two leaders seem to be politically independent, two belong to the Socialist Party and the remaining fourteen claim to be Praja Socialists.

Empire-building tendency.- The tendency towards 'empire-building' in the trade union field is somewhat evident in Bombay, as can be seen from the figures in the table given below:-

Federations	Trade union leaders connected with				
	one union.	2-5 unions.	6-10 unions.	11-15 unions.	Over 15 unions.
AITUC	1	7	3	-	1
INTUC	6	5	3	-	1
HMS	-	13	3	2	-

One INTUC leader is President of 17 unions and General Secretary of two more unions, whereas an AITUC leader (lawyer by profession) is an office-bearer of 20 unions. A large number of members are office-bearers of unions, numbering between three and five. Many trade unionists are also actively associated with the State and national federations. The all-India headquarters of the AITUC* and HMS are in Bombay, and hence some of their all-India leaders reside in Bombay city. Among the 12 AITUC leaders, 5 are members of the State Working Committee (including the General Secretary), two are national working committee members and two are General Council members of the AITUC. Similarly, of the 15 INTUC leaders, four are office-bearers (including the Secretary, a Vice-President and Treasurer) of the State federation, whereas eleven are members of the national General Council (including an ex-President of the INTUC). Of the 18 HMS leaders, eleven are executive members

* Till recently. At present the AITUC headquarters is located in New Delhi.

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of the State federation, while three are executive members of the national HMS (including the General Secretary and the Treasurer).

Because of the political rivalry and multiplicity of trade unions, there has been overlapping in the trade union activities of the three federation leaders. For example, all the three federations have their unions in cotton textiles, engineering industries, docks, transport and the B E S T. However, the AITUC is strong in metal and hotel industries, the INTUC in cotton textiles and ~~engineering~~ the HMS in the municipality and engineering, silk, automobile, printing press and chemical industries. Their strength is derived mainly from individual leaders, and there have been instances of leaders changing the affiliation of their unions with a change in their own political affiliations. For example, when the General Secretary of a union went over to the Communist Party from the P.S.P. his union changed its affiliation from the HMS to the AITUC.

Political Pre-occupation.— The pre-occupation of Bombay trade union leaders with politics is illustrated by the seats won by them in the Bombay Municipal Corporation, Bombay Legislative Assembly and the Lok Sabha. The General Secretary and President of the AITUC are both veteran trade unionists of Bombay and are at present respectively in the Lok Sabha and in the Mayoral Chair. Three of the office-bearers of the Mill Mazdoor Union (AITUC) are in the State Assembly, while one is in the Corporation. The Tanksal Mazdoor Sabha (HMS) also has its representative in the State Assembly. In addition, the Dyes and Chemical Workers' Union (AITUC), Engineering Workers' Union (AITUC), BEST Workers' Unity Front (AITUC), Chemical Mazdoor Sabha (HMS), Bombay Port Trust Employees' Union (HMS), Mill Mazdoor Sabha (Silk) (HMS) and Engineering Mazdoor Sabha (HMS) have their representatives in the Bombay Municipal Corporation. The INTUC could not achieve similar success, because the elections were fought on the Sanyukta Maharashtra (a political) issue.

Age and Education.— The leadership appears to be in the hands of middle-aged persons; nearly 80 per cent of the trade unionists are in the age-group of 31-40.

The leadership of the HMS appears young, compared with that of the other two federations. The age of the youngest trade unionist is 27, while at the other end there are two INTUC leaders, both of whom are 60 years old.

Outside leadership makes its influence felt because of education. Of the 45 leaders, only two appear to be non-matriculates, while as many as 30 (i.e. 66.6 per cent) are graduates.

Some of the leaders have had brilliant academic careers. For example, among the INTUC leaders, one has a first-class science degree, another is a solicitor while a third is a barrister. One HMS leader stood first-class first in the engineering degree examination. Because of the reliance of trade unions on the State-controlled legal machinery, lawyers have an important place in them; of the 45 leaders, 8 are full-fledged lawyers (two in the AITUC, five in the INTUC and one in the HMS). Other trade unionists also are well versed in labour laws though they do not have any law degree.

It is somewhat interesting to enquire how these trade union leaders maintain themselves. Indian trade unions are financially weak; on an average, a registered trade union earns 154 rupees and spends 134 rupees a month, and hence it is difficult for a union to engage even a single full-time paid executive. However, it was found that 38 out of the 45 trade unionists (10 from AITUC, 11 from INTUC and 17 from HMS), i.e. as many as 85 per cent of the total, are paid from trade union funds. The amount paid varies from 50 rupees to 350 rupees a month though the standard monthly remuneration appears to be 250 rupees for INTUC leaders and 150 rupees for AITUC and HMS leaders.

As has been stated earlier, three leaders (two of the AITUC and one of the HMS) are members of the State Legislative Assembly while six leaders (three each of the AITUC and HMS) are Municipal Councillors. These leaders get allowances, which supplement their income. A few leaders are maintained by their political parties because primarily they are political workers. Lawyer trade unionists maintain themselves by legal practice, which brings in incomes ranging from 400 rupees to 800 rupees a month. In six cases (one AITUC and five HMS), wives of the leaders are earning members, and they lessen the financial worries of their husbands.

The tentative survey, though lacking a scientific basis, brings out certain salient features of trade union leadership. There are some bright features about the outside leadership of Bombay's trade unions. Most of these leaders are brilliant young men, devoted to the trade union movement. In choosing a trade union career, they have shown preference for an unstable and uneasy life, full of financial difficulties and physical hardships. With their education, enthusiasm and zeal, they could have obtained secure jobs, with better monetary prospects.

The Second Plan makes a distinction between outsiders who are whole-time trade union workers and those who look upon union work only as a part of their activities. Fortunately, a large majority of trade union leaders belong to the former category of devoted workers, who have sacrificed their material well-being for the development of the trade union movement. Even so, as the Second Plan suggests, unions need to realise that undue dependence on anyone not belonging to the ranks of industrial workers must necessarily affect the capacity of workers to organise themselves. The outside leadership, in spite of its advantages, has brought with it the defects of political unionism and has had a damping effect on the rise of internal leadership. Indian trade unions now need a cadre of whole-time career trade unionists, who will be entirely paid by the unions and who will consequently be responsible only to the trade unions and not to any political party, which wants to exploit the unions for non-industrial activities.

(The Economic Weekly: A Journal of
 Current Economic and Political Affairs:
 Special Number, July 1958, pp.877-879).

Chapter 3. Economic Questions

33. Full Employment Policy.

India - January 1959.

Unemployment Among Women in West Bengal: Study published.

The Government of West Bengal has published a Study* on unemployment among women in West Bengal.

A brief review of the conclusions of the Study is given at Section 81, pp. 66-71 of this Report.

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* Unemployment Among Women in West Bengal (Directorate of National Employment Service, Government of West Bengal, Labour Department, November 1958) pp.74.

Central Committee on Employment constituted.

In pursuance of its Resolution dated 13 October 1958 (vide pages 85-86 of the Report of this Office for October 1958) the Government of India has by a notification dated 19 January 1959 constituted a Central Committee on Employment to advise the Ministry of Labour and Employment on problems relating to employment, creation of employment opportunities and the working of the National Employment Service.

(For details, see Section 81, pp. 79 of this Report).

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34. Economic Planning, Control and Development.

India - January 1959.

Heavy Engineering Corporation set up.

The Government of India announced on 31 December, 1958, the setting up of a Heavy Engineering Corporation with an initial capital of 500 million rupees which may gradually be raised to 2,000 million rupees, for the various heavy engineering projects to be established in the public sector during the third Five Year Plan. The projects the Corporation will operate include the heavy machine-building plant, the coal-mining machinery plant, the foundry forge plant and the plate and vessels works. The new company will have its registered office at Ranchi, where two of these projects will be located.

(The Hindustan Times, 1 January 1959).

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U.K. Credit Loan to India: Agreement concluded.

An agreement was signed in London on 20 December 1958 for a loan by Britain to India of £ 28,500,000 in the form of a credit under the Export Guarantees Act of 1949. It is part of a financial aid project for India first discussed in Washington last August at a meeting arranged by the International Bank. Britain, Canada, West Germany, Japan and the U.S. worked out proposals to cover India's foreign exchange deficit up to the end of March 1959.

(The Times of India, 3 January 1959).

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36. Wages.

India - January 1959.

Bihar: Minimum Wages Act, 1948, to be extended to
Cold Storage, Hotels and Cinema Industry.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Bihar has notified its intention of adding the following employments to part I of the Schedule appended to the said Act.

- " (1) Cold Storage,
- (2) Hotels, eating houses, and restaurants, and
- (3) Cinema industry. "

The proposal will be taken into consideration by the Government after 15 April 1959.

(Bihar Gazette, Part II, 21 January 1959,
page 278).

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Madras: Draft Proposals fixing Minimum Rates of Wages
for Certain Employments.

The Government of Madras published on 14 January 1959 the draft notification fixing the following minimum rates of wages payable to certain additional categories of employees employed in any rice mill, flour mill or dhall mill or oil mill which the Government proposes to make under the Minimum Wages Act, 1948.

Employment in any rice mill, flour mill or dhall mill:

Class of employees.	Minimum rate of wages. Rs.
1. Mazdoors employed in polishing ----	1.37 per day.
2. Rice measurers -----	1.62 per day.
3. Mazdoors employed in grinding grain.	1.37 per day.
4. Dhall manufacturers -----	1.37 per day.
5. Loadmen -----	1.37 per day.
6. Clerks -----	50.00 per mensem.
7. Peons -----	1.25 per day.
8. Attenders -----	35.00 per mensem.
9. Carpenters -----	1.75 per day.
10. Varukkudalai workers -----	2.00 per day.

Employment in any oil mill:

Class of employees.	Minimum rate of wages. Rs.
1. Boiler men -----	2.00 per day.
2. Mechanics -----	1.50 per day.
3. Rotary men -----	1.50 per day.
4. Peons -----	1.25 per day.
5. Crushers -----	1.25 per day.
6. Attender -----	35.00 per mensem.
7. Clerks -----	50.00 per mensem.

draft

The proposals will be taken into consideration by the Government after 10 April 1959.

(The Fort St. George Gazette, Part I,
14 January 1959, page 47).

Uttar Pradesh: Bonus for Vacuum-pan-Sugar Factories
Workers ordered.

The Government of the Uttar Pradesh has ordered the vacuum-pan-sugar factories in the State to pay 5,600,000 rupees to their workers as bonus for the crushing season of 1957-58. About 56,000 workers are now employed in 68 sugar factories in the State.

The order follows the recommendation of a committee constituted in August last in pursuance of the decision of the State tripartite conference on sugar held in June 1958.

The bonus will be paid to all employees of the factory who drew their salaries and wages from the factory during the crushing season 1957-58 in proportion to their earnings. The bonus will not exceed three months' total wages. The share of any worker who might have died will be paid to his legal heirs.

The order provides for an adjustment of any interim or advance bonus paid to a workman by any factory but such factories, in no case, can recover any amount if that is in excess of the amount payable under this order.

The order, however, provides the right of representation to factories to seek exemption from the payment of their share of bonus on account of loss or meagre profit-margin.

The representations, according to the order, will be made before 15 February 1959, to a sub-committee set up under the chairmanship of the Labour Commissioner.

(The Hindustan Times, 30 January 1959).

Minimum Wages (Madhya Pradesh) Rules, 1958.

The draft Minimum Wages (Madhya Pradesh) Rules, 1958 (vide page 31 of the Report of this Office for June 1958) have been approved and gazetted on 23 January 1959.

(Madhya Pradesh Gazette, No.4, Part IVC,
23 January 1959, pp. 1-22).

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37. Salaries.

India - January 1959.

Wages of Working Journalists: Tentative Proposals published.

Tentative proposals to fix the wages of working journalists were officially released on 29 December 1958 by the Working Journalists Wage Committee.

The Committee was set up by the Government of India after the Supreme Court's invalidation of the decisions of the Wage Board earlier early in 1958.

The Committee has classified newspapers in six categories. The minimum salary of an editor in the highest class is Rs.2,000 a month, and the maximum in the lowest category is Rs.250.

The weeklies are divided into four classes. An editor in the highest class gets a maximum salary of Rs.1,000, and one in the lowest Rs.250.

No scales of pay have been prescribed for other periodicals. Similarly, news agencies are divided into three categories with widely varying scales of pay.

Classification of newspapers and news agencies has been based on the average gross revenues for the three years 1955, 1956 and 1957. The gross revenue would include the total circulation revenue (in the case of a news agency, subscription revenue), advertisement revenue, revenue from job work, miscellaneous income such as from the sale of waste paper and all other revenues arising out of the investment or utilization of the funds of a newspaper or a news agency in property or business.

The following is the classification of newspapers, news agencies and weeklies:

Newspapers: Gross revenue of Rs. 5,000,000 and above - A Class; 2,500,000 rupees and above but less than 5,000,000 rupees - B Class; 1,250,000 rupees and above but below 2,500,000 rupees - C Class; 500,000 rupees and above but less than 1,250,000 rupees and - D Class; 250,000 rupees and above but less than 500,000 rupees - E Class; less than 250,000 rupees - F Class.

If the advertisement revenue of any newspaper not in Class F is less than half its circulation revenue, it should be placed in the class next below that in which it would fall on the basis of its gross revenue.

Weeklies: 1,250,000 rupees and above - Class I; 500,000 rupees and above but less than 1,250,000 rupees - Class II; 100,000 rupees and above but less than 500,000 rupees - Class III; and below 100,000 rupees - Class IV.

News Agencies: Gross revenue of 2,500,000 rupees and above - Class I; 1,000,000 rupees and above but less than 2,500,000 rupees - Class II; and below 1,000,000 rupees - Class III.

Scales of Pay.- The scales of salaries in the daily newspapers, weeklies and news agencies will be:

Dailies: A Class: Editor - scale not fixed, but the minimum pay should be Rs. 2,000 p.m.; assistant editor, leader writer, news editor, special correspondent - Rs. 750-40-950-50-2250; Chief sub-editor, chief reporter, senior-most correspondent accredited to a State Government and correspondent accredited to the Central Government other than special correspondent - Rs. 600-50-1000; sub-editor, reporter and other working journalists - Rs. 300-25-500-30-650-40-850-50-900; and proof reader - Rs. 150-7-1/2-180-10-250-15-325-25-350.

B Class: Editor - not fixed, but the minimum should be Rs. 1,500, assistant editor, etc. - Rs. 600-25-650-40-850-50-1000; chief sub-editor, chief reporter, etc. - Rs. 500-40-700-50-800; sub-editor - Rs. 200-25-400-30-700; and proof reader - Rs. 120-5-150-7-1/2-180-10-200-15-275-25-300.

C Class: Editor - same as for assistant editor and leader writer in B Class; assistant editor, leader writer, etc. - Rs. 400-20-500-25-650; Sub-editor, reporter, etc. - Rs. 175-15-325-25-500; and proof reader - Rs. 100-5-150-7-1/2-180-10-200-25-250.

D Class: Editor - Rs. 350-25-450-40-650; assistant editor, etc. - Rs. 200-15-350-25-450; Sub-editor - Rs. 125-7-1/2-200-10-250-25-300; and proof reader - Rs. 90-5-150-7-1/2-130-10-200.

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E Class: Editor - Rs.200-20-300-25-400; assistant editor, etc. - Rs.150-10-250-25-325; sub-editor - Rs.100-5-150-10-200-25-225; and proof reader - Rs.80-5-150.

F Class: Editor - Rs.150-7 $\frac{1}{2}$ -180-10-250; assistant editor - Rs.125-5-150-7 $\frac{1}{2}$ -180-10-200; sub-editor - the same as proof reader in E Class; and proof reader - Rs.70-5-125.

(In Classes C, D, E and F there is no special scale for Chief sub-editors, chief reporters and accredited correspondents).

Weeklies. - Scales of pay of Classes I, II, III and IV correspond to those of Classes C, D, E and F of daily newspapers respectively.

News Agencies. - Class I: General manager or editor scale not fixed, but the minimum should be Rs.1500; chief news editor and in-charge of principal news bureau in a metropolitan centre - no scale, but the minimum should be Rs.1250; news editor, special correspondent, in-charge of principal news bureau at a State capital - same as for assistant editors in B Class newspapers; senior correspondent, chief reporter and chief sub-editor - same as for chief subs in B Class newspapers; and sub-editors and reporters - same as in B Class papers.

Class II: General manager or editor - same as news editor in Class I; assistant editor and news editor - Rs.400-20-500-25-650; sub-editors and reporters - same as for subs and reporters in C Class newspapers.

Class III: Same as for E Class newspapers.

Dearness allowance. - For the payment of dearness allowance to full-time employees and monthly retainers to part-time employees the country has been divided into three areas. Area I will comprise the metropolitan cities of Bombay, Calcutta, Delhi and Madras. Area II towns with a population of over ~~five~~ 500,000 and Area III the rest of the country.

The scale of dearness allowance will be:

Salary up to Rs.100 - Rs.65 in Area I, Rs.55 in Area II and Rs.40 in Area III; Rs.101-200 - Rs.87, 75, 55; Rs.201-300 - Rs.95, 80, 60; Rs.301-500 - Rs.110, 95, 70; Rs.501-750 - Rs.130, 110, 85; and Rs.751 and above - Rs.150, 130, 100.

Part-time employees will be paid a monthly retainer ranging between Rs.25 to Rs.100 for Class A papers, Rs.20-75 for B Class, Rs.15-50 for C, Rs.15-40 for D, Rs.10-25 for E and F.

The recommendations would come into operation in the case of A and B Class dailies and Class I news agencies from 10 May 1957; in the case of C Class dailies from 1 January 1958; and in the case of D, E and F classes of dailies, all weeklies and Classes II and III of news agencies from the date of the Central Government enforces the recommendations.

The total arrears payable by any newspaper to its working journalists as a result of retrospective operation should be given in four equal half-yearly instalments, the first instalment being payable not later than six months from the date of the order of the Government pass.

The recommendations will be made final after comments are received from newspaper managements, working journalists and other concerned parties.

Journalists' Federation's Dissatisfaction.- The Indian Federation of Working Journalists has opposed the classification of newspapers belonging to multiple units, groups and chains on the basis of gross revenue of the constituent units, taken separately, made in the tentative proposals of the Working Journalists Wage Committee.

A special session of the Executive Council and Presidents and Secretaries of the Units of the Federation, held at Nagpur also opposed the proposal that if the advertisement revenue of any newspaper was less than half its circulation revenue, it should be placed in a class next below that in which it would fall on the basis of gross revenue.

In another resolution, the Federation said that it wished to impress on proprietors and the Government that working journalists would no longer put up with further involvement in litigation and delay in the final settlement of the question of fixation of wages. It called upon working journalists "to be alert, be prepared for all eventualities, including resort to direct action" and directed all units to raise an "action fund".

The Federation said that by attempting to classify newspapers belonging to multiple units, groups and chains as proposed, the Committee had set aside the principle of capacity of the industry to pay as such and introduced the "pernicious" principle of the capacity to pay of sub-units of the industry.

It took strong exception to the proposal to give "weightage" for advertisement revenue for purposes of fixation of wages for working journalists.

The meeting also called attention to the proposal for an "abnormally low" minimum wage, non-fixation of wage rates for working journalists employed in periodicals, the "unscientific" classification of weeklies, the limitation of categories of working journalists in certain classes of newspapers and the trial of an "untested" fitment formula.

(The Hindustan Times, 30 December 1958;
The Statesman, 12 January 1959)

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*Chapter 4. Problems of India & China
Dynamics of the National Economy*

39. International Economic Relations.

India - January 1959.

India-Mongolia Trade Agreement concluded.

A trade agreement was reached in New Delhi on 14 January 1959, between the State Trading Corporation of India and the Mongolian Government. Lists of goods available for export from either country were exchanged. Articles for export from India include jute goods, tea, coffee, mica, shellac, manganese ore, coir and coir manufactures, tobacco, carpets, leather manufactures, handloom products, light engineering goods and electrical appliances. The main items for export from Mongolia are wool, hides and skins, furs, meat and butter, live animals and minerals.

(The Statesman, 15 January 1959).

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

42. Co-operation.

India - January 1959.

Portfolio of Co-operation transferred to the Ministry
of Community Development.

The President by an order dated 6 January 1959, has directed that with effect from 30 December 1958, the Ministry of Community Development shall be known as Ministry of Community Development and Corporation. It shall consist of two Departments, namely:

Co-operation

- (1) Department of Community Development; and
- (2) Department of Cooperation.

The work relating to Co-operation and Co-operative Movement, including the work relating to the National Cooperative Development and Warehousing Board, shall be transferred from the Ministry of Food and Agriculture to the Ministry of Community Development and Cooperation and allocation to the Department of Cooperation.

The work relating to the Central Warehousing Corporation and the State Warehousing Corporations shall continue to be dealt with in the Ministry of Food and Agriculture, but shall be transferred from the Department of Agriculture to the Department of Food in that Ministry.

(The Gazette of India, Extraordinary, Part II,
Section 3 - Sub-section (ii), 6 January 1959,
page 4)

43. Handicrafts.

India - January 1959.

Andhra Pradesh Khadi and Village Industries Board
Act, 1958 (No. IV of 1959).

The Government of Andhra Pradesh published on 5 January 1959 the text of the Andhra Pradesh Khadi and Village Industries Board Act, 1958, as passed by the Andhra Pradesh Legislature. The Act which received the assent of the Governor on 3 January 1959 provides for the establishment of a Board for the development of khadi and village industries in the State and for matters connected therewith.

(The Andhra Pradesh Gazette, Part IVB Extraordinary,
5 January 1959, pp. 21-35).

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Chapter 5. Working Conditions and Living Standards.

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

India - January 1959.

Workers' Education: Books to be published by the
Central Board.

The Central Board of Workers' Education has decided to publish popular books on labour problems, industrial legislation and the trade union movement as part of its campaign to educate workers.

Before taking up the work, it proposes to conduct a survey of the existing available sources. A sub-committee has been appointed to draw up a list of topics on which pamphlets should be written. Not only scholars but also persons with practical experience of work among labour will be invited to write.

The Board has provided 300,000 rupees for grants-in-aid to non-official agencies engaged in workers' education programme. Two specific proposals which came up before its last meeting were grants of 50,000 rupees each to the INTUC-sponsored Harihar Nath Shastri Memorial Institute in Kanpur and the AITUC-sponsored N.M. Joshi Memorial School of ~~Trade~~ Trade Unions. Before a final decision is taken, a sub-committee has been set up to draft standard rules for regulating grants.

A separate training course for teacher-administrators for employees in the public sector is likely to be organised.

(The Hindustan Times, 12 January, 1959).

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Bihar Labour Welfare Fund Bill, 1958: Non-Official
Bill introduced in Bihar Council.

Shri Jaideva Prasad, Member, introduced on 5 December 1958 in the Bihar Legislative Council a Bill to provide for the constitution of a fund for promoting the welfare of labour in Bihar. According to the Statement of Objects and Reasons of the Bill, the question of creating a Labour Welfare Fund for promoting the welfare of labour employed in various industries has for long been under consideration of the Government. In the case of the fines realised from the workers, provision already exists in the Payment of Wages Act, 1936 that the amount so realised shall be applied for approved purposes beneficial to the workers. In addition to the fines there are the accumulations of unpaid wages, bonus, gratuity, etc.; which remain lying with the employers without being put to any proper utilisation. It is, therefore, felt that all such amounts should be pooled together for the creation of a Fund to finance Labour Welfare activities to be undertaken by a Board under the control of the Government. It is also considered that other possible sources, viz., voluntary donations, grants-in-aid from the State Government, borrowings by the Board, etc., would also go a long way in supplementing the finances of the Board thereby promoting Labour Welfare in a considerable measure.

The Bihar Labour Welfare Fund Bill, 1958, is accordingly introduced for the above purpose in view.

(The Bihar Gazette, Part V,
17 December 1958, pp.53-60).

56. Labour Administration.

India - January 1959.

Working of the Plantations Labour Act, 1951, for the
Year 1957.

Scope of the Data.- Prior to 1951, certain provisions of some of the Acts applied in a limited sense to workers in plantations. Some of these Acts are: the Workers' Compensation Act, 1923, the Tea Districts Emigration Labour Act, 1932, the Industrial Disputes Act, 1947, etc. This state of affairs, however, did not meet the requirements of about 1,200,000 workers employed in plantations. With a view to ameliorating the working and living conditions of such workers, the Government of India enacted the Plantations Labour Act in 1951. The Act, extends to the whole of India except Jammu and Kashmir. It applies to tea, coffee, rubber and cinchona plantations but the State Governments have been empowered to extend it to any other class of plantations. This Act was passed in 1951 but it did not come into force immediately. In April 1954 such of the provisions of the Act as could be enforced without the framing of rules were put into effect. The Act provides for framing of rules on several matters. The Central Government framed Model Rules in this regard and circulated them to the State Governments for adoption with such changes as to latter might consider necessary in the light of prevailing circumstances in their respective areas and of administrative convenience. By the end of 1957, all the States concerned, except Punjab, had framed the necessary rules although they did not cover all the items on which rules are to be prescribed under the Act.

To keep itself informed of the position in regard to the enforcement of the Act in various States, the Ministry of Labour and Employment requested the State Governments and Administrations in December 1957 to furnish an annual report on the working of the Act. In response to this request the State Governments of Bihar, Kerala, Madras, Mysore, Uttar Pradesh and West Bengal and Tripura Administration sent such reports for the year 1957*. It may, however, be stated here that Punjab had not enforced the rules relating to submission of reports by the employers till August 1958 and hence no data regarding the State are available for 1957. The report from Mysore relates to the financial year 1957-58 while in the case of other States, etc. such reports relate to the calendar year 1957. In spite of these limitations it was considered that it would serve useful purpose if a brief review on the working of the Act is brought out for general information. In this connection it may be borne in mind that the Plantations Labour Act 1951 is a comprehensive legislation covering many and varied aspects of working and living conditions of plantation labour. In the absence of adequate data in respect of all the items covered by the Act the scope of the present review has been limited only to the more important aspects, such as, hours of employment, leave with wages, health and welfare, sickness and maternity benefit and enforcement of the Act. The available information on these items is given in the paragraphs that follows.

Hours of employment.- The Plantations Labour Act fixes the maximum weekly hours of work for adults at 54 and for adolescents and children at 44. It has also prescribed the daily hours of work, spread over and the time for rest intervals. The available information shows that normal weekly hours of work were 24 in Bihar, ranged between 39 and 51 in Uttar Pradesh and between 37 and 47 in West Bengal. In Madras, 12 plantations worked above 48 hours per week, 227 between 45 and 48 hours per week**. All the employers in Mysore were observing the provisions of the Act relating to hours of employment.

* The Government of Assam has furnished the report only for 1956. Even so the data contained in this report have been utilised in the present review in order to have a wider coverage.

** Information regarding the remaining 19 plantations was not available.

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Leave with Wages.— The Act provides for grant of leave with wages at the rate of one day for every twenty days of work for adults. For young persons the rate is one day for every 15 days worked. The number of workers who were granted leave was 432,637 in Assam (in 1956), 2,168 in Bihar, 76,161 in Madras, 1,092 in Uttar Pradesh and 120,776 in West Bengal.

Health and Welfare.— The important provisions of the Act in respect of health and welfare relate to (i) supply of drinking water, (ii) provision of housing and medical facilities, (iii) establishment of canteens, (iv) maintenance of creches, and (v) appointment of Welfare Officers. The extent of which some of these provisions were implemented in different States is briefly given below:—

In Assam, the Plantations Labour Rules with the exception of those relating to conservancy, canteens, educational facilities and appointment of Welfare Officer came into effect from 19 January 1956. The State Government constituted, during 1956, two Advisory Boards to advise the Government on matters relating to medical and housing facilities. Of 671 estates covered under the Act, 605 employing 485,917 workers submitted the returns prescribed under the Rules. Of these 605 estates, 401 were maintaining hospitals and the rest had only dispensaries for workers. The total number of beds in the hospitals was 11,761. As regards housing facilities the employers had provided 39,508 houses, which conformed to the standards approved by the Government. Almost all estates provided facilities for outdoor games and clubs were maintained for this purpose in a number of estates. 'Puja' houses were also maintained by most of the estates. In Bihar, the Plantations Labour Rules, 1955 came into force with effect from 26 December 1955. These Rules covered 12 tea estates which employed about 800 workers in 1957. The State Government appointed, during 1957, a certifying Surgeon for the purpose of examining and certifying young persons who wished to obtain fitness certificates for employment in tea plantations. Drinking water was made available through water carriers and this system worked quite satisfactorily. Medical facilities to workers were available in a dispensary at Palandu and at the District Board dispensary in Ormanjhi. Sheds (used as creches) were in existence in all the estates and managements were instructed to provide suitable furniture and to employ attendants therein. Education was imparted to children of workers free of cost through a primary school started at Palandu. Workers in some of the plantations were provided with umbrellas also. In Kerala, the Travancore-Cochin Plantations Rules were in force from 23 August 1956. The Plantations Housing Advisory Board, appointed under the Rules, met four times during 1957. Besides taking certain important decisions relating to housing scheme, it approved the type, design and specification of houses to be constructed in plantations. The Housing Scheme was being pushed through according to a phased programme, in spite of the shortage of essential materials like cement, iron, etc. Supply of protective equipment to workers was an important item that was properly enforced during the period under review. In Madras, the Plantations Labour Rules 1955 came in force with effect from 29 December 1955*. During 1957, there were 261 plantations

*Except the provisions relating to conservancy, canteens, creches, recreational and educational facilities.

employing 79,489 workers. Thirty four garden hospitals existed in the plantations in the State. Schemes for the provision of medical facilities were received from 128 plantations during 1957. Of these, schemes for 54 plantations were approved. All the estates had made provisions for supply of drinking water to the workers. Many of the employers had also provided latrines for workers. The Advisory Board, constituted for consultations in regard to matters relating to housing of plantation workers, met in February 1957 and after considering the plans and specifications of houses to be constructed in the plantations recommended certain standards and specifications. These recommendations were approved by the State Government. Recreational facilities such as outdoor games, playgrounds, reading rooms, etc., were provided only in some of the big plantations. In Mysore, the Mysore Plantations Labour Rules were brought into force from October 1956. These covered 700 estates employing about 78,000 workers. Almost all big estates were maintaining dispensaries and hospitals and ~~dispensaries~~ for their workers. During the year 1957-58, there were 19 hospitals and dispensaries in these plantations. Drinking water was supplied to workers in the bigger estates through pipes, but in small estates employers had wells which were chlorinated at regular intervals. Though latrines had been provided in newly constructed houses in the bigger estates workers were reported to be generally not using them. Only ten creches had been set up but the employers were instructed to provide more of this facility. They were also requested to make arrangements regarding canteens for workers. The employers were making some efforts to construct ~~with~~ new houses. In Uttar Pradesh, the U.P. Plantations Labour Rules, with the exception of provisions relating to conservancy, canteens, creches, recreational and educational facilities, were enforced with effect from 30 March 1957 covering 20 estates, 16 of which employed about 2,000 workers. Medical facilities to workers were available in ten plantations. These were in the shape of garden ~~quarters~~ hospitals in two of them and dispensaries in the rest. Though 1,019 quarters were available to the workers, they were not according to the standard specifications. Canteens existed only in 3 plantations. In West Bengal, the Plantations Rules, 1956 (except provisions relating to latrines, canteens, creches, educational facilities, etc.) were enforced from 22 November 1956. There were, in 1957, 283 tea gardens which were covered by these Rules. The employment in 172 of these gardens submitting information in this respect was 137,281. A Tripartite Medical Advisory Board, envisaged under Section 30 of the Plantations Rules, was constituted by the Government during 1957 for consultation in regard to matters relating to the provision of medical facilities. The Board held its first meeting on 25 October 1957 and discussed the question of appointment of trained nurses and midwives in tea garden hospitals, etc. The State Government also constituted another Tripartite Advisory Board for consultation in regard to matters connected with housing in plantations. There were 58 hospitals with 2,466 beds and 94 dispensaries in 171 of these plantations during the period under review, 20,470 houses had been provided to workers and these were according to the approved specifications, etc. In Tripura, the Tripura Plantations Labour Rules, 1954 came into force with effect from 12 September 1955 and they covered 55 tea plantations employing about 11,000 workers. Medical facilities and facilities for free education of children upto primary standard were available in all the estates. An Advisory Board was constituted in November 1955 for consultation in regard to matters connected with housing. The Board recommended certain standards and specifications

for workers' houses which were approved by the Administration and the managements of all the tea gardens were requested to comply with the same. The progress of housing construction was not, however, satisfactory during the year. The free housing accommodation to workers hitherto available was not according to the prescribed standards.

Sickness and Maternity Benefits.- Under Section 32 of the Act the State Governments are empowered to frame rules in regard to sickness and maternity allowances. Available information regarding the number of workers who obtained these allowances, etc., is given below:-

SICKNESS AND MATERNITY ALLOWANCES ETC. PAID IN 1957

State	Sickness Allowance		Maternity Allowance	
	No. of workers who received the benefit.	Amount paid (Rupees).	No. of Workers who received the benefit.	Amount paid (Rupees)
Assam(1956) ----	339,534	2,839,024	42,905	3,906,610
Bihar -----	N.A.	-	1	66
Madras -----	N.A.	-	7,764	416,361
Uttar Pradesh---	N.A.	-	163	5,143
West Bengal ----	56,941	369,824	11,198	621,145

N.A. - Not Available.

Enforcement.- In Assam, the Chief Inspector of Plantations, appointed to implement the provisions of the Act and the Rules framed thereunder, visited several estates in 1956 and explained the requirements of the Act to the managements of these estates. The Chief Inspector of Plantations and his staff in Kerala made 740 inspections during 1957 and issued several warnings and show cause notices to employers for violations of the Act. Material results were achieved as a result of vigorous campaign of inspections. The Inspectorate in Madras conducted 255 inspections during 1957. In Mysore, 410 estates were inspected and 50 show cause notices were issued to the employers during 1957-58. The Chief Inspector of Plantations, Uttar Pradesh visited Dehra Dun to explain to managements and workers' representatives the various provisions of the Act and the irregularities detected were explained to the employers.

(Indian Labour Gazette, Vol. XVI, No. 6, December 1958, pp. 440-444).

57. Family Budgets Including Nutrition.

India - January 1959.

Bombay: Study on Dietary Studies in Industrial Canteens
in the State.

The Department of Nutrition of the Government of Bombay has been actively engaged, since 1950, in the study of dietary conditions in canteens in industrial establishments in Bombay State with a view to planning satisfactory meals and menus. A report embodying the results of the study has recently been published* by the Government of Bombay. A summary of the important findings of the study and the recommendations made are briefly given in the following paragraphs.

The study covered 108 canteens; of these 81 were in Greater Bombay and the remaining 27 in the other main industrial towns of Bombay State. The canteens belonged to various types of industries - textile alone having 42 such canteens. The study revealed that with the exception of few canteens in major industries, the general conditions of the canteens were not very satisfactory. Some of the canteens were located in improvised structures, which were small, congested and ill-ventilated. "Tea and snacks" was the minimum food service provided through canteens. Nearly two-thirds of them served full meal or 'meal preparations' also. According to the study, tea was the popular beverage consumed by most of the workers and butter milk was not in demand except in the canteens in Ahmedabad and Baroda. The price of full meal ranged from annas 3 to annas 10 - annas 6 being most common price. Meals costing annas 8 to 10 included more protective foods, such as, fresh vegetables, milk and milk products, fishy foods, etc. The canteens which were subsidised by the industry served better meals.

It was found during the course of the study that there were several difficulties in the development of community nutrition and the promotion of feeding the workers through canteens. Important amongst the proposals made by the study for development and promotion of industrial canteens are as follows:-

* Report on the Dietary Studies in Industrial Canteens in Bombay State (1950-56); The Government Press, Nagpur - price Re.0.50.

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- (i) It is necessary that all canteens should be open to inspection by the Department of Nutrition so that they could benefit from its advice.
 - (ii) The recommendations of the Department should be binding on canteen establishments.
 - (iii) A Factory Canteen Advisor should be appointed in the Department of Nutrition to inspect industrial canteens regularly and give advice on quality and quantity of food served, planning of menus, prices of food supplied, etc.
 - (iv) A State Advisory Committee consisting of the Chief Inspector of Factories, Assistant Director In-charge, Department of Nutrition, representatives of Labour Welfare Administration, the Mill Owners' and other Industrial Associations and Labour Unions should be appointed to formulate a uniform policy in the management of canteens in industry and to co-ordinate their activities.
 - (v) The Labour Department should, as suggested by the Industrial Conditions Enquiry Committee, conduct, a model industrial canteen if possible, where the various aspects of canteens management, including experimental work for determining cheap and nutritious meals and snacks, could be undertaken.

(Indian Labour Gazette, Vol. XVI, No. 5,
November 1958, pp. 374-375).

59. Social Research.

India - January 1959.

Seminar on Industrialisation and Industrial Man,
Delhi, 9 - 11 January 1959.

A Seminar on Industrialisation and Industrial Man was held at Delhi from 9 to 11 January 1959, under the auspices of the Institute for Research in Economic and Social Growth, University of Delhi, in co-ordination with Ford Foundation. Shri Manubhai Shah, Union Minister for Industry inaugurated the meeting. About 50 Indian economists participated in the Seminar, as well as a team of well-known U.S. economists, including Mr. Charles A. Myers, Professor of Industrial Relations, Massachusetts Institute of Technology, Mr. Clark Kerr, President of California University, Mr. Frederick Harbison, Professor of Economics at Princeton, and Mr. John T. Dunlop, Professor of Economics at Harvard, Shri V.K.R. Menon, Director of this Office, attended the Seminar as an observer.

The subjects for discussion at the Seminar were the following:-

- (a) High Level human resources for industrialisation - the problem of managerial and technical personnel.
- (b) The problem of the labour force in industrialisation - recruitment, training and commitment.
- (c) Labour, Management and the State with special reference to the role of the State both in industrialisation and in industrial relations.
- (d) The philosophy, logic and pattern of industrialisation.

Interpretation of the Industrial Process.— The discussions were initiated on the basis of a working paper prepared by the team of U.S.A. economists. The paper poses the following eleven questions to which any general interpretation of the industrialisation process and its relations to workers and managers must provide answers:—

(1) Does industrialisation have a logic? If so, what is it? What are the inherent tendencies of the industrialisation process, and what impact do they ~~unavoidably~~ necessarily have upon workers, managers and governments?

(2) What are the different roads to industrialism? What are the implications of each road for the relations among workers, managers and governments?

(3) What are the principal decisions made along the roads? What are the major issues which confront a country seeking to industrialise, and how do the ways in which these problems are handled influence the relations among workers, managers and governments?

(4) What are the areas of conflict between the traditional culture and industrialisation? How are these conflicts resolved? How do the conflicts between the old and the new societies affect the pattern of relations among workers, managers and governments?

(5) Why do particular countries tend to choose particular roads to industrialisation, and what course do particular types of leaders adopt once they have started towards industrialism? How are the relations among workers, managers and governments affected in the process?

(6) What is the role of management in the industrial society? What is the relationship between management as a resource, a system of authority and a class and the level of economic growth? How is management developed?

(7) How does industrialism develop a web of rules for workers and managers? How is a labour force recruited, structured, developed and motivated? What is ~~xxx~~ the role of managers, workers' organisations and the state in establishing and administering the web of rules?

(8) What are the responses of workers in the industrialisation process? Who organises them? Into what types of institutions are they organised and around what ideas?

(9) What are the major patterns of interrelations that are established among workers, managers and governments in the industrialisation process?

(10) What are the contradictions inherent in industrial societies?

(11) Do industrial societies, regardless of their origins and leadership, tend to become more similar to each other?

While not attempting to answer the questions, the paper examines the Marxian interpretation "the most comprehensive interpretation of the industrialisation process and its implications for workers, managers and governments" - and in the light of the experience of ~~late~~ modern industrialisation subsequent to Karl Marx, ^{with} some major difficulties ^{there} arise in his interpretation.

Inaugural address. - Shri Manubhai Shah, inaugurating the Seminar, said that the whole process of industrialisation and the industrial revolution in Asia and Africa would be threatened unless the new societies developing in these continents could raise the living standards of their peoples soon. He added that the industrial age would be judged not by what it had been able to produce in terms of goods and commodities but by what it had done in terms of the individual welfare of the millions.

Referring to the challenge of the industrial age, Shri Shah said it would also be judged by the extent to which it would bring about healthy and harmonious relations between countries with different social systems but having in common the new industrial machine age and its unavoidable centralism.

"If the industrial man is considered merely a by-product of the industrial revolution, or if he is considered fit only for receiving orders from the bureaucrat or the technocrat, either the industrial manager or the commissar of the commune, he will not fail to once again, revolt and rebel as he has done in the past", Shri Shah said.

(Copy of the Working Paper received in this Office; The Hindustan Times, 10 January 1959).

Chapter 6. General Rights of Women

Report of the National Committee on Women's Education:
Establishment of a Central Unit Recommended.

The National Committee on Women's Education (vide page 66 of the report of this Office for May 1958) has, among other things, recommended that steps should be taken to constitute as early as possible a National Council for the Education of Girls and Women. The Report says that there should be a senior officer of the rank of Joint Educational Adviser at the Centre heading a separate unit in the Ministry of Education to deal with problems of women education. The Joint Educational Adviser should be an ex-officio member-secretary of the proposed National Council.

For education of girls in the middle and secondary school stages the Committee recommended several measures, including grant of exemptions, free tuition hostel facilities, for the poor, grants for construction of hostels, provision of free or subsidized transport and grants to buy books and stationery.

(The Statesman, 9 January 1959).

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Chapter 6. General Rights of Workers.

64. Wage Protection and Labour Clauses in Employment Contracts with the Public Authorities.

India - January 1959.

Bombay: Payment of Wages Act extended to payment of Wages to Persons employed on work in loading and unloading of Cargoes in Kandla Port.

In exercise of the powers conferred under the Payment of Wages Act, 1936, in its application to the Kutch region of the State of Bombay, the Government of Bombay has with effect from 10 January 1959 extended to provisions of the said Act to the payment of wages to the following persons, namely:-

"Persons employed on work in connection with the loading, unloading movement on ~~storage~~ storage of cargoes in or on any dock, wharf, or jetty in the Port of Kandla or work in connection with the preparation of ship or other vessels for the receipt or discharge of cargoes or leaving the Port of Kandla."

(Bombay Government Gazette, Part IA, 8 January 1959, page 100).

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67. Conciliation and Arbitration.

India - January 1959.

Collective Agreement as Basis of Industrial Relations:
Case Study of Indian Aluminium Works at Belur.

The Labour Bureau conducted some time back a case study of the labour-management relations in the Tata Iron and Steel Company Limited (vide Section 67, pp.58-58 of the report of this Office for December 1957). The second study in the series, also sponsored by the Ministry of Labour and Employment, relates to the Indian Aluminium Works of Belur, Calcutta and was conducted by the Xavier Institute of Labour Relations, Jamshedpur. A summary of this Study* is given below:-

The Indian Aluminium Works, Belur, is an operating branch of a joint Canadian-Indian venture, the Indian Aluminium Company Limited, Calcutta. The production operations of the Company began with the opening of the Belur rolling mills in 1941. The Company has been expanding its operations ever since it was established. It enjoys a good competitive position, though the future plans for aluminium industry in India would mean additions to the number of firms with which it has to compete, both in the private and the public sector.

Employment.- The employees at the Belur Works, including temporary and casual employees, are divided into two categories: Staff and workers. These are again divided into productive and non-productive. The figures of employment at the end of June 1957 were as follows: Staff - Productives: 64, Non-productive: 227; Workers - Productive: 796, Non-Productive: 474. Of the workers, 451 were skilled, 515 semi-skilled and 304 unskilled.

* A Case Study of Labour-Management Relations at the Indian Aluminium Works, Belur, West Bengal by Subbiah Kammappan and Associates in the Industrial Relations Research Department, Xavier Institute of Labour Relations, Jamshedpur, 1958.

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Workers' Earnings.- The productive and non-productive workers at the Belur Works have been divided into eleven grades. Each grade has its minimum and maximum emoluments. The earnings comprise basic wage, dearness allowance; 37-50 per cent bonus and 30 per cent standard allowance for productive workers; 18.75 per cent bonus and 15 per cent standard allowance for non-productive workers; 1/12th (per capita monthly wages) annual bonus; and other fringe benefits (which for all grades are calculated at Rs.18.37 per head). The total earnings range from about Rs.130 to Rs.330 per month.

Management.- The Belur Works is in the charge of a Works Manager, who has the primary responsibility and authority in personnel and labour relations matters. The actual bargaining relationship with the Union is developed autonomously by the Works Manager through whom the advice and counsel of the Head Office is channelled. Appeals do take place to the Head Office, in the case of major economic demands or when the Union wishes to appeal against the Works Manager's decision. However, these occasions are few and are generally discouraged by the Company.

The overall financial, production and sales policies are primarily matters for the Head Office. In recent years, the Company has taken the lead in formulating a clear-cut labour relations and personnel policy. "A high level personnel manager... is actively associated in the formulation of labour policy at the highest levels of management. This policy is communicated to the Works Manager and Personnel Superintendent of the Works. A unified approach is promoted by periodic conferences of the key officials of the different Works as well as by the constant availability, in an advisory capacity, of the Personnel Manager. In recent years, the Personnel Manager also freely participates in discussions of local management with the union."

The Union.- The Indian Aluminium Belur Works Employees' Union was formed in 1944-45. The Union embraces only the employees of the Works. Among the union leaders, the President alone is an "outsider". The Union's active leadership stems from the rank and file of employees who hold all other posts of office-bearers. The Union, which is not affiliated to any leading national federation, is fairly strong and representative. Its membership during 1957 was 943 - 695 workers and 248 members of staff. The membership includes the workers and all clerical and supervisory staff including foremen. Supervisory personnel and staff play a vocal and effective role in the Union's affairs and in negotiations with the management.

Evaluation of Collective Bargaining at Belur.- The development of union-management relations at Belur may be divided broadly into two periods: the period of uncertainty which lasted up to 1950 and the post-1950 period characterised by mutual trust and co-operation.

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1. Period up to 1950.- Some obscurity surrounds the development of labour policy during the early years. During the war years conditions had to conform to the war emergency. Regulations concerning hours were waived for war-time production and wages were low. By 1945, the workers were given the benefits of a provident fund scheme, grants at concession rates and leave facilities slightly better than the legal requirements. Wage schedules were fixed in 1945 and a production bonus scheme was established in October 1946 based on machine-wise standards determined by previous performance. The conditions were, however, not satisfactory, and organised protest came in the form of a trade union of workers in 1944-45. The formation of the Union was, however, kept a secret for about a year as the management's attitude did not appear to be encouraging.

The Staff Union which was formed in 1947 presented a list of demands on behalf of its members, while the workers' union had its own catalogue of demands. Following these demands labour relations worsened. An illegal stoppage early in 1948 was settled after the intervention of the President of the Union, but not before relations had worsened to the point where the police had to be brought in on a complaint made by the management. About this time the Works Committee had been constituted. Although this was by election, there was no contest as only the requisite number of candidates came forward. In May 1948, following a dispute over recruitment, the management adjourned the works committee indefinitely owing to its "unco-operative attitude". The Standing Orders, promulgated on May 26, 1948, did little to alter the picture as these were issued unilaterally, subject to the provisions of law. Matters were allowed to drift and the settlement therefore, of many outstanding issues took place under the aegis of the Omnibus Engineering Industries Tribunal. The award dealt with the minimum rates of pay for the various categories of workers, dearness allowance, conversion of all workers into monthly-rated employees, house allowance, retirement benefits, holidays and leave, medical facilities, and overtime pay, spreadover of working hours, disciplinary procedure, welfare facilities and other amenities, and finally, recognition of unions. The union at Belur was not directly represented before the Industrial Tribunal, but was represented by one of the central labour unions nominated to speak for all the employees.

However, an unfortunate development immediately after the publication of the award hindered the further progressive development of labour relations. A heavy shaft broke down in October 1948 necessitating a complete shut-down of the mill for two and half months. The spare part was flown at heavy expense from the United States, and the workers given half a month's wages for one month according to the Award of the Tribunal. The management now introduced a new production bonus, early in January 1949, with the consent of the union.

It was about this time that the workers' and staff unions developed greater cohesiveness in their approach, ultimately leading to their merger. This merger enabled the employees to speak with a united voice and with greater clarity and vigour. The two groups pressed for the inclusion of the staff in the production bonus scheme. The scheme was renewed by agreement in June 1949 for another period of six months, but following some difficulties, a joint enquiry was announced in October 1949.

Despite this proposal for a joint enquiry the situation continued to worsen, especially after the Works Committee, by a clear majority, recommended that the rates of bonus to the salaried staff be increased. The management, however, turned down the recommendation of the Works Committee. The union leadership continued to press forward with this and related demands, and gave notice of a strike towards the end of 1949. The strike was called on 15 January 1950 and lasted for 65 days. Before the commencement of the strike the Union entered into an agreement with the Works Manager to remain peaceful. The workers did not avail of the machinery for settlement provided in the Industrial Disputes Act, 1947. They remained on strike even when certain disputed points were referred to adjudication. The adjudicator's award went against them on most of the demands. However, by the end of August 1949, an Omnibus Tribunal gave an award which favoured slightly enhanced privileges to workers. The employees, however, remained dissatisfied.

The Company appointed a new Works Manager who offered to set up a joint production committee to go into the problems raised by the production bonus scheme, which at first the Union welcomed. But upon publication of the award of August 5, they withdrew their co-operation from the working of the bonus scheme because of certain remarks made by the Tribunal favouring the management position.

2. Post-1950 Period:- Both the Union and the Management were weary of the existing relationship which had benefited neither. Management had come to the realisation that labour's co-operation must be sought on the basis of a firm, intelligent and sympathetic labour relations policy. It was thus made clear in departmental directives and in their dealings with the union that the management's policy was to deal with the union and in no case to interfere with the employees' right to organise. The union also was in a mood to negotiate, and this tendency was, perhaps, strengthened by the failure of direct action and lack of an alternative recourse for a settlement of the grievances through a tribunal.

The first collective agreement, signed in 1951, reflected a basic change in the ~~perceptions and responsibility to maintain order~~ ~~management~~ attitude of both parties. The agreement covered the following subjects: management prerogatives and responsibility to maintain order; unfair union and management labour practices; production standards; production bonus; job evaluated wage rates and further revisions according to changes in job character; recruitment, promotion, lay-off and transfer; avoidance of industrial stoppage during the life of the agreement; grievance procedure; and joint consultative machinery.

During the agreement period, 1951-56, there were developments which could have unsettled the management-union relationship. There was recession in the aluminium industry, and a series of major changes were introduced in the operation of the works between 1952-54. These involved displacement of workers etc. Both the Management and the Union, however, settled all issues by negotiation; and the differences were resolved by these specific agreements: (a) on recruitment towards the end of 1953; (b) on a comprehensive re-evaluation of jobs in 1954 by which 63 per cent of the jobs were upgraded and 43 per cent of the workers were benefitted; (c) agreement on standards in the principal machine centres as a result of joint study early in 1955 followed by a trial period lasting for about a year; and (d) agreement on standard allowance and extra production bonus rates.

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The second five year agreement signed in August 1956, was only an extension of the relationship built up during the previous five years. The new agreement consolidated further accord on specific points. The Union's status in the plant was precisely spelled out. The Company agreed to give the Union "all reasonable facilities to collect Union membership dues near the pay counter and "to attend joint Committee meetings and make field studies without loss of pay and give all reasonable facilities ... to carry out their duties in the best interests of the employees". Further, it was specifically provided that the grievance procedure, with a new provision for shop stewards, will be followed. A new basis was introduced for the production bonus scheme with a revised standard allowance that had only shortly before been agreed upon. An important new benefit extended sickness allowance to the worker during the initial two-day period for which he is not entitled to cash benefits from the Employees' State Insurance Corporation Scheme. Agreement on a gratuity scheme to the workers provided for retirement benefits on the basis of half a month's earnings to every year of completed service provided there had been a minimum continuous service of fifteen years and, in the case of the following exceptions, five years: persons who die or suffer a permanent physical or mental disability while in service and persons over forty years of age. A final clause also expressed the intention to continue the Agreement in case certain parts were rendered void by subsequent Acts or Awards.

Conclusions.- The Study indicates some of the features of the collective bargaining at Belur as follows: (1) Purposeful attitude of both parties; (2) widening areas of joint settlement; (3) flexible and pragmatic approach to the handling of new problems; (4) minimum outside intervention; (5) continuous bargaining, application of agreements and their development; (6) disciplined bargaining aiming at narrowing down differences; (7) give and take, as well as organised pressure directed at the specific roots of discontent; (8) efforts to keep discussion going always; (9) directing agreed points to the channel of routine administration; (10) reliance on facts as basis for negotiation.

Information Sharing.- A fair amount of information is passed across to the Union and the employees in formal negotiating sessions and joint committee meetings, through announcement of a routine nature, and by informal exchanges. The data on profits, sales, orders and costs is not supplied to the Union.

Joint Committees.- The Committees at Belur are of three types: (a) Joint Committees specifically mentioned in the agreement and dealing with major issues in the contract (Personnel Relations Committee, Production Committee, Canteen Committee, Standards Committee, and Job Evaluation Committee); (b) Committees appointed on an ad hoc basis to carry forward the discussions at the Union-Management Level or at the level of a Joint Committee (Fact Finding Committee appointed to enquire into food prices, or an ad hoc committee constituted, as in 1957, to enquire into certain aspects of the contract); and (c) various welfare committees (Sports and Games, Drama and Entertainment, and Bulletin Committees). The joint committees are all advisory. They operate within defined areas, subject always to the ultimate decision of management. The membership is generally half and half. The Committees are an integral part of the industrial relations system in the plant. They enable full and frank discussion on the points at issue.

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Management's attitude towards the Union.- The attitude of the Management towards the Union is put in a nutshell by the following observations of the Company's Personnel Manager: ". . . in organised modern industry a fair deal for labour can work smoothly only if it is made through the representative union of the work people. We further believe that it is better to deal with a representative union rather than with an unorganised mass. It is our experience that even in a country where trade unionism is in its formative stage, a genuine belief in dealing with labour through trade unions stabilises unionism and strengthens it. This in turn will to a great extent instil in trade unions a sense of responsibility and a realisation on their part of the obligations of the men to the industry". The management holds the view that it is for the men to manage their own unions and it expects the union to recognise that it is for the management to manage its own business. The management believes in the value of transforming debates and conflicts from the level of "opinions and impressions" to the level of "facts and figures". The Management appreciates the "constructive" role of the union and is conscious that the latter's reasonableness is greatly dependent "on the fairness and integrity of the management".

Attitude of the Union.- The Union is run on independent and democratic lines. It has responded in direct proportion to the Management's eagerness to negotiate and arrive at a settlement. It has always been willing to set its goals within the limits of the Management's bargaining ability. It has eagerly participated in running the whole apparatus of the collective bargaining system in force in the plant, and on occasions has gone to the extent of issuing a public call to its members to reinforce Management goals, for example, whether for increased production or quality of discipline in the works. It has also shown great ability in understanding the requirements of informed participation in the decision-making process within the industry.

Summing up Management-Union relationship, the Study declares that the situation at Belur, reflects a fairly mature collective bargaining relationship, characterised by problem-solving attitudes adopted by both the Union and the Management.

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Meeting on Application of Code of Discipline to Public Sector: Wider Conference to be convened.

A wider conference of representatives of management and labour in all public sector undertakings is likely to be called by the Union Labour Minister at an early date to consider the question of industrial relations and the application of the Naini Tal code of discipline to the public sector, it is learnt.

This was reported to have been agreed to at a conference of representatives of managements and workers of some of the public sector undertakings held in the capital on 21 January 1959. The conference had been summoned by the Union Labour Minister, Shri G.L. Nanda, and had been confined to those undertakings which were run by corporations or companies (excluding insurance and banking).

Shri S.A. Dange (AITUC), in a letter to the Labour Minister had raised the question of exclusion of employees on railways and various other public sector undertakings run directly by the Government, and banking and insurance. Shri Dange's stand is reported to have been supported at the meeting by representatives of the other Central labour organisations who all urged that the application of the Naini Tal code of discipline and industrial relations should be considered comprehensively and not confined to a few undertakings only.

Shri Nanda reiterated his view that the code should apply to the public sector as well as to the private sector, and agreed to summon a wider conference in due course.

Representatives of managements and workers belonging to the undertakings represented at the meeting accepted the Code and agreed to abide by it. They also considered the question of industrial relations with particular reference to the functioning of works committees and the procedure for negotiations, but decided that all these should be taken up at the proposed wider conference.

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The Labour Minister referred to the objections raised by some that workers only raised the question of their rights but were not putting forth their best to increase production. He explained in this connection his proposal about a code of efficiency and welfare and said that he would summon a seminar to consider the subject and lay down what the worker should do to improve efficiency and productivity and what managements should do to enable the worker to put forth his best. The conclusions of the seminar would then be placed before the next Indian labour conference for its consideration and action.

He indicated that the next labour conference would deal mainly with the problem of ~~the~~ industrial relations.

Opening the conference Shri Nanda said that he had always held the view - and had expressed it in Parliament also - that there was to be no distinction between industrial workers in the public sector and those in the private sector.

Shri Nanda said that there should be no differentiation between the two sectors. There was nevertheless a distinction and that distinction arose from the fact that the community was more involved in the public than in the private sector. The community no doubt had much to do with the private sector, but the public sector had to serve a wider public interest. The latter was, in a special sense, answerable to the community and to Parliament.

In the public, as also in the private sector, discipline was not something to be achieved by compulsion. It should arise spontaneously out of an understanding of the obligations that was expected of the parties concerned.

The Minister added that for those concerned with the development of economy of the country, the expression "socialist pattern" had a very real meaning. He said he did not want to equate socialistic pattern with public sector. There might be a public sector and yet no socialism at all. In the public sector, socialism could be a big factor and, likewise, the public sector could be a big factor in socialism. He said he looked forward to the public sector, which was an expanding one, to grow immensely and rapidly. But this would depend on how the public sector behaved and functioned, and by the results it produced, he added.

Shri Nanda said, a question had been raised as to why there should be a separate meeting for the public sector at all.

Answering himself, he said that certain conclusions of the Indian Labour Conference had not directly applied to certain undertakings in the public sector, because they were not directly represented on the Indian Labour Conference. In order to extend the application of those conclusions to certain undertakings in the public sector, it was felt necessary to call this meeting. He also said that a meeting of those sections of the public sector who were not represented at this conference would be covered soon to discuss the question of industrial relations.

(The Statesman, 22 January 1959).

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Petroleum Workers' Demands: Employers and Labour Agree to Conciliation Efforts.

A conference of employers and workers of the petroleum companies in India was held at New Delhi on 19 January 1959, Shri G.L. Nanda, Union Labour Minister, presiding, to consider the demands of the Petroleum Workers' Federation.

At the conference, the demand of the Petroleum Workers' Federation that its dispute with the companies should be referred to a national tribunal has not been conceded. What was agreed ~~in principle~~ to by the representatives of petroleum companies and workers was that awards of tribunals should have regional application. The five regions in which the industry is divided are Delhi, Kerala, Bombay, Calcutta and Madras. The total number of workers exceeds 21,000.

There have been sharp differences between communist and non-communist trade unionists on the question of constitution of a national tribunal for the industry. The former have been in favour of the tribunal, while the latter stand for regional settlement of disputes.

Explaining the reasons why the Government favour the regional pattern, Shri G.L. Nanda, said that the Government had to keep in mind the regional settlements already reached between employers and workers.

Moreover, the regional pattern had been growing. It had functioned "well enough in some ways and perhaps not so well in other". Before doing away with it, they should see whether they could not work it better.

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The conference generally agreed that the disputes should be resolved through negotiation or conciliation. If in any region a settlement had not been reached, negotiations should start immediately.

If there was a settlement covering a State in a region, it should, by agreement, be made applicable to other States in the zone. For instance, in the case of the Delhi region, which comprises six States, any agreement reached would have application in all the six.

If a settlement was not possible through negotiation or conciliation, the dispute was to be referred to a tribunal in one of the States of the region and the award will be made applicable, by agreement, to other States in the region.

In the case of Bombay, it was decided that conciliation proceedings in respect of workers not covered by existing awards should start immediately.

One of the immediate results of the conference is that conciliation proceedings in regard to the dispute in Delhi have started. A draft agreement has been presented to the parties for signature.

(The Hindustan Times, 21 January 1959).

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

India - January 1959.

Joint Council of Management Constituted at Tata Iron and
Steel Works.

A Joint Consultative Council of Management associating employees of the Tata Iron and Steel Company (TISCO), ^{was inaugurated} at Jamshedpur on 12 January 1959.

With the formation of this council, the three-tier structure for closer association of employees with management, as envisaged in the 1956 agreement between the company and the Tata Workers' Union is complete (vide Section 57, pp.61-64 of the report of this Office for January 1956).

The council consists of 6 representatives of the management and an equal number of representatives of employees, in addition to Sir Jehangir Gandhi, Director-in-Charge of TISCO, as Chairman. The Joint Consultative Council of Management, which stands at the apex of the three-tier structure of joint councils, will advise the management of TISCO on all matters concerning the working of the industry in the fields of production and welfare, as also in regard to economic and financial matters placed before it by management, excluding questions affecting the relations of the company with its shareholders or managerial staff or concerning taxes or other matters of a confidential nature.

This top council will also consider and advise on any matter referred to it by the Joint Works Council or the Joint Town Council, the former having been inaugurated in March last year and the latter on 26 November 1958. Twenty-seven joint departmental councils, it may be recalled, were constituted in the later part of 1957 as a first step for employees' association with management.

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Speaking on the occasion, Sir Jehangir Ghandy referred to the delay in calling the first meeting of the top council and said that since TISCO was the first organisation in India to initiate a scheme for close association of employees with management, "it was a new field for us and there were no sign-posts to guide us. A lot of spade work", he added, "had to be done before the initiation of the scheme and a lot of testhing ~~of~~ the difficulties had to be overcome and various procedural matters settled from time to time. In the circumstances, we thought we had better proceed gradually and with caution".

Shri Michael John, President of the Tata Workers' Union, and a member of the Joint Consultative Council for Management, described the new structure of joint councils as a new venture.

(The Hindu, 14 January 1959).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JANUARY 1959.

81. Employment Situation.

Employment Exchanges: Working during October 1958.

General employment situation.- According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of October 1958, nearly 192,365 employment seekers were registered for employment assistance during October 1958 as against 198,976 in September at 207 employment exchanges, recording a decrease of 6,611 over the previous month. The Live Register of the employment exchanges rose by 10,469 and stood at 1,164,369 at the end of October 1958. A total of 6,531 employers as against 6,682 of the previous month utilised the services of employment exchanges. Vacancies notified also exhibited a decline from 31,534 in September 1958 to 31,118 in October 1958. The number of placements secured were much the same as the actual number being 20,243.

Widespread shortages continued in respect of draughtsmen, overseers, experienced stenographers, fast typists, compounders, mid-wives and nurses. Shortage in respect of experienced civil, and mechanical and electrical engineers, skilled fitters, electricians and doctors was also fairly widespread. A good number of exchanges experienced shortage in respect of general mechanics, trained teachers, physical training instructors, sanitary inspectors, librarians, accountants, music teachers, skilled turners, welders and surveyors.

Widespread surpluses persisted in respect of clerks, untrained teachers, freshers from schools and colleges, motor drivers, unskilled office workers and unskilled labourers. A fairly large number of exchanges reported an excess of supply in respect of primary school teachers, motor mechanics, semi-skilled fitters, carpenters, attenders, chowkidars and sweepers. A number of exchanges also reported surplus of trained teachers.

Registrations and placings.— The following table compares registrations and placings during the months of September and October 1958:—

	September 1958.	October 1958.
Registrations	198,978	192,365
Placings	20,210	20,243

Register of unemployed.— The number of persons seeking employment assistance through the exchanges on the last day of October 1958, was 1,164,369, which was 10,469 more than the figure at the close of the previous month. The increase in the Live Registers was pronounced in the State of Kerala (13,200), Bihar (8,377), West Bengal (4,768), and Madras (3,710). On the other hand, a notable decrease occurred in Uttar Pradesh (5,611), Delhi Administration (5,441), Punjab (2,742), and Rajasthan (1,784). In all 21,145 employed and self employed persons of whom 520 were women remained on the Live Register at the end of the month under report.

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

<u>Occupation</u>	<u>Number on Live Register as on 31 October 1958.</u>
1. Industrial supervisory	9,592
2. Skilled and semi-skilled	87,606
3. Clerical	308,283
4. Educational	62,197
5. Domestic service	42,615
6. Unskilled	600,653
7. Others	53,623
Total.	<u>1,164,369</u>

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

<u>Category</u>	<u>Registrations</u>	<u>Placings</u>	<u>Number on Live Register</u>
1. Displaced persons	3,347	486	45,069
2. Ex-service personnel	5,109	706	27,398
3. Scheduled Castes	22,817	2,713	125,234
4. Scheduled Tribes	12,543	443	35,602
5. Anglo-Indians*	181	15	441
6. Educated applicants*	185,404	20,801	374,782
7. Women	14,479	1,531	87,432

* Figures relate to the quarter ending September 1958.

Employment Market Information.- The Employment Market Information Scheme is in operation in all the States in the country. Eight additional units in Mysore State viz., Bangalore, Belgaum, Bellary, Hubli, Mangalore, Mercara, Mysore and Bhadravati have been sanctioned, bringing the total number of exchanges where this scheme operates to 154 in the country.

The Employment Market Information Scheme and other Schemes of the National Employment Service were represented at the "India 1958 Exhibition" by means of suitable charts and diagrams.

Occupational Information Unit.- A training course to train officers in occupational information work was arranged at D.G.R.E. from 1 October to 18 October 1958. The Officers from Uttar Pradesh, Punjab, Kerala, Mysore, Rajasthan and Madhya Pradesh attended the training course. These officers were also given practical training in the collection and recording of occupational information.

Central Co-ordinating Section: Damodar Valley Corporation.- Out of 4,465 persons so far served with retrenchment notices, 3,775 have been found alternative employment. Further 179 persons have been selected for employment in Post and Telegraph Department, N.C.D.C., Oil and Natural Gas Commission and Civil Aviation Department.

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Kaiser Engineering Corporation.- A total of 1,069 workers were retrenched during the month, bringing the total retrenched to 4,605. A total of 751 workers were registered at the Employment Exchange, Jamshedpur during the month under report bringing the total number of candidates registered at the exchange to 3,054. According to the information available with Employment Exchange Jamshedpur, only 88 workers have so far secured alternative employment.

Hirakud Dam.- Of the 372 who were retrenched during the month, 361 left the area voluntarily on receipt of retrenchment benefit. Eleven skilled workers were awaiting employment assistance immediately.

Surplus Ordnance Workers.- A total of 119 workers, of whom 58 belong to unskilled and 61 to semi-skilled categories are still available on the special register of various employment exchanges. No surplus workers secured alternative employment during the month under report.

Military Project "Amar", Ambala Cantt.- The target demand of 2,126 masons has been completed and the total number of workers supplied is 2,333 during the month. Efforts are continued to secure 140 masons and brick layers, 24 blacksmith, line work, pipe fitters, Glasiers and painters for the Projects.

Expansion of the employment service.- Nine new employment exchanges have been sanctioned (8 in Bombay and one in Assam) bringing the total number of employment exchanges sanctioned under the Second Five Year Plan to 96. The total number of exchanges functioning in the country came to 208 at the end of October 1958.

(Review of the Work done by the Directorate-General of Resettlement and Employment during the month of October 1958; issued by the Ministry of Labour and Employment, Government of India, New Delhi).

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Unemployment Among Women in West Bengal:
Study published.

The Government of West Bengal has published a Study* on unemployment among women in West Bengal. A brief review of the conclusions of the Study are given below:-

In the wake of the Second World War, significant socio-economic changes took place due to which Indian women are entering the employment market in increasing numbers. The influx of women job-seekers into the employment market has created problems which deserve to be studied in all their implications.

Decline in employment of women.- There has been in general a steady decline of employment of women in West Bengal during the last few decades according to Census reports. In 1911, the number of self-supporting males and females per 10,000 in agricultural livelihood were 3,963 and 579 respectively. In 1951, their numbers were 2,446 and 376 respectively. In non-agricultural livelihoods again the relative numbers for males and females were 2,410 and 1,081 in 1911 and 2,631 and 531 respectively in 1951. This shows that the employment of women in agricultural livelihoods as also non-agricultural livelihoods has substantially decreased during the last four decades. In organised industries particularly, the decline is conspicuous. In 1947, the number of women employed in organised industries, excluding plantation, was 57,000 while there were only 38,000 in 1957. This shows that progress of industrialisation has not had a beneficial effect on the economic status of women in the State.

Extent of Unemployment among Women.- The number of women employment-seekers in the State is roughly estimated at a little over 74,000. Exchange statistics show that the number of women registrants in the Live Registers of Employment Exchanges in the State has increased by about 200 per cent during the last five years.

* Unemployment Among Women in West Bengal (Directorate of National Employment Service, Government of West Bengal, Labour Department, November 1958) pp.74.

Although the number of women employment-seekers is much smaller than the number of unemployed males, the problem of unemployment among them is not less acute. This is due to lack of suitable employment opportunities available to them and several handicaps from which they suffer, namely, lack of mobility, prejudice against employment of women among many employers, lack of necessary initiative and enterprise on their part, lack of suitable technical and vocational qualifications, unwillingness to work under factory conditions, etc. All these contribute to the restriction of employment field for women.

A special study of the problem.- To make a special study of the problem, detailed data in respect of women registrants were collected from the Regional Employment Exchange, Calcutta. The registrants were divided into six groups, namely, I-upto Rs.99/-, II - Rs.100-190, III-Rs.200-299/-, IV - Rs.300-399/-, V - Rs. 400-499 and VI - Rs.500 and above. The data have been analysed according to age, family composition, marital state, period of unemployment, qualifications and experience, employment preference, training preference, etc. Results of the study are briefly as follows:

- (a) Forty-five per cent of the registrants belonged to families with incomes below Rs.100/-. In many families there were more than one earner and in the higher income groups the higher level of family incomes was the result of the pooling of income of more than one member living in joint families.
- (b) More than 50 per cent of the registrants had their parents or brothers as their guardians. There was a fair number of married women with husbands as their guardians while the number of unattached women was very few.
- (c) About 70 per cent to 80 per cent of the registrants in the higher income groups were unmarried while the percentage of married women was relatively high in the lower income groups.
- (d) About 70 per cent to 80 per cent of employment-seekers were below 25 years of age.
- (e) The number of married women with children was about double the number of those without children although the position in cases of widows was the otherway about.
- (f) The number of children per female is high in the low income groups and decreases with the rise in the family incomes.
- (g) The average number of members in families was 6.7.

(h) About 90 per cent of the registrants were Hindus other than Scheduled Caste. The Scheduled Caste registrants could be found in the first four low income groups and only one registrant among the whole lot was Muslim.

(i) Except in the highest income group, 45 percent to 50 per cent of the registrants remained unemployed for a period ranging from six months to two years. In the highest income group, 50 per cent were unemployed for a period not exceeding six months.

(j) Registrants with higher academic qualifications were to be found in relatively large numbers in higher income groups. Those with vocational training constituted only 24 per cent. Vocational training was confined to four or five trades only, the number with training in typing being by far the highest.

(k) Only 22.7 per cent of the registrants had some kind of experience. The field of experience was confined mainly to teaching, clerkship and nursing and midwifery. Those with experience in teaching were about four times the number of those with experience as clerks.

(l) By far the majority of the registrants preferred clerical jobs.

(m) Only less than one-third of the registrants wanted some kind of training or other. Training preference was mainly for "Stenography" and "Typing".

Suggestions and proposals.— To relieve the acuteness of of the problem, special measures should be taken for creating new avenues of employment for women.

(a) There is a considerable scope for extension of employment opportunities for women in the following directions:

(i) In organised industries, e.g., manufacture of biscuits, soap, perfumeries, medicines, electrical goods (radios, fans, bulbs, etc.), paints and varnishes, braiding, cardboard boxes, milk products and sweets, sewing machines, potteries, hosiery goods, toys, etc. If some special arrangements in the manner of detached sections are created, Bengalee middle-class girls may feel quite convenient to work even under factory conditions.

(ii) Small-scale and cottage industries should provide a wide scope for employment of women. The following types, among others, are specially suitable for them: tailoring, embroidery work, knitting of woollen garments, lacquer work, thread ball making, handblock printing, artistic leather work, commercial art, fruit preservation and preparation of pickles, toy making (clay toys, soft toys, etc.), silk rearing and reeling, socks, sports goods like badminton shuttlecocks, mats, coir products, etc.

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(iii) There is an increasing scope for employment of women teachers in the educational field particularly in the primary, middle and secondary stages.

(iv) Since social work has already assumed the character of a science aiming at social welfare, the demand for specialised workers for the Community Projects, National Extension Service, various welfare organisations and big industrial units in the country has considerably increased.

(b) A systematic programme of training is essential for increasing the prospects of employment of women. There is a good scope for training in the following lines:

(i) Vocational training in such subjects as typing, stenography, secretaryship, etc.

(ii) Short-period trade courses. Intensive training in some specified jobs for a short period may fit up women job-seekers for certain types of work in factories. These courses may be started as adjuncts to factories as also existing Training Institutions wherever possible.

(iii) Training in medical lines. There is a large demand for nurses, midwives, ayahs, sickbed attendants, etc. Extension of training facilities in this line field is very desirable.

(iv) Training in teaching. There is a growing demand for trained teachers with the spread of education in the country.

(v) Training in cottage industries and handicrafts.

(vi) Training in social services as village level workers.

(c) In view of the urgent character of unemployment problem among women, it would be desirable to set up a special machinery under the Development Department or the Industries Department for coordinating training facilities as also creating new avenues of employment for employable women job-seekers.

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Working of the Bombay Dock Labour Board for the Year
ended March 1958.

Employment and Earnings.- There was no improvement in the employment situation during the year 1957-58; it rather worsened. The average employment rose from 23.22 days in April, 1957 to 35.36 in July, 1957 but fell thereafter. The fall was rather steep after September 1957. It touched the lowest level in February 1958 when it was 11.47 but showed a slight improvement to 15.41 in March 1958. The annual average employment fell from 22 days in 1956-57 to 21.53 days in 1957-58. This was due to general slackness in trade. Import of food grains by tankers had also adversely affected the employment opportunities. The result was that the Board had to spend a considerable amount by way of Minimum Guarantee and Attendance Allowance. The total Minimum Guarantee and Attendance Allowance disbursed during the year under report was 602,691 rupees and 370,478 rupees respectively. The corresponding amounts disbursed during the previous year were 334,894 rupees and 388,135 rupees respectively. The benefit of attendance allowance at Rs.1/8/- per day was extended to Tally clerks from 1 October 1957.

To meet the increasing expenditure on account of Minimum Guarantee and Attendance allowance, rate of levy, which was at 45 per cent previously, was raised to 75 per cent. (It was further raised to 125 per cent from 1 May 1958).

The average monthly earnings increased to Rs.185.41 during 1957-58 from Rs.152.25 in 1956-57. Similar earnings during 1955-56 i.e., the year preceding the introduction of the piece-rate scheme were Rs.114.25.

Industrial Relations.- The industrial relations were uniformly good during the period under review except for a lightening strike by Stevedore workers in July 1957 which continued for nine days. Though the recommendations of Sri P.C. Chowdhary were not applicable to the Stevedore labour, the Government of India, had promised to extend such benefits as were conceded as a result of Shri Choudhary's recommendations to the employees of the Dock Labour Board as far as practicable.

In accordance with the award of Shri Mehar, the Board granted a wage increase of -/6/- to daily and monthly paid Khalasis with effect from 3 March 1956.

The dispute regarding dearness allowance, house rent and compensatory allowance was adjudicated upon and an award was given on 30 April 1958; but as the Board did not agree with the decision of the adjudicator, an application was filed with the Supreme Court which is pending.

There was a marked deterioration in the discipline of the workers. During the year under review, 1032 complaints, as against 487 in the previous year, were received against workers and necessary action was taken by the Labour Officer against 1,611 workers by way of suspension, disentitlement of wages and earnings. Against the action of the Labour Officer, 40 appeals were filed by the workers of which only 12 were allowed.

Employees and their unions field with the Personnel Officer 59 complaints against employers for breach of the Scheme. In 13 cases, employers were directed to pay full wages and in 12 cases warnings were issued to them.

Piece-rate system.— The Board introduced the piece-rate scheme, according to an agreement reached between the employers and the workmen, for iron and steel cargo with effect from 1 February 1958. Since then, there has been a substantial improvement in output.

Welfare.— The Board continued to make progress in matters of welfare amenities provided to workers. A small canteen in the Booking hall was opened. One more medical officer was added to cope with the increasing number of patients in the dispensary. The number of beds for Tuberculosis patients was increased from 10 to 15. The Board also decided to reserve some beds at Masina Hospital for treatment of general patients. Other welfare activities, such as, indoor and outdoor games were provided on a larger scale during the year and tournaments were also organised.

The working of the Board has resulted in a surplus of 366,130 rupees. The General Fund stood at 3,034,424 rupees on 31 March 1958.

(A review of the working of the Board was given at Section 81, pp. 45-47 of the report of this Office for ~~September~~ January 1958).

(Indian Labour Gazette, Vol. XVI, No. 5,
November 1958, pp. 372-373)

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Employment Trends in India during the period 1953-1957:
Study published.

The National Employment Service of the Ministry of Labour and Employment (D.G.R. & E) recently published the results of a Study* which endeavours to bring out trends of the number of employment seekers on the Live Register over the five years period, 1953 to 1957. The following is a brief summary of the Study.

The trend of the total Live Register was continuously upward from 1953 to 1957 as may be seen from the table given below:-

Growth of the total Live Register

Year/Period	Live Register (Trend value) at the end of the year/period.	Index of Live Register with the trend value at the end of July, 1953 as 100.
1953 (Aug.-Dec.)	518,279	108
1954	596,368	124
1955	696,498	145
1956	773,390	160
1957 (Jan.-June)	809,464	168

Following the monthly rate of growth of the total Live Register, the rate of increase went down from 8,344 per month in 1955 to 6012 in 1957.

* A Study of Trends in the Number and Types of Employment Seekers (1953-57), Employment and Unemployment Study No.3; issued by the National Employment Service, Ministry of Labour and Employment (D.G.R. & E.), New Delhi, 1958; pp.52.

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The number of vacancies increased and the number of applicants available per 100 vacancies was, throughout the entire period, at a level higher than 2000. What is more disconcerting is that this number was steadily on the increase after 1953. This seems to support the general belief that the number of job opportunities that are occurring is failing to keep pace with the growing labour force of the country at large.

Classification of applicants.- For the purposes of the study, applicants on the live register were classified broadly into seven occupational groups; industrial supervisory, skilled and semi-skilled, educational, clerical, domestic service, unskilled and others.

As regards the industrial supervisory group, the study showed that applicants belonging to this group were absorbed in employment fairly readily and the supply of applicants in this group was limited. During 1957, the percentage of vacancies cancelled due to non-availability of suitable applicants in this category was as high as 40 per cent as against 12 per cent in the case of all other categories of personnel.

The live register in respect of skilled and semi-skilled personnel increased, but the rate of increase slowed down after 1955. This indicated a comparatively high rate of absorption of technical personnel entering the labour market. There was quite a pronounced shortage in respect of this category of applicants, the percentage of vacancies cancelled due to shortage being 19 per cent during 1957. The bulk of the registrants in this group were semi-skilled and often did not answer to the specifications laid down by employers.

The number of persons taking up teaching and other allied occupations showed a rapid rise during the period under study. The increase was particularly marked during 1957. This rapid growth could be partially attributed to the continuous increase in the outturn of various institutions imparting training to teachers. In fact, the rate of increase in respect of trained teachers was much greater than in the case of untrained personnel.

The more fundamental reason for the rapid increase in the number of persons wanting to take up teaching seemed to be that the profession was becoming more popular among the applicants of the 'white-collar' group. The swelling live register in respect of educational personnel should not, therefore, lead one to the conclusion that unemployment among these applicants was necessarily on the increase.

The Clerical group exhibited a steady growth throughout the entire period under study except for a slight fall towards the middle of 1956. The growth of the Live Register in respect of this category is shown below:-

Growth of the 'Clerical' group on the Live Register at the end of each year

Year/Period	Live Register (trend value) at the end of the year/period.	Index of Live Register with the trend value at the end of July, 1953 as 100.
1953 (Aug.-Dec.)	148,679	109
1954	172,104	127
1955	200,676	148
1956	220,871	163
1957 (Jan.-June)	235,391	173

The study showed that this rate of growth would not change so long as young persons preferred 'white-collar' jobs or until alternative occupations were open to them.

As regards the domestic service group, the live register showed a steady upward trend during the period. The applicants registered for domestic service, however, had in mind work in establishments under public ownership and not under private individuals.

As regards the unskilled group, this constitutes the largest single group of the Live Register and as such the trend of the total Live Register is largely governed by variations in the size of this group. The growth of the Live Register at the end of each year is shown in the table below:-

Growth of the 'Unskilled' group on the Live Register at the end of each year

Year/Period.	Live Register (trend value) at the end of the year/period.	Index of Live Register with the trend value at the end of July, 1953 as 100.
1953 (Aug.-Dec.)	249,696	106
1954	289,499	123
1955	350,006	149
1956	393,561	167
1957 (Jan.-June)	404,310	172

The Live Register exhibits seasonal fluctuations, January and August being the peak months. April and November are the troughs. In regard to various groups such as educational, clerical, skilled, etc., however, the seasonal pattern differs slightly from each other as well as from the variations of the Live Register as a whole.

The Study compares the relative increase in placements by occupational groups over the entire period under Study. The following table shows, comparative increase in placements by occupational categories during October 1953 to June 1957:-

Category	Placement (trend value) effected during		Actual increase.	Percentage increase or decrease.
	Oct. 1953	June 1957		
Industrial Supervisory.	176	169	- 7	-4.0
Skilled and Semi-skilled.	1856	1891	+ 35	+1.9
Educational	535	1085	+ 550	+102.8
Clerical .	1890	3578	+1688	+ 89.3
Domestic Service.	915	1140	+ 225	+24.6
Unskilled.	7397	6875	- 522	- 7.1
Total Placements*	13978	15987	+2009	+14.4

* In addition to placements relating to the six occupational categories, the total number of placements also includes that in respect of a residual group called 'others'.

The interesting feature revealed by this table is that the percentage increase of placements was the highest in respect of the Educational group followed by Clerical and Domestic service categories. In terms of absolute numbers, however, the increase in the number of placements was the of the order of 1,700 in respect of the Clerical group with which was more than three times the corresponding figure (550) for the Educational category.

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U.P.: Employment in Private and Public Sectors:
Findings of a Survey published.

According to a survey conducted recently by the Directorate of Training and Employment, Uttar Pradesh, 76,980 persons were employed at the end of March 1958, as against 78,230 at the end of December 1957 marking thereby a decline of 1.6 per cent in the volume of employment in the private sectors in Uttar Pradesh. The returns were collected from 1,106 employers.

In the case of the Public Sector, the survey found 55,515 persons employed at the end of March 1958 as against 55,081 at the end of December 1957, marking thereby a rise in employment.

The survey added that unless steps were taken to increase the employment opportunities by reviving the suspended shifts in the mills and by reopening the closed mills, unemployment would continue to increase. The position as regards the clerical workers was simply alarming.

(The Hindustan Times, 7 January 1959.)

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Central Committee on Employment constituted.

In pursuance of its Resolution dated 13 October 1958 (vide pages 65-66 of the Report of this Office for October 1958) the Government of India has by a notification dated 19 January 1959 constituted a Central Committee on Employment to advise the Ministry of Labour and Employment on problems relating to employment, creation of employment opportunities and the working of the National Employment Service.

The Committee consists of the Union Minister of Labour and Employment as chairman, a representative each of the 14 State Governments, two representatives each from Lok Sabha and the Rajya Sabha, an economist, a representative each of the All India Khadi and Village Industries Commission, Small Scale Industries Board, Indian National Trade Union Congress, Hind Mazdoor Sabha, All-India Trade Union Congress and the Directorate General of Resettlement and Employment as the Secretary of the Committee. The name of the second economist and the representatives of various employers organisations will be notified separately.

(The Gazette of India, Part I, Sec.1,
24 January 1959, page 49).

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83. Vocational Training.

India - January 1959.

T.W.I. in Central Government Offices: Review of Progress.

Attention is invited to page 79, Section 83 of the report of this Office for November 1958, relating to the introduction of Training-Within-Industry Schemes on an experimental basis in the offices of the Government of India. An article in the October 1958 issue of the Indian Labour Gazette, gives the details of the Scheme and some preliminary observations on the working of the scheme. The experiment has been under way in the Central Ministry of Labour and Employment since the beginning of 1958.

Need for Training.- Most of the supervisory positions in Government offices, particularly at the lower levels, are filled up by promotion. From their experience in the lower grades, these supervisors generally know the basic work of the grades they supervise. But this alone will not do, because even brilliance in individual work in a lower grade is no guarantee of good supervision in a supervisory post. Individual competence and capacity both in the supervisor and his assistants are no doubt the foundation of efficiency. But real success depends on individual willingness to work, ability to organise, capacity for direction and team work. When the atmosphere is favourable there is constant striving for improvement, both individually and collectively. If however, morale is low, team work is poor, friction exists between men, and work suffers.

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In Government offices, as in industrial establishments, no conscious attempt was hitherto being made to train the staff in these supervisory functions. They were mainly left to be learnt by experience, i.e., by trial and error. Errors often mean frustration to the supervisor himself, sometimes to the Department too, and in some cases to the public also. The training scheme now introduced in the Ministry of Labour and Employment is expected to eliminate or at least reduce these learning errors, and to accelerate the process of learning.

This is of special significance in the present day, when Departments of Government plan and initiate action in various expanding fields of development. More speed, better quality and more economy efforts are required these days from supervisors of all levels. These can be achieved only if their efficiency is increased by all possible means.

Introduction in Government Offices.— One of the terms of reference of the I.L.O. Mission, which assisted India in the introduction of T.W.I. was to disseminate information on the subject through appreciation talks and to train training officers in industry, commerce and Government offices. Following this, Mr. Clifford Fee, one of the I.L.O. experts gave a talk on T.W.I. in the Ministry of Labour and Employment towards the end of 1955. Since then, the question of introducing supervisory training in the Ministry has been under consideration. In consultation with the Ministry of Home Affairs and the Central O. & M. Division, an Under Secretary of the Ministry of Labour and Employment was deputed for this work in December 1957.

The Scheme.— Based on the principles of T.W.I., the experiment launched in the Ministry of Labour and Employment is designed to train the supervisory staff in the techniques of supervision, by developing in them an analytical ability and a questioning attitude to make their minds receptive to new ideas, and by helping them with a scientific approach towards the solution of their problems. It concentrates on three essential skills, which every good supervisory should necessarily possess, viz., skill in instructing, skill in organising good methods of work and skill in maintaining good staff relations. The term supervisor includes any one in an office, who is incharge of people, or who is responsible for directing the work of others.

Corresponding to the three skills mentioned above, viz., clear exposition, methodical organisation of work and good staff relations, there are three training programmes, called Instruction Programme, Methods Programme and Relations Programme.

The more important of the principles governing each of these programmes are mentioned below:-

- (1) As the trainees generally consist of adult, experienced men, the training is conducted not by lecture methods, but by group discussion, under the guidance of the training officer. This system appeals to the supervisors, because it recognises and utilises what they already know. The number of trainees in a group is limited to about eight, so as to provide facilities for every member for active participation. For the same reason, supervisors of the same status sit in a group as far as possible.
- (2) The programmes are held in office during working hours. This shows the importance that the Department attaches to the training.
- (3) Each programme takes ten hours, divided into five two-hour sessions, which are held as far as possible to consecutive days. The programmes are of short duration, so that they do not interfere with a supervisor's normal work. This also ensures that a supervisor is not given too much to assimilate at one time.
- (4) Speaking broadly, the first two hour session in each programme is devoted to a discussion of the basic principles of how to instruct, or how to discover and develop an improvement in method or how to handle a human problem. This is done on simple illustrations presented by the training officer. In the remaining four meetings in each programme, the principles are practised on actual problems brought up by each member from his own Department or Section. Group discussion follows each demonstration, and this stimulates self-awareness and self-criticism.
- (5) To collect all facts and to analyse them are two of the basic principles in all the programmes. This means the preparation of a break-down sheet and a training time table in the Instruction programme, the preparation of an action sheet listing and questioning details in the Methods programme and the collection of facts and feelings and weighing them in the Relations programme. In all the programmes, action, by way of instruction, improvement of a method or handling of a problem has also to be taken, and the results checked.

- (6) The scheme is logical and practical, but makes an informal approach to the real issues involved in good supervision. It is not academic, but is just commonsense applied to the science of administration. It is based on the idea that once general principles are understood by discussion and practised in groups, a high degree of skill can be acquired by further practice in day-to-day work and that constant practice even on small items of work would collectively make a major contribution towards efficiency and economy.
- (7) The scheme is intended essentially for junior levels of supervisors. But the initial group discussions are not an end in themselves. Their success will depend on the extent to which the principles are practised in day-to-day work. This in turn will depend on the understanding and support of the senior officers whose examples have a strong influence on the staff. Mere approval of the scheme by senior officers will not do. One way by which senior officers can show their positive support is by getting themselves acquainted with the form and contents of the training, so that they can assist the juniors in applying the principles in practice. Participation in the programmes by senior officers will bring about effective co-ordination at all levels and create an atmosphere receptive to training. This will also enable senior officers to make it clear in the course of their daily work that they are actively interested in the training of their subordinates.

To help the seniors to plan such follow-up work, there is a fourth programme called the Follow-up Programme. This is conducted just like the remaining programmes, except that it is not given to supervisors at the lowest level.

Reactions.- The more important of the reactions of the supervisory staff in Government offices, who have so far participated in the programmes are as follows:-

- (1) The programmes will serve to arrest the deterioration that has set in in the sense of responsibility and discipline, in the methods of work and in the supervision obtaining in the Secretariat.
- (2) The training is of special interest to supervisors of the present day, whose difficulties have increased, because people these days are generally more conscious of their rights than their responsibilities.

- (3) Training of all the supervisory staff is important because thereby a tradition and a climate would be created by which even a bad supervisor would try to become better.
- (4) The Instruction programme does a lot of good, in that it enables one to clear one's mind in regard to some essential principles of supervision. In particular, it shows why instructions sometimes fail, and how successful instructions can be given.
- (5) As a result of ~~the~~ the programme, one can hope to become a better supervisor, getting better work from themen and doing better work one-self. There are also reasonable chances of weaker members of the staff showing improvement in their performance.
- (6) The Methods programme encourages one to discover improved methods of work. It increases one's stock of knowledge and makes one aware of a scientific manner of examining methods of work.
- (7) The programmes will improve efficiency by reducing delay in disposal of work and by improving the quality of disposal. The time spent in attending the programme is a good investment, which will pay dividends in the form of time gained in future work.
- (8) Every Assistant should also be given the Methods programme, a beginning being made with senior Assistants.
- (9) The methods programme may be incorporated by the Secretariat Training School in their syllabus for the training of Section Officers and Assistants.
- (10) The Relations programme will assist the supervisory staff to reduce the occurrence of situations necessitating disciplinary proceedings, which take up a good deal of time, which could otherwise be utilised for better purposes.
- (11) The programme not only brings about the realisation that few supervisors are observing the principles at present, but also the conviction that staff relations can be strengthened by applying the principles discussed and practised. Practice of the principles will give a greater degree of happiness and peace for the supervisor and his staff. A supervisor who has participated in the programme will try to tackle with more confidence a problem that would have puzzled him previously.
- (12) Group discussion is helpful in understanding each other's difficulties and in widening one's range of vision. There should be more opportunities for exchanging ideas in groups of this type, and there should be refresher courses once every six months.

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In an article published in a recent issue of the Indian Journal of Public Administration, it was stated that work study has been recently introduced in the Government of India for analysing methods of work and assessing the staffing needs of Government organisations. The Supervisory Training programmes introduced by the Ministry of Labour and Employment will not clash or overlap with these activities of the Special Re-organisation Unit of the Central Ministry of Finance. In fact, the Ministry of Labour and Employment itself has two Centres under it, one the T.W.I. Centre responsible for supervisory training, and the other the Productivity Centre responsible for spreading work study in Indian industry. The two Centres work in close co-operation with each other, and their experience is that supervisory training is very useful in preparing the ground for work study.

Conclusions.— Much of the benefit of the Supervisory Training programmes lies in the ~~broadcasting~~ broadening of the outlook which comes from discussing problems of supervision with other supervisors. An untrained supervisor begins to feel after a few years that he is carrying the burden of the entire organisation, without the help of anyone. Participation in group discussion, guided and directed by a competent leader, stimulates best thinking and prevents and corrects this attitude. In these groups, the supervisors get a chance to sit back and look at their normal job from the outside. In a small group of eight persons they get to know one another extremely well and they exchange views freely and frankly. This enables them to develop tolerance and active co-operation amongst themselves in their future work.

The meeting of supervisors from different sections in a department, sometimes for the first time, and gaining a knowledge and appreciation of one another's problems is thus of great mutual benefit.

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Some supervisors who attend group discussions start with the attitude that everything is all right with them, that there is no scope for improvement in their sections and that those who should improve are other supervisors such as those in charge of administration, those superior to them, those in the Finance Ministry, and so on. It is when they bring a piece of job from their own section and demonstrate it in the group that they begin to realise that after all there is scope for improvement in their own work also. Practice in the groups brings about the conviction that the principles discussed are not theoretical and can be applied on every job. Just as participation in the discussions arouses interest, practice in the groups encourages self-awareness and self-criticism.

(Indian Labour Gazette, Vol. XVI, No. 4,
October 1958, pp. 281-289).

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Labour Ministry's Training Scheme: Working during
October 1958.

According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of October 1958, the number of trainees on the roll of various training institutes and centres on 31 October 1958, was 20,418. There were 18,653 trainees (including 21 women) in technical trades and 1,765 (including 768 women) in vocational trades.

The following table gives the total number of training institutes and centres and the number of persons (including displaced persons) undergoing training:-

<u>Number of Training Institutes and Centres.</u>	<u>Number of seats sanctioned.</u>	<u>Number of persons under- going training.</u>
374	26,611	22,847

Training of Supervisors and Instructors.- A total of 324 Supervisors Instructors were receiving training at the Central Training Institute for Instructors, Koni-Bilaspur and Central Training Institute at Aundh at the end of the month.

Training of Women Craft Instructors.- Under the scheme for the training of women craft Instructors at the Industrial Training Institute for women, New Delhi, 29 women instructors trainees were receiving training at the end of month under review.

Training of School-going Children in Hobby Centre, Allahabad.- A total of 50 trainees were undergoing training at the end of the month under report at the Hobby Centre, attached to the Industrial Training Institute, Allahabad.

Stores and Equipment.- Russian Equipment worth 101,537.92 rupees was reported to have been received at the various Training Centres and Institutes during October 1958 under the U.N.T.A.A. aid programme. The total amount of aid so far received under this programme comes to 131,347.92 rupees.

Orders for machinery worth 16,000 rupees were placed for Central Training Institute, Aundh.

(Review of Work Done by the Directorate-General
of Resettlement and Employment during the Month
of October 1958; issued by the Ministry of
Labour and Employment, Government of India,
New Delhi).

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CHAPTER 9. SOCIAL SECURITY.

INDIA - JANUARY 1959.

91. Pre-legislation Measures.

Increase in Employers' Contribution to Provident Funds:
Labour Minister consults Employers.

Shri G.L. Nanda, Union Minister for Labour and Employment, held a meeting at Bombay on 4 January 1959, met representatives of the All-India Industrial Employers' Organisation, the Employers' Federation of India and the All-India Manufacturers' Organisation to discuss the question of increasing the rate of contribution under the Employees' Provident Funds Act from 6-1/4 per cent to 8-1/3 per cent. A recommendation to this effect has been made by the Study Group on Social Security (vide Section 91, pp.70-74 of the report of this Office for December 1958).

~~Shri Nanda~~ At the meeting the representatives of the employers explained the inability of some industries to bear any additional burden. After discussion it was decided that the position in each industry should be examined by the Government separately before a decision is taken.

(The Hindustan Times, 5 January 1959).

92. Legislation.

India - January 1959.

VIII - Maternity Benefits.

Rajasthan Maternity Benefit (Amendment) Bill, 1958.

A Bill to amend the Rajasthan Maternity Benefit Act, 1953 was introduced in the Rajasthan Legislative Assembly on 24 October 1958 and has been published in the State Gazette for general information. The statement of "Objects and Reasons" of the Bill is reproduced below:-

"Government of India have laid down model minimum standards for maternity benefit legislation keeping in view the provisions of the I.L.O. Convention and Recommendation and the position of the State laws on the subject. It is necessary to make provision for these standards in the Rajasthan Maternity Benefit Act also."

(Indian Labour Gazette, Vol.XVI, No.6,
December 1958, pp. 444-445)

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Bihar Maternity Benefit (Amendment) Bill, 1958.

The Government of Bihar published on 10 December 1958 a Bill to amend the Bihar Maternity Benefit Act, 1947, introduced in the Legislative Assembly of the State on 8 December 1958.

According to the Statement of Objects and Reasons of the Bill the question whether there should be uniformity in legislation relating to maternity benefits was discussed by a Committee of the Indian Labour Conference during its session in January 1954 and a suggestion was made that the Central Government should draw up minimum standards and recommend to the State Governments for adaptation. The Government of India accepted the suggestion and accordingly forwarded to the State Governments a copy of the model standards with the recommendation that these may be adopted either by enactment of fresh legislation or by revision of existing State laws where necessary.

The Bihar Maternity Benefit Act, 1947, already contains some of the provisions included in the model standards and in a few cases the existing provisions of the said Act are more advantageous than those specified in the model standards. It is proposed to leave the existing advantageous provisions of the Bihar Maternity Benefit Act as they are and to incorporate the other items of the model standards in the State Act.

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

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

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

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

The Bill also empowers the State Government to extend the Act to other establishments, industrial, agricultural, commercial or otherwise in which women are employed.

(Bihar Gazette, Extraordinary,
10 December 1958, pp. 1-8).

93. Application.

India - January 1959.

Employees' State Insurance Scheme: Improvement in Benefits.

Replying to a question on 17 September 1958, in the Lok Sabha, the Deputy Minister for Labour stated that inter alia, the following steps had been taken in pursuance of the conclusions reached at the 16th Session of the Indian Labour Conference:

- (a) The Employees' State Insurance Corporation had approved a proposal to raise the rate of maternity benefit to double the rate specified in section 50(3)(i) of the Employees' State Insurance Act, subject to a minimum of 75 nP. per day.
- (b) The medical care to families of insured persons was extended in Bangalore from the 27 July 1958. This would benefit the families of about 50,000 insured persons. It was expected to extend similar benefit shortly in Rajasthan, Punjab and Bihar.
- (c) It was also decided by the Corporation that the existing rates of employers' special contribution should continue so long as the extra expenditure on provision of medical care to families could be met from the current revenues of the Corporation without touching the reserves.
- (d) A Study Group to consider the question of integration of Social Security Schemes had already been set up by the Government and the question of integration of administration of the Employees' State Insurance and the Employees' Provident Fund Schemes would be examined on receipt of their report. (This Study Group has since submitted its report - vide Section 91, pp.70-74 of the report of this Office for December 1958).

(Indian Labour Gazette, Vol.XVI, No.4,
October 1958, page 320).

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

INDIA- JANUARY 1959.

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

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Gramin Prakashan Mandal, Mankapur.

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- * (a) "Large industrial Establishments in India, 1954 (List of Registered Factories)". Issued by the Ministry of Labour and Employment, Government of India. pp.461.
- * (b) "The Indian Labour Year Book, 1955-56". Issued by the Labour Bureau, Ministry of Labour and Employment, Government of India. pp.495. (Two copies sent to Geneva vide this Office Minute No.D.5/144/59 dated 21 January 1959).
- (c) Rural Sociology in India: By A.R. Desai; The Indian Society of Agricultural Economics, 46-48, Mahatma Gandhi Road, Bombay; Rs.20/-.
- (d) Eleventh Census of Indian Manufactures 1956 (Summary Report); Directorate of Industrial Statistics, Cabinet Secretariat, Calcutta.

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