

INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

Industrial and Labour Developments in May 1962.

35423

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

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## Chapter 2: International and National Organisations

### 25. Wage-Earners' Organisations.

India - May 1962.

#### Activities of the Textile Labour Association, Ahmedabad during 1959-1960.

The following review of the activities of the Textile Labour Association, Ahmedabad, (TLA), one of the important trade unions in India, is taken from the Annual Report of the Association for 1959-60, published recently\*.

Membership.- The membership of the Association increased to 101,114 during the year under report from 95,876 in 1958-59. Among the members 5,019 were women.

Conditions of work and disputes.- The TLA runs a Complaints Department to redress the grievances both of the members of the Association and the non-members. The Complaint Department of the Association is the pivot round which multifarious activities of the union revolve. The maintenance of healthy and harmonious relations between the labour and the management is a matter of very great importance. The elected representatives take up the complaint to the departmental head in the first instance. In case he fails to solve the grievance he directs the worker to the office for recording the complaint. On receipt of the complaint the inspector investigates and tries to settle it. If he fails the Group-in-charge, the Division-in-charge and the Secretary deals with it by turn till it is either settled or taken for adjudication.

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\*The Textile Labour Association, Ahmedabad: Annual Report 1959-60; "Gandhi Majoor Sevalaya", Ehadra, Ahmedabad, 1962. pp. 43.

The number of complaints registered during the year was 24,298 as compared to 22,151 in the previous year. This increase in the number of complaints is consequent to the number of modification of wages awards and their implementation. Nearly 6,043 complaints were pending disposal at the end of March 1959. Thus the total complaints to be disposed of during the year numbered 30,341, out of which 12,347 complaints were concluded successfully and 2,951 complaints were compromised with the managements in the interest of the workers. The Union closed 6,799 complaints as they were trivial, baseless and nothing could be done in the dispute. Only three complaints had to be closed by the Association as they could not be maintained in a Court of Law.

The complaints registered in the Association by the workers are analysed according to their nature, under eleven main heads. The analysis of the complaints according to their nature is as under:-

Nature of Complaints	Number of Complaints	
	1958-59.	1959-60.
Wages	7,047	7,222
Hours of Work	385	347
Holidays	102	174
Conditions of Work	4,331	4,780
Unjust penalties	2,472	3,091
Treatment and procedure	2,600	3,168
Sanitary arrangements & Convenience	113	97
Relating to the Union	37	20
Muster	4,660	5,047
Housing and Welfare	20	19
Miscellaneous	384	343
<b>TOTAL.</b>	<b>22,151</b>	<b>24,298</b>

There was an overall increase of nearly 2,147 complaints during the year compared to those in the previous year. The increase was under the heads wages, holidays, conditions of work, unjust penalties, treatment and procedure and muster. A number of awards modifying the wages in various occupations in different departments gave rise to certain number of complaints under this head.

Nearly 140 agreements and 21 settlements were entered into by this union with individual mills. A Standing Complaints Committee consisting of members of the Central Executive Committee, looked after the validity and propriety of the final closure of the complaints. They approved of details of these agreements after full discussions with regard to the merits of each case.

Maternity benefits.- Since the enactment of the Maternity Benefit Act 1929 the Association had made special arrangements to assist women workers in securing the due benefit which under the legislation amounted to 42 rupees for a total period of eight weeks. Necessary notices required under the rules are issued by the Association on behalf of the women workers. Arrangement have also been made to issue requisite medical certificate in all cases registered with the Association.

During the year, the Association successfully dealt with 237 cases and secured maternity benefit amounting to 14,784 rupees in favour of women workers.

Accident compensation.- A special section has been set up to deal with all cases of compensation for accidents. No fees are charged in cases of workers who are covered under the Act. The policy of the Association has been to try all amicable methods of arriving at a reasonable settlement of cases with the employers and insurance companies. Failing settlement, the cases are taken to the court of the Commissioner of Workmen's Compensation. The majority of the cases were, however, settled by personal discussion and negotiations. Only complicated cases in which there are honest differences of opinion with regard to the assessment are taken to the court for decision. During the year 525 cases were registered with the Association. To this were added 146 cases pending at the end of the last year. There were, thus 671 cases to be dealt with during the year. Out of these cases 419 were successfully concluded, 71 were compromised, 26 were closed for various reasons and 2 failed. Thus 518 cases were disposed off in the year leaving 153 cases pending at the end of the year.

The following is the analysis of the cases of accidents according to nature:-

<u>Nature</u>	<u>Number of cases</u>
Fatal	28
Total permanent disability	7
Permanent loss of some organ	265
Temporary disability	218

The amount of compensation secured on behalf of the injured persons was 212,181.53 rupees. The comparative figures of the accidents for the last five years as reported to the Association for compensation are as under:-

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<u>Year</u>		<u>Number of Accidents</u>
1955-56	--	701
1956-57	--	598
1957-58	--	589
1958-59	--	547
1959-60	--	525

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Legal Aid to Members.- Arrangements have been made by the Association to render free legal aid to the members in cases coming under the Rent Control Act in which tenants are put to distress by undue harrassment from landlords. The Association dealt with 332 cases of this nature during 1959-60. The Legal advice and assistance of general nature was also made available by the Association in 121 cases.

Social and Welfare Activities.- With a view to instill a spirit of service among the workers and to makethem think, feel, and work jointly for the well-being of the community a new activity of introducing and establishing Seva Patras was started during the year. An effort is being made to create a feeling amongst the work of developing and conducting the social and welfare-activities of the Association should be taken up by theworkers themselves. With a view to make the workers conscious of the value and importance of developing a strong and healthy community life continuous contacts were made with the workers at their living place.

The message of the 42nd Labour Day to make the homelife of the workers healthy, prosperous and happy was taken to labour chawls (residential localities) through group talks. The group talks created suitable a tmosphere for the work and Seva Mandals were started on the basis of one volunteer per every ten families staying in particular labour localities. Four hundred and fifty volunteers came forward to start constructive activities in their chawls. Arrangements were made for imparting training to these volunteers and talks were given to them on the following subjects at the offices of the Association situated in the labour localities; (1) Seva-Mandals Social Activities, (2) Social Work as viewed by Mahatma Gandhi, (3) Children's activities, (4) Housing Problem, and (5) Civil Administration.

There are 27 cultural centres in labour localities. All these centres are used as libraries, reading rooms, and meeting places for the workers. They also play a very useful role in the surrounding area. They are incharge of part-time librarians who have been selected from the working class and trained for conducting this activity.

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The Association conducts 69 reading rooms and libraries. Of these 21 are in rented buildings where library facilities are provided. The remaining centres are in the midst of workers' chawls, where workers have volunteered to conduct the movement.

The Association conducts 12 gymnasias, providing facilities for physical culture exercises, sports and games for children and youths of the working classes. The gymnasium instructors are from the working classes and they are trained for physical culture activity. This year 4,488 members took part in the group as well as individual sports and games.

The Seva Dal of the Association is modelled on the pattern of the Congress Seva Dal. These volunteers are working in different mills. During the year, the number of volunteers was 670. The volunteers do considerable amount of voluntary social work amongst the working class. They are given suitable training both physical and mental in classes conducted for the purpose.

The Association from its very start has taken up the work of conducting the activities for the benefit of the workers, and their children. When there was no arrangement for compulsory primary education, the Association was conducting primary schools for the children of the working class and also night classes for the adults. During three decades, the Association spent more than 1 million rupees for these activities. As a result of these activities the percentage of literacy amongst the workers has gone up to 60 per cent.

A particularly significant welfare work carried out by the TLA is study homes for the children of workers. The majority of workers are living in one-room tenements where it is very difficult for their children to have a quiet place for study. With a view to provide suitable facility of this nature for the boys from the backward localities, two study homes were started in 1939 as an experiment. These study homes have proved their usefulness. Boys of backward class communities such as Vaghari, Harijans, Thakardas and Vanzaras are admitted to these homes. They stay in these homes and pursue their studies, but go to their homes twice a day for their meals. Both the study homes are in charge of experienced and trained stewards who look after the physical, mental, moral and educational progress of the inmates. A suitable timetable is fixed for the day's work and during school hours they attend their respective primary or secondary schools. At these homes three pairs of uniforms are given to boys, who are also taught spinning compulsorily. The yarn they spin is woven and utilised for their uniforms. Similarly, the Association conducts hostels for girls.



The TLA, further, has a scheme of scholarship for higher study in the secondary schools and colleges for workers' children. During the year there were 607 applications for scholarship out of which 508 were considered valid for scholarships. A sum of 10,572 rupees was distributed to these 508 students as scholarship.

Vocational Training.- It is the general policy of the Association to advise all workers to learn some alternate occupation in their spare time. In 1952, the Association proposed to start classes for sewing, carpentry and soap-making for giving training in alternative occupation to the working class. The demand for sewing class was greater and arrangements were, therefore, made for starting sewing classes. Four such classes are conducted during the year one for boys of working class and unemployed workers, one for night shift workers and one for girls and women belonging to workers' families and one for day shift workers. The class was started with only 5 sewing machines but it has now today 12 machines for the use of students. During the year 107 persons took advantage of the sewing class.

Other Welfare Activities.- The other types of welfare activities run by the TLA relate to child welfare, maternity and medical relief, civic welfare, and uplift of backward classes.

Co-operation among workers.- The report states that the workers' interest in co-operative activities is steadily increasing. The type of societies popular among the workers are the credit societies in mills, canteens, consumers' societies in labour areas and housing societies under different schemes.

The Federation of Industrial Workers' Cooperatives continued its activities during the year. The number of members at the end of March 1960 was 48. The main functions of the Federation have been to advice cooperatives of all types in solving their problems and assisting them in their dealings with Government departments.

The Major Sahakari Bank Ltd., was started in 1947 with the two-fold objectives namely to provide cheap credit and to encourage thrift among the working classes. With the active support and encouragement of the TLA, the Bank has made steady progress during the last 13 years. The following statistics will give an idea about its progress:-

	Year 1947	Year ending June 1960
	Rs.	Rs.
Share Capital	105,880	855,320.00
Share-holders	7,707	32,266.00
Working Capital	317,058	4,225,802.00
Loan Advanced	133,500	2,726,040.87
Deposits	95,546	363,844.96
Reserves	8,064	60,878.43

The number of different types of Cooperative Societies affiliated to the Bank is 25.

The Majur Mahajan Khadi Hat started in 1931 by the Association was converted into a cooperative store in 1956. It is now making steady progress along Cooperative lines. During 1958-59 the Textile Labour Association sold khadi hundreds worth 193,040 rupees on the occasion of Gandhi Jayanti. The total sale of the khadi Hat for the year ending June 1960 were 903,000 rupees whilst the sale of the previous year were 933,187 rupees.

Rural Relief.- The TLA is maintaining a Rural Relief Section, to deal with complaints relating to areas outside the city of Ahmedabad, by personal visits and on-the-spot enquiries. During the year under report 432 complaints were registered with the Rural Relief Section. To these were added 336 complaints pending from last year. This made a total of 768 complaints to be dealt with in the year.

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## Chapter 3. Economic Questions

### 34. Economic Planning, Control and Development.

India - May 1962.

#### Board of Trade Constituted.

A resolution dated 11 May 1962 of the Ministry of Commerce and Industry, Government of India, published on the same day, says that for the development of India's economy, it is necessary that both internal trade and exports expand quickly and on sound lines. The Government of India has therefore decided to constitute a Board of Trade to review all aspects of trade and commerce and to advise and make recommendations to Government from time to time, with particular reference to the following:-

- (1) Expansion of production, internal trade and exports, including diversification of exports;
- (2) Rationalisation of imports and forging suitable imports exports relationships;
- (3) Maintenance and improvement of quality of production, standards, standardisation and quality control; organisation of inspection for quality control and pre-shipment inspection;
- (4) Export incentives;
- (5) Development of fair ethical and efficient trading practices including maintenance of fair prices; price support, price regulation, organisation of stock piling and buffer stocks; display of price lists and markings including price markings;
- (6) Studies of individual commodities, market research and market surveys;
- (7) Development of State Trading in commodities particularly for external trade; expanding the functions and operations of the State Trading Corporation/Corporations and other Agencies;
- (8) Promotion and development of Export Houses and Export Agencies;
- (9) Whole-sale and retail marketing; Cooperative marketing and Cooperative Consumer Stores; fair-price shops, etc.;

(10) Exhibitions, trade fairs, emporia, show rooms and trade centres in India and abroad;

(11) Promotion of salesmanship and marketing techniques and training of personnel for international trade; and

(12) Facilitating the movement of goods, particularly goods for export by rail, road, air etc.

The Board will consist of 15 official and non-official members with the Minister of International Trade as chairman.

The Board is appointed for a term of two years and the Board may constitute a Standing Committee and other Committees from its Members, with co-opted members not exceeding one-third of its total strength to transact such business as the Board may decide.

(The Gazette of India, Extraordinary,  
Part I, Sec.1, 11 May 1962, pp.937-938).

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Techno-Economic Survey of Orissa: Study by National Council of Applied Economic Research.

The techno-economic Survey of Orissa undertaken recently by the National Council of Applied Economic Research has recommended, among other things, a 10-year development programme for Orissa with an investment outlay of 14,000 million rupees. Of this, 77 per cent. will be in the public sector and the rest in the private sector. About 39 per cent. of the total investment will be absorbed by factory industries, 22 per cent. by agriculture, 13 per cent. by power, 4 per cent. by mining and the rest by other sectors. The programme envisages special emphasis on the development of economic overheads, such as power, transport and technical training.

The survey, undertaken at the instance of the Orissa Government, has recommended that nearly half of the proposed investment should be in large-scale industries. The spearhead of such a process of industrialisation will be the establishment of industries based on locally available minerals comprising iron ore, coal, manganese, limestone, fire clay and bauxite, which are found best in Orissa. Investment in such industries accounts for 90 per cent.

Out of the total investment of 5,380 million rupees in large scale industries, 3,000 million rupees is recommended for a new steel plant at Binaigarh and 1,500 million rupees on the expansion of Rourkela steel plant and several metallurgical and metal-based industries. Locationally, the bulk of industrial activity will be concentrated within the triangular area with Rourkela and Hirakud supplying the base and Cuttack forming the apex.

Public Health.— The report recommends an expenditure of 497 million rupees during 1961-70 on public health to bring its per capita allocation programme to the all-India level. The major aspects of the public health programme, recommended by the study, include malaria and filaria control, protected water supply, modern drainage and sanitation facilities and medical and health facilities.

The study says that the net value of forest output could increase by more than 100 per cent. in 10 years if its suggestions relating to afforestation, planting of quick-growing species and better transport facilities are implemented.

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The rivers in Orissa provide good scope for large-scale development of irrigation and hydel power. The inland water resources could be harnessed and the long coast line could be utilised for large-scale development of fisheries. The output of fish could increase four-fold in 10 years. In the field of agriculture the farm output can be substantially increased by improving the rice yields and by introducing double cropping on a wide scale.

Per Capita Income.- According to the study, if the programme is fully implemented, per capita income will almost double and reach the all-India level by 1971. The share of agriculture income will fall from 50 per cent. to 30 per cent. and that of factory industry would go up from 6 to 20 per cent. It is expected that the overall productivity per worker will appreciably increase. The increase would be of the order of 250 per cent. in factory industry and 50 per cent. in other sectors. The net result of this total development would be to transform the State from a backward agricultural economy into a progressive industrial State.

The study feels, that by 1971 the State should be in a position to export about 2 million tons of rice to other States as against the current level of about 300,000 tons. The State's income should grow at the rate of 14 per cent. per annum. There will be no problem of unemployment. On the contrary there will be manpower shortage which will have to be met by encouraging immigration of labour from other populous States.

The study, however, warns that all this development depends on the ability of the State Government to streamline administration and to put into effect changes of organisational character and to raise the required financial resources.

(The Hindustan Times, 16 May 1962).

Self Sufficiency in Agricultural Production by 1975-76:  
Results of a Study by National Council of Applied Economic  
Research.

According to a study undertaken recently by the National Council of Applied Economic Research, concerning long-term economic projection extending upto 1975-76 of the supply and demand situation for major agricultural commodities, including foodgrains, oilseeds, cotton and tobacco, over the next 15 years, the Indian economy will be able to pull agriculture out of its present inter inertia and at low productivity levels. The study entitled, "Long Term Projections of Demand and Supply of Selected Agricultural Commodities in India, 1960-61 to 1975-76" finds that the overall situation of foodgrains appears to be one of cautious optimism.

The commodities surveyed account for about 90 per cent. of the area at present under cultivation in India. By 1975-76 the gross area sown is likely to increase substantially (from its present 380 million acres). The yield rates of several crops are expected to record notable increases, almost double in the case of rice and wheat, as a result of irrigation, better manures, fertilisers and improved seed. The per capita consumption of foodgrains by 1975-76 will rise to about 19 oz per day from the present 16 oz. Domestic supply and demand of foodgrains will match closely except for some marginal deficits or surpluses. The rise in domestic production of major cereals is likely to exceed demand by about 2.3 million tons and 5.1 million tons for 1970-71 and 1975-76, respectively. A level of self-sufficiency is seen for other foodgrains comprising minor cereals and pulses throughout the projected period.

Oilseeds.- The prospects envisaged for the domestic production and consumption of oilseeds appear to make the country just self-sufficient, although there is likely to be a surplus of just a little more than one million tons by 1975-76. The possibilities of increasing the supply of oilseeds on the other hand appear to be limited, since they are not as profitable a crop for the farmer as other cash crops and their output is not as responsive to inputs as compared to some cereals.

Cotton.- The internal requirements and production of cotton, which indicate a deficit of about 0.7 million bales in 1960-61, are expected to reach a level of about 10 million and 10.5 million bales, respectively, by 1975-76. The projected production potential over the next 15 years suggests that the present pattern of imports and exports trade will, more or less, continue. India is likely to maintain her export of short staple cotton in exchange for finer varieties from countries like the U.S.A., Egypt and Kenya.

While the major portion of the increased supply is expected to be contributed by increased irrigation facilities and availability of fertilisers, the high income elasticity of cotton clothing on the other hand appears to be the cause of the increased demand over the projected period. In terms of per capita consumption of cloth the estimates imply an increase from 16 yards per annum in 1960-61 to 23 yards by 1975-76.

Tobacco.- The supply and demand position of tobacco over the next three plan periods appears to be very promising as far as India's foreign trade is concerned. It is expected that a surplus <sup>of</sup> ~~will increase to~~ 28,000 tons in 1960-61 will increase to 83,000 tons by 1975-76, which will enable the country to give a fillip to its exports during this period. This will only be possible if the surplus comes for varieties for which there is a demand in the world market. Imports of superior varieties of tobacco will, however, continue over the period to meet the requirements of the cigarette industry.

(The Statesman, 16 May 1962).



39. International Economic Relations.

India - May 1962.

Techno-Economic Survey of Punjab: Results of a Study  
by the National Council of Applied Economic Research.

The National Council of Applied Economic Research (NCAER) in its Techno-Economic Survey of Punjab, published on 13 May 1962, has recommended a minimum programme of action, feasible economically and technically, calling for an investment of 11,140 million rupees for the development of the State in the decade 1961-71. This programme is three-pronged: strengthening the agricultural base to increase the exportable surplus of foodgrains after providing for the increasing population, and to provide sufficient raw material for industries; strengthening the infra-structure of the economy, especially power and transport, to meet the needs of the expanding economy; and, expanding the industrial sector to produce within the State both intermediary products and durable consumer goods.

Agriculture.- Three-fourths of the investment in agriculture is earmarked for the provision of facilities to bring more than three million acres under irrigation in the next decade. With the provision of adequate fertilisers and better agricultural techniques, it is expected that the cropping pattern could be changed in favour of high value yielding crops. The area under foodgrains will decrease from 72 per cent. in 1959-60 to 64 per cent. in 1970-71, though during that period the cultivated area is expected to increase by five million acres. The area under sugarcane, oilseeds and cotton will increase rapidly; therefore, their production will expand fast.

The NCAER's suggestion also includes provisions of adequate drainage facilities and storm-water drains to save about seven to nine million acres of cultivated land from water-logging causing an annual loss estimated at over 300 million rupees.

For the better exploitation of the State's poor forest resources the Council is of the view that the forest policy should be on the following lines: extension of the forest area wherever possible; reduction of costs and wastes; and effective implementation of the soil conservation programme.

Greater scope for light industries.- According to the study, the State is not very well placed in the sphere of industrial development. There is no locational advantage to set up a big steel plant or a heavy machinery plant in Punjab. Small-scale units will dominate the future industrial structure of the economy. Farm-based industries and engineering industries, mainly for the production of durable consumer goods, have pronounced scope for expansion. The output of sugarcane, cotton and oilseeds is expected to rise by 148 per cent., 113 per cent., and 400 per cent. respectively, during the decade. This increase will enable the rapid expansion of those industries using these agricultural commodities as raw material. With the promising development of the animal husbandry, a substantial expansion of livestock-based industries can be envisaged. However, the Council has recommended that in the immediate future 19 composite milk plants, and 12 milk powder factories should be established in major towns of the State. With the efficient development of forest resources, a variety of forest-based industries is technically and economically feasible.

The strategy of development in the industrial sector should be based on the expansion of engineering industries both for foreign and domestic markets. In the light engineering industries like sewing machines, bicycles, fans and other electrical appliances, the State has, for years to come, ample opportunities for expansion. In addition to these, the development of a few large plants is also necessary to offer a strong base for the secondary sector. With this end in view, the Council has suggested the establishment of units for the production of tractors, roller mills and printing machinery. The Government should take the responsibility for the establishment of a central foundry plant, a central machine shop and a central structural fabrication shop. The intake capacity of craftsmen training institutes, should be doubled.

These recommendations have been made against a background in which Punjab presents a bright picture of a buoyant economy ready for rapid development. The State has a strong economic base - the per capita income being 296 rupees in 1956 as compared with 271 rupees for the country as whole - and vast potentialities for growth.

This strong base is characterised by a powerful agricultural sector and an active small-scale industrial sector. Punjab is one of the few States in the country with a reputation to rear quality livestock. Unlike other States, it has no serious problem of unemployment.

~~Higher Income~~ The study notes with satisfaction that the State does not have any serious unemployment problem at present nor is likely to face it in the near future. It expects that the entire additional labour force will be absorbed by the economy without any detriment to productivity.

Financial Resources. - Out of the investment of 11,140 million rupees recommended by the Council for the decade 1961-71 agriculture and allied activities will claim 3,240 million rupees, industry and power 3,940 million rupees, and the tertiary sector, including transport, 3,960 million rupees. The share of the State Government in the outlay comes to 6,600 million rupees. The total resources, both tax and non-tax revenue available for development purposes during the decade, are estimated to be 2,750 million rupees. This necessitates greater efforts at mobilization of resources and more generous measure of Central assistance.

Higher Income. - The study says that this programme of development is fully implemented, the State's income will increase by 75 per cent. during the decade and the per capita income by 40 percent. The exportable surplus of foodgrains will be about three million tons.

(The Statesman, 14 May 1962;  
The Hindustan Times, 14 May 1962)

35. Productivity.

India - May 1962.

Conference of Productivity Personnel, New Delhi,  
14 - 16 May 1962.

The National Productivity Council organised a Conference of productivity personnel at New Delhi on 14 May 1962. Shri Nityanand Kanungo, Union Minister for Industry, who is also the president of the National Productivity Council, presided. Among others, the Conference was attended by about 100 participants comprising Senior personnel from the industry, trade unions and government nominees. Shri V.K.R. Menon, Director of I.L.O. India Branch, also attended the Conference.

The agenda of the Conference included the following subjects: (i) Productivity Training and Education, (ii) Training of Workers, (iii) Management Consultancy, (iv) Research for Productivity, (v) Productivity in Small Industries, and (vi) Government Measures for Higher Productivity.

Presidential address. - Inaugurating the Conference, Shri Nityanand Kanungo, Union Minister for Industry, emphasised the need for effectively generating a strong motivating force in the industrial community for adopting techniques and processes of higher productivity. He urged the productivity prog personnel to pay a great deal of attention and thought to this problem and also suggest positive steps for increasing exports through higher productivity. He said that increase in exports depended on the increase in productivity of better-quality goods at lesser costs. Shri Kanungo, said that it was high time they started equipping the industry with the skills, techniques and procedures of increasing productivity. They should evolve certain positive steps in the fields of training, education and research individually or by the organisations for stepping up the national effort towards increasing industrial productivity.

NPC activities.- Narrating the activities of the NPC, Shri Kamungo said that 40 Indian specialists and some foreign specialists were imparting training to industrial personnel at all levels through 44 local productivity councils in the country. It was envisaged that each industrial unit employing a sizable number of employees would have a training department. Educational institutions, he said, could meet the long-term needs of the industry in producing managers, technologists, supervisors and workers.

Shri Kamungo said that there were four aspects of the problem of training, namely, the education of workers, supervisors and managers; the vocational training and apprenticeship of workers; technical education of engineers and technologists; and the post-graduate specialisation in industrial management, industrial engineering, industrial relations and in other industrial fields. He suggested the inclusion of, what might be called, productivity education in the educational curricula of higher secondary and under-graduate education, both technical and general.

Dr. Lokanathan's Address: Importance of Training.- Dr. P.S. Lokanathan, chairman of the National Productivity Council, said that the objective of the conference was to widen and deepen the scope of the productivity movement by securing effective participation of all those engaged in the common efforts to raise productivity. Any organisation, however influential it might be and whatever its expertise, would lose its value, if it did not open up its windows to fresh air, new ideas and new methods of learning.

More technicians.- He said that India required more and more managers, technicians, engineers, mechanics, craftsmen, doctors and economists. The foremost problem during the next 15 years would not be capital, not even foreign exchange, difficult as it might be, but of meeting the almost insatiable demands for technical, managerial and productivity personnel.

He added that productivity training would mitigate the severity of the problem of unemployment, which seemed at present to be intractable. They should absorb productivity methods and techniques in such a way that they became part and parcel of their daily industrial and other operations.

If the objective of increased productivity was to be realised, the approach to investment programmes should be altered. Adequate provision for training programmes and for upgrading the skill of the workers and retaining them for the changing needs of modern industry had to be provided, he added.

Recommendations.- The Conference, among other things, recommended that while the productivity drive should be sufficiently broad-based, it should be concentrated on selected units suited for exports. One of the seven groups set up by the Conference to discuss Government measures for higher productivity recommended mutual consultation and association of management and labour in all matters affecting productivity, educating labour in methods of productivity, provision of amenities for labour, evolving of a wage structure, stoppage of retrenchment arising out of increased productivity and making good of the shortage of staff promptly. The Conference also recommended suitable machinery for encouraging proper, co-ordination between training programmes in the various training institutes both at the State and Central Government levels. Some of the training institutions should be earmarked for training programmes benefiting specialised industries such as steel, heavy electricals and heavy engineering.

Small industries.- The group which considered productivity in small industries recommended improving the present method of plant operations as well as the setting up of new industries, particularly in the rural areas. It was of the view that the small-scale industries organisation should set up model factories and provide much larger facilities by way of design and common service arrangements, promote purchase of raw materials and sales of products through co-operative institutions.

The group on research for productivity suggested allocation of at least one per cent of the value of production for research. The Government provision of 50 per cent of the contribution of the industry should be fully utilised.

The conference said that since the development councils had not discharged their responsibility of fostering research and the development and attainment of optimum levels of production, the Government should consider setting up a national development council for research as they had done in the case of machinery manufacture.

General Management.- The conference recommended that the NPC should obtain support from international organisations such as the Ford Foundation, the Rockefeller Foundation and US-AID, and approach the UNESCO and the ILO to finance research projects.

The group on management consultancy felt there was room for management consultancy organisations to devise courses in the field of general management. Any idea that Government enterprises did not need consultancy and could solve their problems departmentally was misconceived. The NPC could play a valuable part in helping the training and development of consultants, by sending abroad a study team and getting restrictions on the availability of foreign exchange relaxed for management consultants and management men going abroad.

(The Hindustan Times, 15 May 1962;  
The Hindustan Times, 17 May 1962 )

36. Wages.

India - May 1962.

Mysore: Minimum Rates of Wages for Employment in Rice,  
Flour and Dhal Mills revised.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Mysore has with effect from 1 June 1962 revised the rate of wages payable to the following employees employed in rice, flour and dhal mills:-

Class of employees	All inclusive rates per day/per month.	
	Rs.	np.
Part I - Rice, Flour and Dhal Mills		
Skilled -		
1. Engineer	--	2.50 per day
2. Boiler Attendant	--	2.25 "
3. Engine Driver	--	2.25 "
4. Mechanic Power	--	2.25 "
5. Carpenter	--	2.25 "
6. Operator	--	2.25 "
7. Plantman	--	2.25 "
Semi-skilled-		
8. Others	)	
9. Fireman	)	
10. Machineman	)	
11. Fitter Roller man	) --	2.00 "
12. Oilman	)	
13. Measurer	)	
14. Weighman	)	
Un-skilled-		
15. Carriers	--	1.75 "
16. Hamals	--	1.75 "
17. Loaders and Stalkers	--	1.75 "
18. Watchman, Peons and Messengers	--	1.75 "
19. Sweepers	---	1.50 "
20. Cleaners	--	1.50 "
21. Spreaders	--	1.50 "
Other Staff-		
22. Managers	--	100 per month
23. Clerks/Typists	--	75 "
24. Lorry Drivers	--	75 "

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Class of Employees	All inclusive rates per day/per month.	
Part II - Oil Mills.		
	<u>Rs.</u>	<u>MP.</u>
Skilled -		
1. Supervisors	--	2.50 per day
2. Engineer	--	2.50 "
3. Engine Driver	--	2.25 "
4. Boiler attendant	--	2.25 "
5. Plumber (Mech.)	--	2.25 "
6. Solderer	--	2.25 "
7. Tin-Maker	--	2.25 "
8. Expeller Driver	--	2.25 "
9. Operator	--	2.25 "
10. Carpenter	--	2.25 "
Semi-Skilled-		
11. Oilers	--	2.00 "
12. Apprentices for skilled categories	--	2.00 "
Unskilled-		
13. Helper	--	1.75 "
14. Watchman and Caretakers	--	1.75 "
15. Hamals	--	1.75 "
16. Carriers	--	1.75 "
17. Labour Decorticator	--	1.75 "
18. Sweeping the flour for expellers	--	1.50 "
Other Staff-		
19. Managers	--	100 Per month
20. Clerks/Typists	--	75 "
21. Lorry Drivers	--	75 "

Notwithstanding anything contained in this notification, if in any area, the existing minimum rates of wages are higher than the rates specified in this notification and if the existing minimum rates have been fixed by a competent authority, the said higher rates shall continue to be in force.

(Notification No. LLH 148 L.MW 59 dated 11 May 1962; the Mysore Gazette, Part IV, Sec. 1 o(ii), 24 May 1962, pp. 1065-1066).



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

43. Handicrafts.

India - May 1962.

Organisational Aspects of Small Industries Development  
Programme: Enquiry Committee's Recommendations  
accepted by Government.

A Resolution dated 18 May 1962 of the Ministry of Commerce and Industry, Government of India, says that the Government in September 1961, appointed a Committee to review the functions of the different organisations concerned with the development of small scale industries, both at the Centre and State levels, and to make suitable recommendations to Government with a view to reducing the multiplicity of organisations and eliminating overlapping of functions by clearly demarcating the duties as between them.

The Committee, after making a detailed study of the functions of the various agencies, came to the unanimous conclusion that by and large the duties and functions of the different agencies were complementary to each other and that the areas of duplication or overlapping were very limited. In important programmes like Industrial Estates, providing credit to small scale industries and supply of raw materials there is no overlapping of functions among the existing agencies. There are several agencies for credit assistance to small industries, but each has a distinct role to play and there is no unnecessary duplication of functions. The Committee is of the view that the duties and functions of the different agencies in respect of most of the programmes for development of small scale industries have been clearly demarcated and no changes are necessary. However, in a few fields there is scope for clearer demarcation of functions and better co-ordination and the Committee has made the following recommendations in this respect:

(i) Machinery and equipment.— The National Small Industries Corporation has been supplying machinery, both indigenous and imported, to small scale industrial units on hire-purchase basis. The Small Industries Corporations being set up in different States have also adopted the programme of supply of machinery on hire-purchase basis. The Committee is of the view that State Corporations are likely to face many more difficulties and handicaps than has been the case with the National Small Industries Corporation in respect of imported machinery and that it would be inadvisable for them to take up this work. However, if any State Corporation is keen on taking up the work of supply of indigenous machinery on hire-purchase basis, there need be no objection to it.

(ii) Training.— The Committee is of the view that there is scope for both Central and State agencies undertaking programmes of training for small industrialists. But it would be advisable for State Governments to organise training facilities, keeping particularly in view local conditions and requirements. The Mobile Demonstration-cum-Training vans currently managed by the Central Small Industries Organisation can be more profitably utilised by the State Governments for such training programmes. If State Governments are interested in taking over the mobile vans from the Central Small Industries Organisation, they should be welcome to do so. Training Centres which are of all-India importance like the Central Footwear Training Centre, Thermometer Training Centre etc., should continue to be the responsibility of the Central Government and managed by them on all India basis.

(iii) Prototype workshops and training centres.— The Committee is of the view that the prototype workshops and training centres are of all-India importance and that their activities should be co-ordinated at the all India level. It recommends that the Central Small Industries Organisation should be made responsible for supervising, co-ordinating and managing all the existing Prototype Centres as well as those proposed to be set up. However, for practical and administrative reasons it may be necessary to continue the existing arrangements for some time longer.

(iv) Standardisation, testing and quality control.— The Committee notes that some confusion has been created by different States and organisations following different quality standards and marks. The Committee recommends that the Indian Standards Institution should constitute a Committee to study this problem and make suitable recommendations for ensuring uniformity in quality marks and standards.

(v) Marketing.— The Committee recommends that the principal agencies interested in marketing assistance to small industries viz., the National Small Industries Corporation and State Small Scale Industries Corporations should function in close liaison with each other. These Corporations can work as agents of one another in promoting the sale and display of products in all parts of the country. The State Corporations can also help the National Small Industries Corporation in the execution of export orders.

(vi) Economic Surveys.- Since economic surveys are being undertaken by both Central and State agencies, it is necessary to demarcate the respective fields of activities in order to avoid duplication. The Committee recommends that the State agencies should primarily be concerned with area studies which are of local importance. The Central Small Industries Organisation should take up area studied only on explicit requests from the State Governments. The programme of all-India Industry Prospect Sheets and industry surveys and economic information service should remain the responsibility of the Central Small Scale Industries Organisation. The Central Small Industries Organisation should undertake topic researches and assist the State survey staff in evolving suitable techniques of survey. It would give supervisory and directional assistance to State investigation staff wherever necessary.

(vii) Technical Assistance.- The Committee is of the view that though a few States have appointed technical staff in their Departments of Industries for providing technical advice and guidance to small industrialists, the Central Small Industries Organisation is much better equipped for rendering this service, and therefore, this programme should be mainly the responsibility of the Central Small Industries Organisation. In view of the importance of this programme, the Small Industries Service Institutes should be strengthened further so that they can be organised more effectively as all-India Institutes of technological development. There are a few Centres under the Central Small Industries Organisation which have purely production or common service facilities programmes and the Committee is of opinion that such programmes can be left to the State Governments with greater advantage. Wherever possible, such Centres should be transferred to State Governments or co-operatives. Whenever any such Centres are transferred to the State Governments, funds relating thereto should also be made available to them. The Committee, however, notes that in industrially backward State, the Central Small Industries Organisation may have to continue to shoulder the responsibility even for common service facilities centres for some more time.

In order to ensure effective co-ordination between Central and State agencies, the Committee recommends that there should be an advisory Committee attached to each Small Industries Service Institute consisting of the following members:-

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- (1) Director of Industries of the concerned State -  
Chairman.
  - (2) The Director, Small Industries Service Institute.
  - (3) Regional Manager of the National Small Industries Corporation.
  - (4) & (5) Two non-official representatives of Small-Scale Industries, one of whom should be the representative of the State on the all-India Small-Scale Industries Board.

This Committee should meet frequently and ensure co-ordination between the different agencies and advise the Small Industries Service Institute and the National Small Industries Corporation on all their programmes in the State.

The Government of India has examined the report of the Committee and is in agreement with the conclusions and recommendations referred to in para 2, I, II & IV to VII above. Steps will now be taken to implement the recommendations in consultation with the State Governments wherever necessary. The recommendation in para 2 III will be examined further and the Government's decision announced later.

(The Gazette of India, Part I, Sec.1,  
26 May 1962, pp. 155-156).

44. Merchant Marine and Fisheries.India - May 1962.Better Working Conditions for Seamen; Agreement  
reached with Shipowners.

After four days' negotiations under the auspices of the National Marine Board, a bipartite body representing shipowners and seamen, an agreement was reached between shipowners and the National Union of Seafarers in the last week of April 1962, providing for ~~regulations of~~ regularisation of hours of work, proper determination of overtime rates, insurance of personnel effects and the grant of three national holidays with pay for seamen. Hours of work, according to the agreement, for the purpose of calculating overtime will be from midnight to midnight. Normal duty hours are regulated and reckoned on a daily basis. Deck and engine room day workers will have 47 hours of normal work per week. A slab system for overtime payment is provided in the agreement. All seamen will be granted holidays on Republic Day, May Day and Mahatma Gandhi's birthday with pay. Seamen's personnel effects will be insured at the expense of the employers. A record of hours worked by each seaman will be maintained.

The agreement is binding on all shipping companies employing Indian seamen on foreign-going Indian Articles of Agreement, and applicable to all categories of seamen other than officers, exempted classes bhandaries and bhandary-mates. It supplants all previous agreements between shipowners and Indian seamen.

The agreement came into force on 1 May 1962.

(The Times of India, 4 May 1962).

Chapter 5. Working Conditions and Living Standards

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

India - May 1962.

Working of the Maharashtra Labour Welfare Board during 1960-1961.

Introduction.- The erstwhile Government of Bombay passed in 1953 the Bombay Labour Welfare Fund which inter-alia, provides for the constitution of Fund for financing and promoting labour welfare activities in the State. In pursuance of the powers conferred by the Act, the Government of Bombay constituted a Bombay Labour Welfare Board\* to administer the Fund. The Fund consists of fines realized from employers, unpaid accumulations with employers, voluntary donations, labour welfare funds of establishments transferred to the Fund, etc. It is to be utilised to meet expenditure on such measures as (a) community and social education centres including reading rooms; (b) community necessities; (c) games and sports; (d) excursions, tours and holiday homes; (e) entertainment and other forms of recreation; (f) home industries and subsidiary occupations for women and unemployed persons; (g) corporate activities of a social nature; (h) cost of administering the Act; and (i) such other objects as would improve the standard of living and ameliorate the social conditions of labour.

Following the bifurcation of the State of Bombay, the Labour Welfare Board took over, on 28 April 1960, welfare centres and activities in the newly created Maharashtra State, excluding those in the Marathwada and Vidarbha areas. The newly constituted Maharashtra Labour Welfare Board took over the administration of the Fund.

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\* Maharashtra Labour Welfare Board - Annual Report 1960-61 issued by Maharashtra Labour Welfare Board, Bombay-18.

Finances.- The total receipts of the Board during the year under review came to 346,294.25 rupees including fines fund amounting to 13,220 rupees received from the Gujarat regions prior to bifurcation of the Bombay Board, as against receipts of the Bombay Board totalling 758,867 rupees during the previous year.

During the year under report a total expenditure of 735,840.14 rupees was incurred of which 709,055.02 rupees related to labour welfare activities in the Maharashtra areas of the former Bombay States against 830,268.93 rupees in 1959-60 incurred by the Board. After meeting all the expenditure and excluding accumulations of unpaid wages etc., the Board had a cash balance of 716,048 rupees on 31 March 1961, which would be barely sufficient to maintain activities and programme during the year 1961-62. It was, therefore proposed to amend the Welfare Fund Act, 1953 to meet the additional expenditure.

Welfare Activities.- Welfare activities and programme during 1960-61 continued to maintain the same tempo as in the preceding year. Total attendance in all the 39 centres with a membership in the region of 84,000 came to 20,291,432 during 1960-61. At the circulating Library posts and reading rooms outside centres, the attendance during the year came to 754,700.

The total attendance for all games and sports during the year was 9,409,031 as against 9,218,695. The total attendance in the recreational activities such as cinemas, dramas, music, kalapathaks and concerts during the year was 2,167,723 as against 1,725,904 during the preceding year.

On the women's side total attendance at the centres during the year came to 3,734,000. As usual, concentration was mainly on the sewing facilities and, to meet this demand the Board purchased eight more sewing machines, including two for the new centre at Kherwadi bringing the total number of machines available at 39 centres to 130. These machines were utilised to the maximum extent particularly in Bombay and Sholapur where earnings from the use of these machines increased from 26,417.19 rupees and 12,186.75 rupees during 1959-60 to 40,828.51 rupees and 15,068.26 rupees respectively. In the two-year diploma course examination of the Directorate of Technical Education, 23 students out of 31 were successful. Average daily attendance at these classes came to about 64 per cent. The total attendance of women and girls for entertainment programmes came to 316,649 as against 281,515 in the preceding year.

For children under six, welfare centres provide montessory classes and creches, the latter were being provided only at Sholapur. The two creches at Sholapur had 55 children on the muster and daily attendances were always full.

For the older children, centres provide group games, study classes and libraries. During the year under review summer vacation classes in handicrafts were arranged at the Mahakandras with the assistance of State Handicraft Association. Scouting and guiding are popular. Total attendance in these activities came to 134,569 as against 95,433 in 1959-60.

The total number of persons who made use of the medical aid facilities provided at the centres during 1960-61 was 11,400 as against 13,815 during the preceding year. This is apart from the first aid and home nursing facilities which were made available to 50,798 persons during the year under review as against 43,280 during the preceding year. Excursions were also arranged in which 7,385 persons participated.

(Indian Labour Journal, Vol. III, No. 4,  
April 1962, pp. 249-252 )



56. Labour Administration.

India - May 1962.

Inspection of Mines in India: Annual Report of the  
Chief Inspector of Mines in India for the Year ending  
31st December 1960 \* .

The following information relating to the working of the Mines Act, 1952, is taken from the Annual Report of the Chief Inspector of Mines for 1960.

Application.- The Mines Act 1952, as amended by the Mines (Amendment) Act 1959 continued to be in force throughout India excepting the State of Jammu and Kashmir, the said amendment having come into force from 16 January 1960. The exemptions granted earlier vide Ministry of Labour and Employment Notification No. G.S.R. 660, dated 29 July 1958 in respect of prospecting mines and certain other categories of mines were taken account of by a new section in the said Act. Other revisions include fixation of a new minimum of persons employed for provision of a First-Aid Room in every mine, additional powers for prohibition of employment of persons and enhancement of penalties laid down in respect of various contraventions.

The number of mines (coming within the purview of the Mines Act, 1952) reported to have been worked during the year under review was 3,498 comprising of 859 coal mines and 2,639 non-coal mines, as against 3,305 mines (864 coal and 2,441 non-coal mines) in 1959. The number of mines submitting returns were however slightly less, their number in 1960 being 3,334 (848 coal and 2,486 non-coal) as against 3,082 (854 coal and 2,228 non-coal) in 1959.

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\* Annual Report of the Chief Inspector of Mines in India for the year ending 31st December 1960: Mines Act 1952: The Manager of Publications, Civil Lines, Delhi, 1961. Price Rs. 24.50np. or 37sh. 6d. pp. 350.

Employment.- The average daily number of persons working in and about the mines regulated by the Mines Act 1952 in the year 1960 was 652,069. Thus, the decline started in 1958 was arrested in the current year. The level of employment however was still less than that in 1957. The table below shows the trends in employment by place of working during the last five years:-

Year	Under-ground Men	Open Cast-Workings		Surface		Total	Index
		Men	Women	Men	Women		
1956 -	229,049	138,241	74,436	135,522	51,333	628,581	114.5
1957 -	244,235	146,828	76,621	138,668	49,020	655,372	119.4
1958 -	252,415	139,124	72,044	139,981	45,796	649,360	118.3
1959 -	251,513	123,699	59,489	139,645	43,671	618,017	112.6
1960 -	255,536	141,557	63,905	147,235	43,836	652,069	118.8

It may be noted from the above table that the overall increase was reflected in varying degrees for men working at different places, while in the case of women, the increase was recorded mainly in respect of those working in open-cast workings. The employment in open-cast workings, which went down by about 27,000 last year has mostly been restored to the 1958 level. The proportion of women in the total labour force was still at the same level as in the last year viz., 17 per cent.

The overall increase in employment has been reflected in the different categories of mines, except in manganese mines which continued to show the downward trend in employment. The recession in the manganese trade and the tough competition in exports to other countries continued to affect this industry with the result that there has been little or no incentive for increased production and employment. Significant increase in the employment can be observed in coal mines, iron-ore mines and lime-stone mines.

The number of coal mines from which annual returns were received in the year under review was 848 as against 854 last year. While apparently this would be considered as a decrease in the coverage, the actual position is not that, but due to the amalgamation of a considerable number of collieries, resulting in the decrease in the number of separate mine units. The number of defaulting mines (mostly small sized) was 11 in the year under review as against 10 last year. The average daily employment has increased considerably (about 14,000 persons) as compared to the preceding year, the bulk of which was in Raniganj and Bokaro Fields.

There has been a slight increase in the number of manganese mines submitting returns (519 in 1960 as compared to 504 in 1959). The industry was reported to be still hit by tough competition and transport difficulties in respect of exports curbing to some extent increase in production and employment. The employment in the current year was slightly below last year's level.

Overall employment in mica mines had not shown any significant variation either for the country as a whole or for the principal producing States.

As regards iron-ore mines the apparent increase of about 8,000 persons in the average daily employment in the year under review as compared to the preceding year was partly due to the increase in the number of mines (mostly from Mysore) and the consequent increase in employment. Both the number of mines and the average daily employment in Mysore in the year 1960 were more than double of what they were in 1959. Less spectacular was the increase in the States of Orissa and Andhra Pradesh.

The employment in limestone mines which (except for the year 1959 when there was a fall in employment to the tune of 3,000) has been showing a steady increasing trend in the past 10 years, has reached a new record level of employment of 44,412 in 1960 showing an increase of about 8,000 over the preceding year's employment.

Employment in the rest of the mines recorded an increase of about 7,000, mainly in dolomite mines (increase of about 1,100), steatite mines (increase of about 1,600) and stone mines (increase of about 1,500).

The following table gives the distribution of coal and non-coal mines by size of their average daily employment in 1960:-

	Upto 50	51- 150	151- 250	251- 400	401- 800	801- 1200	1201- 1600	1601 & above	Total
Coal Mines --	185	178	111	90	124	66	46	48	848
Non-Coal Mines-	1,655	577	110	62	56	16	9	21	2,486
All Mines --	1,820	755	221	152	180	82	55	69	3,334

(i) 11 coal mines and 153 non-coal mines did not submit annual returns.

(ii) Mines of Atomic Minerals not included.

Labour situation.- The number of man-days lost by strikes during the year under review was 159,956 in coal fields, which is nearly half of what it was in 1959. Thus during the year 1960, the number of man-days lost touched a new low. Field-wise figures since 1958 are given in the following table:-

State/Field/Year	1958	1959	1960
Andhra Pradesh	- 1,585	22,222	663
Assam	- 23,046	-	25,760
Bihar -			
Jharia	- 42,982	91,182	24,877
Rest of Bihar	- 63,650	32,850	6,781
Madhya Pradesh	- 7,134	90,305	5,089
Rajasthan	- -	-	417
Maharashtra	- 5,559	10,700	40,254
West Bengal	- 66,162	67,713	56,105
INDIAN UNION	- 210,118	314,972	159,956

The percentage of absenteeism (absenteeism being defined as to include absence due to sickness, accident, leave, etc., and excludes, absence due to strikes, lock-outs or maternity leave) among colliery workers registered a slight increase in the year 1960 for the country as a whole as also in the Raniganj Coalfield. The table below gives the comparative figures in respect of major fields:-

Year	Andhra Pradesh	Assam	Bihar		Mahara- shtra	Madhya Pradesh	Orissa	Rani- ganj	All India
			Bokaro	Jharia					
1957 --	15.98	19.13	17.17	13.18	13.66	14.26	14.44	11.90	13.66
1958 --	16.55	17.93	14.85	12.84	13.63	12.69	13.23	12.18	13.21
1959 --	17.74	17.83	15.58	12.31	13.40	12.76	13.89	11.60	13.11
1960 --	17.06	19.38	15.92	11.78	12.74	13.91	14.22	12.22	13.27

Labour Earnings.- The following table shows the index of labour earnings in the various States since 1956 (1951 = 100):-

	1956	1957	1958	1959	1960
<b>Coal -</b>					
Andhra Pradesh	-- 131.3	153.8	160.8	178.2	176.4
Assam	-- 139.4	153.9	148.0	145.2	155.0
Bihar (Jharia)	-- 159.9	173.7	195.8	213.7	217.0
Madhya Pradesh	-- 186.0 )	223.9	236.4	247.1	262.8
Vindhya Pradesh	-- 187.2 )				
Orissa	-- 186.5	197.2	216.2	248.7	231.4
Rajasthan	-- 203.2	187.2	204.7	214.6	215.8
West Bengal(Raniganj)-	149.4	173.3	181.0	196.0	200.6
<b>Mica -</b>					
Andhra Pradesh	-- 94.3	104.7	104.2	109.8	120.7
Bihar	-- 102.0	104.9	104.9	104.3	110.9
Rajasthan	-- 97.8	105.7	108.8	119.0	125.2
<b>Manganese -</b>					
Madhya Pradesh	-- 111.1	125.0	124.5	127.2	137.1
Orissa	-- 111.5	123.4	151.2	142.0	136.2
<b>Iron-Ore -</b>					
Bihar	-- 130.6	137.6	143.9	132.5	141.5
Orissa	-- 103.2	114.3	119.2	126.9	139.8
<b>Copper -</b>					
Bihar	-- 113.4	121.5	127.2	132.1	148.8
<b>Gold -</b>					
Mysore(K.G.F.)	-- 121.3	120.0	120.4	129.0	135.4
<b>Limestone -</b>					
Bihar	-- 113.0	114.5	104.4	123.4	151.7
Madhya Pradesh	-- 127.0	145.8	146.4	150.9	169.9
<b>China Clay -</b>					
Bihar	-- 123.0	125.5	141.6	146.9	146.1
<b>Stone -</b>					
Bihar	-- 126.5	118.2	115.2	122.5	156.6
TOTAL COAL-	158.7	178.9	194.2	210.3	214.9
Total Non-Coal-	110.7	118.5	120.9	124.1	134.2
ALL MINERALS.	143.6	159.9	170.6	183.1	189.5

For method of compilation, etc., please see pp. 553-566 of the Indian Labour Gazette, February, 1956.

**Output.**— The aggregate pit-head value of coal raised in this country amounted to 1,082.73 million rupees as against 915.45 million rupees last year. According to the estimates of the Indian Bureau of Mines, the aggregate pit-head value of non-coal minerals stood at 435.03 million rupees as against 394.88 million rupees in 1959 showing a considerable increase. The value of a few other non-coal minerals, not covered by the Indian Bureau of Mines was about 9.02 million rupees as against 8.40 million rupees last year.

The output of coal continued its raising tempo and recorded a new peak during the current year. The increase over the preceding year was of the order of 4.49 million tonnes, which is considerably more than 1.71 million tonnes increase in 1959 and 1.86 million tonnes increase in 1958.

Field-wise, the output of coal in Jharia was 16.05 million tons as against 15.19 million tons in 1959 and accounted for slightly less than one third of the total production in the country. Comparatively, the Raniganj field showed a slightly higher increase, the production in 1960 being about 17.82 million tons as against 16.51 million tons in 1959 and accounting for nearly 35 per cent of the country's output. Among the smaller fields, Bokaro raised 3.28 million tons, Karanpura 2.81 million tons, Pench Valley 2.52 million tons, Singareni 2.51 million tons and Korea 2.13 million tons.

Despatches of coal, excluding coke, amounted to 46,062,225 tonnes i.e., 42,381,797 tonnes in the preceding year.

The amount of coal utilised for coke making at the collieries was 2,888,007 tonnes i.e., about 5.6 percent. of the total output, the corresponding figures for 1959 being 3,130,877 tonnes and 7 per cent respectively. In addition, about 2,290,304 tonnes of coal i.e., about 4.4 per cent of the total production, was consumed within the collieries for boilers, attached power houses, etc.

Collieries produced 227,723 tonnes of hard coke and 1,778,375 tonnes of soft coke during the year under review as compared to 342,608 tonnes of hard coke and 1,795,197 tonnes of soft coke in 1959. There was thus an overall decrease in coke production in collieries. Despatches of coke from the collieries consisted of 229,261 tonnes of hard coke and 1,773,815 tonnes of soft coke. Of the rest, 1,763 tonnes of hard coke and 5,284 tonnes of soft coke were reported to have been consumed within the collieries. The stocks at the end of the year consisted of 31,363 tonnes of hard coke and 76,826 tonnes of soft coke.

The aggregate pit-head value of coal produced during the year amounted to 1,082,729,770 rupees and that of hard coke and soft coke produced at the collieries was 9,685,188 rupees and 45,283,517 rupees respectively.

Output of coal per worker employed has increased further to 131 tons in 1960 from 124 tons in 1959, 120 tons in 1958 and 100 tons in 1951.

The output figures in respect of some of the major minerals are shown in the table below:-

\*Output of Major Minerals

Year	Coal (Tonnes)	Mica ** (Tonnes)	Manganese (Tonnes)	Iron-Ore (Tonnes)	Copper Ore (Tonnes)	Gold (Kgs)
1956 -	39,910,594	7,243	1,809,419	4,826,701	395,230	6,508
1957 -	43,989,974	8,356	1,740,509	5,155,434	410,412	5,574
1958 -	45,952,657	6,410	1,253,289	6,129,684	411,470	5,291
1959 -	47,662,698	Not Available	1,187,433	7,934,879	403,711	5,144
1960 -	52,157,299	Not Available	1,182,120	10,683,291	447,882	4,995

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

\*\* Dressed.

Mining Conditions.- Of the total of 3,334 mines submitting returns for the year 1960, 1,161 (about 35 per cent. ) were using mechanical or electrical power as against 1,072(35 per cent. of the total) mines in 1959. These include 707 (nearly 85 per cent. of the total) coal mines, 316 (34 per cent of the total) mica mines, 32 (22 per cent of the total )limestone mines, 47(9 per cent. of the total) manganese mines and 18(8 per cent of the total) iron-ore mines. All the gold and copper mines (4 and 5 in number respectively) reported to have been worked during the year, were using mechanical power.

The number of coal mines using electrical energy during the year under report was 545 as compared to 517 in 1959 and 449 in 1958. The aggregate horse-power of electrical plant used in the above mines increased from 328,009 in 1959 to 372,848 in 1960. The increase was due to the introduction of additional electrical plants in mines which had already been utilising electrical power and to the introduction of electrical power in some other mines during the year under review. During the year, electrical plants were installed and brought into use in 28 additional coal mines.

The amount of coal raised from all collieries during 1960 in the Indian Union was 52,157,299 tonnes. Out of this amount, coal mines numbering 545 using electrical power accounted for the production of 45,634,316 tonnes which is about 87 per cent. of the total raisings. The remaining coal mines numbering 303 which did not use electric power accounted for the production of 6,522,983 tonnes which is about 13 per cent. of the total raisings.

According to the annual returns, the total amount of coal consumed in all the collieries during the year under review was 2,290,304 tonnes or about 4.4 per cent. of the total raisings as compared to 2,145,931 tonnes or about 4.6 per cent. of the total raisings in 1959. Of this figure, the total amount of coal consumed by the collieries not using electricity was 469,066 tonnes which is about 20 per cent. of the total coal consumed in all the collieries whereas the coal consumed by the collieries using electricity including the coal consumed at the power stations supplying electrical energy to these collieries was 1,821,238 tonnes of which, consumption for generation of electricity was about 158,201 tonnes.

It will thus be observed that in the mines using electrical power the total consumption of coal including the colliery consumption at colliery power houses was about 4 per cent. of raisings, whereas in the remaining mines the colliery consumption was 7 per cent. of raisings.

Besides the above coal mines, electrical energy was used in 159 metalliferous mines, with an aggregate horse-power of 121,500 as compared to 149 mines with an aggregate horse-power of 111,248 in 1959. These figures do not include mica mines using electricity. The number of mica mines using electricity during the year under review was 261 as compared to 250 in 1959.

In addition to the above 545 coal mines, 159 metalliferous mines and 261 mica mines, where electricity was used during the year, 6 mines used electricity during the year for lighting purposes only.

The total number of coal cutting machines worked by electricity was 696 as compared to 620 in 1959, and 584 in 1958. Out of these, 340 were worked in Raniganj, 113 in Jharia, 99 in Madhya Pradesh and 87 in Karanpura. The total quantity of coal cut by these machines was of the order of 14.1 million metric tons as against 12.0 million metric tons in 1959 and 10.7 million metric tons in 1958.

The number of mechanical loaders in use in the Singareni and Karanpura Coalfields increased from 1 and 2 respectively in January, 1960 to 4 and 19 respectively in December, 1960. The total quantity of coal loaded by these loaders was about 612 thousand metric tons which was considerably higher than the last year's figures of 449 thousand metric tons.



The number of mechanical conveyors used during the year under review was 103 as compared to 86 in 1959 and 95 in 1958. The highest aggregate length reported for any month during the year was 23,415 metres in December which was more than double the preceding year's figure of 10,278 metres. The total quantity of coal conveyed was also much higher than that in the last year, the corresponding figures being 2.73 million metric tons in 1960, 1.51 million metric tons in 1959 and 1.53 million metric tons in 1958.

The number of coal mines using mechanical ventilators was 239 in 1960 as against 221 in 1959 and 195 in 1958. The number of mechanical ventilators in use was 380 during the year under report as compared to 356 during the preceding year. As usual the majority of the mechanical ventilators were to be found in the States of Bihar and West Bengal where the number was 158 and 133 respectively.

The number of safety lamps in use in the coal mines was 91,837 of which 64,405 were of the electrical type and the rest of flame type. The number of lamps locked by magnetic means was 22,956 and by lead rivets 10,895 while the rest had other arrangements for locking.

Explosives. The figures of consumption of explosives and detonators in coal and non-coal mines for the year 1960 with comparative figures for the preceding years are given in the following table:-

(All Figures in Thousands)

Year	Coal				Non-Coal		
	High Explosives (kgms)	Permitted Explosives (kgms)	Gun powder (kgms)	Detonators (nos.)	High Explosives (kgms)	Gun powder (kgms)	Detonators (nos.)
1958 --	2,023	1,346 *	2,299	15,216	2,274	897	13,350 **
1959 --	2,808	1,009	2,146	16,717	2,632	772	11,616
1960 --	2,779	1,468	1,980	18,941	2,695	736	13,114 ***

\* Corrected.

\*\* Includes 645 saw dust cartridges soaked in liquid oxygen.

\*\*\* Includes 152 cartridges soaked in liquid oxygen.

Accidents. The number of accidents (both fatal and serious) and resultant casualties as reported in the year 1960 were more than those in the year 1959. The increase in the number of fatal accidents (as compared to the preceding year) was mainly in those involving one death (254 accidents in 1960 as against 229 in the preceding year) and in those involving 3 deaths (6 in 1960 as against 2 in the preceding year).

The following table states figures of accidents, resultant casualties and rates:-

Year	Fatal Accidents		Serious Accidents		Rates Per 1,000 Persons Employed	
	No. of accidents.	Number of Persons Killed.	No. of accidents.	No. of persons seriously injured.	Death rate.	Serious injury rate.
1956 --	262	335	4,138	4,213	0.53	6.80
1957 --	223	261	3,618	3,675	0.40	5.70
1958 --	277	504	3,805	3,871	0.78	6.05
1959 --	249	288	3,978	3,031	0.47	6.61
1960 --	274	317	4,534	4,604	0.49	7.15

Of the 317 persons killed, 225 (all men) were killed below ground, 61 (47 men and 14 women) in opencast workings and 31 (27 men and 4 women) on surface. Among the seriously injured, 3,413 men were injured in below-ground, 331 (276 men and 55 women) in opencast workings and 917 (837 men and 80 women) on surface.

The following table shows the incidence of accidents in the various major mining industries in 1960:-

Minerals	Number of Accidents		Number of Persons	
	Fatal	Serious	Killed	Seriously injured
Coal --	198	3,258	233	3,343
Gold --	10	582	10	594
Limestone --	8	209	8	209
Copper --	1	173	1	173
Manganese --	9	99	11	101
Iron Ore --	6	75	6	76
Mica --	22	32	24	48
Stone --	10	10	11	15
Others --	10	96	13	102
<b>TOTAL-ALL MINERALS.</b>	<b>274</b>	<b>4,534</b>	<b>317</b>	<b>4,661</b>

Coal mining, which occurred for about 60 per cent. of the total labour force in all mining, gave rise to about 75 per cent. of the fatal accidents and fatalities and about 80 per cent. of the serious accidents and serious injuries. Among the rest, mica, stone and gold mining in respect of fatal accidents and and limestone, copper and gold in respect of serious accidents gave rise to considerable number of accidents.

In coal mines, both the number of accidents and resultant casualties in the year under review were slightly more than in the preceding years. The trend of accidents over the years can be seen from the table below:-

		1956	1957	1958	1959	1960
<b>Number of Accidents:-</b>						
Fatal	--	199	165	208	191	198
Serious	--	2,762	2,678	2,797	3,052	3,258
<b>Number of Persons:-</b>						
Killed	--	259	182	420	212	233
Seriously Injured	--	2,844	2,762	2,801	3,125	3,343

Excluding the 16 deaths that occurred in one major accident in the year, it can be noted that there has been no appreciable change in the number of deaths as such in the current year as compared to the preceding year. Serious accidents and serious injuries have maintained the rising trend over the years, part of which was likely due to the higher reportability of the same. Field-wise the number of fatal accidents and resultant casualties were more in Assam and Bihar than in the preceding year while in respect of serious accidents and serious injuries, the increase was in West Bengal and Madhya Pradesh. In Madhya Pradesh, while the number of fatal accidents remained more or less same, the number of deaths increased considerably due to one fatal accident involving 16 deaths.

The apparent considerable increase in the number of serious accidents and resultant injuries in gold mines was due to the non-reporting of the same by two mines in the earlier years, which was referred to earlier.

Among the rest of the mines, significant increase in the number of fatal accidents was observed in respect of mica and stone mines, while in the case of serious accidents, the increase was significant in limestone mines.

Comparative death rates in respect of some major minerals can be seen from the following table:-

		1951	1956	1957	1958	1959	1960	
Coal:-	Andhra Pradesh	--	1.87	0.89	0.69	0.49	0.99	0.78
	Jharia	--	0.63	0.64	0.56	0.87	0.49	0.47
	Raniganj	--	1.22	0.70	0.46	2.24	0.62	0.50
	Madhya Pradesh	--	1.18	1.16	0.59	0.52	0.50	0.90
	All-India	--	0.91	0.73	0.49	1.10	0.55	0.59
Gold		--	1.97	0.45	0.47	0.48	0.90	0.62
Iron-Ore		--	0.35	0.08	0.12	0.05	0.10	0.12
Manganese		--	0.23	0.17	0.29	0.29	0.20	0.19
Mica		--	0.40	0.59	0.26	0.39	0.37	0.72
All Non-Coal		--	0.53	0.28	0.28	0.31	0.32	0.33

In respect of coal mines, while three of the four major fields had recorded a decrease in the death rate, that for Madhya Pradesh had shown a considerable increase, mainly because of the one major accident at Damua resulting in 16 deaths. This together with increase in the deaths in the remaining fields of Bihar and has brought about a small increase in the all-India death rate.

In respect of non-coal mines, while the death rate for all non-coal mines did not record any appreciable increase, that for mica mines was nearly double of what it was preceding year. This was due to the similar feature in the actual number of deaths in respect of these mines.

On the basis of the investigations by the officers of this Office, the responsibility in each fatal accident has been adjudged. As can be observed from the table below, more than half of them were due to "Misadventure" and that nearly another 1/3rd of them were due to the fault of Management or Subordinate Supervisory officials.

Classification	Number of fatal accidents.	Percentage to Total.
Misadventure	153	56
Fault of Management	47	17
Fault of Subordinate Supervisory Staff.	42	15
Fault of Deceased	21	8
Fault of Co-worker	11	4
<b>TOTAL.</b>	<b>274</b>	<b>100</b>

The table below gives the classification of fatal and serious accidents by causes:-

Cause	FATAL ACCIDENTS			SERIOUS ACCIDENTS	
	Number of accidents.	Number of persons killed.	Number of persons seriously injured.	Number of accidents.	Number of persons injured.
1. Falls of Roof	96	109	30	278	295
2. Falls of Side	36	39	7	158	165
(a) Wall	5	7	1	50	51
(b) Face	5	5	5	56	58
3. Rock-bursts	1	3	1	-	-
4. Explosions, Ignition, etc.	14	17	8	66	90
5. Explosives	5	5	1	10	10
6. Electricity	1	1	-	-	-
7. Suffocation by gases.	1	16	1	-	-
8. Irruption of water	12	13	1	47	48
9. In-Shafts	9	9	-	77	77
10. Haulage:	26	28	-	268	270
(a) Above ground	8	8	-	47	51
(b) Below ground	3	3	-	69	69
11. Machinery	2	2	-	48	48
12. At Railway siding belonging to the mine.					

(Table Continued):-

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Cause	FATAL ACCIDENTS			SERIOUS ACCIDENTS	
	Number of accidents.	Number of persons killed.	Number of persons seriously injured.	Number of accidents.	Number of persons injured.
13. Miscellaneous underground --	15	15	-	2,323	2,331
14. Miscellaneous on surface --	35	37	2	1,037	1,041
TOTAL.	274	317	57	4,534	4,604

Welfare measures and medical facilities.— The report gives an account of the welfare facilities connected with health, sanitation and medical relief, primarily in coal mines and mica mines. These activities have already been reviewed in monthly reports of this Office, reference to which are given below:—

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|--|--|
| Welfare activities in coal mines during 1958-59. | pp.90-95 of thereport of this Office for January 1960.               |
| Welfare activities in coal mines during 1959-60. | pp.32-39 of the report of this Office for July 1961.                 |
| Welfare activities in coal mines during 1960-61. | pp.37-48 of the report of this Office for November-December 1961.    |
| Welfare activities in mica mines during 1958-59. | pp. 124-130 of the report of this Office for November-December 1952. |
| Welfare activities in mica mines during 1959-60. | pp.38-40 of the report of this Office for October 1960.              |
| Welfare activities in mica mines during 1960-61. | pp.82-84 of the report of this Office for September-October, 1961.   |

Coal Mines Provident Fund.— The Coal Mines Provident Fund Scheme applies to all coal mines in Andhra Pradesh, Assam(excluding Tribal areas), Bihar, Madhya Pradesh, Maharashtra, Orissa, Rajasthan and West Bengal.

During the year 71,087 employees had been enrolled as new members of the Fund raising the total membership as at the end of the year to 1,287,657. Due to the opening of some new coal mines and the consequent increase in the labour strength, there had been a substantial increase in the number of workers subscribing to the Fund. During the year the number of persons contributing rose to 400,000. Credits received for the members, were posted in their individual ledger accounts and 304,640 annual statements of Provident Fund account were sent to the members.

During the year a sum of 39,798,989 rupees was realised as employees' and employers' contribution raising the total contribution received to 216,318,037 rupees. During the year 26,877 claims involving a payment of 6,810,823 rupees for refund were settled. Thus, by the end of the year a sum of 19,662,675 rupees had been refunded to outgoing members or to their nominees, the number of cases being 113,386.

Working of the Mines Maternity Benefit Act in Non-Coal Mines.— The average daily number of female workers employed during the year 1960 in 1,692 non-coal mines which submitted returns was about 46,314, and the number of female workers who claimed Maternity Benefit during the same period was 5,139 out of which 5,131 claims were accepted. Of these, 3,719 females received the benefit in full, the payments amounting to about 163,214 rupees, 683 received the first instalment payment totalling about 15,406 rupees (their second instalments being due next year); and 729 females, who were not entitled to the first instalment (as they continued to work upto the date of delivery) received second instalment payments totalling about 17,220 rupees.

Silicosis in gold mines.— Under the Mysore Silicosis Rules, Silicosis has been classified in three stages: Anti-primary, Primary and Secondary. The diagnosis for Anti-primary Silicosis is based on radiological evidence only. There is no disability at this stage and the rate of compensation is 20 per cent. Radiological evidence accompanied by symptoms of incomplete disability is the basis for diagnosing primary Silicosis. The rate of compensation at this stage is 30 per cent. Radiological evidence of Silicosis together with clinical and radiological findings of active tuberculosis and/or complete disability is taken as secondary Silicosis. The compensation rate is 100 per cent. Workers are not allowed to work at this stage.

The unmentioned number of Silicosis cases at different stages were reported from the Gold Mines situated in the District of Kolar, Mysore:

Anti-primary	---	159
Primary	---	52
Secondary	---	10

Various precautionary measures, e.g. dust suppression etc. were intensified.

Silicosis in Mica Mines. Under the Hyderabad Silicosis Rules, the primary stage has been defined as it is found on medical and radiological examination that definite and specific physical signs of silicosis are or have been present and that capacity for work is or has been impaired by ~~that disease~~ that disease though not seriously and permanently. The secondary stage has been defined as it is found on medical and radiological examination that definite and specific physical signs of silicosis are or have been present and that the capacity for work is or has been seriously and permanently impaired by that disease. Silicosis with active tuberculosis has been defined as secondary stage.

Pneumoconiosis in Coal Mines. During the year 1960 a total number of twenty-one (21) cases of pneumoconiosis were reported from the States of West Bengal and Bihar. A survey into the incidence of pneumoconiosis in coal mines was conducted by this organisation in collaboration with the Office of the Chief Adviser, Factories. During the course of the survey, medical officers of mines were required appraised of the problem through discussion. The reason for the sudden rise in the number of pneumoconiosis cases may be due to the awakening caused by such discussions.

Safety Classes. Safety in mines classes which are primarily meant to instruct the various categories of workers for proper performance of their duties were held at a number of mining centres, including Andhra Pradesh, Bihar, Gujarat, Madhya Pradesh, Punjab, Rajasthan and West Bengal.

Inspection. The total number of inspections made by the various inspecting officers of this office in the year 1960 was about 8000 as against 8400 in the preceding year. These include the inspections in respect of mining matters by Inspector of Mines, etc., inspections by Electrical Inspectorate and by the Medical and Labour Inspectors. Details of the inspections of working mines (excluding those of atomic minerals) coming under the purview of the Mines Act in respect of mining matters are as follows:-

	Number of Mines inspected.	Number of Inspections made.
Coal	851	3,478
Non-Coal	1,669	2,271
<u>ALL MINERALS</u>	<u>2,520 *</u>	<u>5,749</u>

\* The rest of the mines, numbering about 900 (mostly small sized) could not be inspected during the year on account of shortage of inspecting staff.

In addition, 85 inspections of 85 closed mines and 10 inspections of 10 Non-Act mines were also made. A total of 357 coal and 16 non-coal mines were inspected by the Electrical Inspectorate, the number of inspections made being 904 and 28 respectively. The total number of mines inspected and the number of inspections made by the Inspector of Mines (Medical) and the 4 Junior Labour Inspectors of Mines were 970 (362 coal mines and 608 non-coal mines) and 1138 (448 in respect of coal mines and 690 in respect of non-coal mines) respectively. Thirtythree inspections of 26 coal mines were made by the Inspector of Mines (Mechanical).

The causes and circumstances of almost all the fatal accidents which occurred during the year and of a few of the preceding year which remained to be investigated, were all investigated. Some of the serious accidents of importance were also enquired into. Inspections were made at the invitation of mines owners, superintendents and managers of mines desirous of obtaining advice on safety matters.

A part of the time of the Inspectors was spent in investigating causes of actual or threatened damages to roads and dwellings arising from under-ground fires in coal mines and in examining protective works against the risk of inundation.

Prosecutions. During the year 360 prosecutions were instituted as compared with 283 ~~prosecutions~~ prosecutions in 1959.

(The Report of the Chief Inspector of Mines for 1959 was reviewed at pp. 55-57 of the report of this Office for January 1962).



59. Social Research.

India - May 1962.

Bihar: Report on the Survey of Indebtedness among Industrial Workers\* published.

Introduction.- Indebtedness amongst labourers in India both agricultural and industrial is one of the main causes of their low standard of living. With the rapid industrialisation of the country and concomitant increase in the labour force the problem is becoming more and more acute. It has, therefore, received the attention of different committees set up from time to time investigate into the conditions of labour in India. Accordingly, the State Government of Bihar conducted a survey to ascertain the volume and character of the problem of indebtedness among the industrial workers of the State at selected industrial centres of Jamshedpur, Sindri, Dalmanagar and Katihar in the year 1956. The investigation work was spread over from May 1956 to August 1958.

For the purposes of the survey, workmen were classified into five wage groups namely (i) Group I - those getting up to 100 rupees; (ii) Group II - those getting between 101 rupees and 250 rupees; (iii) Group III - those getting between 151 rupees and 200 rupees; (iv) Group IV - those getting between 201 rupees and 250 rupees; and Group V - those getting between 251 rupees and 400 rupees. During the course of the survey, information relating to family composition, details of monthly income and expenditure of the family, purposes and sources of credit, and rates of interest charged on the credit, etc., was collected. Certain additional data which reflected the general socio-economic conditions of the workers were also collected in order to make the survey broad-based. Such additional data related to subsidiary income from agriculture.

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\* Indebtedness among Industrial Workers in Bihar - A Survey Report, Labour and Employment Department, Government of Bihar, 1961.

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consumption habits, utilisation of savings, incidence of dependent members of the workers, etc. Thirteen industrial units mainly covering Iron and Steel, General Engineering, Chemical and Jute, industries were included in the survey. Out of a total of 54,216 workers covered in the above industries information was collected from 2,638 workers (4.8 per cent.) on a sample basis.

Results of the Survey.— Results of the survey related to six main heads namely (i) income and expenditure of the sampled workers, (ii) items of expenditure; (iii) position of indebtedness at the time of the survey; (iv) purposes of credit; (v) sources of credit; and (vi) rates of interest charged against the credit. As regards the income and expenditure of the sampled workers, the survey revealed that the total income of the selected workers was slightly higher than expenditure in Jamshedpur, Sindri and Katihar. At Jamshedpur and Sindri the excess was very negligible, being 1.07 and 0.35 per cent. of the total income. But at Dalmianagar, the expenditure was more than the income by about 10 per cent. of the total income. Among the items of expenditure, the food item was very prominent in the budgets of workers in Sindri, Dalmianagar and Katihar, the percentage was as high as 63.95 in Katihar and 61.68 in Sindri. It was only at Jamshedpur that the expenditure on food was less than 50 per cent., due to the fact that the workers in this area were paid better and hence could afford a portion of their income to be spent on certain items of their comfort. The Survey revealed that 75.78 per cent. of the sampled workers were in debt. The percentage of indebted families according to the centres was as follows:— Jamshedpur 79.61 per cent., Sindri - 76.91 per cent., Dalmianagar - 71.92 per cent., and Katihar - 72.00 per cent. The average income per family was 128.80 rupees whereas the average debt per family was 613.49 rupees. The groupwise analysis of the position in the different centres revealed that the percentage of families in debt was greater in the lower income groups but the percentage was near about even in the highest wage-group i.e., 250 rupees to 400 rupees.

Information about the main purposes of credit was also collected during the survey and the same was divided into four main categories namely (a) productive debt, (b) unproductive debt, (c) ancestral debt, (d) unspecified debt. On an average, about 21.97 per cent. of the total debt was incurred for productive purposes like agriculture, industry, building and repairing of houses, etc. As high as 74.95 per cent. of the total debt was for unproductive purposes like social ceremonies, religious occasions, etc. The third important category of debt was ancestral debt being 2.27 per cent., of the total debt. The unspecified debt occupied a small position in the total, being only 0.81 per cent. of the total debt.

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According to the results of the survey, the professional moneylenders were still active at the industrial centres. A redeeming development was noticed in Jamshedpur where the cooperative societies provided ~~as~~ a major source of credit to the workers. By way of credit sales, the shop keeper also formed a source of credit to the workers.

Recommendations.- Some important recommendations were also made in the report to combat the evil problem of indebtedness among industrial workers. The main recommendations made were as follows: Firstly, to avoid the excess of money lending the promulgation of Debt Conciliation Act as recommended by the Bihar Labour Enquiry Committee was necessary in the State of Bihar. Secondly, the employers must endeavour to have sympathetic approach towards the welfare of industrial workers. The deposits of the Labour Welfare Funds created in several industrial units under a scheme sponsored by the Government may be conveniently transferred to Debt Redemption Fund. Besides, the balance of undisbursed wages and the employers' share of provident fund contributions forfeited can also be usefully diverted to the creation of this Fund. Loans can be advanced from this Fund to those who promise to debit into the Fund 50 per cent. of the whole amount of bonus paid to them. Thirdly, it was imperative to bring important industrial centres within the orbit of cooperative movement. Employers employing more than 500 workers should encourage and stimulate formation of cooperative credit societies which should permit the borrowers to repay the loan in reasonable instalments. Thrift habits should be encouraged amongst the workers. Fourthly, significant improvement can be achieved by educating the industrial workers to evolve a changed pattern of social values. It is also essential to find out the ways and means to secure a better implementation of Bihar Workmen's Protection Act.

(Indian Labour Journal, Vol. III, No. 4,  
April 1962, pp. 252-254).

## Chapter 6. General Rights of Workers.

### 67. Conciliation and Arbitration.

India - May 1962.

#### Tripartite Meeting on Labour Relations in Coal Mines: Commission proposed for Investigation.

A tripartite conference was held at New Delhi on 5 May 1962 to discuss employer-employee relations in coal mines. Shri Jaisukhlal Hathi, Minister of State for Labour, attended on behalf of the Government. Indian National Trade Union Congress, All India Trade Union Congress and United Trade Union Congress represented workers, and the Indian Mining Association, Indian Mining Federation, Indian Colliery Owners' Association and M.P. and Vidarbha Mining Association represented employers. A spokesman of the Modern Satgram colliery was present.

The conference was inaugurated by Shri Gulzarilal Nanda, Union Minister for Labour and Employment and addressed, among others, by Shri Kanti Mehta of Indian National Trade Union Congress, Mr. R.H. Wright of the Indian Mining Association and Shri Kalyan Ray of All India Trade Union Congress.

Inaugural speech.- Inaugurating the Conference, Shri Gulzarilal Nanda, Union Minister for Labour and Employment said that if labour relations and law and order do not improve in the coal mining areas of West Bengal, Bihar and Madhya Pradesh, the Union Government will appoint a high power commission to go into the state of affairs in the mines. He appealed to both employers and employees to bring about an improvement in the situation, and gave them six months' time for this.

Shri Nanda said lawlessness in the coal mining areas was not one-sided and both employers and workers were to blame. Violence often broke out because of non-implementation of awards and agreements. He urged employers to put a stop to unfair and corrupt practices wherever these existed. If labour relations were to improve, the basic causes must be removed. Both sides must act according to the Code of Discipline which they had accepted. The difficult social and economic conditions of coal miners created frustration and discontent among them. Shri Nanda said. Some progress had been made in promoting safety and providing medical, educational, housing and water supply facilities. But, he emphasised, much more remained to be done. Unless progress in this direction was much faster than it had been, a lasting solution could not be found. Labour relations in coal mines must improve. Otherwise the production targets in this vital industry would be jeopardized.

Shri Kanti Mehta of Indian National Trade Union Congress placed before the conference a whole series of charges against employers. He said the bipartite agreement for the abolition of contract labour was being ignored. Awards were not implemented and wages were not often fully paid. Employers, he alleged, took an unhelpful attitude in relation to disputes, refused to recognise unions sponsored by any of the central trade union organisations, and set up unions of their own.

Shri R.H. Wright of the Indian Mining Association is stated to have held that inter-union rivalry, which put employers in an embarrassing position, was responsible for the present unhappy state of affairs.

Shri Kalyan Ray of All India Trade Union Congress spoke mainly about the conciliation machinery which, he alleged, was not only inadequate but also corrupt.

Regarding the Modern Satgram colliery, employers and employees agreed to accept the recommendations of an arbitrator whom Shri Nanda would name. The arbitrator, it was pointed out, should preferably be a judge.

A special code defining malpractices both by employers and ~~empl~~ by employees in coal mines will be formulated and sanctions laid down for use in cases of non-implementation of the code at local and regional levels. The conciliation machinery will be improved.

(The Statesman, 5 May 1962 )

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES  
OF WORKERS.

INDIA - MAY 1962.

71. Employees and Salaried Intellectual Workers.

Delhi: Pay Commission's Recommendations extended to  
Teachers in Government Schools.

In reply to a question in Lok Sabha on 1 May 1962, Dr. K.L. Shrimali, Union Minister for Education stated that Government teachers in Delhi schools have been granted all the benefits in respect of pay and pension as have been granted by the Government to other employees on the basis of the recommendations of the Pay Commission. In addition the teachers' children are also entitled to merit scholarships for post-matriculation studies.

The Minister added that the Contributory Health Services Scheme had not yet been extended to the employees of the Delhi Administration, including the teachers of the Government Schools. They were, however, entitled to re-imbusement of medical expenses and as such no hardship was involved to the teachers.

(The Hindustan Times, 2 May 1962).

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Gratuity for Working Journalists: Agreement at  
Tripartite Meeting.

A tripartite meeting of representatives of the working journalists, newspaper employers and Government was held at New Delhi on 14 May 1962, Shri Gulzarilal Nanda, Union Minister for Labour and Employment, presiding.

The meeting, among other things, agreed that working journalists should be eligible for gratuity on completion of 10 years of service. The quantum of gratuity payable on resignation or retirement would be half a month's pay for every year of service subject to a maximum of 12-1/2 months' salary.

Besides the new gratuity provision, the meeting is understood to have decided that a 'conscience' clause should also be incorporated in the Working Journalists Act, to provide for voluntary resignation on grounds of 'conscience' after three years of service. Gratuity would be payable on such resignation.

Another decision taken at the meeting related to making a provision in the Working Journalists Act similar to section 32 of the Industrial Disputes Act, 1947. It would provide that a manager, secretary and the chairman of the board of directors of a newspaper establishment will be liable for prosecution for offences under the Working Journalists Act.

Shri Nanda told the meeting that he wanted to preserve within certain limits the independence of the journalists. It had the responsibility of presenting facts and news and interpreting them and thus moulding and influencing public opinion.

Representatives of the Indian and Eastern Newspaper Society present at the meeting on behalf of employers stated that they would report to the executive committee of their organisation, the conclusions reached and communicate its reactions.

(The Times of India, 15 May 1962).

74. Indigenous Labour.

India - May 1962.

Special Cell for Recruitment of Scheduled Castes to Services Being Created.

At a meeting of the Tribal Affairs Standing Committee of the Congress Party held at New Delhi on 23 May 1962, Shri Lal Bahadur Shastri, Union Home Minister said that a special cell was being created in the Home Ministry to ensure full representation of Scheduled Castes and Scheduled Tribes in public services. He further stated that liaison officers were being appointed in different Ministries to see that the guarantees given regarding the recruitment of Scheduled Castes and Scheduled Tribes were honoured.

Shri Shastri said there were standing instructions that a vacancy reserved for Scheduled Castes or Scheduled Tribes should not be filled for three years so that if a suitable candidate was not available in the first year, applicants in the second and third years might have a chance.

A Scheduled Caste or Scheduled Tribe student would continue to get financial aid the Minister said, even if he failed, provided he had secured 40 per cent of the total marks. For technical degrees, like engineering and medicine, the concession would continue for a year even after failure.

A coaching class to help prepare Scheduled Castes students to compete for the IAS, IPS and similar examinations had already been started. The possibility of a competitive examination exclusively for members of the Scheduled Castes and Scheduled Tribes for lower appointments was also being considered, he added.

(The Statesman, 24 May 1962 )



## Chapter 9. Social Security

### 92. Legislation.

India - May 1962.

#### Madras: Certain Occupational Diseases added to Schedule III of Workmen's Compensation Act.

In exercise of the powers conferred under the Workmen's Compensation Act, 1923, the Government of ~~India~~ Madras has made the following amendment to Schedule III to the said Act:

#### AMENDMENT

In Part I of the said Schedule III, after the item "Telegraphist's Cramp" and the entries relating thereto, the following items and entries shall be added, namely:—

<p>"poisoning by - Manganese or a compound of manganese, or its sequelae.</p>	<p>Any process involving the use of or handling of, or exposure to the fumes, dust or vapour of, manganese or a compound of manganese, or a substance containing manganese.</p>
<p>Poisoning by - Organic phosphorous insecticides - hexaethyl tetraphosphate (HETP), Tetraethyl Pyrophosphate (TEPP), and o-diethyl O.P. nitrophenyl thiophosphate (PARATHION).</p>	<p>Any process involving the use or handling or exposure to the fumes, dust or vapour containing any of the organic phosphorous insecticides".</p>

(GO Ms No. 2211 Industries, Labour and Cooperation (Labour) dated 12 April 1962, the Fort St. George Gazette, Part II, Sec. 1, 16 May 1962, page 849).

Andhra Pradesh: Certain Occupational Diseases added to  
Schedule III of Workmen's Compensation Act.

In exercise of the powers conferred under the Workmen's Compensation Act, 1923, the Government of Andhra Pradesh has made the following amendment to schedule III to the said Act.

AMENDMENT

In part B of the said Schedule, the following shall be added at the end, namely:-

Occupations Disease.

Employment.

"Poisoning by manganese or a compound of manganese, or its sequalee.

Any process involving the use of or handling of, or exposure to the fumes, dust or vapour of, manganese or a compound of manganese, or a substance containing manganese.

Poisoning by -

Organic phosphorous insecticides-hexaethyl tetra-phosphate (HEPT), Tetracthyl Pyrophosphate (TEPP) and o-p-Nitrophenyl thio-phosphate (Parathion).

Any process involving the use or handling or exposure to the fumes, dust or vapour containing any of the organic phosphorous insecticides".

(G.O. Rt. No. 1467, Home (Labour III), dated 4 May 1962,  
Andhra Pradesh Gazette, Part I, 24 May 1962,  
page 1331 ).

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Chapter II. Occupational Safety and Health

112. Legislation, Regulations, Official Safety and Health Codes.

India - May 1962.

Indian Boiler (Tenth Amendment) Regulations, 1962.

The Ministry of Works, Housing and Supply, Government of India, published on 3 May 1962 the text of the regulations to amend the Indian Boiler Regulations, 1950, made by the Central Boilers Board in exercise of the powers conferred under the Indian Boilers Act, 1923. These regulations, called the Indian Boiler (Tenth Amendment) Regulations, deal with qualification tests for welders engaged in welding of boilers and steam pipes under construction, erection and fabrication at site in India. These are ~~contained~~ contained in a new chapter XIII added after chapter XII of the Indian Boiler Regulations, 1950.

(Notification GSR 634 dated 3 May 1962, the Gazette of India, Part II, Sec. 3, sub-sec. (i), 3 May 1962, pp. 313-328 ).

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