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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

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Industrial and Labour Developments in
January 1965.

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY 1965.

11. Political Situation and Administrative Action.

69th Session of the Indian National Congress, Durgapur, 9-10 January 1965: Resolution on Economic Affairs lays down New Guidelines for Government Action.

The sixty-ninth session of the Indian National Congress was held at Durgapur on 9 and 10 January 1965. The Congress President, Shri Kamraj presided. The session, among others, adopted a resolution on economic affairs laying down new guidelines for Government Action. One of the major suggestions in the resolution calls for 'Agro-Industrial Corporations' in every State. The primary function of the Corporations would be to develop rural industries in an integrated manner. The resolution declares that agricultural development cannot take place in isolation and has called for a 'revolution' in rural economy.

Presidential address.— Addressing the session Shri Kamraj said India's goal was democratic socialism as announced at the Bhubaneswar session of the Congress.

It was possible that certain sections of the community, who could not expect the same tempo of increase in their prosperity or in the economic power they possessed, were likely to feel aggrieved. But one would think that enlightened self-interest would make those who understood the imperatives attached to economic and social policies to help rather than hinder the progress towards the goal indicated.

The Congress, he emphasised, wanted to achieve socialism by an evolutionary process without any violent upheaval or social disturbance.

Emphasising the need to maintain the prices of basic necessities, Shri Kamraj said that a certain measure of regulation and control over distribution was inevitable if the available food supplies should reach the entire community.

If there was no such regulation the pressure of demand on available supplies would force the food prices to spiral to a level which would be beyond the reach of the poor and weak sections of society.

It was the duty of the Government in a welfare State to see that food was available to the vulnerable section of society at reasonable prices.

Congressmen should explain the difficulties to the people and seek their voluntary co-operation for such regulatory measures.

The trading community had to play its part in the nation's wellbeing and had to subordinate its profit motive to loftier sentiments of national service.

Economic and Social Policy.- Following is the text of the resolution on "economic and social policy" adopted by the Congress Working Committee:

"The Congress resolution on "democracy and socialism" adopted at the session of the Indian National Congress at Bhubaneswar laid down the goals as well as the basis of economic policy for the nation. It also set out the broad outlines of the programmes and measures needed to fulfill the aspirations of the people of India, which found expression in the resolution. The Congress reaffirms its faith in these basic concepts and programmes.

"During the months that have elapsed since then, the nation has been grappling with serious difficulties and tasks relating to the current economic situation. Nevertheless, positive steps have been taken for translating into a scheme of action, the ideas, purposes and principles which have been embodied in the Bhubaneswar resolution. An outline of the fourth Plan has to take shape on these lines."

Socialist Society.- "Progress towards a socialist society in our country is to be measured in terms of the success achieved in creating adequate employment opportunities and in ensuring for every family a minimum standard in respect of the essential needs of life, in particular, food, clothing, housing, education and health. In the allocation of resources available for the fourth ~~Plan~~ Five-Year Plan, whether in the public or in the private sector, a major consideration must be the production of essential commodities and services on an adequate scale, so that the promise to the people to establish a national minimum by the end of the fifth Plan becomes possible of fulfilment to a substantial extent.

"It is evident that, the rate of economic growth must be stepped up substantially. This is essential for solving basic social problems, securing a minimum for all, ensuring equality of opportunity and meeting the needs of defence. The needed acceleration in the rate of growth has been impeded by certain circumstances which have militated against increase of production in agriculture as well as industry. In particular, the total production of food grains has not increased in line with the targets. The price level, specially in respect of food grains, has shown a sharp and disturbing rise. It is essential that the causes which have led to the present situation should be analysed carefully with a view to devising appropriate remedies. Above all, it is imperative that all possible measures should be adopted for quickening the pace of production both in industry and agriculture and all the steps that are called for in this behalf should be implemented effectively and expeditiously. "

Priority to Farming.- "In keeping with the requirements of rapid economic growth, measures and policies designed to promote social justice, to minimise disparities and prevent concentration of economic power and monopoly in all its forms must receive special emphasis in relation to the fourth Plan.

"Agriculture has the highest priority in the Plan. The requirements of agriculture by way of materials, skills and finance must be at all times the first charge on the available ~~resources~~ resources. To carry forward the scientific transformation of our agriculture, the material and financial resources needed should be made fully available. The community development organisation and panchayati raj institutions should throughout the country and

the entire machinery of agricultural administration must be mobilized to work with farmers and village communities to realize the targets which have been set.

"The implementation of the programmes of land reforms, for which the necessary legislation has been enacted in most States, should be completed before the end of the third Plan. This must be accompanied by the setting up of an adequate co-operative machinery for meeting the financial, technical and commodity requirements of the cultivators who acquire rights of ownership or of permanent occupancy of land. The volume of credit made available through the Plan should be commensurate with these needs and the weaker sections of the rural community should be enabled to obtain an adequate share of it.

"Agricultural development cannot take place in isolation. It calls for a revolution in the rural economy, for which an all round and comprehensive development of the rural sector is absolutely essential. Rural industrialisation has now been accepted as one of the major economic and social objectives of planned development in the country. Industries for processing the various agricultural commodities should be undertaken in the rural areas.

"The co-operative movement should play an increasing and powerful part in this activity so ~~that the income arising out of the processing~~ that the rural sector gets the benefit of the incomes arising out of the processing of these commodities and greater employment opportunities are provided for the rural population."

Agro-based industries.- "In addition to the processing industries it is necessary, wherever feasible, to establish units of production wherein the various equipments and implements required for agricultural development and also machinery and equipment required for the processing of industries could be manufactured. For this purpose, it is necessary to establish agro-industrial corporations in each State. It should be the function of these corporations to organise industries for the manufacture of machinery and equipment and make arrangements for procuring them from other available sources.

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"This should help the establishment of a large number of agro-based industries. This will also extend the employment opportunities for the rural masses, reducing the pressure on land. It is also necessary to place a check on further expansion of industries in large cities and congested areas. Measures should be adopted for securing dispersal of industries and providing new industrial nuclei for the location of industries in rural areas.

"There are avoidable delays in the initiation and development of projects in the public as well as the private sectors. Weaknesses in the preparation and organisation of projects and in taking the necessary advance action prolong the gestation periods and, on that account, benefits are delayed and costs go up. At every stage, there is need for greater emphasis on the adoption of improved management practices and better management planning. This is essential for securing reduction in costs, both in construction and in actual operation.

"In the field of industry, it is especially important to stress the role of technological self-reliance, and the need to utilize and develop indigenous materials and the country's scientific and technological resources. The scientists and technicians should be given all the encouragement that is possible and India's science and technology should be given the largest possible support in the programmes for national reconstruction.

"It is important that highly competent organisations should be built up for research, design and development. Greater attention should be paid to the utilization of research in the development of agriculture and industry.

~~"In the~~ "In the field of social services, inadequacies in the facilities for education, health, housing and social welfare persist. It is necessary, therefore, that this lag should be made up and social services should be oriented much more towards productivity and the development of human resources.

"The reasons for failing to achieve anticipated results and rise to the level of expectations lie mainly in the sphere of implementation which underlines the need for better administration and more positive public co-operation. This cannot be achieved unless a dynamic socialist outlook, permeates the administration and earnest efforts are made to create the necessary atmosphere in the country for public identification and participation in planning and development."

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Ending corruption.- "The movement for putting down corruption in public administration has already made a significant impact. The elimination of corruption will be a vital factor in ensuring the success of our development plans and in raising the moral standards of the community. It has an intimate bearing on economic stability and the progress of the country. In this context should be viewed the steps that are being taken to unearth unaccounted money, which gives rise to serious distortions of the economy and an abnormal rise in prices.

"It is also important that the administrative procedure should be streamlined. The administrative machinery should be adequately manned and equipped so as to meet the increasing demands and strains resulting from our larger efforts for development. In all operations of Government, both for development and in the discharge of other functions, there must be the maximum insistence on accountability for results.

"The past year has been a period of considerable strain. Difficulties which have been experienced in the supply of food and the abnormal rise in the prices of various commodities have presented a challenge and have exposed the continuing vulnerability of the nation's economy to the vagaries of seasons as well as to the activities of anti-social elements. Rabi crops suffered severely on account of ~~anti-social element~~ adverse weather. This has accentuated the food situation in several parts of the country and stimulated the rise in prices, specially of food grains, and of agricultural raw materials.

"The only long-term solution of the difficulties which the country is facing in the matter of food grains lies in increasing the agricultural output so as to meet the essential needs of the people. So far as the immediate problem is concerned, it is being dealt with by substantial imports in order to supplement production within the country. The problem of distribution of food grains is, however, of crucial importance. Arrivals of food grains in the market have been disproportionately low compared to the total produce. The current situation has brought into sharp focus the imperative need for Government to evolve an integrated plan for the distribution of food in the country. The Central and State Governments should deal with the problem of food distribution from an overall national angle.

"A series of important measures and policies have already been initiated, and there is every reason to expect that production in agriculture and industry will increase rapidly in the coming year.

"Government has fixed favourable producers' prices for the principal food crops and have also prescribed suitable margins for wholesale and retail trade. An agricultural prices commission is being established. The Food Corporation has just gone into operation and will play a steadily increasing part in securing, the necessary stocks of food grains and maintaining prices at reasonable levels supplies of fertilizers, pesticides and other industrial requirements of agriculture are being made available in larger measure though not yet on an adequate scale.

"Industry is being orient@d more and more to meet the requirements of agriculture. Pressures on transport which impeded industrial effort during the first two years of the third Plan, have disappeared. Rural electrification is making progress. Earnest efforts are also being made throughout the country to intensify agricultural production. Areas with favourable conditions and promise of rapid growth in production have been marked out for intensive agricultural development.

"All these factors combined with the prospect of a good rise harvest, justify the expectation that the present difficulties are no more than a temporary phase. Congressmen should do everything in their power to organise the people throughout the country to make the utmost effort to ensure sustained and uninterrupted progress."

Supreme Duty.- While the next two years may be regarded as a period for consolidation, it must be emphasised that more far-reaching social and economic policies must now be forged for implementing a bolder fourth Plan and at the same time advancing speedily towards the goal of socialism. Among other things the condition precedent for progress in all these directions is the adequacy of basic industries like steel, non-ferrous metals, chemicals, cement. The energies of the nation should be fully harnessed for overcoming current difficulties as well as for building a strong base for the future. This is the supreme duty of Congress workers and organisations throughout the country.

"Advance towards socialism based on the principles of democracy must necessarily involve millions in the country as well as popular institutions in processes and activities which are designed to achieve rapid economic progress and social justice.

"It is the duty of the Congress to take the lead in bringing about this involvement. Trained cadres in large numbers must go out into the country and undertake a vast campaign of education of the people to create widespread understanding of the policies and programmes bearing on the creation of a socialist society, and to call the effort and sacrifice which are needed for its realization. This is the most constructive and urgent work before the country and Congressmen have in it an important role and a special responsibility."

(TheStatesman, 10 January, 1965;
The Hindustan Times, 8 January, 1965).

9

Labour Advisory Panel set up.

The Planning Commission has constituted a panel under the chairmanship of Dr. V.K.R.V. Rao, member of the Commission, to advise it on the formulation of labour policy for the fourth Plan, it is learnt. The panel includes 28 representatives of employers and workers organisations, five persons to be nominated to represent public sector undertakings and one member representing each State Government.

Among the members are Shri Naval Tata, Shri G.M. Modi, Shri N.D. Sahukar and Shri P. Chentsal Rao, Shri S.R. Vasavada, Shri S.A. Dange, Shri Manohar Kotwal, Shri G. Ramanujam and three M.Ps., Shri Prabhat Kar, Shri Kashinath Pande and Shri Tridib Kumar Chaudhary.

(The Economic Times,
31 January 1965).

12. Activities of External Services.

India - January 1965.

a) Meetings

- i) The Director of this Office represented the ILO at the 19th Plenary Assembly of the World Federation of United Nations Associations held at New Delhi from 23 - 30 January 1965.
- ii) The Director attended a meeting of the Central Committee on Employment (Ministry of Labour and Employment) held at New Dekhi on 12 January 1965 under the chairmanship of the Union Minister for Labour and Employment.

b) Lectures

On 27 January 1965 the Director addressed the members of the Labour Relations Study Circle of the Delhi School of Social Work, University of Delhi. The subject of his talk was "Contribution of the ILO for the Development of Indian Labour Legislation".

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13. Press and Opinion.

India - January 1965.

In addition to the attached clippings the following references to the I.L.O. appeared in Indian Journals received in this Office.

1. The 14 December 1964 issue of 'Indian Worker' publishes a news-item about the death of G.D. Ambekar. Mention is made of the late Mr. Ambekar's association with the I.L.O.
2. The same issue of the Journal publishes a news item relating to ILO Governing Body's *decision* to uphold a complaint by the ICFTU about violation of trade union rights in Spain.
3. The December 21, 1964 issue of 'Indian Worker' publishes messages of condolences received by the INTUC on the death of the late Mr. G.D. Ambekar, including the one from the Director-General of the I.L.O.
4. The 31 December 1964 issue of the 'Indian Worker', brought out as an annual number on the occasion of the 15th Annual Session of the INTUC contains the following references to the I.L.O.:
 - a) The INTUC General Secretary in his report paying homage to the late Mr. G.D. Ambekar said "Shri Ambekar presented the INTUC point of view remarkably well at international labour forums such as the ILO and ICFTU". Mention is also made in the Report to the various meetings of the ILO attended by INTUC representatives.
 - b) An article on 'Productivity' by Shri B.N. Datar, Chief (Labour and Employment) Planning Commission. The article mentions the work of the ILO Productivity Mission in India.
 - c) An article on 'Apprenticeship Training' by the Director of this Office.
5. The November-December 1964 issue of Hind Mazdoor publishes extracts from the General Secretary's report to the 12th H.M.S. Annual Convention. Regarding the problem of housing a reference is made to an ILO Recommendation on the subject.

- 6. An article on Seamen's Employment in India is published in the July/September 1964 issue of 'Oceanite'. Reference is made to the ILO Asian Maritime Conference.
- 7. The Annual number of 'Commerce' (December 1964) contains an article on 'Some Aspects of Manpower Planning' by Dr. J.N. Mongia. Mention is made to the ILO experts meeting on the Assessment of Manpower and Training Requirements for Economic Development, held in October 1962.
- 8. The same issue of the journal contains an article on 'Trade Unionism in India'. The article acknowledges various ILO publications.
- 9. The January 1965 issue of 'The Modern Review' publishes an article on 'Trade Unionism in Indian Railways'. The article, inter alia, says "The low wages and high profits during the War ----- and the formation of ILO increased the solidarity of railway workers and stimulated the railway unionism in the postwar period."
- 10. The December 1964 issue of 'Industrial India' publishes a news item on Mr. Bergmann's visit to India.
- 11. An article in the 6 January 1965 issue of 'AICC Economic Review' by the Union Labour Minister entitled "Our Record in the Labour Field", makes an incidental reference to the ILO.
- 12. The December 1964 issue of 'Labour Gazette' publishes (by courtesy, the International Labour Review, Geneva, September 1964) an article on 'Automation and the Evaluation of Training' by D.M. King.
- 13. 'Compact' dated January 8 and 15, 1965, reproduces from ILO News Service (December 1964) the article on 'Science and Development in Low-Income Countries.'
- 14. 'United Nations Weekly Newsletter' published by the United Nations Information Centre dated 15 January 1965 publishes a item on 'Expansion of ILO Operations'.

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The Statesman.
Delhi, 20.1.1965

INDONESIA NOT TO WITHDRAW FROM W.H.O. & I.L.O.

GENEVA, Jan 19.—Indonesia has no intention of withdrawing from international organizations from which she benefits, Mrs Hurustiati Subandrio, Indonesia's Deputy Health Minister, said yesterday, reports AFP.

Indonesia recently withdrew from the U.N. in protest against Malaysia's election to the Security Council.

Mrs Subandrio, who is the wife of the Foreign Minister, is here to attend a meeting of the board of the World Health Organization of which she is a member in her personal capacity.

She said that WHO could help her country to stamp out malaria and other diseases. Indonesia would also not withdraw from the International Labour Organization or the International Telecommunications Union.

Meanwhile, President Soekarno reiterated in a message to Mr Eisaku Sato, the Japanese Prime Minister, that he had withdrawn from the U.N. in the hope of "provoking a reform of the world organization," says Reuter.

The President's message was in reply to Mr Sato's letter of January 5 urging Indonesia to reconsider her withdrawal.

The Yugoslav news agency Tanjug, reporting from Belgrade, said that the non-aligned countries were urging Indonesia to re-examine her decision to withdraw from the world body, reports AP.

(See also page 9)

*Indian Worker.
NCH Delhi.
30.11.1964.*

Cameroon

Imprisonment Of Trade Union Leaders

ICFTU Protests To I.L.O.

THE ICFTU has just provided supplementary information to its complaint submitted to the International Labour Office at the end of October against the Cameroon Government, for flagrant violation of international norms of trade union rights.

The ICFTU has informed Mr. David Morse, ILO Director-General, of the arrest and imprisonment of five trade union officials of the Cameroon Trade Union Federation (FSC) shortly after a trade union congress marred by frequent interference from governmental authorities. It has also requested Mr. Morse to intervene personally with the Cameroon Federal Government to obtain the immediate release of the arrested trade unionists and the respect of trade union rights. Amongst those arrested was Mr. Raphael Ngamby, General Secretary of the FSC.

Mr. Ngamby, a substitute member of the ILO Governing Body, should be attending its present session in Geneva. The president of the workers' group, Mr. Jean Mori, who is also Secretary of the Swiss Trade Union Federation (USS), raised Mr. Ngamby's case at the Plenary Session. How will the Cameroon Government react to this public criticism of its action?

The Kenya Federation of

Labour has protested to the President of the Cameroon Republic at the arrest of these trade union officials and called for their immediate release from prison. The KFL General Secretary, for Clement Lubembe, has also requested Diallo Telli, General Secretary of the Organisation of African Unity, to take action on this matter.

Indian Worker, New Delhi.
23-11-1964.

Geneva

Frequent Meetings Of I.L.O. Industrial Committees Suggested

I.T.S. Conference Concludes

REPRESENTATIVES of 13 International Trade Secretariats (ITS)—international federations grouping national trade union organisations according to industry or trade—attended the ITS annual general conference, which took place on November 5 and 6, 1964 in Geneva. The conference elected Mr. E. Kissel as chairman in place of Mr. J. Poulsen who had expressed the wish to step down.

Concerning the relations of the International Trade Secretariats with the International Labour Office, a resolution was adopted on ILO industrial activities and their future prospects. It called for more frequent meetings of ILO industrial Committees and a greater number of tripartite and bipartite meetings at which problems of particular groups of wage and salary earners, as well as specific problems, could be examined and acted upon under ILO auspices.

The conference urged effective labour participation in the

decision-making processes governing the economic and social life of countries or regions, as well as the development of all forms of co-determination and workers' management of industry appropriate to the conditions obtaining in different member countries of the ILO.

The conference discussed the future of the ITS Liaison Office, the trade union situation in Greece as well as experiences of various ITS's in relations with trade union organisations in different areas of the world, with governmental and non-governmental international bodies, and with governments.

The ICFTU was represented by Mr. Paul Malles of the secretariat and by Mr. Albert Heyer, Director of the ICFTU Geneva Office. Mr. E. Bell, of the ILO Workers' Relations Branch, attended the conference during part of the discussions concerning ITS-ILO relations.

United Nations Weekly Newsletter,
NEN Delhi,
25-9-64

SEMINAR ON PROBLEMS OF INDUSTRIALIZATION

A THREE-WEEK seminar on marketing, employment and management problems of industrialization in the countries of the Near and Middle East and northern Africa was opened on 14 September, in Baghdad.

The seminar, organized by the International Labour Organisation (ILO) with the co-operation of the Government of Iraq and financed under the United Nations Expanded Programme of Technical Assistance (EPTA), is being attended by participants from the following 12 countries: Algeria, Cyprus, Iran, Iraq, Jordan, Lebanon, Morocco, Sudan, Syria, Tunisia, Turkey and the United Arab Republic.

At the opening of the seminar, addresses were made by Tahir Yahya, Prime Minister of Iraq, Abdulaziz Alwatari, Acting Minister of Industry of Iraq, and C. Wynne-Roberts, Chief of the Management Development Division of ILO.

The Prime Minister of Iraq welcomed the delegates and pointed out the great significance attached to the seminar, while the Acting Minister of Industry recalled that Iraq was undertaking to promote the construction of industries, particularly in the field of petroleum, through technological progress and international experiences.

The seminar will cover the presentation of papers and the interchange of experiences among all involved. Specifically, it will deal with the special problems of offering increased employment opportunities; the raising of productivity and the finding of adequate market outlets for the industrial projects in the area.

Participants are expected to present their findings and to integrate them into a common report.

The seminar was also provided with technical papers prepared by ILO, which form the basis of discussions. The main papers are on employment problems; human and material resources available in the region, development of markets and the role of management in developing markets, and employment opportunities.

13

Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - January 1965.

Maharashtra: Annual Report of the Working
of Indian Trade Unions Act, 1926, during
1961-62*.

Number of Unions and Membership.- According to the annual report on the working of the Indian Trade Unions Act, 1926, for the year 1961-62, there were 1,417 registered trade unions in the State on 31 March 1961 and during the year under review 199 unions were registered. Thus there were in all 1,616 unions on the register during the year 1961-62. Out of these 1,616 unions the registration of 164 unions was cancelled during the year, 1961-62 for failure to submit their respective annual returns of accounts. The registration of two unions were cancelled ~~and~~ on a request made by the Unions. Three unions were dissolved and the records of one union transferred to another State. Thus there were 1,446 registered trade unions at the end of the year 1961-62.

Of these 1,446 unions, annual returns from 841 unions were accepted for the purpose of the report. Of these 810 were State Unions (including 7 Federations) and 31 (which includes 5 Federations) were Central Unions.

* Government of Maharashtra: Annual Report of the Working of Indian Trade Unions Act, 1926 (No.XVI of 1926) for the Year 1961-62: Published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4.1964: Price Rs.3.15 or 5s.6d. pp.797.

The total membership as reported by 829 unions (excluding 12 Federations) included in the report was 586,948 at the beginning of the year and 600,795 at the end of the year 1961-62. The number of members who joined the unions during the year was 149,728, while the number of members who left the unions during the year was 135,881. Thus the net ~~income~~ increase in the membership of these unions is 13,847. The average membership of the unions which stood at 1,147 in the year 1950-51 considerably declined in the last few years and was 714 at the end of the year 1961-62. The total membership of all the 1,430 unions (excluding 16 federations) at the end of the year 1961-62 was 922,865 as compared with the total approximate membership of 980,234 of 1,402 unions (excluding 15 federations) at the end of the year 1960-61.

The following table gives the classification of 1,430 registered trade unions (excluding 16 federations) and their membership according to industrial groups as on 31 March 1962:-

Group.	Number of registered Unions.	Membership (Latest available).
0- Agrigulture, Forestry Fishing, etc.	37	6,959
1- Mining and quarrying.	17	10,921
2-3- Manufacturing.	496	341,880
4- Construction.	19	2,724
5- Electricity, Gas, Water and Sanitary Services.	41	12,341
6- Commerce.	174	48,007
7- Transport and Communications (other than workshops).	131	320,768
8- Services.	300	86,116
9- Activities not adequately described.	215	93,149
Total.	1,430*	922,865

*This excluded 16 Federations.

Available information regarding the geographical distribution of trade union membership in the State shows that the unions in Greater Bombay had 72.13 per cent. of the total membership of the 1,430 unions while Poona, Nagpur, Ahmednagar and Sholapur Districts accounted for 5.33, 4.05, 2.75 and 1.81 per cent. of the total membership respectively.

Out of the 1,430 registered trade unions (excluding 16 federations) ~~shown in the~~ 519 unions were in Greater Bombay, 170 unions were in Poona district, 109 unions in Nagpur District, 87 unions were in Kolhapur district and 75 unions in Ahmednagar District and the remaining were from other Districts of Maharashtra State.

Out of the 1,446 registered trade unions at the end of the year under review 1,399 unions (including 9 federations) were State Unions and 47 unions (including 7 federations) were Central Unions. The following table shows the variation in the membership of registered trade unions in the State since 1956-57:-

Year.	Number of registered unions.	Member-ship of unions included in report.	Total membership of unions (shown in the column 3)			Average membership per unions included in report.	Percent- age of members to total membership.
			Males	Females	Total		
1	2	3	4	5	6	7	8
1956-57.	1599	859	443,180	37,364	480,544	559	7.78
1957-58.	1699	1,035*	553,354	47,298	601,964	584	7.86
1958-59.	1749	1,031	564,661	48,804	613,465	595	7.96
1959-60.	1373	825*	568,913	48,370	617,283	748	7.83
1960-61.	1417	833*	532,615	45,458	578,073	694	7.86
1961-62.	1446	841*	551,861	48,934	600,795	714	8.02

* This number excludes federations.

State Unions.- Excluding 33 employers' unions and 9 State federations there were in all 961 State unions in the Private Sector, 308 unions in the State Sphere of Public Sector and 88 unions in the Central Sphere of Public Sector on the register during the year under report. Out of which the returns of 562 Unions in the Private Sector, 167 unions in the State Sphere of Public Sector and 58 unions in the Central Sphere of Public Sector have been accepted for the purpose of the report.

Female Membership.- The number of unions having female membership was 275 in the Private Sector, 117 in the State Sphere of Public Sector and 26 in the Central Sphere of Public Sector with a membership of 28,876, 9,983 and 1,074 respectively.

Income and Expenditure.- The total income of 829 unions (excluding 12 federations) during the year under report was Rs.3,373,864 with a balance of Rs.3,674,996 at the beginning of the year, while the total expenditure for the year was Rs.2,795,346 with the balance of Rs. 4,343,514 at the end of the year. Seven unions maintained Political Funds and collected Rs.13,701 in their Political Fund accounts and incurred an expenditure of Rs.897. They had a closing balance of Rs.44,675 at the end of the year under report.

The total income of 12 federations (7 State and 5 Central) was Rs.47,560 during the year under report with a balance of Rs.37,776 at the beginning of the year, while their total expenditure during the year was Rs. 42,748 with a balance of Rs.42,588 at the end of the year.

Income of State Unions.- The total income of 562 State unions in the Private Sector, 167 State unions in the State Sphere of Public Sector and 58 State unions in the Central Sphere of Public Sector amounted to Rs.2,374,423; 284,831 and 122,613 respectively whereas the corresponding figures of total expenditure were Rs. 1,824,484; 219,466 and 99,428 respectively. The general fund of these unions which was Rs.2,489,640; Rs.372,737 and Rs.158,963 at the beginning of the year stood at Rs.3,039,579; Rs.438,102 and Rs.182,148 respectively at the end of the year under review.

Subscription from members was the main source of income in case of all the three divisions of unions. Of the total subscription of Rs.1,793,079, an amount of Rs.1,538,934 was actually received from the members and Rs.83,611 was in arrears for three months or less, Rs. 97,038 was in arrears for more than three months but upto six months and Rs.73,496 for more than six months in case of the unions in the Private Sector. Similarly in the case of the unions in the State Sphere of Public Sector the contribution actually received was Rs.160,309 while the contribution in arrears was Rs.29,674 for three months or less, Rs.43,836 for more than three months but upto six months and Rs.11,927 for more than six months. In respect of the unions in the Central Sphere of Public Sector the contribution actually received was of Rs.71,109 whereas the contribution in arrears was Rs.4,110 for three months or less, Rs.2,574 was for more than three months but upto six months and Rs.8,610 for more than six months. Donation was the next source of income for all the three divisions of the unions and it comprised of 15.43 per cent. of the total income in respect of the unions in the Private Sector, 9.08 per cent. of the total income in case of the unions in the State Sphere of Public Sector and 23.71 per cent. of the total income for the unions in the Central Sphere of Public Sector.

An amount of Rs.1,023,755 representing 56.11 per cent. of the total expenditure of Rs.1,824,484 was spent on salaries and allowances of officers and establishments in respect of unions in the Private Sector. The other expenses which included meeting and propaganda expenses irrecoverable unpaid subscriptions, depreciation written off etc. amounted to Rs.321,576 or 17.63 per cent. of the total expenditure. The expenditure on account of administration of the unions thus amount to Rs.1,345,331 or 73.74 per cent. of the total expenditure. The expenditure on other items such as expenses towards educational, social and religious benefits, expenses in conducting trade disputes, expenses for payment of compensation to members for loss arising out of trade disputes, legal expenses etc. represented 26.26 per cent. of the total expenditure.

The unions in the State Sphere of Public Sector incurred Rs.138,676 or 63.19 per cent. of the total expenditure on salaries and allowances of officers and establishments. The other expenses which included meeting and propoganda expenses, irrecoverable unpaid subscriptions, depriciation written off etc. amounted to Rs.46,553 or 21.20 per cent. of the total expenditure. Thus the expenditure on account of administration of the unions alone amounted to 84.39 per cent. of the total expenditure. The remaining 15.61 per cent. of the total expenditure was spent on other items such as expenses in conducting trade disputes, expenses on educational, social and religious benefits, legal expenses, etc.

The unions in the Central Sphere of Public Sector spent Rs.41,290 or 41.53 per cent. of the total expenditure on salaries, allowances and expenses of officers and establishment out of the total expenditure of Rs.99,428. The other expenses which included meeting and propoganda expenses, irrecoverable unpaid subscriptions, depriciation written off etc. amoyned to Rs.25,407 or 25.55 per cent. of the total expenditure. The expenses on account of establishment charges thus amounted to 7.08 per cent. of the total expenditure. The 32.92 per cent. of the total expenditure was spent on other items.

As regards funds of the 562 State Unions in the Private Sector, 555 unions opened the year with credit balance. Of the remaining 7 unions, 2 unions ended the year with credit balance. Of the 167 unions, 166 unions in the State Sphere of Public Sector opened the year with credit balance. The one union opened and ended the year with debit balance. All the unions in the Central Sphere of Public Sector opened the year with credit balance but two unions ended the year with debit balance.

The unions in the Private Sector had cash of Rs.2,390,225 or 50.08 per cent. of the total assets. The 'Manufacturing' group accounted for largest amount of cash namely Rs.1,640,841. The 'Commerce' and the 'Service' groups coming next with Rs.348,043 and Rs.168,589 respectively.

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An amount of Rs.165,921 was invested in Securities by 31 unions of which the Bombay Parsee Textile League, Bombay, Rashtriya Mill Mazdoor Sangh, Bombay, Bank of India Staff Union, Bombay, Paints Employees Union, Bombay, and Imperial Tobacco Company of India Ltd. Employees Union, Bombay had Securities worth Rs.22,918, Rs.16,320, Rs.15,481, Rs.15,022 and Rs.15,000 respectively. The unpaid Subscriptions due amounted to Rs.382,755 or 8.02 per cent. of the total assets. Out of the total amount of subscriptions due, the Mill Mazdoor Sabha, Bombay, Rashtriya Mill Mazdoor Sangh, Nagpur and the General Engineering Employees Union, Bombay, reported Rs.17,970, Rs.15,028 and Rs.11,342 respectively as unpaid subscriptions due. An amount of Rs.1,833,890 or 38.42 per cent. of the total assets represents assets from miscellaneous sources such as loans, goods and furniture, immovable property etc. Out of the total amount of Rs.175,140 given as loans, Rs.42,239 were given to the officers, Rs.71,554 were given to the members and Rs.61,347 to others.

However, in case of unions in the State Sphere of Public Sector the unpaid subscription due of Rs.228,307 represented 47.99 per cent. of the total assets whereas the cash either in hand or in banks amounted to Rs.124,453 or 26.16 per cent. of the total assets. The securities invested by the unions amounted to Rs.20,466 or 4.31 per cent. of the total assets. Out of the total amount of unpaid subscriptions due, the Municipal Mazdoor Union, Bombay, reported Rs. 181,469 and the Bombay Municipal Workers Unions, Bombay, reported Rs.9,102 as unpaid subscription due. An amount of Rs.102,447 or 21.54 per cent. of the total assets represented assets from Miscellaneous Sources such as loans, goods and furniture, immovable property etc. Out of the total amount of Rs.43,422 given as loans by the unions, Rs.2,697 were given to the officers, Rs.5,680 were given to the members and Rs.35,045 to others.

Unions in the Central Sphere of the Public Sector had cash either in hands or in bank of Rs.123,743 or 65.12 per cent. of the total assets. The 'Commerce' group accounted for the largest amount of cash namely Rs.82,303 and the 'Manufacturing' and the 'Activities not Adequately Described' groups coming next with Rs.19,074 and Rs.10,374 respectively. The securities invested by the unions represented 2.77 per cent. of the total assets.

The unpaid subscriptions due amounted to Rs. 30,648 or 16.13 percent. of the total assets. Of which the India Security Press Mazdoor Sangh, Nasik Road, M.T. Stores Sub-Depot Workers Union, Poona, Press Workers Union, Nasik, and General Insurance Employees Union, Bombay, reported Rs.4,125; Rs.3,555; Rs.3,051 and Rs.2,699 respectively as unpaid subscription due. An amount of Rs.30,375 or 15.98 per cent. of the total assets represents assets from miscellaneous sources such as loans, goods and furniture, immovable property etc. Out of the total amount of Rs.5,492 given as loans by the unions, Rs.148 were given to the officers, Rs.2,053 to the members and Rs.3,291 to others.

The total amount to the credit of the general fund accounts of all the State Unions in the Private Sector was Rs.3,060,592 and other liabilities amounted to Rs.1,712,199 as against the total assets of Rs.4,772,791.

In case of the State Unions in the State Sphere of Public Sector the general fund of the unions accounted for Rs.422,208 of the total liabilities when other liabilities amounted to Rs.53,465 against the total assets of Rs.475,673.

The unions in the Central Sphere of Public Sector had a general fund of Rs.182,209 and other liabilities of Rs.7,817 as against the total assets of Rs.190,026.

Thirteen unions in the Private Sector maintained a separate fund for specific purposes. Out of these 13 unions, 4 unions maintained a 'Building Fund', the highest amount namely Rs.624,870 being set aside by the Rashtriya Mill Mazdoor Sangh, Bombay while Shahu Mill Kamgar Sangh, Kolhapur and Rashtriya Mill Mazdoor Sangh, Nagpur set aside an amount of Rs.16,791 and Rs.9,880 respectively for the same purpose. The "Reserve Fund" is maintained by only one union, the Glaxo Laboratory Employees' Union, Bombay with an amount of Rs.31,693. Five unions maintained funds for specific purposes other than those mentioned above, such as "Staff Benefit Fund", "Adjudication Fund", "Strike Fund", etc.

Unions with Political Funds.- Seven unions in the Private Sector namely (1) Rashtriya Mill Mazdoor Sangh, Bombay, (2) Rashtriya Mill Mazdoor Sangh, Amalner, (3) Kirloskar Kamgar Union, Kirloskarwadi, (4) Bhor Industries Kamgar Union, Bhor, (5) Mundhava Paper Mills Kamgar Sangh, Poona, (6) Glaxo Laboratories Employees' Union, Bombay, and (7) Bombay Labour Union, Bombay reported that they have maintained Political Funds under Section 16 of the Act.

The Unions in the State Sphere and in the Central Sphere of Public Sector did not, however, maintain any political fund.

Agricultural Trade Unions.- There were 25 unions in the Private Sector which had enrolled as their members workmen working on Sugarcane Farms adjoining the Sugar Factories. Information furnished by eight unions out of the 25 unions mentioned above and whose members were engaged on Sugar Cane Farms shows that 8,271 out of the total of 27,422 or 30.15 per cent. of the total membership was engaged in agricultural operations, on sugarcane farms.

Unions of Employers.- There were 33 trade unions of employers on the register during the year under report. All these unions are State unions and are classified in the Private Sector. Of these 33 unions the statistical portion of the returns of only 16 units has been found to be in order and has been accepted for the purpose of this report. The registration of six unions was cancelled for failure to submit the annual returns as required under section 28 of the Act. Out of the six unions whose registration is cancelled, one union was registered in 'Commerce' group, two unions in the 'Transport and Communication' (other than work shops) group, two in the 'Services' group and one in the group 'Activities not Adequately Described'. During the year under review only two unions (one from Agriculture, Forestry, Fishing etc. group and one from Commerce group) were registered.

Full information regarding the membership, income, expenditure, opening and closing balances of the 16 unions of the employers is given in the statement in form 'A' appended to the report separately. The membership of the 16 unions which was 5,635 at the beginning of the year decreased to 5,061 at the end of the year under report.

The total income of the unions was of Rs.116,500 and the total expenditure was of Rs.104,876. The general fund of these unions which was Rs.204,343 at the beginning of the year stood at Rs.215,967 at the end of the year under report.

The main source of income of these unions was contributions from members which amounted to Rs.79,112 of the total income of the unions of Rs.116,500. The income from miscellaneous sources was the next main source of income of the unions which amounted to Rs.32,047.

Out of the total expenditure of Rs.104,876, the unions incurred an expenditure of Rs.61,481 or 58.63 per cent. of the total expenditure on salaries and allowances of officers and establishments. Other miscellaneous expenses which included expenses on meeting and propaganda expenses, irrecoverable subscriptions and depreciation written off etc. amounted to Rs. 36,534 or 34.84 per cent. of the total expenditure. Thus the total expenditure on administration only amounted to 93.47 per cent. of the total expenditure.

The total amount to the credit of the general fund accounts of the unions was Rs. 215,967 and other liabilities amounted to Rs. 42,616.

Out of the total assets of Rs.258,583, Rs.95,443 was cash either in hands or in banks, Rs. 86,764 was unpaid subscriptions and Rs.45,897 was given as loans to the officers or the members. The securities invested by the unions amounted to Rs.2,823. The other assets of the unions including goods and furniture amounted to Rs.27,656.

State Federations.- There were nine State Federations. Of these two were classified in the 'Commerce' group, six in the 'Services' group and one in the group 'Activities not Adequately Described'. Of the nine Federations, returns of seven federations were found to be in order and accepted for the purpose of the report.

The assets of two federations in the 'Commerce' group were made up of cash amounting to Rs.336 and other assets amounting to Rs.1,172. The federations had general fund of Rs.1,261 and other liabilities amounting to Rs.247. Out of the total income of Rs. 1,449 during the year under report, the federations collected Rs.740 by way of contributions, Rs.119 by way of donations and Rs.139 by way of income from miscellaneous sources while amount of Rs.451 remained as contribution in arrears. The federations incurred expenditure of Rs.1,740 during the year out of which Rs.939 alone were spent on administration.

The assets of six federations in the 'Services' group, were made up of cash amounting to Rs.9,889 and the other assets amounted to Rs.8,705. The federations had a general fund of Rs.8,012 and other liabilities of Rs.10,582. The main source of income of the federations was income from miscellaneous source which amounted to Rs.5,861. The contribution collected from members amounted to Rs.4,156 out of the total income of Rs.17,156. The federations incurred total expenditure of Rs.18,140 of which an amount of Rs.12,829 was spent on administration only.

The assets of one federation in the group 'Activities not adequately Described' comprised only of cash amounting to Rs.15 while the federation had no other assets. The general fund was the only liability of the federation and it accounted for Rs.15. The main source of income of the federation was donation from members which amounted to Rs.47 out of the total income of Rs.75. The federation incurred an expenditure of Rs.62 and the whole amount was spent on administration only.

Affiliation of State Unions.- Available information regarding the affiliation of the State unions to All-India Organisations of Labour shows that out of the 562 State Unions in the Private Sector, 58 unions were affiliated to the Indian National Trade Union Congress, 39 unions to All-India Trade Union Congress, 27 unions to Hind Mazdoor Sabha, 30 Unions to Bharatiya Mazdoor Sangh and 6 unions to United Trade Union Congress. Out of the 167 State Unions in the State Sphere of Public Sector, 16 unions were affiliated to the Indian National Trade Union Congress, 6 unions to Hind Mazdoor Sabha,

10 unions to All-India Trade Union Congress and 5 unions to the Bharatiya Mazdoor Sangh. Of the 58 unions in the Central Sphere of Public Sector, 3 unions were affiliated to the Indian National Trade Union Congress, and 6 to Hind Mazdoor Sabha.

The following table gives the relative strength of the unions affiliated to the different organisations of Labour.

Name of the Central Organisations of Labour.	Private Sector.		State Sphere of Public Sector.		Central Sphere of Public Sector.	
	No. of Unions reporting affiliation.	Total membership of the unions mentioned in Column 2.	No. of Unions reporting affiliation.	Total membership of the unions mentioned in Column 4.	No. of Unions reporting affiliation.	Total membership of the unions mentioned in Column 6.
1	2	3	4	5	6	7
Indian National Trade Union Congress.	58	127,879	16	8,342	3	1,203
Hind Mazdoor Sabha.	27	70,232	6	834	6	5,312
All-India Trade Union Congress.	39	34,953	10	1,930	-	-
Not Affiliated.	256	54,597	69	18,199	43	21,788
Affiliation not known.	146	67,951	61	35,419	6	3,659
Bharatiya Mazdoor Sangh.	30	3,954	5	482	-	-
United Trade Union Congress.	6	4,274	-	-	-	-
Total.	562	363,840	167	65,206	58	31,962

Central Unions.- The Central Unions are classified in three parts viz., (1) Central Union in the Private Sector, (2) Central Unions in the State Sphere of Public Sector, and (3) Central Unions in the Central Sphere of Public Sector.

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Out of the 40 Central Unions (excluding 7 Central Federations), 23 unions were classified in the Private Sector and 17 unions in the Central Sphere of the Public Sector. There is, however, no Central union registered so far in the State Sphere of Public Sector.

Out of the 23 unions in the Private Sector, the Statistics of 17 unions have been included in the report. Similarly, out of the 17 unions in the Central Sphere of Public Sector, the returns of 9 unions are accepted for the purpose of the report.

The membership of the unions in Private Sector which was 12,130 at the beginning of the year increased to 12,520 at the end of the year under report. The membership of the unions in the Central Sphere of Public Sector which was 103,398 at the beginning of the year also increased to 122,206 at the end of the year under review.

Out of the 17 unions in the Private Sector, 7 unions reported female membership of 218 at the end of the year under report. In the Central Sphere of Public Sector 5 Unions out of the 9 unions reported female membership which stood at 8,708 at the end of the year under report.

The total income of the 17 Central unions in the Private Sector was Rs.195,559 and the total expenditure was Rs.187,432 with the result that the general fund of the unions which was Rs.256,732 at the beginning of the year increased to Rs.264,859 at the end of the year under report. The total income of the 9 unions in the Central Sphere of Public Sector was Rs.279,938 and the total expenditure amounted to Rs.269,660. The general fund of the unions which was Rs.192,581 at the beginning of the year increased to Rs.202,859 at the end of the year under review.

The main source of income of the unions in the Private Sector was contributions from members. Out of the total contribution of Rs.158,656 an amount of Rs.123,352 was actually received from the members, Rs.1,275 were in arrears for three months or less, Rs.3,141 were in arrears for more than three months but not more than six months and Rs.30,888 were in arrears for more than six months.

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The donation received by the unions amounted to Rs.9,567 i.e., 4.89 per cent. of the total income while the income from miscellaneous sources was Rs.22,098 i.e., 11.30 per cent. of the total income. The main source of income of the unions in the Central Sphere of Public Sector was also contributions from members which amounted to Rs.243,822. Out of the total contributions Rs. 172,846 was actually received from members, Rs.56,099 were in arrears for three months or less, Rs.13,036 were in arrears for more than three months but not more than six months and Rs.1,841 were in arrears for more than six months. The donations received by the unions amounted to Rs.16,209 i.e., 5.79 per cent. of the total income and the income from miscellaneous sources was Rs.17,781 i.e., 6.35 per cent. of the total income.

The total expenditure of Rs.187,432 the unions in the Private Sector spent an amount of Rs.128,655 on salaries, allowances and expenses of officers and establishments representing 68.4 per cent. of the total expenditure. Other miscellaneous expenses which included expenses on meeting and propoganda irrecoverable subscriptions and depreciation written off amounted to Rs.28,000 or 14.94 per cent. of the total expenditure. Thus the total expenditure on administrations amounted to Rs.156,655 or 83.58 per cent. of the total expenditure. An amount of Rs.11,025 or 5.88 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act while Rs.2,365 and Rs.9,236 were spent on legal expenses and conducting trade disputes respectively.

The total expenditure incurred by the 9 unions in the Central Sphere of Public Sector amounted to Rs.269,660. Out of the total expenditure an amount of Rs.140,898 was spent on salaries, allowances and expenses of officers and establishment representing 52.25 per cent. of the total expenditure. Other miscellaneous expenses which included meeting and propaganda expenses, irrecoverable subscription and depreciation written off amounted to Rs.101,976 or 37.82 per cent. of the total expenditure. Thus the total expenditure on administration amounted to Rs.242,874 or 90.07 per cent. of the total expenditure. An amount of Rs.17,076 or 6.33 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act while Rs.2,163 and Rs.1,182 were spent on legal expenses and expenses in conducting trade disputes respectively.

The general fund was the principal liability of the unions in the Private Sector. The amount of general fund of all the 17 unions stood to Rs.264,859 as against Rs.136,894 as other liabilities. The total assets of the unions amounted to Rs.401,753 which included securities worth Rs.68,488. There were only two Unions which held securities out of which Maritime Union of India, Bombay, alone held securities worth Rs. 68,348. Out of the total assets of Rs.401,753 an amount of Rs.49,145 or 12.23 per cent. represented unpaid subscription due. Out of the total amount of unpaid subscription due Rs.34,799 were due for the year under review and Rs.14,346 were due for the previous year. An amount of Rs.199,013 of the total assets represents cash either in hand or in banks. Of this amount the Maritime Union of India, Bombay accounted for Rs.130,768. An amount of Rs.85,107 of the total assets represents assets from miscellaneous sources which included items such as loans given, goods and furniture etc.

The general fund was also the principal liability of the unions in the Central Sphere of Public Sector. The amount of general fund of all the 9 unions in the Central Sphere of Public Sector stood at Rs.202,859 as against Rs.66,972 as other liabilities. The total assets of the unions amounted to Rs.269,831 which included securities worth Rs.21,470. There were two unions which held securities and of which the State Bank of India Employees Union, Bombay Circle, Bombay alone held securities worth Rs.15,995. Out of the total assets of Rs.269,831 an amount of Rs.71,711 or 26.58 per cent. represented unpaid subscription due. Out of the total unpaid subscription due Rs.70,882 were due for the year under report and Rs.829 for the previous year. An amount of Rs.67,405 of the total assets represents cash either in hand or in banks. Of this amount the Indian Flight Navigators' Guild, Bombay, Air Corporation Employees' Union, Bombay and the Western Railway Employees Union Bombay accounted for Rs.17,998, Rs.16,983 and Rs.17,463 respectively. An amount of Rs.109,245 of the total assets represents miscellaneous assets which included items such as loans given, goods and furniture etc.

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Only one union namely the Maritime Union of India, Bombay of the unions in the Private Sector, maintained separate fund for specific purposes. The union had a "Welfare Fund", of Rs.54,256 and "Building Fund" of Rs.30,406. One union namely National Railway Mazdoor Union, Bombay in the Central Sphere of Public Sector maintained separate fund for specific purposes. The union had a "Building Fund" of Rs.3,753 and "Provident Fund" of Rs. 1,794.

Central Federations.- There were seven Central Federations. Of these four were in the 'Commerce' group and the remaining three in the group "Activities not Adequately Described". Of these federations the returns of five federations were accepted for the purpose of the report.

The assets of the federations in the 'Commerce' group comprised of cash amounting to Rs.32,899 unpaid subscription due to Rs.9,107 and other assets to Rs.2,665 out of the total assets of Rs.44,671. The federations had a general fund of Rs.32,517 and other liabilities amounted to Rs.12,154. The main source of income of the federations was contributions from members which amounted to Rs.11,423 out of the total income of Rs.25,851. The expenditure of the federations was Rs.19,527 during the year under report. Of the total expenditure Rs.6,199 was spent on administration.

The federations in the 'Activities not Adequately Described' group had cash in hand or in banks of Rs.739 and other assets of Rs.1,989. The federations had a general fund of Rs.782 and other liabilities of Rs.1,946. The source of income of the federations was only contributions from members which amounted to Rs.3,029. The total expenditure of the federations was Rs.3,269 and the large amount of was spent on administration.

Affiliation of Central Unions.- Available information regarding affiliation of the Central Unions in the Private Sector and the Central Unions in the Central Sphere of Public Sector to the All India Organisation of Labour is given in the following table:-

Central Unions in Private Sector.

Central Unions in Central Sphere of Public Sector.

Name of the Central Organisations of Labour.	No. of Unions reporting affiliation.	Total Strength as on 31.3.62 the Union mentioned in Col.2.	No. of Unions reporting affiliation.	Total Strength as on 1962 of the Union mentioned in Col.4.
1	2	3	4	5
Indian Trade Union Congress.	4	--	1	30
Hind Mazdoor Sabha.	4	2,278	2	114,081
All-India Trade Union Congress.	1	4,444	-	-
Bhartiya Mazdoor Sangh.	1	11	-	-
United Trade Union Congress.	-	-	-	-
Not affiliated.	8	2,990	4	4,717
Affiliation not known.	3	2,797	2	3,378
Total.	17	12,520	9	122,206

Important activities of Unions.- All the 1,446 unions which were on the live register were requested to give accounts of the Important activities conducted by them during the year under report, in the form of detailed questionnaire framed by this office specially for this purpose.

The number of unions reporting activities recorded asight fall as compared with last year as it can be seen that out of the total number of 1,446 unions only 430 i.e., 29.73 per cent. unions supplied the information as against 573 out of 1,417 i.e. 40.44 per cent. during last year.

After detailed and careful serutiny therefore it was observed that only 65 out of 430 unions i.e., 15.12 per cent. have conducted some important activities like workers' education, referring cases under wages, compensation and insurance acts, etc. etc.

(The report on the Working of the Act for 1960-61 was reveiwed at pp.2-15 of the report of this Office for April 1963).



29. International Co-operation.

India - January 1965.

First Generating Unit of Sharavathi Power Project Commissioned: Aid worth 460 Million Rupees given by America.

On 24 January 1965, the Prime Minister of India, Shri Lal Bahadur Shastri, formally switched on the first of the ten generating units at the Sharavathi valley hydel project in Mysore. The American-aided project envisages the establishment of ten generators, each producing 89,100 kilowatts which would be commissioned every six months with a total ultimate capacity of 1,250,000 kilowatts.

Commissioning the first unit the Prime Minister expressed the thanks of the Government of India and people of Mysore for the generous aid of about 460 million rupees given by the U.S. - the biggest single aid to power projects. He said that Sharavathi would be the biggest power project in India and its productive capacity would be greater than Bhakra dam and augured well for the gigantic task of development which the country had undertaken both industrially and agriculturally. Shri Shahstri added that in pursuance of the Durgapur Congress resolution, the Government had a programme of building 70 industrial townships in rural areas which would become the hub of small industries like processing industries, rice mills, sugar mills and cement factories. Power was the basic need for economic development and for the successful implementation of such industrialisation, projects like Sharavathi were essential.

The U.S. Ambassador in India, Mr. Chester Bowles, speaking on the occasion, said the American people considered Sharavathi "a prime example of the proper and constructive use of American assistance."

He said Sharavathi was part of a carefully conceived and well integrated programme for the development of South India. Its planning and engineering were completely Indian, he added.

About the advantages that would flow from the Sharavathi project, Mr. Bowles said it would promote massive employment, encourage rural electrification and permit the establishment of dynamic new industries which would earn foreign exchange to pay for similar projects in the future.

Mr. Bowles summed up the primary purpose of U.S. assistance in these words: to enable competent, socially conscious nations such as India to respond quickly, constructively and responsibly to the forces which were shaping tomorrow's world.

More specifically, American assistance represented an effort by the U.S. Government and citizens to help new nations which were prepared to help themselves to generate increasing national income and to ensure political and social stability, he added.

(The Hindustan Times, 25 January, 1965;
The Times of India, 25 January, 1965).

Chapter 3. Economic Questions.

34. Economic Planning, Control and Development.

India - January 1965.

16th Meeting of the Central Council of Industries, New Delhi, 28 January 1965:
State of India's Economy discussed:
Taxation and Labour Policies criticised.

The 16th meeting of the Central Advisory Council of Industries was held at New Delhi on 28 January 1965. The leading spokesmen of both the Government and industry expressed their views about the state of India's economy. While two Union Ministers, Shri T.N. Singh and Shri Humayun Kabir, pointed out ~~to~~ the rapid strides towards industrialisation. Shri A. Ramaswamy Mudaliar, Shri J.R.D. Tata, Shri K.K. Birla, Shri K.P. Goenka and others spoke equally forcefully of the stagnation and the atmosphere of the gloom surrounding the economy.

Analysing Government's objectives, Shri T.N. Singh said, that the issue of rising prices ought to be judged in its proper perspective. He invited the industrialists to join in a careful study of the "evolution of a price policy in a totality of circumstances". The Minister was evidently referring to the various contributory factors mentioned in the day-long discussion by various speakers. Rejecting demands for slowing down development for some time and pleading for its acceleration instead, Shri Singh said that the present difficulties "should not be allowed to create a sense of defeatism or to distort our perspective". He gave an impressive list of achievements in the industrial field in the past 14 years and said the national income had risen by over 4 per cent. in 1963-64 against 2½ per cent. in each of the first two years of the Plan. The delays and shortfalls in the current Plan were not serious, he thought, because "in almost every major industry", the existing installed capacity, together with

the capacity which had already been granted foreign exchange, was significantly larger than the targets of the Plan. This, he felt, would ensure faster output in the early years of the fourth Plan.

Shri Singh felt the solution of the present malaise lay in introducing cost-consciousness in industry and adopting a "flexible approach" in determining the share of the private and public sectors in the basic as well as consumer industries.

Shri Humayun Kabir, Minister of Petroleum and Chemicals, said, the fourth Plan target of two million tonnes of nitrogenous fertilizers would be achieved well ahead of schedule by 1968-69.

Shri Tata, who took up the cudgels on behalf of the private sector, came out with a frontal attack on the Government's taxation and labour policies which, he felt, were mainly if not entirely responsible for the present state of affairs. The "confiscatory level" of taxation, which was perhaps without a parallel in any country in the world, had led to a "complete collapse" of the economy and stagnation in the capital market and had left no choice for the great majority of fairly honest business men and tax-payers but to indulge in large-scale tax evasion, hoarding of black money and a variety of other malpractices.

Shri K.P. Goenka, President of the Federation of Indian Chambers of Commerce and Industry, said the tax structure should not be subject to drastic changes. He suggested that the Government should not concern itself with producing consumer goods in the public sector as it would divert its attention from its basic tasks and also because it would adversely affect the growth of the private sector.

Shri A.D. Ogilvie, President of the Associated Chambers of Commerce and Industry, said the capacity of many factories was seriously under-utilized. He also pointed out that shortage of raw materials was hampering the growth of industry, especially the engineering units. He said the Plan targets may not be attainable in view of the paucity of resources. He suggested the fixing of economic prices for coal.

Shri Prabhu Mehta (All-India Manufacturers' Organisation) pleaded for a fundamental change in the Government's attitude towards business men.

Shri S.L. Kirloskar said the fall in the value of the rupee was partly responsible for the slackening of economic growth in the third Plan.

Dr. P.S. Lokanathan said he felt that the agricultural sector alone was not responsible for the slackening of the economic growth.

Shri U.N. Dhebar, chairman of the Khadi and Village Industries Commission, wanted a planned approach to the problem of agro-industrial development.

In the midst of these discordant notes emerged, however, indications of the future industrial policy as well as useful suggestions on which there was common agreement about accelerating development.

Shri Asoka Mehta left no doubt in the minds of the members that the Government wanted private capital, both Indian and foreign, to play a big role in development. He wanted industrialists to have their joint and separate five year plans. He also wanted to offer every inducement to foreign industrialists - specially from West Europe - who wanted to establish industries here to overcome the acute labour shortage in their own countries. He proposed to build up shortly close links between the development plans of India and of four or five Western countries at governmental level so that they could dovetail India's requirements during the next five or 10 years in their own plans. The country was now entering the "central stage of planning" - the first phase having ended with the first three Plans. The next eight or 10 years will be a test of India's capacity to move from one stage to other. It was a "painful" exercise, but necessary, requiring far greater efforts in the generation of larger resources for a large Plan and a diminishing dependence on foreign assistance, Shri Mehta said.

(The Statesman, 29 January 1965).

Second Interim Wage Increase for Coalmine Workers: Government accepts Wage Board's Recommendations.

The Central Wage Board for Coal Mining Industry, set up by the Government of India, has made recommendations for grant of a second interim wage increase to the workers.

The Central Government has accepted the Board's recommendations and decided to request the concerned employers to implement these as early as possible.

The following is the text of the second interim report of the Central Wage Board for the Coal Mining Industry:-

The Board—in its interim report dated 20 December 1962 unanimously recommended the payment of an interim wage increase, over the existing wages, of Re.0.37 per day's attendance to the daily rated (time-rated and piece-rated) workmen (including miners' sirdars and other working sirdars) and of Rs.9.75 per month to the monthly paid workmen in the collieries and in their ancillary undertakings, departments, offices and establishments, which effect from 1 March 1963. This recommendation was accepted by the Government.

During September and October, 1964, the Indian National Mine Workers' Federation, the All-India Khan Mazdoor Federation, the All-India Trade Union Congress, the Indian Mine Workers' Federation and certain other unions, affiliated to one or the other of these Federations, representing the workmen in the coal mining industry, made written submissions to the Board praying for a second interim wage increase. Thereupon, the Board invited the views of the employers on whose behalf written submissions were made by the Joint Working Committee of the Indian Mining Association, Indian Mining Federation, Indian Colliery Owners' Association, M.P. and Vidarbha Mining Association and the National Coal Development Corporation Ltd., and the Soft Coke Producers' Collieries' Association.

The Board considered the submissions of both sides and was of the opinion that a second interim wage increase is justified.

(Government of India, Press
Information Bureau Release
dated 21 January 1965).

Rate of Industrial Progress maintained
during 1964.

Despite foreign exchange difficulties and other limiting factors, the rate of industrial growth in 1964 will be maintained roughly on the same level as in 1963. During January-September this year, the index of industrial production increased by 11 points, as compared with the corresponding period in 1963. Important sectors of the economy, such as automobiles, machine tools, electrical and industrial machinery, recorded a substantial increase in output during the year.

The number of proposals approved during the year for collaboration between Indian entrepreneurs and foreign firms from the industrially-advanced countries totalled over 410; in 1963, the corresponding number was 301.

The output was conspicuously higher in the case of transport equipment (33.3 per cent.), electrical machinery apparatus and appliances (15.7 per cent.), other types of machinery (12.4 per cent.), metal products (11.7) per cent.); textiles (7.5 per cent.), beverages and tobacco industry (12.4 per cent.); food manufacturing industries (11.5 per cent.); paper and paper products (7.8 per cent.) and petroleum products (12 per cent.).

A rise of 16.2 per cent. was recorded in the output of electricity. The rise in output was of a smaller order in jute manufactures, footwear, rubber and chemicals.

Production was further diversified and during the first three quarters of the year, 21 new items became indigenously available for the first time on a commercial scale, helping to save foreign exchange. Among these were tapered roller bearings, taxi-meters, screwing machine, sheet glass of 1.3 mm. thickness (used for the manufacture of microscope slides, cinema slides), glass building blocks, micro-meters, single copper drawing diamond dies, single spindle automatic lathes and heat control switches.

(The Hindustan Times, 1 January 1965).

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

INDIA - JANUARY 1965.

41. Agriculture.

Tractors do not render Labour Surplus:
Study Group's Findings.

According to a pilot study conducted by the Government on the effects of introduction of tractors on agricultural production, use of tractors does not render labour surplus. The study which was confined to ten medium-size farms with tractors and another ten without, shows that the permanent labour force, which includes family as well as hired labour, attached to each farm was the same for both groups.

The average of eight persons on a farm was neither surplus nor inadequate to the requirements. Labour rendered surplus by tractors is utilized to increase production through better and timely operations. It was observed that large proportion of the tractors was owned by farmers with operational holdings of between 20 and 80 acres as against the generally accepted norm of 100 acres for a medium-power tractor to be economical. Contrary to expectations, these small farms are making good profits and the farmers have been regularly repaying the instalments of loans with which they had bought the tractors. Small farmers with tractors are much better off than those without.

The study, however, points out that with the prevailing cropping pattern and techniques of production, a tractor could not be satisfactorily utilized on small farms. The established norm of 100 acres for a medium-size tractor held good unless the cropping pattern was changed. The crop yield has been found to be significantly higher in tractor farms in respect of major crops like wheat, gram, jowar and cotton. The average yield of wheat was 10 per cent. higher in tractor farms. This is attributed to adequate tillage operations and timely sowing.

The utilization of tractors in all the farms has been found to be high. Eight out of ten farmers work their tractors for over 1200 hours a year against the recommended norm of 1000 hours. This works out to nearly 125 per cent. of the capacity. Eight out of ten farmers use their tractors also for such agricultural operations as ploughing, harrowing, handling and threshing.

(The Hindustan Times, 22 January, 1965).

42. Co-operation.

India - January 1965.

South East Asian Regional Experts' Conference on Co-operation and Trade Unions, New Delhi, 11 January 1965: Collaboration between trade unions and Cooperative movement urged.

A conference on Cooperation and Trade Unions of South East Asian Regional Experts was held at New Delhi on 11 January 1965. The conference was organised by the International Co-operative Alliance in collaboration with the Asian Trade Union College of the International Confederation of Free Trade Unions. Dr.V.K.R.V. Rao, member of the Planning Commission, inaugurated the conference. Twenty-one delegates from eight countries representing trade unions and co-operative organisations and 11 observers are participating in the conference.

Inaugurating the conference Dr.V.K.R.V. Rao, called for collaboration between trade union and cooperative movements to accelerate the tempo of social and economic development in the country. He said that a strong organisation of industrial workers could have a powerful influence on the country's politics. In India it could help in the achievement of democratic socialism. He asked the experts to consider the formation of a single trade union organisation for the country on the lines of the one in the United Kingdom. He said industrial workers could collaborate with co-operatives and take upon themselves the task of constructing workers' colonies, particularly in the newly industrialised areas.

Dr. Rao said that trade union movement should not confine its activities to wages and working conditions of the employees but extend them to other spheres of workers' interests also. This could be done by collaboration between the trade unions and co-operative organisations, he added. He said industrial housing, co-operative banks, consumer co-operatives and insurance were some of the fields in which such collaboration was feasible.

Referring to industrial housing in the Third Plan he said that upto September last out of 170,000 houses constructed for industrial workers, the workers' co-operatives constructed only 6,350 houses leaving the bulk of the construction work to the State and the rest to the employers. From the financial point of view, out of 487 million rupees paid for construction of industrial housing, workers' co-operatives could draw only 2.2 million rupees, the State utilising as much as 434.9 million rupees.

(The Hindu, 12 January 1965).

Recommendations of a Study Team on
Co-operative Marketing.

A study team was set up in March 1964 by the National Cooperative Development Corporation to recommend measures necessary for developing cooperative marketing and processing of certain plantation crops such as arecanut, coconut, cashewnut, cardamom, black pepper and dry ginger. According to the recommendations of the team, there is considerable scope for enhancing the producers' share in the ultimate consumer's price. There is also need for the co-operatives to enter the field of export, so that to the extent possible, the benefit of prices in the export market can percolate to the primary producer. The team also called for increased financial assistance by the Government to ensure effective marketing and export of plantation crops. It pointed out that the bulk of the specified plantation crops entered into inter-State and international trade. The production was concentrated in the South whereas the crops were mostly consumed in North India and foreign countries. It said the Cooperatives could not handle such crops unless they had access to the consuming markets. Such work could be done effectively only by higher level organisations. The team said the federation it had recommended should have at the least five branches, one at Cochin, the main exporting centre, and the remaining four in the main consuming terminal markets of Bombay, Madras, Delhi and Calcutta. It recommended that the Government's share capital contribution to the all-India federation should be 1 million rupees. Subsidies should also be given for maintaining managerial staff, hiring godowns and constructing offices.

The report suggested that in the fourth Plan, the objective should be to raise the total value of the co-operatively marketed produce from 72.8 million rupees to 180 million rupees, an increase of nearly two and a half times. It said the estimated total value of the marketed surplus of the specified plantation crops was 1,800 million rupees. Of this, the value of produce co-operatively marketed was only about three percent.

To realize the target recommended by it in the fourth Plan, the report suggested that more co-operative marketing societies should be formed. At present there are 78 such societies.

The team said in Assam, Orissa and Goa there were certain areas where specified plantation crops were grown on a large scale, but were not covered by any marketing societies. It recommended that at least five marketing societies each in Assam, Orissa and Andhra and two in Goa should be set up in the fourth Plan.

(The Hindustan Times, 18 January, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - JANUARY 1965.

50. General.

Contract Labour in Hydrogenated Oil Industry*.

An article in the series on contract labour surveys entitled contract labour in Hydrogenated Oil Industry is published in the January 1965 issue of the Indian Labour Journal. The following is a brief review of the article.

The Hydrogenated Oil industry, though a minor branch of the Vegetable Oil Industry, is one of the most highly organised and efficient industries. There were 46 factories located in Andhra Pradesh, Bihar, Gujarat, Maharashtra, Madras, Mysore, Orissa, Punjab, Kerala, Uttar Pradesh, West Bengal and Delhi. The survey revealed that out of 30 sampled factories, 20 employed contract labour, 2 did not employ contract labour and the remaining 8 were found to be closed at the time of visit of the field staff. The total number of contractors found working in these 20 sampled factories employing contract labour was 54 and all of them were covered.

Employment: Jobs on which Contract Labour was Engaged.— The main jobs on which contract labour was generally engaged were loading, unloading, stacking and weighing of raw materials and finished products, lifting and stitching of bags, cleaning, testing, filling and labelling of tins, transportation of raw materials and hydrogenated oil. The workers employed through contractors worked inside as well as out-side the factory premises. The work generally carried on out-side the factory premises related to unloading of coal wagons, loading of packed tins into the railway wagons and unloading of raw-materials used in manufacture of hydrogenated oil. Distribution of hydrogenated oil to local as well as outside agents/dealers was also done through contractors.

* Indian Labour Journal, Vol.VI, No.1, January, 1965, pp. 1-23.

System of Recruitment.- The most common method of recruiting contract labour in this industry was direct. Of the 54 contractors covered in the survey as many as 48 recruited their workers directly; one through existing workers and the remaining 5 adopted a combination of the various systems of recruitment, viz., directly, through Jammadars/agents and existing workers. Only 4 principal employers had put certain restrictions over the workers recruited by their contractors. Of these, 3 principal employers did not allow their contractors to employ either women or children within the factory premises. The other principal employer ensured that only those workers were recruited who were fit to work.

Advances.- The practice of giving advances to the workers before engagement was not found prevalent amongst the contractors covered. However, only 5 out of 54 contractors covered gave advances to their workers after engagement. Of these 4 contractors gave such advances to their workers directly whereas the remaining one contractor gave directly, as well as, indirectly, i.e. through agents/jamadars. The percentage of workers who were given advances varied from 20 to 40. Generally, these advances were given to the workers to meet their domestic needs, etc., and the amount ranged between Rs.2.00 and Rs.50.00 per worker. The recovery of these advances was made from the wages of the workers at the time of payment in one or more instalments depending upon the amount and the capacity of the worker to repay. None of the contractors charged any interest on such advances.

Extent of Employment.- State-wise data regarding the actual and estimated employment of direct and contract workers at the time of visit to the units are presented in the following table:-

State	Actual Employment			Estimated Employment		
	Director	Contract	Total	Direct	Contract	Total
1	2	3	4	5	6	7
1. Bihar.	182	68	250	189 (73.5)	68 (23.5)	257
2. Gujarat.	370	150	529	758 (71.6)	300 (28.4)	1,058
3. Kerala.	76	24	100	76 (76.0)	24 (24.0)	100
4. Maharashtra.	680	315	995	1,452 (69.7)	630 (30.3)	2,082
5. Madras.	216	79	295	216 (73.2)	79 (26.8)	295
6. Mysore.	147	84	231	264 (60.8)	170 (39.2)	434
7. Punjab.	211	42	253	211 (83.4)	42 (16.6)	253
8. Uttar Pradesh.	658	54	712	1,478 (94.0)	94 (6.0)	1,572
9. West Bengal.	516	18	534	927 (94.2)	57 (5.8)	984
10. Delhi.	424	64	488	424 (86.9)	64 (13.1)	488
Total.	3,489	898	4,387	5,995 (79.7)	1,528 (20.3)	7,523

Note:- Figures within brackets denote percentages to the total given in column 7.

It will be seen from this Table that the actual employment of direct and contract workers in the sampled units which were found working at the time of visit of the field staff was 4,387. The estimated total employment for the same period worked out to 7,523. Of these, 1,528 or 20.3 per cent. worked out to be contract workers. State-wise analysis shows that the percentage of the contract labour to the total labour in that State was the highest (39.2) in Mysore and the lowest (5.8) in West Bengal.

Wages and Earnings.→ As revealed by the survey, the principal employers exercised no control over the payment of wages to contract workers. The contractors made payments to their workers independently. The consolidated wages rates of different categories of workers employed directly as well as through the contractors on time-rate basis (All-India basis) are given in the following table:-

Category of Workers Unit Consolidated wages in Rupees in All-India

			Contact Labour	Director Labour
General (male)	Workman	Day	1.50	1.25
			to	to
	Month	45.00	50.00	
			to	
			100.00	132.80
General (female)	Female Workman	Day	2.50	1.25
				to
				5.22
Cartman.		Day	3.00	-
			to	-
Driver.		Day	5.00	-
			to	-
		Month	75.00	61.00
			to	to
			100.00	380.38
Cleaner.		Day	3.00	-
			to	-
		Month	30.00	60.00
Sealingman.		Day	2.00	-
		Month	-	50.00
				to
				60.00
Solderman.		Day	2.00	3.58
			to	
		Month	6.00	94.00
				to
				199.00
Testingman.		Day	1.75	-
			to	-
			2.50	
Muccadams.		Day	4.00	-
			to	-
			4.50	
Painters.		Day	3.00	3.50
			to	to
		Month	3.75	5.77
				to
				94.00
				to
				155.59

Other Cash Allowances.- Only 2 out of 54 contractors covered paid such allowances to their workers. Of these, one contractor paid 5 and 2½ per cent. of the total earnings as trip allowance to his permanent drivers and cleaners respectively. The other contractor paid daily allowance of Rs.2.00 and Rs.1.50 to his drivers and cleaners respectively.

Overtime Payment.- Of the 54 contractors, only 13 reported that they took overtime work from their workers. Of these, 12 contractors made extra payment at the rate of ordinary wages and the remaining one at double the ordinary rate of payment.

Bonus.- The survey revealed that the contract workers were not getting any type of bonus either from the principal employers or the contractors. However, one contractor reported to have made ex-gratia payment of Rs.200.00 to Rs.300.00 to his muccadams during theyear 1962.

Working Conditions: Daily Hours of Work.- The survey revealed that the actual working hours of contract workers varied between 6 and 10 per day. Of the 54 contractors, 22 employed time-rated workers only, 29 piece-rated workers only and the remaining 3 time-rated as well as piece-rated workers. Out of the 25 contractors who employed time-rated workers, as many as 20 took work for 8 hours per day, two took work from 7½ to 8 hours a day and one took 6 hours' work a day. The remaining 2 contractors had no fixed hours of work. As regards piece-rated workers, of the 32 contractors, who employed them, 10 took work 10 hours a day, 16 took 8 hours' work, whereas the workers of the remaining 6 contractors had no fixed hours of work as they were employed on loading and unloading job which were of irregular nature.

Weekly Hours of Work.- The information collected during the survey revealed that the weekly-hours of work of contract workers varied from 36 to 60. Of the 25 contractors who employed time-rated workers, as many as 19 took 48 hours of work per week from their workers, one each took 36, 45, 51 to 54 and 56 hours of work per week, whereas the remaining 2 had not fixed the weekly hours of work in respect of their workers. Of the 32 contractors who employed piece-rated workers, 16 took 48 hours' work per week, 10 took 60 hours' work per week, whereas the remaining six contractors had not fixed the weekly hours of work fortheir workers.

Rest Interval.- The survey revealed that a majority of the contractors covered allowed rest interval to their workers. Its duration, however, varied from 1 to 2½ hours. In one case the duration of the rest interval was as high as 6 hours. In this case, the piece-rated workers doing soldering work, had to wait for want of sufficient work. Of the 25 contractors, who employed time-rated workers, 18 allowed rest interval of one hour's duration, 5 of 2 hours' duration; whereas in respect of the remaining 2 contractors its duration was not fixed. Of the 32 contractors who employed piece-rated workers, 29 only allowed rest interval to their workers. Of these, 4 contractors allowed rest interval of 1 hour's duration, 16 of 2 hours' duration, one each of 2½ hours' and 6 hours' duration, whereas in the case of remaining 7 contractors, its duration was not fixed.

Shifts.- Of the 54 contractors, as many as 53 worked one shift a day and the remaining one, three shifts a day. The contractor working 3 shifts a day had introduced a system of ~~changing~~ change-over of shifts every week.

Weekly rest.- Of the 54 contractors covered as many as 48 allowed weekly off to their workers. Of these only 5 contractors allowed it with wages.

Leave and Holidays with Pay.- Under the Factories Act, 1948, every worker who has worked for a period at least 240 days during a calendar year, is entitled during the subsequent year to annual leave with wages at the rate of one day for every 20 days worked in case of adults and one day for every 15 days worked in case of children. The survey reveals that only some of the contractors allowed leave with wages to their workers.

Welfare.- The survey revealed that the contractors had not provided any welfare facility to their workers themselves. The principal employers, had, however, extended some of the facilities meant for direct workers to the workers of their contractors also.

Social Security.- Accidents and Workmen's Compensation.- In case of accidents the workers employed in this industry were eligible for compensation either as per the Workmen's Compensation Act, 1923 or the Employees' State Insurance Scheme, if applicable. The available information revealed that the workers of as many as 23 out of 54 contractors were getting compensation in case of accidents. The workers of 16, out of these 23 contractors were covered under the Employees' State Insurance Scheme and as such enjoyed benefits provided thereunder.

Of the remaining 7 contractors, 2 paid compensation themselves as mutually agreed between them with the unions; in 3 cases the compensation was paid by their principal employers as per Workmen's Compensations Act, whereas in the remaining 2 cases the contractors, in order to avoid the risk of compensation, got their workers insured.

The information collected from these 7 contractors revealed that no accident took place during the period of enquiry.

Maternity Benefit.- Of the 54 contractors, only 1 engaged women workers, but no maternity benefit was paid to them by him.

Provision for Future.- As revealed by the survey, neither any contractor nor any principal employer made any provision for future such as Provident Fund, Gratuity, Pension, etc., for contractor labour.

Trade Unions.- According to the information collected, only 5 out of 54 contractors covered were members of 3 unions. Of these, one was exclusively for contract workers whereas the remaining 2 were common to both contract and direct workers.

Industrial Relations.- None of the 54 contractors covered had any set grievances procedure for redressing the grievances of workers. Generally the grievances of workers were settled either directly with contractors/ principal employers or through the help of unions.

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56. Labour Administration.

India - January 1965.

Assam: Annual Report on the Working of
the Factories Act, 1948, during 1961*.

The following information about the working of the Factories Act in Assam is taken from the Annual Report for the year 1961.

Number of factories.- The total number of registered factories during the year reached 1,317 against the previous year's total of 1,281. A total of 42 new factories were registered and 6 old factories were crossed off from the list of registered factories during the year. The net increase in number was 36.

Of the total number of 1,317 factories at the end of the year, 1,230 factories were registered under Section 2(m)(i), two were under Section 2(m)(ii) and 85 were under Section 85 of the Act. Out of them, a total of 1,247 factories were working during the year, 1,174 of which were under Section 2(m)(i), one under Section 2(m)(ii) and 72 under Section 85. The rest of the factories were not working during the year. Of the 1,247 working factories, returns were received from 1,083 factories.

Employment.- The average daily number of workers employed in 1,083 working factories which submitted returns was 76,929 during the year, against the previous year's figure of 74,339 in 1,091 working factories that submitted returns. In the 164 working factories which failed to submit returns, a total daily average of 3,286 workers was estimated.

* Annual Report on the Working of the Factories Act, 1948 in Assam for the Year 1961:1964:
Printed at the Assam Government Press, Shillong:
Price Rs.3.50 or 5s.3d. pp.46.

Therefore, including the estimated figure, total of daily average of 80,215 workers were employed in 1,247 working factories during the year, against the previous year's total of 79,160 workers in 1,230 working factories. Thus, in 1961 there was an increase of 1,055 workers over the previous year's figure in the total daily average employment.

In 1,083 working factories that submitted returns, the total average daily employment was 76,929 consisting of 75,461 adults, 1,108 adolescents and 360 children against the previous year's total of 72,717 adults, 1,367 adolescents and 255 children. The total number of male workers employed during the year was 69,864 consisting of 68,326 adults, 913 adolescents and 360 children. The total number of female workers employed was 7,065 consisting of 6,870 adults and 195 adolescents. No girl children were employed in the factories during the year. Compared with the previous year's figures, the number of adult male workers employed rose by 2,245 in 1961, that of adult female workers rose by 244, that of adolescent males dropped by 376, that of adolescent females increased by 117, that of boy children increased by 123 and that of girl children dropped from 18 to zero.

Over the three five year period beginning 1947, the trend of employment in factories is indicated in the following average daily number of employment.

Year		Average daily number of employment.	Percentage of increase over 1947 figure.
(1)		(2)	(3)
1947	--	56,119	-
1952	--	66,620	18.7 percent.
1957	--	72,380	28.9 "
1961	--	80,215	42.9 "

Inspection.-- The total number of inspections done by the inspecting staff during the year was 736 covering a total number of 692 registered factories. Out of 692 factories inspected, 44 were inspected twice. No factory was inspected more than twice. Of the total of 1,317 registered factories, 625 factories could not be inspected during the year. The percentage of inspection was 52.5 while 47.5 per cent. factories were not inspected.

In addition to above, as many as 97 un-registered premises were inspected by the officers of the Inspectorate with a view to bringing them on to the register and 12 visits were paid to proposed sites for new factories. Including these, the total number of inspections done during the year stood at 845. A large number of visits was also necessitated to dispose of complaints from various quarters.

The labour officers in the capacity of additional factory inspectors visited 52 factories during the year.

Prosecutions and Convictions.- Prosecutions launched against two factories during the year on 6 charges, and convictions were obtained on 5 charges. The occupier and the manager of one factory were fined Rs.25 each, and those of the other were fined Rs.50 each. Out of the five charges mentioned above, two related to breach of safety provisions, and the other three related to other offences. The results of two cases launched in 1959 still remained pending in the Court.

Accidents.- The total number of factory accidents reported during the year was 1,078. Six of them were fatal accidents and 1,072 were non-fatal against the previous year's figures of seven fatal accidents and 1,090 non-fatal accidents. The total number of accidents decreased in 1961 by 19.

In case of 1,031 non-fatal accidents occurring during the year the workers returned to their work after a total loss of 15,524 man-days of work, while 26 injured persons in case of accidents occurring in the previous year returned to their work during the year of report after a loss of 513 man-days of work. Thus, the total man-days of work lost due to factory accidents during the year was 16,037 against the previous year's total of 15,121 man-days.

Industry-wise, the highest number of accidents occurred in the Railway Workshops with a total of ~~25~~ 362. None of these accidents was fatal. The next highest numbers of accidents occurred in Tea Factories with a total of 233 accidents of which three were fatal, followed by 208 accidents (all non-fatal) in Petroleum Refineries, 58 accidents (all non-fatal) in General and Jobbing Engineering, 40 accidents (one fatal) in Plywood factories, 38 accidents (all non-fatal) in Match Factories and 25 accidents (one fatal) in Metal Container factories. The number of accidents in the rest of the industries were smaller.

Classified according to causes, the maximum number with 235 accidents (all non-fatal) was attributed to "stepping or striking against objects". The next highest number with 212 accidents (all non-fatal) was due to "struck by falling body" while the next highest number with 187 accidents (3 fatal) were caused by "Machinery driven by Power". Amongst other major causes, "Use of Hand Tools" accounted for 116 accidents (all non-fatal), "Handling Goods or Articles" accounted for 52 accidents (2 fatal), "Persons falling on the flat" accounted for 43 accidents (all non-fatal), "Person falling from a height" accounted for 30 accidents (one fatal) and "Miscellaneous other ~~the~~ causes", accounted for 171 (all non-fatal) accidents.

Power driven machinery took a toll of 187 accidents including 3 fatal against the previous year's total of 182 including 2 fatal accidents. The percentage of accidents caused by power driven machinery was about 17.4 per cent. The maximum number of power driven machine accidents occurred in the tea factories accounting for 126 including 3 fatal accidents. Plywood factories accounted for 13 (including one fatal), Railway Workshops accounted for 9, Petroleum Refineries for 8, General and Jobbing Engineering for 7, Match Factory for 7 and oil Mills for 5 accidents of this category. It is noticed that in Railway Workshops and Petroleum Refineries where the total number of accidents were very high, the proportions of machinery accidents were very low.

Classified according to machinery groups, Transmission machinery caused 22 accidents including 2 fatal, Machine Tools for metal working caused 7 accidents including one fatal, Wood Working machinery of all types caused 11 accidents and "Other power driven machinery" caused 146 accidents. The last group of machinery includes most of the tea manufacturing machinery which alone accounted for 104 out of 146 accidents.

The accidents trend in the last 5 years beginning with 1957 is indicated below:-

Year	Number of Accidents			Frequency rate (No. of acci- dents per 1000 workers employed).	Proportion of fatal to total number of accidents.
	Fatal	Non- fatal	Total		
1	2	3	4	5	6
1957..	9	1,184	1,193	164	1 in 132
1958..	12	1,273	1,285	17.5	1 in 107
1959..	8	1,233	1,241	15.9	1 in 155 1 in 155
1960..	7	1,090	1,097	14.4	1 in 156
1961..	6	1,072	1,078	13.4	1 in 179

Safety in factories.- All efforts were made by this Inspectorate for implementation of all the safety provisions in factories. The importance of these were stressed on the managements and special attention was paid to fencing of machinery. Whenever defects were noted as regards safety provisions in factories in course of inspection, strict orders and warning with remedial measures were served on the managements for rectification of the same immediately. Compliance were readily obtained from the managers concerned. However, many of the factories could not be inspected during the year under report. Judging from the standard of safety precautions reported from those factories which could not be inspected during the year, it would appear that a good deal of improvements in safety measures might be necessary in many of the factories, ^{which} remained uninspected during theyear.

During the year the Inspectorate took special interest in supervision of general standard of sanitation maintained in the factories. All possible measures like widening of doors, windows and other openings, raising of roof, etc., for improving ventilation and lighting were suggested. Measures were also suggested for removal of dust, fumes, etc., from the working environment and for better cleanliness and house keeping, etc., in factories, in order to maintain health and efficiency of the factory workers in different types of occupations. The compliance in respect of these suggestions and recommendations were easily obtained in majority of cases. The cases where compliance could not be obtained for various reasons have been followed up. Further in view of improving working conditions of the factories due considerations were given to ventilation, lighting and sanitation in approving plans submitted for establishing new factories or for ~~removing~~ extension of existing factory buildings.

The Medical Inspectors kept strict vigilance on the health of the workers in the factories during their inspection. They carried out medical examinations of the workers engaged specially in chemical works, handling of harmful substances, handling of lead compounds and plasters, etc., in order to determine health hazards in the occupations concerned. Based on the findings and conclusions of their medical examinations, they recommended measures for protecting the health of the workers at the work sites with special reference to their nature of occupations. Recommendations were also made by them to protect health of workers, from bad effect of dust, fumes, etc., in many factories. Compliance on their recommendations were readily obtained in most of the cases. In general, the health of the workers were found satisfactory. There was no report of notifiable occupational disease from any factory. No epidemics were reported from factories during the year.

Canteens, Creches, Rest Rooms, etc. - There were twelve Canteens maintained in factories during the year. The average daily number of workers employed in the factories concerned was 4,372. In three of these Canteens cooked food as well as refreshments and tea were supplied to an average daily number of 1,678 workers. In other nine Canteens average daily number of 2,694 workers were served with tea and snacks only. In all the Canteens a part of the total expenditure in serving with meals, tea and snacks was borne by the occupiers of the factories concerned.

As regards the daily attendance of workers in ~~the~~ these Canteens, it was reported that in five out of seven Canteens of tea factories the attendance was very satisfactory and was as high as an average daily of 853 in two shifts with a workers strength of 936 normally employed daily, attendance being 91 per cent. In three Canteens of other factories a daily average of 160 workers took meals throughout the year, while in another factory many more took refreshment and tea.

During the year, in 6 factories, Creches were maintained and 352 children were benefited with facilities provided in these Creches. Shelters, rest rooms and lunch rooms were provided and maintained in 6 factories.

Certification of Young Persons.-As many as 1,468 young persons including adolescents and children were employed in the factories during the year. None of them was certified by Certifying Surgeons as in the previous years. Some of the young persons worked in factories on the strength of the certificates issued by factory Medical Officer. It has been pointed out that in the annual reports of last few years that the Certifying Surgeons appointed under Factories Act, are whole time officers under the Medical Department and as such they had to be busy with their own work and had no time to attend factories for certification of young person and health of workers. Under the circumstance, this inspectorate had to show relaxation regarding employment of young persons in factories. The Medical Inspectors of Factories, however, looked after the health of workers in factories during their inspection with special attention to the environmental conditions at different occupations.

Annual Leave with Wages.- During the year, compliance as regards annual leave with wages were fairly satisfactory. In total 32,966 workers worked for 240 days or more during the year. A total number of 74,601 workers were granted leave with wages as per annual reports ~~was~~ received from different factories. It was noted that 3,778 workers did not avail annual leave with wages during the year.

As many as 39,235 workers were subjected to exemptions from Section 52 of the Act and 33,366 of them were granted compensatory holidays in the same month in which they lost their regular holidays. The rest were allowed to avail the same during the next month.

Exemption.- During the year exemptions were granted from the restriction of hours of work under Section 65(2) to some factories on special cases. All Tea Estate Factories were granted exemptions under Section 62(2) for the month of August, September and October to cope with extra load of work during the peak of manufacturing season. Exemptions were also granted on similar reasons to State Transport Central Workshop at Gauhati under Section 65(2). The Assam Government Press, Shillong and Assam Government Press, Gauhati were granted exemptions under Section 65(2) on several occasions from restrictions of hours of work. The Assam Government Press, Shillong was also granted exemptions under Section 5 and Section 53(1).

Payment of Wages.- During the year the payment of wages in factories was found satisfactory. A few complaints regarding non-payment of overtime and annual leave wages were received from Workers during the year which were enquired into immediately and where discrepancies were found, instructions were issued to managements concerned for payment of arrears wages to the complainants. The managements concerned were found to comply with the instructions. No prosecutions under the Payment of Wages Act for non-payment of wages had to be launched during the year.

Returns were submitted by 1,006 factories, The total amount of Gross Wages paid to 72,256 workers during the year was Rs.63,438,315.68 for a total number of 18,605,456 man-days worked against previous year's amount of Rs.61,259,574.94 paid to 71,795 workers of 1,068 factories for 18,423,125 mandays worked.

This amount included basic wages of Rs. 45,062,196.64, allowances of Rs.13,082,470.63. Money value of concessions of Rs.2,311,050.02. Bonus of Rs.3,363,241.09 and arrear of Rs.159,497.29 in the factories from which returns were received. There were 3,128 workers who earned more than Rs.200 upto Rs.400 per month and gross wages paid to them during the year for 938,208 mandays worked amounted to Rs.11,255,371.14 of which Rs.6,128,119.32 was basic wages, Rs. 3,185,638.40 was allowances, Rs.970,784.78 was Bonus, Rs. 948,518.06 was Money value of concession and Rs.22,310.58 was arrears.

The average daily number of workers earning less than Rs.200 per month was 69,128. They were paid total gross wages of Rs.52,182,944.54 for 17,667,248 Mandays of work done during the year. There had been 43 cases of Fines involving total amount of Rs.52.75 all confined to workers earning less than Rs.200 per month. The total number of cases of deductions for damages or loss was 149 of which 37 cases involved workers earning more than Rs.200 upto Rs.400 per month. The total amount of deductions realised was Rs.103.15 out of which Rs.92.63 was realised from workers getting less than Rs.200 per month and Rs.10.52 from workers getting more than Rs.200 upto Rs.400 per month.

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Madras: Working of the Plantations
Labour Act, 1951 in the State of
Madras for the Year 1963*.

The following information about the working of the Plantations Labour Act in Madras is taken from the annual report on the Act for the year 1963.

Extent and applications.- The Plantations labour Act, 1951 applies to all coffee, tea, rubber, cinchona and cardamom plantations of 25 acres (10.117 Hectares) or more in area and wherein 30 or more persons are or were employed on any day of the preceding 12 months. There were 289 plantations employing 74,739 workers on an average (inclusive of estimated number of workers in respect of plantation not submitting returns) in the State at the end of the year.

Consequent on the coming into force of the provisions of the Plantations Labour (Amendment) Act, 1960 on 21 November 1960 which conferred on the State Government powers for notifying those plantations which were fragmented on or after 1 April 1954 with a view to evade the implementation of the provisions of the Act, notwithstanding that (a) it admeasures less than 10.117 Hectates or (b) the number of persons employed therein is less than 30 persons, the provisions of the Planations Labour Act, 1951 were made applicable to 29 estates. No additions were made during the year 1963.

Returns.- Eighty-seven per cent. of the plantations submitted annual returns in time during the year. Action was taken against the defaulters for not submitting the prescribed returns in time.

* Report on the Working of the Plantations Labour Act, 1951 in the State of Madras for the Year 1963: Government of Madras: 1964: Price Re.0.75. pp. 3+i.

Employment.- There were 138 coffee plantations employing 12,130 workers, 127 tea plantations employing 58,869 workers. Seventeen rubber plantations employing 1,931 workers, two cinchona plantations employing 1,485 workers and five cardamom plantations employing 323 workers covered by the Act during the year under report.

Plantations according to working strength and number of days worked.- During the year under report, 61 plantations worked with less than 30 workers; 28 plantations employed 30 or more but less than 50 workers; 37 plantations employed 50 or more but less than 100 workers; 73 plantations employed 100 or more but less than 500 workers; 53 plantations employed 500 or more but less than 1,000 workers; 19 plantations employed 1,000 or more but less than 5,000 workers.

One plantation worked for more than 120 days but not more than 180 days; 16 plantations worked for more than 180 days but not more than 240 days; 65 plantations worked for more than 240 days but not more than 300 days and 169 plantations worked for more than 300 days during the year under report.

Hours of employment.- Maximum weekly hours of work per adult worker are restricted to 54 and in respect of adolescents and children 40. Employment of children below 12 years of age and of women between 7 p.m. and 6 a.m. has been prohibited.

Leave with wages.- During the year under report, leave with wages was reported to have been granted to 29,719 men, 35,059 women, 1,473 adolescents and 224 children of whom 1,279 men, 427 women, 100 adolescents and 7 children were granted leave amounting to 30 days.

Sickness and Maternity Benefit.- During the year under report, 40,370 workers were paid sickness allowance amounting to Rs.321,480.96. A sum of Rs.365,857.33 was paid as maternity benefit in respect of 6,870 claims as against Rs.358,235.24 in respect of 6,049 claims in the previous year. Two women workers died before confinement and nine after confinement.

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Madras Plantations Labour Rules, 1955.- To secure effective enforcement of the provisions of the Plantations Labour Act, 1951, the State Government framed rules under the Act. The enforcement of the provisions of rules 29 and 30 relating to canteen and rules 37 to 42 relating to educational facilities which were brought into force with effect from 1 December 1958, has been kept in abeyance, till the other more important provisions are fully complied with.

Provisions relating to Health:(i) Drinking Water.- The managements of all plantations covered by the Plantations Labour Act, 1951 have provided drinking water facilities to their workers either by providing taps or wells. During the year 1963, the chief Inspector of Plantations approved the sources of water-supply in respect of one plantation, under rule 11 of the Madras Plantations Labour Act Rules, 1955.

(ii) Conservancy.- As required by the Madras Plantations Labour Rules, 1955, latrines are provided in all the Plantations near the workers' hours, weighing and muster sheds and the office.

(iii) Medical facilities.- During the year under report, Government have approved one medical scheme finally in respect of 4 plantations.

The provision of group hospitals as required under Rule 21 of the Madras Plantations Labour Rules, 1955, has been deferred till all the garden hospitals get themselves stabilised and till then, the estates could use the nearby Government hospitals for the specialised treatment which may be necessary in individual cases.

Welfare Provisions.- Canteen.- Rules 29 and 30 of the Madras Plantations Labour Rules 1955, provide for the provision of one or more canteens with facilities for sale of coffee, tea and snacks to workers on a no-profit basis in every plantation wherein 150 workers or more are ordinarily employed. Although these rules were notified to come in to force on and from 1 December 1958, the enforcement of this provision has been deferred, till the other more important provisions of the Act are complied with.

Creches.- Plantations wherein fifty or more women workers are employed or were employed on any day of the preceding 12 months, are required to provide and maintain creches in accordance with the standards laid down under the Rules 31 to 34 of the Madras Plantations Labour Rules, 1955 with suitable wash-rooms and latrine for the use of the children of the workers aged below six years. During the year under report, plans for construction of creches were received from seven planters and approved by the Chief Inspector of Plantations as required under Rule 31 of the Madras Plantations Labour Rules, 1955.

Recreational and educational facilities.- Planters are required to maintain and run schools for the benefit of workers' children as prescribed in Rules 35 to 42 of the Madras Plantations Labour Rules, 1955. Recreation centres are also to be provided by every employer for workers near the workers' quarters. The enforcement of this provision is however, deferred for the time being to enable the small planters to comply with the other important provisions of the Act first.

Estate schools, muster-sheds etc., are utilised by the Labour as recreation reading rooms.

Where suitable ground is available, foot-ball and volley ball pitches are provided. Many estates are providing sport equipments free to workers.

Housing accommodation.- Planters have provided 23,313 houses (newly constructed and renovated) conforming to the prescribed standards upto the end of the year under report. Planters have yet to provide 10,050 houses upto standards to the resident workers in plantations.

During the year under report, three housing schemes, including the schemes received in the previous year were approved. Some of the housing schemes received from the planters during the year are under examination. Twenty plans relating to the proposed construction of labour quarters and remodelling the existing labour quarters were received from the planters and approved by the Chief Inspector of Plantations during the year under report. There were no meetings of the Plantations Labour Housing Advisory Board during the year under report, as the Board had to be reconstituted.

Under the Plantations Labour Housing Scheme, the Government of India advances to the State Government loans bearing interest fixed from time to time recoverable in 30 equated annual instalments. The assistance of State Government to planters in this regard will not exceed 80 per cent. of the actual cost of construction of houses exclusive of the cost of land and its development subject to a maximum of Rs.1,920 per house. Upto the end of the Second Five-Year Plan period, loan assistance was availed of by 10 planters, for the construction of 191 houses of which, 155 houses have been fully completed.

In the Third Five-Year Plan, a provision of Rs.500,000 was made for this purpose. During the first year of the Third Five-Year Plan 1961-62, a sum of Rs.19,200 being second instalment of loan, the initial loan having been sanctioned during the Second Five-Year Plan period, was paid to the planters, for the of Athukanal and Kamanur Estates, Pattiveeranpatti.

. During the second year of the Third Five-Year Plan, 1962-63, Government have sanctioned a loan of Rs.61,440 to the South Travancore Plantations, Nagercoil, for the construction of 32 houses in Corrimony group of estates, Nagercoil. The planter was paid Rs.46,080 being first and second instalments (Rs.15,360 + Rs.30,720) since the construction of houses was reported to have reached plinth level. A sum of Rs.15,360 was also paid to the planters of Poopalan Kodaikanal and Vilcumbu Estates, Pattiveeranpatti, as second instalment of loan, the initial loan having been ~~sanctioned~~ sanctioned for construction of 16 houses during the Second Five-Year Plan period, when the construction of houses reached plinth level. During the year, 48 houses have reached plinth level.

Inspections.- Inspectors appointed under the Act, inspected 153 plantations more than three times, 54 plantations thrice and 79 plantations twice. Besides the Inspectors have made 845 Sundays, surprise, special and night visits during the year.

Complaints.- Three hundred and fourteen complaints were received relating to non-compliance with certain provisions of the Act of which 304 cases were disposed of and 36 cases were pending at the end of the year under report.

Prosecutions.- Prosecutions were launched against two planters, of which one ended in admonition and one in conviction. The conviction was subsequently set aside on appeal.

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Indian Dock Labourers Act, 1934 and
Dock Workers (Regulation of Employment)
Act, 1948 extended to Goa, Daman and Diu.

In exercise of the powers conferred by section 6 of the Goa, Daman and Diu (Administration) Act, 1962, the Central Government has extended the Indian Dock Labourers Act, 1934 (19 of 1934) and the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948) to the Union Territories of Goa, Daman and Diu.

(Notifications No.F.18/5/64-UTL and
No.F.18/6/64-UTL;
The Gazette of India, Extraordinary,
Part II, Section 3, sub-sec.(i),
dated 30 December 1964).

Chapter 6. General Rights of Workers.

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

India - January 1965.

Payment of Wages (Amendment) Act, 1964
(No. 53 of 1964).

- The Payment of Wages (Amendment) Bill 1964, as passed by Parliament (vide pages 75-79 of the report of this Office for May 1964) received the assent of the President on 30 December 1964 and has been gazetted as the Payment of Wages (Amendment) Act, 1964 (No.53 of 1964).

It shall come into force on such date as the Central Government may, by notification in official gazette appoint.

(The Gazette of India, Extraordinary,
Part II, Section 1, 30 December 1964).

Contract Labour in Iron and Steel
Industry to be Abolished.

Addressing a meeting of the Industrial Committee on Iron and Steel, Shri D. Sanjivayya, Minister of Labour and Employment, said at Jamshedpur on 15 January 1965, that the Government was contemplating legislation to abolish the system of contract labour in the iron and steel industry. He said the matter was discussed recently at a meeting of the standing labour committee which considered tentative draft of the proposed legislation. The Government's intention on this point was quite clear. He expressed the hope that pending legislation the employers would take steps to abolish the contract system wherever practicable.

(The Hindustan Times,
16 January 1965).

67. Conciliation and Arbitration.

India - January 1965.

Industrial Disputes (Amendment) Act, 1964
(No. 36 of 1964).

-- By a notification dated 18 December 1964, the Government has announced that the Industrial Disputes (Amendment) Act, 1964, (vide pages 104-108 of the report of this Office for December 1964) shall come into force from 19 December 1964.

(The Gazette of India, Extraordinary,
Part II, Sec.3, Sub-sec.(ii),
dated 19 December 1964).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - JANUARY 1965.

71. Employees and Salaried Intellectual Workers.

Increased Dearness Allowance for Central Government Employees: Report of Dass Commission published.

The Central Government has accepted the recommendation of Mr. S.K. Das, giving increased dearness allowance for Central Government employees drawing below Rs.600 per month. The Government had appointed an one man Committee to review the question of dearness allowance (vide page 82 of the Report of this Office for July-August 1964).

People with salaries between Rs.400 and Rs.600 get the biggest increase. Their existing rates of Dearness Allowance range between Rs. 1 and Rs.20; they will now get an allowance of Rs.70. Employees in the pay slab of Rs. 70 - 109 will get an increase of only Rs.7.50.

The new rates of Dearness Allowance will be:

<u>Pay Range</u> Rs.		<u>Dearness Allowance</u> Rs.
70 - 109	---	28
110 - 149	---	42
150 - 209	---	54
210 - 399	---	66
400 - 599	---	70

Marginal adjustments will be made for salaries between Rs.600 and Rs.669.

About 2,100,000 employees will benefit from the Government's decision.

The Government has not accepted so far the recommendation that the upper pay limit for Dearness Allowance should be extended from Rs.600 to Rs.1,200.

The Das Commission has recommended a Dearness Allowance of Rs.80 for those drawing between Rs.600 and Rs.799 a month; Rs.85 for those drawing between Rs.800 and Rs.999; and Rs.90 for those drawing between Rs.1,000 and Rs.1,200.

According to a summary of the Commission's report, Shri Das has made some comments on the formula of the Second Pay Commission under which dearness allowance rates are reviewed whenever the average for 12 months of the cost of living index rises by 10 points. He has indicated that this requires further examination, but has made no specific recommendation.

The new rates of dearness allowance will be given with retrospective effect from 1 October 1964.

(The Statesman, 5 January 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA- JANUARY 1965.

81. Employment Situation.

Meeting of the Central Committee on -
Employment, New Delhi, 12 January 1965:
Unemployment due to growth of Population
and limited financial resources.

At a meeting of the Central Committee on Employment held at New Delhi on 12 January 1965, Shri D. Sanjivayya, Union Minister for Labour and Employment said that in spite of a steady expansion of employment opportunities, unemployment continued to grow. The reasons for this were growth of population and limited financial organisational and physical resources. In this context he referred to the tentative fourth Plan target for employment and said that with this problem attention should be given to the question of finding additional work for the underemployed, who numbered, according to a third Plan estimate, 15 to 18 million.

Shri Sanjivayya laid emphasis on greater utilisation of rural manpower and explained that attempts were being made to activate the employment information and assistance bureau to integrate it with the rural development programmes. Shri Sanjivayya expressed the view that a major part of work about employment and manpower planning had to be done by employers' organisations. The outcome of a seminar held last year in this connection was commendable and its recommendations were being followed up. Apart from this, a number of other programmes were being planned currently to "cover the gaps in our existing knowledge about unemployment". After these were completed, it would be possible to determine the extent of the problem "with greater confidence".

Another issue on which the Minister focussed attention related to the impact of technological advance on employment. This was a problem, he said, to be considered in the light of the basic policies laid down in the Plans.

Apparently not satisfied with the way the problem was being handled, Dr. V.K.R.V. Rao, member of the Planning Commission, said that there should be a sub-committee at the Centre to ensure greater liaison between the Labour Ministry and the departments directly concerned with the creation of jobs. His suggestion that a similar step should be taken in the States is understood to have led to a discussion on how the extra cost for this set-up was to be met.

The committee recommended that employed or under-employed people seeking better jobs could be registered separately at the employment exchanges. It also suggested that there should be a special unit at each State headquarters to examine and deal with the employment aspect of Plan schemes.

(The Statesman, 13 January 1965).

Employment Exchanges:- Working during
November 1964.

According to a Review of the principal activities of the Directorate General of Employment and Training for the month of November 1964, the following was the position of registration, recruitment, live register, vacancies notified and employers using employment exchanges:-

Items	October 1964.	November 1964.	Increase (+) or Decrease (-)
1	2	3	4
Registrations.	261,148	260,936	- 212
Placements.	46,314	49,318	+ 3,004
Live Register.	2,599,626	2,535,633	-63,993
Vacancies Notified.	73,361	73,969	+ 608
Employers using Exchanges.	13,746	13,391	- 355

Shortages and Surpluses.- Shortages were experienced during the month in respect of doctors, engineers, draughtsmen, stenographers, compounders, nurses, midwives, electricians, overseers, trained teachers, accountants and fast typists, while surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- The Labour Depot, Gorakhpur, recruited 1,354 workers during the month of November, 1964.

Employment Market Information.- Employment Market studies were in progress in 258 areas in different States.

Development of surplus and retrenched Personnel.- During the month under review 2 persons were retrenched from River Valley ~~Cooperati~~ Projects, 17 were registered and 175 were placed in employment. The detailed information is given in the following table:-

Name of Project.	No. awaiting assistance at the end of October 1964.	No. retrenched during the month.	No. of retrenched persons (including those left voluntarily registered during the month for employment assistance.	No. placed during the month.	No. left indicating no desire for assistance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	203	1	1	1	-	203
2. Bhakra Nangal Project.	10	1	1	-	3	8
3. Bhilai Steel Project.	476	-	169	169	-	476
4. Durgapur Steel Project.	53	-	4	-	-	57
5. Special Cell of the Ministry of Home Affairs.	316	-	-	5	-	311*
Total.	1,058	2	175	175	3	1,055

NOTE:- Total of columns 2 and 4 is equal to the total of columns 5,6 and 7.

*Class II....51; Class III & VI... 260.

Opening of Employment Exchanges.- Only one Employment Exchange (U.E.B.) was opened during the month. The total number of Employment Exchanges including the U.E.B. was 391 at the end of November 1964.

It has been decided to set up 4 Special Employment Exchanges for the Rehabilitation of displaced persons from East Pakistan in Madhya Pradesh (at Mana), West Bengal, Assam and Tripura. The Exchange at Manahas already started functioning and steps are being taken to open the remaining 3 Exchanges at Calcutta, Gauhati and Agartala.

(Monthly Review of the Principal Activities of the Directorate General of Employment and Training for the Month of November 1964; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

83. Vocational Training.

India - January 1965.

Labour Ministry's Training Schemes:
Working during November 1964.

According to the Review on the Principal activities of the Directorate-General of Employment and Training for the month of November 1964, there were 298 institutes for training craftsmen and 30 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 93,884 and the number of persons under-joint training under the craftsmen training scheme and part-time classes for industrial workers was 80,774.

Central Training Institute for Instructors.- Session which commenced on 1 May 1964, at all the Central Training Institutes for Instructors is in progress. The present admission, position in each Central Training Institute is as under:-

Central Training Institute for Instructors, Calcutta.	408
Central Training Institute for Instructors, Bombay.	282
Central Training Institute for Instructors, Kanpur.	252
Central Training Institute for Instructors, Madras.	198
Central Training Institute for Instructors, Hyderabad.	105
Central Training Institute for Instructors, Ludhiana.	142
Central Training Institute for Women Instructors, Curzon Road, New Delhi.	105

Sanction of Seats under the Training Schemes.- During the month of November 1964, 128 seats were sanctioned under the Craftsmen Training Scheme and 60 under the Scheme of Part-time classes for Industrial Workers. The progressive total of seats sanctioned so far is given below:-

	Seating Capacity at the end of		
	October 1964.	November 1964.	Increase (+) or Decrease (-).
a) Craftsmen Training Scheme.	65,934	66,062	+128
b) National Apprenticeship Scheme.	4,387	4,387	-
c) Part-time Classes for Industrial Workers.	4,195	4,255	+ 60
d) Number of new I.T.Is. sanctioned.	156	156	-

Equipment.— Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These Projects functioning under Craftsmen Instructors Training Scheme are being aided by S.F.P. of the U.N.O. except the one at Bombay, which is being assisted by the AID Agency of the United States. The progressive receipt position of equipment upto November 1964 is tabulated below:—

Name of Centre.	Value of aid (in Millions)	Receipt upto October 1964.	Received during November, 1964.	Total receipts upto November, 1964.
1	2	3	4	5
C.T.I. Kanpur.	1.390	1.311	Nil	1.311
C.T.I. Madras.	1.390	1.368	Nil	1.368
C.T.I. Hyderabad.	1.390	1.370	Nil	1.370
C.T.I. Ludhiana.	1.390	1.312	Nil	1.312
C.T.I. Bombay.	1.704	1.495	Nil	1.495

It may be mentioned that C.T.I. Calcutta have received all the equipment indented for. Out of the savings of previous P.T.Os., two fresh P.I.Os. amounting to \$ 28,000 have been issued but the equipments are still awaited.

Apprentices Act 1961.— The number of apprentices under the Apprentices Act was 14,130 at the end of September, 1964 of which 10,883 were full-term apprentices and 3,247 short-term apprentices.

(Monthly Review of the Principal Activities of the Directorate General of Employment and Training for the Month of November 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 9. SOCIAL SECURITY.

INDIA - JANUARY 1965.

92. Legislation.

More Workers to be covered by Employees' State Insurance Scheme.

It is understood that the Government has decided to make the administration of the Employees' State Insurance Act simple and less cumbersome by amending the relevant Act. Under the Act about 2.7 million workers get medical, sickness and other benefits. The scheme will cover more workers soon as the wage limit is to be raised from Rs.400 to Rs.500 per month and the exemption limit from one rupee to Rs.1.50 per day.

A new provision will be made to grant a "funeral benefit" of a maximum of Rs.100 on the death of an insured worker. The rate of ~~disabiment~~ disablement and dependants' benefits will be fixed at 25 per cent. over and above the sickness benefit rate.

(The Statesman, 19 January, 1965).

Provident Fund Scheme to cover more
Workers.

The Department of Social Security has decided to apply the Employees' Provident Fund scheme to the non-ferrous metals and alloys industry, travel agencies and forwarding agencies. Over 6,000 more employees will, as a result, become eligible for compulsory provident fund facilities. With this, the Employees' Provident Fund Scheme will cover 96 industries or classes of establishments, employing over four million persons.

The department has also decided to enhance the compulsory rate of provident fund contributions by employers and employees from 6- $\frac{1}{4}$ to 8 per cent. in tea, rubber, cardamom and pepper plantations and lime-stone mines employing 50 or more persons.

The enhanced rate will apply from 1 February, from ~~the contribution~~ when the contribution rate will be similarly stepped up in two other industries also - industrial power alcohol and asbestos cement sheets.

(The Hindustan Times, 13 January, 1965).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JANUARY 1965.

111. General.

Controversy over introduction of Electric 'Cap Lamps' for Coal Miners: Rise in price of Coal demanded by Industry.

The question whether miners' primitive safety lamps should be replaced by modern electric 'cap lamps' and whether such safety measures lead to higher cost of production or to higher productivity has been referred to the Coal Board for fresh examination.

According to a phased programme drawn up in January, 1962, by the Chief Inspector of Mines, all coal miners should have been provided, by the end of last month, with electric "cap lamps" in place of the hurricane and other primitive lamps. It is not yet known whether all collieries have implemented this but in the meantime the coal industry and officials have been involved in a wrangle over whether the safety device will lead to higher productivity in the mines or not.

The coal industry has argued for the last three years that the provision of the "cap lamps" meant a burden to collieries that should be offset by a rise in the price of coal. It has calculated that the cost of the lamps to collieries producing, for instance, two million tonnes of coal would be 2.194 million rupees. On the basis of this, the industry has demanded a price increase of 55 paise a tonne to meet the cost of the lamps.

The Coal Controller and officials of the Steel and Mines Ministry, on the other hand, feel that the cost of the lamps will be marginal, mainly because of the rise in productivity that is expected as a result. No price ~~has~~ rise is thus necessary, it is felt.

The official argument is that not only will the "cap lamps" increase safety in the mines but also make them more productive by making miners more mobile. Thus, apart from averting accidents - and thus obviating the need for compensation - it is felt that the miner will be able to work better since both his hands would be free and he would have better illumination than was provided by the hurricane and other lamps.

Several representations for a price rise made by the industry over the three years have been rejected. Another has been made recently, ~~claiming~~ claiming that the rise in production has not been equal to the higher costs and the matter has now been referred to the Coal Board to be examined anew.

(The Statesman, 12 January 1965).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR JANUARY 1965.

INDIA - JANUARY 1965.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Payment of Wages (Amendment) Act, 1964
(No.53 of 1964): (The Gazette of India,
Extraordinary, Part II, Section 1,
30 December 1964).

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- * "Review of Activities for the Year ending 30 June 1964": Committee for Cooperative Training: National Cooperative Union of India: 34, South Patel Nagar, New Delhi-12: pp.31.

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