

L.O. REGISTRY-GENEVA

20 JUL 1965

File No. C 33-2 COPY NO. 2

16471 A

TAB

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
May-June 1965.

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR</u> <u>ORGANISATION.</u>	
13. <u>Press and Opinion:</u>	1-2
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL</u> <u>ORGANISATIONS.</u>	
25. <u>Wage-Earners' Organisations:</u>	
(a) Seminar on Trade Union Organisations and Leadership held at Kanpur, 1 May 1965.	3
(b) Revised basis suggested by INTUC for seats in the Indian Labour Conference for Central Trade Unions.	445
28. <u>Employers' Organisations:</u>	
Conference of All-India Manufacturers' Organisation, New Delhi, 1 May 1965: Increase in Production Urged.	6-7
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
34. <u>Economic Planning, Control and Development:</u>	
Increase in National Income Estimated by Central Statistical Organisation.	8-9
36. <u>Wages:</u>	
(a) The Coal Mines Bonus Scheme: Summary of the Annual Report for the Year 1963.	10-12
(b) Port and Dock Workers: Central Government accepts Wage Boards' Recommendations (for Grant of Interim Relief).	13-17
(c) Bonus Ordinance Promulgated: 4.5 Million More Workers to be Benefited: 60 Per Cent. of Surplus to be allocated for Bonus.	18-20

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
41. <u>Agriculture:</u>	
(a) Development of Agro-Industries: Recommendations of Planning Commission.	21
(b) Conditions of Farmers in Rajasthan: Results of a Survey conducted by the Planning Commission's Research Programme Committee.	22-23
(c) The Cardamom Bill, 1965.	24-25
44. <u>Merchant Marine and Fisheries:</u>	
Minimum Wage of Rs.147 a Month fixed for Seamen: Agreement Reached.	26
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
50. <u>General:</u>	
West Bengal Shops and Establishments (Amendment) Bill, 1965.	27
52. <u>Workers' Welfare, Recreation and Workers' Education:</u>	
Report on the Working Population published by Registrar General of India: 15 Million Child Labourers Estimated.	28
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
64. <u>Wage Protection and Labour Clauses in Employment Contracts with the Public Authorities:</u>	
(a) Tripartite Consultations in Labour Field in Uttar Pradesh.	29-33
(b) A Summary of the Annual Report on the Working of the Industrial Relations Machinery for the Year 1963.	34-37

<u>Contents.</u>	<u>Pages.</u>
67. <u>Conciliation and Arbitration:</u>	
Strikes and Lock-Outs prohibited in Undertakings engaged in Transport of Carriage of Passengers or goods by air.	38-40
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
71. <u>Employees and Salaried Intellectual Workers:</u>	
(a) Interim Relief and More Dearness Allowance Recommended for Dockers.	41
(b) Minimum Wage of Rs.147 a month fixed for Seamen: Agreement Reached.	42
(c) House Rent for Central Government Employees Increased.	43
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation:</u>	
(a) Employment Exchanges: Working during April, 1965.	44-46
(b) Employment Exchanges: Working during March, 1965.	47-49
(c) Separate Exchanges for Technical Jobs recommended by National Employment Service.	50
(d) Uttar Pradesh: Committee set up for Rural Manpower Mobilisation.	51
(e) Mormugao Dock Workers (Regulation of Employment) Scheme, 1965.	52
83. <u>Vocational Training:</u>	
(a) Labour Ministry's Training Schemes: Working during April, 1965.	53-54
(b) Opening of More Vocational Training Schools Recommended to Solve Unemployment Problems.	55
(c) Industrial Training Centre for the Blind to be set up in Madras.	56
(d) Labour Ministry's Training Schemes: Working during March, 1965.	57-59

<u>CONTENTS</u>	<u>PAGES.</u>
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
91. <u>Pre-Legislation Measures:</u>	
<u>IV. Unemployment Benefits:</u>	
Draft Scheme of Unemployment Insurance Prepared: Opposition by Employers' Federation.	60-62
92. <u>Legislation:</u>	
(a) Andhra Pradesh: Employees' State Insurance Scheme extended to Certain Areas in the State.	63
(b) Seamen's Provident Fund Bill, 1965.	64-67
<u>CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.</u>	
115. <u>Research, Investigation, Study:</u>	
Industrial Toxicology Research Centre to be set up in Lucknow.	68
<u>BIBLIOGRAPHY - INDIA - MAY-JUNE 1965.</u>	69-71

* * * * *

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - MAY-JUNE 1965.

13. Press and Opinion.

Attached are clippings bearing references to the I.L.O. Attention is particularly drawn to clippings No. 13.1, 13.2, 13.3 and 13.4 which are editorial comments.

In addition to the clippings attached, the following references to the ILO appeared in various periodicals and journals:

1. The January 1965 issue of 'The Indian Textile Journal' contains an article on 'Permanent Disablement in the Textile Industry' by Dr.M.N. Gupta. In the introductory note about Gupta mention is made of his connexion with the ILO.
2. The February/1965, issue of 'AICC Economic Review' contains an article on 'the role of trade unions in a planned economy'. The article contains incidental references to the ILO.
3. The same issue of the journal contains another article on 'underemployment in agricultural labourers of India'. The article quotes from various ILO publications.
4. 'Social Action' March 1965, under the caption 'automation in developing countries' discusses an article on the subject by Gabriel Ardant appearing in November 1965 issue of the International Labour Review.
5. The May 3, 1965 issue of 'The Indian Worker' under its 'World Labour Digest' column refers to the ILO report on apartheid in South Africa. The comments appear under the heading: 'ILO attacks South Africa on Lack of Equality'.
6. The same issue of the journal contains an article entitled 'Politicisation of Indian Labour Movement'. The article refers to the creation of the ILO and its influence on the Indian labour movement.

Another article on Indian Seamen appears in the same issue of the journal. Mention is made of ILO Convention on Wages, Hours and Manning 1946.

7. The May 8, 1965 issue of 'The Economic Weekly' contains an article on the 'Employees' State Insurance Scheme', reference is made to ILO reports.

=====

'L'

3

Chapter 2 - International and National Organisations

25. Wage-Earners' Organisations.

India - May-June 1965.

Seminar on Trade Union Organisations and Leadership held at Kanpur, 1 May 1965.

A seminar on trade union organisations and leadership was held at Kanpur on 1 May 1965 under the auspices of the Kanpur Productivity Council. The seminar was opened by Shri D. Sanjivayya, Union Minister for Labour and Employment. Addressing the Seminar Shri Sanjivayya said there was urgent need for rethinking on the part of trade unionists so that the industrial and economic development of the country was not retarded. Tracing the history of trade unionism in the country, he said it was the direct outcome of the industrial unrest, economic discontent and political frustration prevalent during the British Raj.

He said the formation of rival trade unions was largely due to outsiders becoming office-bearers. It was, therefore, essential to give better representation to workers. He said a trade union movement based on sound democratic principles could afford adequate protection against exploitation and maintain industrial peace.

(The Statesman, 3 May, 1965).

4

Revised basis suggested by INTUC for seats
in the Indian Labour Conference for Central
Trade Unions.

The Indian National Trade Union Congress has suggested to the Government that the basis for representation of central trade union organisations in the tripartite Indian Labour Conference be changed.

At present any trade union organisation having a total all-India membership of 100,000, has a seat in ILC. This basis was decided upon by a tripartite sub-committee of ILC about a decade ago.

As a result, four central trade unions - INTUC, AITUC, HMS and UTUC - now enjoy the right of representation in ILC.

According to official sources, INTUC has the largest verified membership - about 1,200,000. Next comes AITUC with about 500,000. HMS has about 300,000 and UTUC a little over 100,000 members.

In a recent letter to the Labour Minister, Shri D. Sanjivayya, the INTUC General Secretary, Shri G. Ramanujam, has argued that during the last few years there have been considerable changes in the membership of labour unions to warrant a revision of the basis of their representation in ILC.

Membership Figure.- Although Shri Ramanujam's letter to Shri Sanjivayya does not suggest any specific membership figure which should entitle a trade union to have a seat in ILC, INTUC circles here say that this should be 300,000 or 500,000.

One immediate impact of the acceptance of Shri Ramanujam's argument is likely to be that at least two of the central trade union organisations will lose their representation in ILC.

The obvious implication of INTUC's suggestion has put the Labour Ministry on the defensive. It feels most reluctant to take any initiative in the matter, as Shri Ramanujam wants it to do, because of its likely repercussions.

5

While no final decision has been taken yet on the issue Shri Sanjivayya's reply to Shri Ramanujam's letter has reportedly made it clear that the Government cannot be instrumental in altering a tripartite decision. If INTUC is keen enough, it can introduce the subject at ILC itself.

(The Statesman, 9 June, 1965).

6

28. Employers' Organisations.

India - May-June 1965.

Conference of All-India Manufacturers'
Organisation, New Delhi, 1 May 1965 :
Increase in Production Urged.

A conference of the All-India Manufacturers' Organisation was held at New Delhi on 1 May 1965. Among other things, the Conference called for concerted efforts to increase production both in industrial and agricultural fields. In a resolution on the need for increasing production, the Conference was of the opinion that launching of a vigorous nation-wide drive to boost production was the "only panacea for the country's present economic ills such as mounting inflation, foreign exchange crisis, set back in economic growth and unemployment". The resolution said that questions of priority in planning were at this stage less important than problems of better selection of projects, quicker implementation and more efficient use of capital and other facilities.

The selection of projects in the public or private sector and their location and size should purely be on merits of available resources and demand for their products without any extraneous consideration, it said.

The resolution added that loan assistance from financial ~~into~~ institutions should systematically follow avoiding the need for undergoing cumbersome procedures. Uniformity in labour laws in all States should also be brought about.

The resolution on "maximum utilisation of indigenous resources" said where the establishment of a project was entrusted to a foreign firm the agreement should provide for maximum utilisation of resources available within the country, both in the matter of equipment and personnel. The parties concerned should be asked to quote in rupees on the basis of maximum utilisation of Indian resources, and in evaluating tenders, a premium should be attached on the saving of foreign exchange. In this connection, the conference emphasised the urgent need of developing indigenous technical processes and know-how.

7

The Conference also stressed the need for encouraging development of Indian consultancy firms in the private sector by utilizing their services for public sector projects in the country as well as for projects that India was setting up in friendly countries.

A resolution on the "Budgetary policy of the Central Government" said that high taxation of individuals and corporations would have an "adverse effect" on the economy of the country in the long run, as it "strikes at the very root up by killing initiative and mopping up valuable internal resources essential for the growth of the economy".

The Conference suggested that budget should synchronize with the five-year Plans, and bring about economy and efficiency in the working of administrative machinery of the Government.

(The Hindustan Times, 13 May, 1965).

Chapter 3. Economic Questions

34. Economic Planning, Control and Development.

India - May-June 1965.

Increase in National Income Estimated by Central Statistical Organisation.

According to the latest estimates prepared by the Central Statistical Organisation, the national income of India at constant (1948-49) prices was 139,100 million rupees, in 1963-64 and 133,100 million rupees in 1962-63 as compared to 127,300 million rupees in 1960-61, the last year of the Second Five-Year Plan.

The corresponding per capita income at 1948-49 prices worked out to 299.8 rupees, 293.4 rupees and 293.2 rupees respectively.

At current prices, however, the national income was considerably higher at 172,000 million rupees in 1963-64 and 154,000 million rupees in 1962-63. The corresponding per capita income at current prices was 370.7 rupees and 339.4 rupees respectively.

The following table presents the estimates of net national output and per capita net output at current prices and 1948-49 prices for 1950-51, 1955-56 and 1960-61 to 1963-64:-

(Please see the table on the next page)

Year.	Net national output (in 1000 Million Rupees).		'Per capita' net output (in Rupees)	
	At current prices.	At 1948-49 prices.	At current prices.	At 1948-49 prices.
1	2	3	4	5
1950-51 ..	953	885	266.5	247.5
1955-56 ..	998	1,048	255.0	267.8
1960-61 ..	1,414	1,273	325.7	293.2
1961-62 ..	1,480	1,306	333.6	294.3
1962-63 ..	1,540	1,330	339.4	293.4
1963-64 .. (Provisional)	1,720	1,390	370.7	299.8

The table shows that during the first three years of the Third Five-Year Plan there was a rise of 9.3 per cent. in net national output and of 2.3 per cent. in per capita output at constant prices.

(The Statesman, 1 May, 1965).

36. Wages.India - May-June 1965.The Coal Mines Bonus Scheme: Summary of
The Annual Report for the Year 1963*.

Scope.- The Coal Mines Bonus Scheme, 1948 framed under the Coal Mines Provident Fund and Bonus Schemes Ordinance, 1948 (which was subsequently replaced by the Coal Mines Provident Fund and Bonus Schemes Act, 1948) was introduced mainly with the object of ensuring regularity of attendance of workers and providing a stable labour force in the coal mining industry by arresting the tendency for absenteeism and resort to illegal strikes. It provides for the payment of quarterly bonus equal to one-third of the basic earnings in the quarter provided certain conditions relating to minimum attendance, etc., are fulfilled. The Bonus Schemes were enforced in various States and in the year 1963 they were in operation in Andhra Pradesh, Assam, Bihar, Madhya Pradesh, Maharashtra, Orissa, Rajasthan and West Bengal. The Schemes were applicable to those employees in coal mines, whose basic earnings did not exceed Rs.300 per month but they did not apply to persons employed as (i) malis, sweepers or domestic servants, (ii) in State Collieries (now under the control of service National Coal Development Corporation) on pay and under conditions of service similar to those obtaining the Railway establishments and under the terms of service, which entitled them to pension in accordance with Civil Rules, and (iii) as labourers of a contractor for building, brick making or tile making.

* The Indian Labour Journal, Vol.VI, No.5,
May 1965, pp. 377-378.

Administration.- The administration of the Schemes is the responsibility of the Chief Labour Commissioner's Organisation from August, 1962. Formerly, it was administered by the Coal Mines Provident Fund Commissioner. Inspections were carried out during the year in 767 collieries as against 705 collieries during the previous year. In all 2,128 inspections were made and 3,747 irregularities were detected. The corresponding figures for the previous year were 1,522 and 1,885 respectively. The largest number of irregularities viz., 753 related to non-payment of bonus and the second largest number viz., 674 related to non-issue of bonus cards. The remaining irregularities were in regard to improper maintenance of bonus register, non-maintenance of bonus register, delayed payment of bonus, non-submission of bonus returns, etc.

Of the total 4,355 irregularities including 608 brought forward from the previous year 2,887 irregularities were rectified during the year and 560 irregularities were closed either after issue of warnings to employers or because delayed payment of bonus had been paid or prosecution and certificate cases had been filed in the courts. Thus a balance of 928 irregularities was left at the end of the year for rectification. Of the total irregularities rectified during the year 1,241 were rectified within one month, 955 within two to three months, 482 within four to six months and 189 beyond six months. It would, thus, be seen that majority of irregularities were rectified within a period of three months.

It is obligatory on the part of employers to submit returns in the prescribed form within a period of one month from the last date by which the bonus is required to be paid. Out of 822 collieries, the average number of quarterly bonus returns received during the year was 685. Of the average number of 463,819 workers employed during the year in collieries submitting returns 317,141 (i.e. 68.38 per cent.) qualified for bonus. The corresponding figure of the previous year was 303,970 (i.e. 69.5 per cent.). The average number of workers who were paid bonus was 305,198 during the year as against 270,182 during the previous year. The total amount of bonus paid to the workers during the year under review was Rs.42,195,045.77 as compared to Rs.42,615,351.77 in the preceding year.

Enforcement.- Efforts were made to get the irregularities rectified by persuasion and recourse to legal action was taken only when persuasion failed. During the year, 110 prosecutions were filed and in addition to these, 293 cases were pending at the beginning of the year under report. Of the total 403 cases, 236 cases were disposed of during the year, of which 186 resulted in conviction of employers, 13 cases resulted in acquittal, and 37 cases were either withdrawn or otherwise settled. The remaining 167 cases were pending for decision in the courts at the end of the year. Five appeals were filed by the employers against their convictions, of which three appeals were allowed, one appeal was dismissed and the remaining one appeal was pending with the Appellate Court at the end of the year under report. Besides, four appeals were filed by the Department against the decisions of the courts. All these four appeals were pending with the Appellate Courts. As many as 118 certificate cases were pending at the beginning of the year and 20 cases were filed during the year. Thus the total number of certificate cases came to 138. Of these 138 cases, ~~cases, were disposed~~ 14 cases were disposed of during the year, and the remaining 124 cases were pending at the end of the year.

The working of the Bonus Schemes during the year 1963 has been satisfactory.



Port and Dock Workers: Central Government
accepts Wage Boards' Recommendations for
Grant of Interim Relief.

A Resolution dated 26 April 1965 of the Ministry of Labour and Employment, Government of India, says that the Central Wage Board for port and dock workers at major ports, set up by the Government of India by their Resolution No. WB-21(4)/64, dated 13 November 1964, has made recommendations, as shown in the appendix for grant of interim relief.

The Government has decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

Wage Board's Recommendations.- The Government of India in the Ministry of Labour and Employment constituted the Central Wage Board for Port and Dock Workers at major ports by their Resolution No. WB-21(4)/64 dated 13-11-64. By clause (d) of paragraph 5 of the said resolution the Board was asked to submit its recommendations regarding the demand of labour for interim relief within 3 months from the date of the Board starting its work.

The recommendations of the Board, which hereafter follow, should apply to the under-mentioned categories of employees connected with the Port and Dock work at major ports, namely:

A. Employees of major port authorities:

- (1) All categories of employees by the authorities of major ports at Bombay, Calcutta, Cochin, Kandla, Madras and Vishakhapatnam covered by the Report of the Committee for Classification and Categorisation for Class III and Class IV employees of major ports and equivalent categories in the port of Mormagoa.
- (2) Any other categories of manual, clerical, supervisory, etc., employees who hold posts created subsequently or earlier by any of the Major Ports Authorities and who are not regarded as Class I and Class II Officers.

- 14
- (3) Shore employees of all categories employed by Major Port Authorities including A, B, & and all other employees directly engaged by the Port Authorities on daily or other basis.

B. Dock workers as defined under dock workers (Regulation of Employment) Act, 1948:

- (1) Employees covered under the schedules of the Dock Workers (Regulation of Employment) Scheme relating to the major ports of Bombay, Calcutta, Madras, Cochin and Vishakhapatnam.
- (2) Employees covered by Unregistered Dock Workers (Regulation of Employment) Schemes at the ports of Bombay, Calcutta and Madras.
- (3) Similar categories of employees as covered under item 1 at the ports of Kandla and Murmagoa.
- (4) Similar categories of employees as covered under item 2 at the ports of Cochin, Vishakhapatnam, Kandla and Murmagoa.
- (5) Similar categories of employees as in items 1 and 2 at all major ports, whether they are covered by the Schemes or not.

C. The Employees engaged by the dock labour boards and their administrative bodies.

D. Employees engaged by listed employers.

E. Employees of Employers, other than port authorities, dock labour boards, administrative bodies, listed employers and registered employers:

- (1) Ore employees at dumps or depots.
- (2) Employees engaged for handling cargoes in warehouses and transit sheds.
- (3) Crew of boats, lighters and barges wholly engaged in the docks and stream whose work is connected with loading and unloading of vessels and other processes of dock and port work.

- (4) Employees engaged in loading and unloading all cargoes (including tea chests) in the dock areas from river crafts, vessels, boats, trucks, etc.
- (5) Employees who come within the definition of "dock workers" under the Dock Workers (Regulation of Employment) Act, 1948.

II. All categories of employees mentioned in clause I, who are getting dearness allowance at the rates applicable to Government employees, should continue to be paid dearness allowance on the pattern of the dearness allowance of the Central Government employees. As and when the Government revises the dearness allowance rates for its employees, these workmen should also be paid dearness allowance at such enhanced rates. This practice should be followed till the final recommendations of the Board come into effect.

III. (A) If any categories of employees are not being paid dearness allowance at Government rates, such categories of employees should also be paid dearness allowance from 1 October 1964 at the following rates:-

<u>Pay range</u> <u>Rs.</u>	<u>Dearness Allowance</u> <u>Rs.</u>
Below 110.	7.50
110 and above but below 150.	16.50
150 and above but below 210 210.	12.00
210 and upto 300.	16.00
301	17.00
302	18.00
303	19.00
304	20.00
305	21.00
306	22.00
307	23.00
308	24.00
309	25.00
310	26.00
311	27.00
312	28.00
313	29.00
314	30.00
315	31.00
316 to 384	31.00
385	31.00
386	32.00
387	33.00
388	34.00

<u>Pay range</u> <u>Rs.</u>	<u>Dearness Allowance</u> <u>Rs.</u>
389	35.00
390	36.00
391	37.00
392	38.00
393	39.00
394	40.00
395	41.00
396	42.00
397	43.00
398	44.00
399	45.00
400 to 580	50.00
581	51.00
582	52.00
583	53.00
584	54.00
585	55.00
586	56.00
587	57.00
588	58.00
589	59.00
590	60.00
591	61.00
592	62.00
593	63.00
594	64.00
595	65.00
596	66.00
597	67.00
598	68.00
599	69.00

Provided that:-

- (i) If a different scheme of dearness allowance is applicable to any employees and if under that scheme those employees have received from 31-1-64 an increase in dearness allowance not less than the increase in dearness allowance mentioned in the above rates, no further increase in dearness allowance would be payable to such employees. If it is otherwise, the increase in dearness allowance should be paid from 1.10.64 at rates equal to the difference between the rates in clause(A) above and the increased rates received by them.

- (ii) Employee who are being paid consolidated wages or who are piece-rated workers, should be paid a minimum dearness allowance of Rs.7.50 per month from 1-10-64. However, wage differentials, if any, between higher and lower paid workers in the same channel of promotion should be taken into account for calculating the amount of dearness allowance payable under Clause (A).

B. Employees mentioned in provisos (i) and (ii) above should be paid increase in dearness allowance, as and when the Central Government grant increases in the dearness allowance rates applicable to its employees on the same principle as mentioned in proviso (i).

IV. Besides the payments mentioned above, all categories of employees mentioned in clause I should be paid an interim relief of Rs.7.80 per month with effect from 1 February 1965.

V. In case of daily paid workers, time rated and piece rated, the daily rate of interim relief should be 1/26th or 1/30th of the monthly amount mentioned above, as per present practice. Where there is no such practice, the daily rate of interim relief would be 1/26th of the monthly amount mentioned above, in cases where the worker is not paid any wages for the weekly day of rest.

VI. The interim relief mentioned in clause IV should be shown as a separate item (neither part of basic wage nor part of dearness allowance) till the final recommendations of the Board come into effect. This interim relief should however be considered part of total emoluments in the same manner as enhanced dearness allowance granted by Das Commission.

(The Gazette of India, Part I, Sec.1,
15 May 1965, pp. 278-279).

Bonus Ordinance Promulgated: 4.5 Million
More Workers To be Benefited: 60 per cent.
of Surplus to be allocated for Bonus.

An Ordinance on bonus was promulgated on 31 May 1965 by the President of India. The Ordinance provides, among other things, for a minimum bonus of 4 per cent, of the salary or Rs.40, whichever is higher, to all workers in factories and other establishments employing more than 20 people. The minimum bonus for child workers will be Rs.25. The maximum bonus will be 20 per cent. of the salary. The Ordinance, however, protects existing rates of bonus wherever they are higher. The term salary or wage includes basic wages and dearness allowance, but excludes other allowances and commission. An additional 4.5 million rupees workers are expected to benefit from the Government's decision.

The Ordinance covers employees drawing a salary of up to 1,600 rupees per month. However, the amount of bonus payable to employees drawing Rs.750 or above will be calculated as if their salary or wage was Rs.750 per month.

Bonus will be payable to those employees who work for all the working days in a year. There will be a proportionate reduction in the amount of bonus payable to those employees who work for a lesser number of days. A minimum of 30 days work in a year is essential to qualify for the payment of bonus.

While ordinarily bonus will be payable within eight months from the close of the accounting year, provision has been made for extension of the time limit.

The Ordinance provides for the payment of the whole of bonus in cash. The Government had earlier considered it desirable that a part of the bonus might be paid in the form of saving certificates but gave up the idea due to opposition from the workers.

Sixty per cent. of the available surplus (67 per cent. in the case of foreign companies) will be ~~allocated~~ allocable for payment of bonus to employees in every accounting year.

Where the allocable surplus exceeds the amount of the maximum bonus payable to the employees the excess will, subject to a limit of 20 per cent. of the total salary or wage of the employees, be carried forward, for being set on in the succeeding accounting years.

Similarly, where there is no surplus or the allocable surplus falls short of the minimum bonus payable to the employees in the establishment and there is no amount or sufficient amount carried forward for payment of the minimum bonus, such amount or the deficiency will be carried forward for being set off in the succeeding accounting years.

Public sector undertakings which are not run departmentally and which compete to the extent of 20 per cent. with establishments in the private sector are covered by the bonus formula.

Departmental and non-competitive public sector undertakings, the Reserve Bank of India, and ~~pos~~ financial institutions like the Deposit Insurance Corporation, Industrial Development Bank of India, Agricultural Refinance Corporation, Unit Trust of India, Industrial Finance Corporation, and the State Financial Corporations are excluded from the purview of the Ordinance.

The Ordinance also does not apply to employees of insurance companies and the Life Insurance Corporation, seamen, stevedore labour, employees of universities and other educational institutions, and those of hospitals, chambers of commerce and social welfare institutions established not for purposes of profit and those employed through contractors on building operations.

The bonus formula embodied in the Ordinance will come into operation from the accounting year beginning on any day in 1964. It will have retrospective effect in those cases where disputes about payment of bonus relating to any accounting year ending on any day in 1962 and any subsequent accounting year were pending on 2 September, 1964.

The available surplus in respect of an accounting year will be computed by deducting certain prior charges from the gross profits. The prior charges include depreciation, direct taxes, return on capital, ~~and direct~~ remuneration for working partners and proprietors. ~~Additional~~ Additional prior charges have been allowed in the case of co-operative societies and electricity undertakings in accordance with the recommendations of the Bonus Commission.

Disputes relating to payment of bonus will be treated like other industrial disputes under the Industrial Disputes Act, 1947, and the corresponding State laws and their ~~relevant~~ relevant provisions will apply to Bonus disputes also.

It will be permissible for employees to enter into agreement with their employers for granting them bonus under a formula different from that embodied in the Ordinance.

New establishments, whether set up before or after the promulgation of the Ordinance will be required to pay bonus from the accounting year in which the employer derives a profit from such establishment or from the sixth accounting year in which the products manufactured by the establishment are sold, whichever is earlier.

(The Hindustan Times, 1 June 1965).

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

INDIA - MAY-JUNE 1965.

41. Agriculture.

Development of Agro-Industries: Recommendations
of Planning Commission.

The Planning Commission is considering several proposals in regard to the implementation of the scheme for the establishment of agro-industries in various parts of the country. One suggestion before the Commission is in favour of setting up an Agro-Industrial Corporation in each State for the promotion of agro-industries. Another suggestion is that the same object can be achieved by providing larger resources to existing organisations, public, semi-public and private, instead of establishing the proposed corporations.

According to the latter suggestion, the Small Industries Development Corporations, already functioning in almost all the States, could, with additional resources and some extension of functions, take up promotional and management work pertaining to the development of agro-industries in the small-scale sector.

It is felt that other organisations like the Small Industries Service Institutes, State Financial Corporations and the State Bank of India could be requested to devote more attention to the development of agro-industries in the small-scale sector.

In regard to publicity and public relations work relating to these industries, it is suggested that the services of the Federation of Associations of Small Industries can be utilised.

(The Hindustan Times, 9 May 1965).

Conditions of Farmers in Rajasthan:
Results of a Survey conducted by the
Planning Commission's Research Programme
Committee.

A survey of 116 villages, spread over 13 districts of the State of Rajasthan was conducted by the Research Programmes Committee of the Planning Commission. The survey team was headed by Dr. Dool Singh of the Birla Institute of Technology and Science. According to the survey, over 80 per cent. of the money borrowed by farmers in 1960-61 came from money-lenders who charged, on an average, an interest of 21 per cent. per annum. Co-operatives contributed only 2.7 per cent. of the total borrowings. A disquieting feature was that nearly 64 per cent. of the borrowed money was used for unproductive purposes (marriages and other social functions).

The survey team, found that the assured security of tenure and regulation of rent had encouraged the farmer to produce more. The per acre yield had substantially increased. The team, however, was of the view that "cultivators specially the weaker sections of the rural community, had not benefited to the extent contemplated by the scheme of land legislation. The survey report attributes this to the ignorance of farmers, inefficiency and apathy of revenue officials, complicated nature of the tenancy laws and "the lack of leadership and organisation in the farming community".

The report says that though the State Government enacted the Rajasthan Agricultural Indebtedness Relief Act in 1957, it had not benefited the farmers because of their ignorance. Over 97 per cent. of the cultivators interviewed by the survey team were unaware of the existence of any such Act. The others did not know what procedure they should adopt for securing relief under the Act.

The survey team has recommended, among other things, that rural welfare officers should be appointed to educate farmers on their rights and duties. The establishment of farmers' clubs should be encouraged.

It has stressed the need~~for~~ for simplifying tenancy laws and publishing them in simple Hindi so that the ordinary farmer could understand them.

The team has also emphasised the importance of giving proper training and increased emoluments to the lower revenue staff.

(The Times of India, 24 May, 1965).

The Cardamom Bill, 1965.

Shri Manubhai Shah, Minister of Commerce, Government of India, introduced in the Lok Sabha on 11 May 1965 a Bill to provide for the development under the control of the Union of the Cardamom industry. According to the Statement of Objects and Reasons of the Bill, the annual production of cardamom, a plantation crop grown mainly in the hilly regions of Kerala, Mysore and Madras, is at present of the order of 3,000 tonnes of which about 65 to 70 per cent. is exported, earning around 30 million rupees of foreign exchange for the country. In the World trade in this commodity, India has a near monopoly. It is thus a plantation commodity with a preponderant export angle. A substantial increase in foreign exchange earnings through Cardamom exports can be brought about by undertaking suitable measures of assistance to planters for development of their plantation and by proper arrangements for the marketing and export of this commodity.

Export prices of cardamom have been widely fluctuating over the years. This uncertainty of prices has resulted in planters of cardamom, most of whom are small growers with inadequate financial resources of their own, being unable to maintain and develop their plantations on sound lines. Leading Associations of Cardamom planters have been representing that to help the cardamom growers in realizing fair returns for their produce and the industry to develop on sound and progressive lines, a statutory Board should be set up for undertaking measures of assistance for development and activities relating to proper marketing of the commodity.

In order to maintain steady export prices, secure better returns for the producers and increase the foreign exchange earnings from Cardamom exports, certain interim measures were taken. These interim measures gave some relief to the cardamom growers and helped to arrest the downward trend of prices and increase export prices of cardamom. Need, however, still exists for long-term measures for looking after the marketing aspects of cardamom with a view particularly to increase its export potential and for assistance to the growers for development purposes.

25

The Cardamom Development and Marketing Advisory Committee, which was set up in February, 1963, also recommended the early constitution of a statutory Board for Cardamom for looking after the development and marketing aspects of the industry. After careful consideration, Government of India has come to the conclusion that a statutory Board to be known as the Cardamom Board should be set up. The Board is proposed to be constituted, among others, with the representatives of the growers of cardamom, exporters of cardamom and Governments of the cardamom producing States. It is proposed to vest the Board with adequate powers to undertake suitable measures for development of the Cardamom Industry, such as the promotion of co-operatives of the small growers, grant of loans to planters for improved methods of cultivation, processing, replanting and extensions, undertaking marketing activities with a view to increase the export potential of the commodity, operating price support measures, supplying machinery and equipment on hire-purchase basis to planters, assisting planters in the procurement of fertilizers, ~~pesticides~~ pesticides and other allied objectives. The object of the Bill is to take powers for setting up a statutory Board for Cardamom mainly with a view to enable it to undertake the activities mentioned above.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 11 May 1965,
pp. 429-448)

44. Merchant Marine and Fisheries.

India - May-June 1965.

Minimum Wage of Rs.147 a Month fixed
for Seamen: Agreement Reached.

The National Maritime Board of India, a bipartite organisation comprising of representatives of foreign and Indian shipowners and representatives of the National Union of Seamen of India arrived at an agreement on 13 May 1965 providing for the fixation of a minimum wage and other amenities for Indian Seamen.

According to the terms of the agreement, Indian seamen would get Rs.147.40 a month as minimum wage. An additional sum of Rs.22.50 a month would be paid to all seamen serving on foreign-going vessels. Effective from 1 May 1965, the agreement would benefit nearly 54,000 foreign-going Indian seamen. An additional sum of 16,500,000 rupees a year would be needed for the implementation of the agreement.

It was agreed that sick or injured seamen discharged at the port of engagement would get wages for a period of 12 weeks. A subsistence allowance of Rs.4.50 a day was also agreed upon and the annual leave with pay was raised from 12 to 18 days. Four national holidays have been stipulated. The agreement also provided for an increase in the rates of overtime payment.

(The Hindustan Times, 15 May, 1965).

CHARTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - MAY-JUNE 1965.

50. General.

West Bengal Shops and Establishments (Amendment) Bill, 1965.

The Government of West Bengal published on 30 March 1965 the text of the West Bengal Shops and Establishments (Amendment) Bill, 1965, introduced in the West Bengal Legislative Assembly. According to the Statement of Objects and Reasons of the Bill, the object of the Bill is to amend clause (16) of section 2 of the West Bengal Shops and Establishments Act, 1963 with a view to changing the definition of week so that a week may begin at the midnight of Tuesday and weekly half holiday and half-day closure may be observed on Monday following the day of full holiday and full closure on Sunday.

(Calcutta Gazette, Extraordinary, Part IVA, 30 March 1965, pp.755-756).

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

India - May-June 1965.

Report on the Working Population published
by Registrar General of India: 15 Million
Child Labourers Estimated.

According to a report on the Working Population released by the Registrar General of India, there are about 15 million child workers in the country.

The report which for the first time gives age-wise distribution ~~that~~ of the working population, shows that of the 188.67 million workers ~~that~~ counted at the 1961 census 7.5 per cent. were below 15 years of age.

Child labour is more common in rural areas - particularly in agriculture and household industries - than in urban areas.

The report shows that a majority of the country's working population is in the age-group 15-34. Of the total working force of 188.67 million, 93 million are in this age-group.

This is in sharp contrast to the situation in more developed countries where due to a longer life-span and more widespread education, a great majority of the working force is aged above 34.

(The Statesman, 13 June, 1965).

29

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - MAY-JUNE 1965.

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

Tripartite Consultations in Labour Field
in Uttar Pradesh*.

Tripartite deliberations or conclusions could be of no use unless these were implemented in good faith. A separate machinery has, therefore, been set up at the Centre and in all the States. This machinery comprises besides implementation units or cells in the respective labour departments, besides tripartite implementation and evaluation bodies called the Implementation and Evaluation Boards. The functions assigned to these Boards are:

1. To examine the extent of implementation of agreements, awards and settlements and to advise the parties to overcome the difficulties in their implementation.
2. To fix responsibility for violations of Code of Discipline.
3. To consider cases for out-of-court settlement with the consent of the parties and screening of cases of industrial disputes before appeals are filed, etc.

Tripartite Machinery in U.P.— Being in the fore-front of the national movement for independence, the industrial workers of U.P. naturally entertained the expectation of being allowed to participate in the framing of policies and programmes for their emancipation, when the popular leaders assumed office in 1946. Several tripartite enquiry bodies were appointed and in 1947 the U.P. Labour Tripartite Conference, a collaborative organisations more or less on the lines of the Indian Labour Conference came into being. Ever since, the tripartite consultations have been the broad plank of labour administration in this State.

* Indian Labour Journal, Vol. VI, No. 6, June, 1965, pp. 451-455.

There is the State Labour Tripartite Conference where all major matters affecting industrial workers, generally, are discussed. Besides, this, for specialised study of matters affecting employers and employees in the individual Industries; there are Standing Labour Tripartite Committees. Such Committees have been set up in Sugar, Textiles and Electricity industries. In the Textile Industry, there are two such committees, one for Kanpur and the other for the Textile industry outside Kanpur.

It may be as well that some tangible achievements of the method of tripartite consultation in the sphere of industrial relations in U.P. are described: In the Sugar industry which is the largest factory industry of the State, the tradition of tripartite consultations is the oldest and quite appropriately, its achievements here are the greatest. In fact, the general tapestry of the employer-employee relationship in this industry, has been woven almost entirely by this mechanism. The standing orders which were initially applicable to the vacuum-pan-sugar factories and their workmen were evolved very largely by mutual agreement between the parties assisted by the labour administrative wing. The standing orders at present in force, were also evolved broadly by the same method. Proposals for additions and amendments in the standing orders are always discussed in the Standing Tripartite Committee or such other tripartite bodies, and in actual practice, the provisions which are added or amended, are usually those in regard to which there is unanimity or at least a fair measure of agreement.

Again, with the exception of only two years, when bonus claims of Sugar factory workers had to be referred to a tribunal for adjudication, or to the court of enquiry for investigations, ever since 1947-48, the bonus issue involving the entire Sugar industry and its workmen in this State has been settled year after year, at one stage, and through this manner only. Given below are the bonus amounts decided in this manner for distribution during the last ten years. These could also perhaps serve to provide an idea of the extent of possible litigation, industrial strife or abrasions of relationship avoided by this method in this industry.

Year	Amount <u>Rs.</u>
1954-55	7,188,200
1955-56	6,673,300
1956-57	6,598,433
1957-58	5,430,850
1958-59	4,734,600
1959-60	10,358,135
1960-61	3,757,917
1961-62	2,643,370
1962-63	4,192,845
1963-64	6,909,851

Similarly, on the publication of recommendations of the Central Wage Board for Sugar industry covering such vital questions as wages, dearness allowance, retaining allowance and gratuity, etc., the Administration greatly relied on this procedure to secure willing co-operation of the employers in the application of these recommendations. Needless to say that the recommendations marked very substantial improvement over the position which had been existing. For example, in the pay of even the unskilled occupation, an increase of Rs.21.00 per month became immediately due - not to speak of the system of yearly increment, financial incidence of application of comprehensive system of wage scales, and annual review of Dearness Allowance on basis of ~~rec~~ cost of living index. In brief, the financial obligation implied by these recommendations was very considerable. But on account of the tradition of amicable adjustments, built through the course of years by the method of tripartite consultation, the spirit of which had by now permeated the entire employer-employee relationship in this industry, the State of U.P. which has the largest concentration of vacuum-pan-sugar factories and employees was, quite appropriately, also the first to adopt the recommendations for implementation.

Recently, pursuant to the recommendations of the same Wage Board, a Dearness Allowance increase varying from Rs.9.35 to Rs.11.05, was agreed by the same method to be paid to the employees of the Sugar factories. Although, in accordance with the recommendations of the Sugar Wage Board, such an increase would have been payable from 1 October, 1964, it actually was applied with effect from 1 July 1964. Again, this became possible on account of tripartite consultations held under the aegis of a committee, constituted on the recommendations of the State Labour Tripartite Conference on Sugar industry.

Compared to the Sugar industry, the fruits of the tripartite consultations in the Textile industry of the State, have not been a bounteous. However, this method was frequently tried in connection with the industry's scheme for introduction of rationalisation. Eventually the question of rationalisation became the subject of an arbitration award. The Arbitrator conceived of a Supervisory Committee composed of the employers' and employees' representatives, to be headed by an independent Chairman. The State Labour Commissioner happens to be the Chairman of this body since its formation in 1962. On the application of the award, several very complicated issues came to the fore. These were naturally very strongly contested by the parties. The Supervisory Committee smoothed out most matters which hinged on principles. The very laudable decision of contributing to the Chief Ministers' National Defence Fund, workers' wages for a day, amounting to over 0.176 million rupees was also promoted by the deliberations of this Committee.

For the electricity undertakings in this State, there was constituted in July last, a tripartite committee to make recommendations on the subjects of revision of wage rates, introduction of a gratuity scheme, elimination of contract labour and absorption of workmen of private electricity undertakings on their being taken over by the State Electricity Board. The Committee is carrying on its investigations into these matters. However, on the urgent question of interim relief on account of rise in consumers price index numbers, the committee succeeded in making a unanimous recommendation.

There is a Tripartite Board on the model of the Central Implementation and Evaluation Board. The functions of this Board have been referred to earlier in this article. As a body supervising the working of the Code of Conduct and Code of Discipline in practice, has proved of immense utility. The disciplines implicit in these Codes are gradually perforating into the daily modes of the employer-employee relationship, and even when such relationships are under severe stress and strain, the Implementation and Evaluation Board has been known to be a factor, greatly underscoring on the part of the parties, the necessity for observance of the decent rules of the game.

Again, soon after the declaration of National Emergency, an Emergency Production Committee with a tripartite structure was constituted with a view to further the objectives embodied in the Industrial Truce Resolution. The Committee seeks to imbue the parties with the spirit of the national cause which is paramount.

=====

34

A Summary of the Annual Report on the
Working of the Industrial Relations
Machinery for the Year 1963*.

The Central Industrial Relations Machinery has been mainly engaged since its inception in 1945, in the promotion of industrial harmony in the undertakings falling within the sphere of Central Government namely, Major Ports, Railways, Mines, Oil Fields, Banks, Insurance, Defence Undertakings, Post and Telegraphs, C.P.W.D., and other Central Government Undertakings. Some of the important functions of this organisation are (i) administration of certain Labour Acts; (ii) prevention, investigation and settlement of industrial disputes as provided for in the Industrial Disputes Act, 1947; (iii) annual general verification of the membership claims of union affiliated to the Central Organisations of workers and for the purpose of according representation on various National and International Conferences and Committees; and (iv) adoption and promotion of measures both statutory and non-statutory, for the welfare of the workers employed in the Central Government Undertakings.

The Office of the Chief Labour Commissioner, New Delhi forms the nucleus of the organisation. The Chief Labour Commissioner at the headquarters is assisted by two Deputy Chief Labour Commissioners, one Welfare Adviser, one Regional Labour Commissioner (Verification), three Assistant Labour Commissioners, one Conciliation Officer, one Welfare Officer, seven Labour Officers and two Labour Inspectors. The field staff of the organisation consists of seven Regional Labour Commissioners, 35 Conciliation Officers, 113 Labour Inspectors and 12 Junior Labour Inspectors. There are two Regional Labour Commissioners at Dhanbad whose duties are to assess the extent of implementation of provisions of various Labour Laws, awards and settlements and to investigate cases of breaches of Code of Discipline in Industry.

* Indian Labour Journal, Vol. VI, No. 6, June, 1965, pp. 459-461.

Industrial Relations.- During the year 1963, 4,322 disputes were brought to the notice of Industrial Relations Machinery as against 3,745 disputes in the year 1962. Of these 4,322 disputes, 91 disputes were found to be without any substance and, therefore, rejected as not fit for intervention. Of the remaining 4,231 disputes, 2,658 disputes were settled without any recourse to formal conciliation proceedings. Of the 1,286 disputes conciliated upon, amicable settlements were arrived at in 801 cases while in 485 cases conciliation proceedings were not successful. At the end of the year, there were 287 disputes pending disposal as against 155 at the close of 1962.

In the year 1963, 192 disputes were referred to adjudication as against 157 in the previous year. Out of the 192 disputes, 137 disputes were referred to adjudication on the basis of recommendations on failure of conciliation reports sent to Government during the year 1963. The corresponding figure for the previous year was 129.

During the year under review, the number of strikes was 191 as against 195 in the previous year, the number of lockouts increased to five from that of two in the previous year and the mandays lost due to strikes and lockouts were 193,622½ and 144,840 respectively, as against 412,942½ and 57,282 respectively in the previous year. Of the 191 strikes and reported during the year under review, the Industrial Relations Machinery intervened in 79 cases and as a result of intervention of the officers belonging to the Organisation the strikes were called off in all the cases. There were as many as 75 cases in which the dispute was accompanied by the threat of a strike, and threats were prevented from having materialised in as many as 54 cases.

Implementation of Labour Laws.- The Officers of the Industrial Relations Machinery carried out inspections in the Central Sphere Undertakings under the various labour laws which are briefly given below:-

Payment of Wages Act, 1936.- Mines.- As many as 4,884 inspections were carried out and 18,698 irregularities were detected and of the total irregularities, 14,945 irregularities were rectified during the year.

Minimum Wages Act, 1948.- During the year under review as many as 3,731 inspections were carried out as against 2,679 during the previous year, and 19,745 irregularities were detected. There were in all 23,334 irregularities including 3,589 irregularities pending rectification from the previous year, out of which 19,100 irregularities were rectified.

Industrial Employment (Stranding Orders) Act, 1946.- The number of draft standing orders pending certification at the commencement of the year under report was 73 and the number of applications for certification received during the year was 196. Of these, 177 standing orders were certified during the year 1963.

Coal Mines Bonus Schemes.- During the year under report, out of 822 working collieries, 767 collieries were inspected as against 705 in the previous year. The total number of inspections carried out was 2,128 which resulted in the detection of 3,747 irregularities. There were in all 4,355 irregularities including 608 of the previous year, out of which 2,867 were rectified by the managements concerned and 560 were disposed of either after issue of warnings to the employers or because delayed payment of bonus had been made etc. The total number of irregularities pending rectification at the end of the year 1963 was 928.

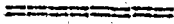
Implementation of Awards and Settlements.- Out of the total number of 202 (including twenty-one pending at the commencement of the year under review) Awards, 145 had been implemented by the end of the year and 21 were in the course of implementation. In 18 cases appeals were filed against the Awards and stay orders were obtained. Out of the remaining 18 cases, 5 cases did not require implementation and in 6 cases, the question of launching prosecution against the parties concerned was under consideration at the end of the year. The other 7 cases were being suitably dealt with by the Regional Labour Commissioners concerned.

Out of the total number of 793 settlements arrived at in the course of conciliation proceedings, 711 settlements were implemented, and 80 were in the course of implementation. In one case prosecution was under consideration and the remaining one case was dropped.

During the year under report, 204 mutual settlements were reported to the Industrial Relations Machinery as against 177 during the previous year. Of these, 175 settlements were implemented and 15 were in the course of implementation.

Other Activities: (a) Works Committees.- During the year 1963, the Industrial Relations Machinery constituted 108 new Works Committees, 9 were revived and 75 ceased to function. The total number of Works Committees which were functioning at the end of the year under report was 892.

(b) Production Committees.- At the beginning of the year, 163 production committees were functioning, 23 production committees were constituted during the year and 6 committees ceased to function. Thus at the end of the year 180 production committees were functioning.



67. Conciliation and Arbitration.

India - May-June 1965.

Strikes and Lock-outs prohibited in
Undertakings engaged in Transport of
Carriage of Passengers or goods by air.

A Notification dated 1 May 1965 of the Ministry of Labour and Employment says that whereas in the opinion of the Central Government ~~of~~ it is necessary and expedient so to do for securing the defence of India and for maintaining supplies and services "essential" to the life of the community; in exercise of the powers conferred by clauses (a) and (b) of sub-rule(1) of rule 126 of the Defence of India Rules, 1962, the Central Government makes the following Order, namely :-

- (1) No person employed in any undertaking engaged in the transport of carriage of passengers or goods by air, shall go on strike in connection with any industrial dispute -
- (a) without giving to the employer notice of strike within six weeks before striking; or
 - (b) within fourteen days of giving such notice; or
 - (c) before the expiry of the date of strike specified in any such notice as aforesaid; or
 - (d) during the pendency of any conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings; or
 - (e) during the pendency of any arbitration proceedings before an arbitrator and two months after the conclusion of such proceedings.

(2) No employer of any undertaking engaged in the transport or carriage of passengers or goods by air, shall lock-out any of his workmen in connection with any industrial dispute -

- (a) without giving them notice of lock-out within six weeks before lock-out; or
- (b) within fourteen days of giving such notice; or
- (c) before the expiry of the date of lock-out specified in any such notice as aforesaid; or
- (d) during the pendency of any conciliation proceedings before a Conciliation Officer and seven days after the conclusion of such proceedings; or
- (e) during the pendency of any arbitration proceedings before an arbitrator and two months after the conclusion of such proceedings.

(3) During the period when these Orders are in force, status quo shall be maintained with regard to the wages and other conditions of service including ranking of flight navigators and flight engineers, in the cockpit, unless they are varied by a settlement or by an award of LabSur Court, Tribunal or National Tribunal.

(4) If, on any date, an employer receives from any person employed by him any notice of strike or gives to any person employed by him any notice of lock-out, he shall within five days thereof report to the appropriate Government or to such authority as that Government may specify, the number of such notices received or given on that date.

(5) The notice of strike or lock-out referred to in this Order shall be given by such number of persons, to such person or persons and in such manner as has been or may be prescribed for such notices in pursuance of the provisions of section 22 of the Industrial Disputes Act, 1947 (14 of 1947).

Another notification states that whereas the Central Government is of opinion that employment in any undertaking engaged in the transport or carriage of passengers or goods by air, is essential for securing the defence of India and for maintaining supplies and services necessary to the life of the community; now, therefore, in exercise of the powers conferred by rule 126AA of the Defence of India Rules, 1962, the Central Government hereby declares the said employment to be an employment to which the said rule 126AA of the Defence of India Rules, 1962, applies.

(The Gazette of India, Extraordinary,
 Part II, Sec. 3, sub-sec(ii),
 1 May 1965, pp. 453-454).

41

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - MAY-JUNE 1965.

71. Employees and Salaried Intellectual
Workers.

Interim Relief and More Dearness Allowance
Recommended for Dockers.

The Bombay Port Trust, on 18 May 1965, accepted the recommendations of the Wage Board to an interim relief and an additional dearness allowance to its 22,000 employees. The interim relief will be Rs. 7.80 to a port employee a month and the additional Dearness Allowance according to the revised rates.

The Bombay Port Trust is estimated to spend 6.2 million rupees on these payments - 3.4 million rupees on the interim relief and 2.8 million rupees on the increase dearness allowance.

The interim relief will be paid with effect from February and the increased dearness allowance from March.

(The Times of India, 19 May, 1965).

42

Minimum Wage of Rs.147 a month fixed for
Seamen: Agreement reached.

The National Maritime Board of India, a bipartite organisation comprising of representatives of foreign and Indian shipowners and representatives of the National Union of Seamen of India arrived at an agreement on 13 May 1965 providing for the fixation of a minimum wage of Rs.147 a month and other amenities for Indian Seamen.

(For details please see paragraph 44, pp. 26 of this report).

====

43

House Rent for Central Government Employees
Increased.

The Government of India announced on 10 June 1965 revised rates of house allowance for its employees. The new scales provide substantial increases to several categories of employees.

In A and B 1 class cities the house rent allowance will be 15 per cent. of pay for all who get between Rs.100 and Rs.3,000, subject to a minimum of Rs.20 and a maximum of Rs.300. Those getting below Rs.100 will get a fixed allowance of Rs.15.

In B 2 class cities the allowance is 10 per cent. of pay for those drawing above Rs.100, subject to a minimum of Rs.15 and a maximum of Rs.300, and a fixed allowance of Rs.10 for those getting below Rs.100.

In C class cities the allowance will be 7½ per cent. of pay for those getting below Rs.500, subject to a minimum of Rs.7.50.

The benefit of house rent allowance is to be extended to those living in cities with a population of between 50,000 and 100,000.

The Government has also decided that the existing pay-limit of Rs.250 a month for drawing house rent allowance without verification of rent receipts should be raised to Rs.500. These decisions also will come ~~into force~~ into force from 1 July.

(The Statesman, 4 June 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - MAY-JUNE 1965.

81. Employment Situation.

Employment Exchanges: Working during
April, 1965.

According to a Review of the Principal Activities of the Directorate General of Employment and Training for the month of April 1965, the following was the position of registrations, placements, live register, vacancies notified and employers using employment exchanges:

	March, 1965	April, 1965	Increase (+) or Decrease (-).
1	2	3	4
Registrations.	287,153	320,430	+ 33,277
Placements.	45,377	42,669	- 2,708
Live Register.	2,395,618	2,410,004	+ 14,386
Vacancies Notified*.	81,619	75,036*	- 6,583
Employers using Exchanges.	13,420	13,782	+ 362

* Includes 1,329 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

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

Employment Market Information, Vocational Guidance and Employment Counselling.- Employment Market Information studies were in progress in 271 cases areas at the end of April, 1965.

A new test, namely Spcial Visualization was finalised and the final form consisting of 36 items was prepared during the month under report for use in the next battery of Aptitude tests.

New formats for Abstract Reasoning Number Series Tests and their Answer Sheets were prepared during the month under report for use in the next battery of Aptitude tests.

Two more Vocational Guidance Sections at Employment Exchanges Shahjahanpur (Uttar Pradesh) and Saidapet (Madras) started functioning during the ~~total~~ month under report bringing the total of such Vocational Guidance Sections to 137.

Deployment of Surplus and Retrenched Personnel.- During the month under review no person was retrenched, 173 were registered and 57 were placed in employment. The detailed information is given in the table below:-

(Please see table on the next page)

46

Name of Project	No. awaiting assistance at the end of the month, 1965.	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.	218	-	-	-	6	212
2. Bhakra Nangal Project.	147	-	-	-	-	147
3. Bhilai Steel Project.	368	-	173	56	-	435
4. Durgapur Steel Project.	56	-	-	-	2	54
5. Special Cell of the Ministry of Home Affairs.	302	-	-	1	2	299*
Total.	@ 1,091	-	173	57	10	1,197

Note:- (i) Total of columns 2 and 4 is equal to the total of Columns 5, 6 and 7.
(ii) Report from Project at S.No.2 has not yet been received.
(iii) The difference is due to provisional figures taken last month due to delay in receipt of the return.
* Class I = 50; Class III - IV = 219.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of April 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi)

Employment Exchanges: Working during March, 1965.

According to the a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of March 1965, the following was the position of registration, placements, live register, vacancies notified and employers using employment exchanges:-

	February, 1965.	March, 1965.	Increase (+) or Decrease (-).
1	2	3	4
Registrations.	263,044	287,153	(+) 24,109
Placements.	43,694	45,377	(+) 1,683
Live Register.	2,425,516	2,395,618	(-) 29,898
Vacancies Notified.	68,538	81,619*	(+) 13,081
Employers using Exchanges.	12,420	13,420	(+) 1,000

*Includes 3,513 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

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

Gorakhpur Labour Organisation.- In addition to employment assistance shown above, the Central Labour Depot, Gorakhpur, recruited and despatched 1,052 workers during March 1965.

Employment Market Information.- Employment Market Information studies were in progress in 271 areas at the end of March, 1965. During the month of March, 1965, the following reports were issued:- (1) All India Quarterly Report on Employment in the Public Sector for the quarter ended September 1964. (2) Quarterly Employment Review for the quarter ended September 1964. (3) Report on Shortage Occupations for the quarter ended September 1964. (4) Employment Aspects of Rural Works Programme in selected Community Development Blocks (Third Report).

Vocational Guidance and Employment Counselling.— (i) One more Vocational Guidance Section at Employment Exchange, Fatehgarh (U.P.) started functioning bringing the total to 135 of such sections, during the month under report.

(ii) A zonal Seminar on Aptitude Testing was held at D.G.E. & T. from 29 March, 1965 to 1 April, 1965. Persons who participated in the Seminar were deputed from the States of Punjab, Rajasthan, Uttar Pradesh and Union Territory of Delhi.

(iii) Directory of qualifications recognised by Government of India has been printed and distributed.

Deployment of surplus and retrenched personnel.— During the month under review 118 persons were retrenched from River Valley Projects, 118 were registered and 10 were placed in employment. The detailed information is given below:—

(For table please see next page)

Name of Project.	No. awaiting assistance at the end of February, 1965.	No. retrained during the month.	No. of retrained person- nel (including those left voluntarily registered during the month for employment assistance.	No. placed during the month.	No. left during the month.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6	7
1. Damodar Valley Corporation.	217	10	10	9	-	218
2. Bhakra Nangal Project.	39	108	108	-	-	147
*3. Bhilai Steel Project.	368	-	-	-	-	368
*4. Durgapur Steel Project.	58	-	-	-	-	58
5. Special Cell of the Ministry of Home Affairs.	309	-	-	1	6	302**
Total.	991	118	118	10	6	1,093

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

* Reports from Projects at Serial Nos. 3 and 4 above have not yet been received.

**Class II - 50; Class III & IV - 252.

Opening of additional Employment Exchanges.-Two Employment Exchanges at Halda and Uttarkashi and two University Employment Information and Guidance Bureaux at Poona and Jadavpur were opened during the month. The total number of Employment Exchanges including University Employment Information and Guidance Bureaux in the country at the end of March 1965 was 397.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of March 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Separate Exchanges for Technical Jobs
recommended by National Employment
Service.

A 3 day Conference of Senior Officers of the National Employment Service was held at New Delhi on 20 May 1965, to review the policies and programmes of the National Employment Service. The Conference recommended several measures to improve the Employment Service and make the working of unemployment exchanges more effective. It was suggested that in big employment market areas like Bombay, Calcutta, Madras and Kanpur, it is advantageous to establish exchanges occupation-wise. There should be one ~~exchange~~ exchange for the entire area for technical vacancies and another for clerical and general vacancies.

The Conference urged that highly-qualified officers be appointed for vocational guidance at each exchange. To help applicants in understanding occupations and their requirements, it was suggested that books containing information on a qualitative basis on employment and unemployment, education and technical training facilities and modes of recruitment should be compiled.

Appointment of senior officers for contacts with employers and to look after job development work was another recommendation.

(The Hindustan Times, 23 May 1965).

Uttar Pradesh: Committee set up for
Rural Manpower Mobilisation.

The Uttar Pradesh Government have constituted an eight-man committee headed by Shri Bansidhar Pandey, parliamentary secretary, to supervise and look after the rural manpower mobilization works in the State. The term of the committee will in the first instance be up to 31 March 1966. The committee will meet normally once a month at Lucknow or any divisional or district headquarter where rural manpower works are in progress.

(The National Herald, 18 May 1965).

52

Mormugao Dock Workers (Regulation of Employment)
Scheme, 1965.

The Ministry of Labour and Employment, Government of India, published on 10 April 1965 the text of the Mormugao Dock Workers (Regulation of Employment) Scheme, 1965, made in exercise of the powers conferred under the Dock Workers (Regulation of Employment) Act, 1948. The object of the scheme are to ensure greater regularity of employment for dock workers and to secure that an adequate number of dock workers is available for the efficient performance of dock work. The scheme relates to the Port of Mormugao and applies to the following dock workers viz., (1) stevedoring work, and the following categories of stevedore workers viz., gang workers and ~~winehdivez~~ winchdrivers.

The provisions of the scheme relate inter alia to constitution of dock labour board and its functions and responsibilities, functions of the administrative body, maintenance of registers of employers and workers, classification of workers and their registration, promotion and transfer of workers, supply of cards to registered workers and rules relating to their employment, provisions relating to guaranteed minimum wages, attendance allowance and dis-appointment money, fixation of maximum holidays with pay at eight per year, obligations of registered dock workers and registered employers, wages, allowances and other conditions of service of workers, provisions relating to pay in respect of unemployment or under-employment, disciplinary procedure, procedure for appeals by workers and employers, power of revision of the Chairman and executive officer, provisions relating to provident fund and gratuity, and penalties.

(The Gazette of India, Extraordinary,
Part II, Sec. 3, sub-sec(ii),
10 April 1965, pp. 349-371).

83. Vocational Training.

India - May-June 1965.

Labour Ministry's Training Schemes:
Working during April, 1965.

According to ~~the~~ a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of April, 1965, there were 313 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training scheme and part-time classes for industrial workers stood at 97,785 and 3,740 respectively and the number of persons undergoing training was 83,463 and 3,770 correspondingly.

Central Training Institute for Instructors.-
The position about the Instructor trainees on roll at various Central Training Institutes remains unchanged except that at the Central Training Institute, Curzon Road, 2 trainees have dropped out thus bringing the number on roll to 1,655.

Special Course.- The session of Millwright course which started in November 1964, concluded on 30.4.1965 (duration being 6 months only). The next session will commence from 1 May 1965.

Thirteen trainees in the Workshop Instructors Training Course (3 months duration) at Central Training Institute, Calcutta and 9 trainees at Central Training Institute, Bombay (6 weeks course) completed their training on 30.4.1965.

Equipment for Central Training Institutes.-
During the month under review, equipment worth 0.004 million rupees has been received at the Central Training Institute, Ludhiana under I.L.O. Aid.

Sanction of seats under Craftsmen Training Schemes.- During the month of April, 1965, 200 seats were sanctioned under the Craftsmen Training Scheme. The progressive total number of seats sanctioned so far is given below:-

a) Craftsmen Training Scheme.	66,607
b) National Apprenticeship Scheme.	4,438
c) Part-time Classes for Industrial Workers.	4,255
d) Number of new Industrial Training Institutes sanctioned.	157

National Council for Training in Vocational Trades.- The meeting of the Special Trade Committee for the trade of Electronics was held at Central Training Institute for Instructors, Bombay on 24.4.1965 to finalize the syllabus and Tools List of the Trade.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act, was 14,375 at the end of December 1964 of which 11,364 were full-term apprentices and 3,011 short-term apprentices, registering an increase of 245 over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal State.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of April, 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Opening of More Vocational Training Schools
Recommended to Solve Unemployment Problems.

According to an article published by Shri J.P. Naik, member-secretary of the Education Commission, vocational schools must be opened on a top priority basis if India is to solve the ever increasing problem of educated-unemployment.

To establish vocational schools and achieve vocationalisation of secondary education, Shri Naik suggests there should be some sort of a restraint on the expansion of schools and colleges of general education. Other suggestions are allotment of funds for establishment of vocational schools and colleges, and improvement in the remuneration offered to those who complete vocational courses.

A selective approach to educational development either by selecting a few institutions for intensive development or by concentrating on the development of some significant sectors, or by selecting and assisting talented students should be made, Shri Naik says.

(The Hindustan Times, 18 May, 1965).

Industrial Training Centre for the Blind
to be set up in Madras.

An industrial training centre for the blind will be established in the Guindy Industrial Estate before the year-end with a 0.3 million rupees aid from the American Foundation for Overseas Blind.

To begin with, the centre will admit about 30 students who pass out of the blind children schools in the State and train them for various kinds of work in light engineering industries. Started as a pilot project, the centre will also function as a research unit to determine the best methods of training the blind boys for industrial jobs.

The candidates for the training will be screened and medically checked to find out whether they are mentally and physically fit to take up factory work. The centre will also find them jobs at the end of four-to-six months' training which will equip them to work as efficiently and quickly as normal workers.

The centre will also have an extension workshop which will produce on contract spare-parts and components for the bigger industries.

(The Hindu, 9 May 1965).

Labour Ministry's Training Schemes:
Working during March 1965.

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of March 1965, there were 313 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training schemes and part-time classes for industrial workers stood at 97,638 and 3,740 respectively and the number of persons undergoing training was 83,319 and 2,770 respectively.

Central Training Institute for Instructors.- The following is the position of Instructor trainees on roll at various Central Training Institutes in the current session which started in February, 1965:-

Name of Central Training Institute.	No. of Trainees on Roll.
C.T.I., Calcutta.	419
C.T.I., Bombay.	290
C.T.I., Kanpur.	266
C.T.I., Madras.	220
C.T.I., Hyderabad.	203
C.T.I., Ludhiana.	147
C.T.I., Curzon Road, New Delhi.	112
	<u>Total. 1657</u>

Equipment for Central Training Institutes.- Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana are being assisted by the Special Fund Programme of the United Nations Organisation while the one at Bombay is being assisted by the AID Agency of the United States. The Assistance in the case of each of the Central Training Institute at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana receiving aid under the United Nations Special Fund Programme has now been enhanced by 0.17 million rupees for supply of spare parts. The progressive receipt position of equipment upto March, 1965 is as below:-

Name of Centre.	Value of aid (In Millions)	Received upto February, 1965.	Received during March, 1965.	Total Receipts upto March, 1965.
1	2	3	4	5
C.T.I., Kanpur.	1.560	1.329	Nil	1.329
C.T.I., Madras.	1.560	1.368	Nil	1.368
C.T.I., Hyderabad.	1.560	1.374	Nil	1.374
C.T.I., Ludhiana.	1.560	1.325	Nil	1.325
C.T.I., Bombay.	1.933*	1.495	0.200	1.695
C.T.I., Calcutta.	1.910	1.650	Nil	1.650

* The increase is due to additional provision of \$ 48,000 under the Agreement.

Sanction of Seats under the Training Schemes.— During the month of March, 1965, 32 seats were sanctioned under the Craftsmen Training Scheme and 51 seats under the National Apprenticeship Scheme. The progressive total number of seats sanctioned so far is given below:—

a) Craftsmen Training Scheme.	66,406 seats.
b) National Apprenticeship Scheme.	4,438 seats.
c) Part-time classes for Industrial Workers.	4,255 seats.
d) Number of new Industrial Training Institutes sanctioned.	157

Apprentices Act, 1961.— The number of apprentices undergoing training under the Apprentices Act was 14,375 at the end of December, 1964 of which 11,364 were full-term apprentices and 3,011 short-term apprentices, registering an increase of 245 over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal.

Apprenticeship Council.- The Third meeting of the Central Apprenticeship Council was held in March, 1965 at New Delhi. Several important matters relating to the Apprenticeship Training Programme were discussed and decisions taken thereon.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of March 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 9. SOCIAL SECURITY.

INDIA - MAY-JUNE 1965.

91. Pre-Legislation Measures.

IV. Unemployment Benefits.

Draft Scheme of Unemployment Insurance
Prepared: Opposition by Employers'
Federation.

The Department of Social Security has prepared a draft scheme of unemployment insurance which envisages immediate introduction of a compulsory unemployment insurance covering workers who are members of the Coal Mines Provident Fund and the Employees' Provident Fund and whose services are terminated on account of mass or individual retrenchment. The conditions of the draft scheme are as follows:-

(1) The scheme will cover such members of the two funds whose pay does not exceed 500 rupees per month and who are not covered by the provisions regarding layoff and retrenchment compensation under the Industrial Disputes Act, 1947. In the case of the Employees' Provident Fund Scheme, the members of both the exempted and non-exempted establishments will be covered.

(2) Members to be covered and their employers should each contribute 0.25 per cent. of the pay of the employee per month to the Unemployment Insurance Fund up to two years before the date of attaining the age of retirement.

(3) Members will be paid unemployment benefit equal to the 50 per cent. of the pay drawn immediately before retrenchment each month for a period up to six months in a year or until reemployed, whichever is earlier.

(4) Beneficiaries will have to get themselves registered in employment exchanges and furnish a certificate ~~or other~~ from the exchange concerned ~~or other~~ authorities as to whether they have been offered any employment or not. In case any suitable employment is offered, whether accepted or not, the unemployment benefit will cease.

(5) Members who leave service of their own accord or on attaining the age of retirement and those who are retrenched but do not wish to take up employment again will not be eligible for unemployment benefit.

(6) Provident Fund accumulations of beneficiaries will not be paid for during the period they get unemployment insurance benefit and in the event of their reemployment their membership of the Provident Fund will be continued without their having to qualify for membership again.

The draft scheme envisages that the Unemployment Insurance Fund should be administered by the Employees' Provident Fund and the Coal Mines Provident Fund Organisations for their members subject to the control of the Union Government. The two organisations can employ such staff in their own cadres as may be necessary.

The cost of administration at the rate of 2 per cent. of the amount of contributions for the present, and the deficiency, if any, between the contributions and the benefits paid are proposed to be borne by the Union Government.

It is estimated that out of the more than 4.5 million workers under the Coal Mines Provident Fund scheme and the exempted and non-exempted establishments under the Employees' Provident Fund scheme, about 1.5 million workers, leaving out those drawing a pay of more than 500 rupees per month and those covered by the provisions of layoff and retrenchment compensation, will be covered by the proposed scheme.

The expectation is that about 1,000 workers may have to be paid unemployment insurance benefit on an average of 100 rupees per head per month and the cost of the benefits will be about 1.0 million rupees per month normally.

According to the draft scheme, the Government will make advance deposit of suitable amount every year in the Unemployment Insurance Fund with the two provident fund organisations from the current Plan allocation of 20 million rupees to meet its share of the cost of the scheme and also to serve as a reserve fund.

The Employers' Federation of India is, however, opposed to the scheme and has told the Department of Social Security that the scheme is "premature" at the present stage of economic development of the country. The Federation has expressed the view that the immediate need was to pool all available resources for securing employment opportunities to the large number of unemployed persons rather than add to the burden of industry by granting further benefits to small sections of the working population.

The Home Ministry and the Labour Ministry have, however, welcomed the scheme as a measure for promoting manpower conservation. They have favoured "limited introduction" of the scheme in view of the vast magnitude of unemployment in the country.

(The Hindustan Times, 17 May, 1965).

92. Legislation.

India - May-June 1965.

Andhra Pradesh: Employees' State Insurance Scheme extended to Certain Areas in the State.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 2 May, 1965 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following area of the State of Andhra Pradesh namely:-

Ramagundam Revenue Village in Sultanabad Taluk in Karimnagar District, bounded as under:-

- South: Mallialpalli Village
- East: Maidpalli Village
- North: Lingapur Village
- West: Brahmanapalli and Yellampalli Villages.

(Notification SO 1304 dated 12 April 1965; the Gazette of India, Part II, Sec. 3, sub-sec. (ii), 24 April 1965, page 1415).

Seamen's Provident Fund Bill, 1965.

Shri Nityanand Kanungo, Minister of Civil Aviation, Government of India, introduced in the Lok Sabha on 11 May 1965 a Bill to provide for the institution of a provident fund for seamen. According to the Statement of Objects and Reasons appended to the Bill, the question of providing social security for Seafarers has been under consideration of the Government of India for a long time. The National Welfare Board for Seafarers, a statutory body, set up under the Merchant Shipping Act, 1958, at its meeting held at Madras on 11 January, 1964, appointed a Tripartite Committee comprising of the representatives of the Shipowners, Seamen and Government. The Committee recommended that Contributory Provident Fund Scheme for seamen should be introduced with effect from 1 July, 1964, the rate of contribution by the employee as well as the employer being 6 per cent. of the wages up to 31-3-1968 and 8 per cent. of the wages thereafter. The report of the Tripartite Committee was placed before the National Welfare Board for Seafarers at its meeting held in Bombay on 23 December, 1964 and was unanimously approved by the Board.

The Bill which generally follows the pattern of the Employees' Provident Funds Act, 1952, seeks to implement the above recommendations of the National Welfare Board for Seafarers. To begin with, the proposed Provident Fund Scheme will benefit about 50,000 seamen.

The Bill provides that the Government may, by notification in the Official Gazette, frame a scheme to be called the Seamen's Provident Fund Scheme for the establishment of a provident fund for seamen and there shall be established, as soon as may be after the framing of the Scheme, a Fund in accordance with the provisions of the Bill and the Scheme.

The Fund shall vest in, and be administered by, the Board constituted under clause 5. The moneys in the Fund shall be applied for -

- (a) meeting the pay and allowances of the employees of the Board and other administrative expenses of the Board;
- (b) carrying out the purposes of this Act.

The Government shall, by notification in the Official Gazette, constitute, with effect from such date as may be specified therein, a Board to be known as the Board of Trustees of the Seamen's Provident Fund which shall be a body corporate having perpetual succession and a common seal and may, by that name, sue and be sued.

The Board shall consist of -

- (a) a Chairman to be appointed by the Government;
- (b) not more than three persons appointed by the Government from amongst its officials;
- (c) three persons representing employers, to be appointed by the Government after consultation with such organisation or organisations of employers as may be recognised by the Government in this behalf;
- (d) three persons representing seamen, to be appointed by the Government after consultation with such organisation or organisations of seamen as may be recognised by the Government in this behalf.

The Government shall appoint a Seamen's Provident Fund Commissioner who shall be the chief executive officer of the Board and shall be subject to the general control and superintendence of the Board.

Every employer to whom this Act applies shall, in respect of each seaman (being a member) employed by him, contribute to the Fund for the period beginning with the 1st day of July, 1964 and ending with the 31st day of March, 1968, at the rate of six per cent., and thereafter at the rate of eight per cent., of the wages paid or payable to each such seaman and every such seaman shall also contribute to the Fund an amount equal to the contribution payable by the employer in respect of him.

The employer shall pay, in respect of each seaman (being a member) employed by him, both the employer's contribution and the employee's contribution and shall be entitled to recover from the seaman the employee's contribution by deduction from his wages and not otherwise. Every employer shall also pay such sums of money as may be specified in the Scheme towards the cost of administering the Fund.

The amount standing to the credit of any member in the Fund shall not in any way be capable of being assigned or charged and shall not be liable to attachment under any decree or order of any court in respect of any debt or liability incurred by the member, and neither the official assignee appointed under the Presidency Towns Insolvency Act, 1909, nor any receiver appointed under the Provident Insolvency Act, 1920, shall be entitled to, or have any claim on, any such amount. Any amount standing to the credit of any member in the Fund at the time of his death and payable under the Scheme to his nominee shall, subject to any deduction authorised by the Scheme, vest in the nominee and shall be free from any debt or other liability incurred by the deceased or the nominee before the death of the member.

No employer shall, by reason only of his liability for the payment of any contribution to the Fund or any charges under this Act or the Scheme, reduce, whether directly or indirectly, the wages of any seaman to whom the Scheme applies or the total quantum of benefits in the nature of old age pension, gratuity or provident fund to which the seaman is entitled under the agreement with the crew or any other agreement between the parties.

Other provisions of the Bill relate inter alia to mode of recovery of moneys due from employers, penalties and matters for which provision may be made in the Scheme.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 10 May 1965,
pp. 449-463).

115. Research, Investigation, Study.

India - May-June 1965.

Industrial Toxicology Research Centre to be set up in Lucknow.

The Council of Scientific and Industrial Research has decided to establish a centre for research on industrial toxicology, to be located in the building of the Central Drug Research Institute, Lucknow. It will work in collaboration with the Indian Council of Medical Research. Among other things, the Centre will carry on investigations on industrial dust, radio-activity and environmental problems of workers engaged in hazardous industries. In view of the rapid industrialisation of the country, a number of new raw and toxic materials are being used by industries and occupational diseases are a common hazard which workmen and technicians have to face.

(The National Herald, 18 May, 1965).

BIBLIOGRAPHY.INDIA - MAY-JUNE 1965.CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

- * "Census of India 1961": (Volume I): India: Part II-c(ii) - Language Tables: A. Mitra of the Indian Civil Service, Registrar General of ex-Officio Census Commissioner for India: Price Rs.22 or 5ls.4d. or \$7.92cents: pp.ccxliv + 534 + iv.

CHAPTER 3. ECONOMIC QUESTIONS.

- *(a) "Annual Report 1964-65": Ministry of Works and Housing: Government of India, New Delhi: pp. 63.
- *(b) "Indian Railways 1963-64": Published by Ministry of Railways (Railway Board), Government of India: pp.103.
- *(c) "A Review of the Performance of the Indian Government Railways (February, 1965)": Government of India: Ministry of Railways (Railway Board): Directorate of Statistics and Economic Advice Branch: Printed by the General Manager, Government of India Press, New Delhi: pp.iv+41.
- *(d) "Memorandum Explaining the Proposals for Adjustments in Fare and Freight Rates for Coaching, and Goods Traffic in the Railway Budget 1965-66": Issued by the Ministry of Railways (Railway Board): Government of India: pp. 26.
- *(e) "Budget of the Railway Revenue and Expenditure of the Central Government for 1965-66": Financial Commissioner of Railways, Ministry of Railways: Government of India: pp.8.
- *(f) "Explanatory Memorandum on the Railway Budget for 1965-66": Printed in India by the General Manager, Government of India Press, Minto Road, New Delhi: pp112. 1965.
- *(g) "Speech of Shri S.K. Patil Introducing the Railway Budget for 1965-66": on 18 February 1965: pp.27.
- *(h) "Works, Machinery and Rolling Stock Programmes of Railways for 1965-66": Part II: (Detailed Programmes): Printed in India by the General Manager, Government of India Press, New Delhi: pp. 458.

CHAPTER 3. ECONOMIC QUESTIONS (CONTINUED):-

- *(i) "Works, Machinery and Rolling Stock Programmes of Railways for 1965-66": Part I (Summary): Printed in India by the General Manager, Government of India Press, New Delhi: February 1965: pp. 135.
- *(j) "A Review of Accidents on Indian Government Railways 1963-64": Ministry of Railways: Issued by the Directorate of Safety, Railway Board: Printed in India by the General Manager, Government of India Press, New Delhi: 1965: pp.16.
- *(k) "The Demands for Grants for Expenditure of the Central Government on Railways for 1965-66": (The Recommendations of the President required by Article 113(3) of the Constitution of India has been obtained): Printed in India by the General Manager, Government of India Press, New Delhi: pp. 155.

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

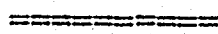
- * "Farm (Harvest) Prices of Agricultural Commodities in Madhya Pradesh 1962-63": Farm Harvest Prices Series Bulletin No.9: Government of Madhya Pradesh: Directorate of Land Records: Gwalior: Government Regional Press, 1965: pp. 199.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- *(a) "Indian Labour Statistics 1965": Labour Bureau: Ministry of Labour and Employment, Government of India: 1965: Printed in India by the Manager Government of India Press, Simla for the Manager of Publications, Civil Lines, Delhi: (Publication No.65): pp.xxiii+199.
- *(b) "Statistics of Factories 1959": Labour Bureau: Ministry of Labour and Employment, Government of India: Simla:1965: Printed in India by the Manager Government of India Press, Simla for the Manager of Publications, Civil Lines, Delhi: Price Rs.26.50 or 61s.10d or \$9.54cents: pp. vi+220.
- *(c) "Report on Survey of Labour Conditions in Bolts, Nuts, Nails, Springs and Chains Factories in India": Labour Bureau: Ministry of Labour and Employment, Government of India: 1965: Printed in India by the Manager of Government of India Press, Simla for the Manager of Publications, Civil Lines, Delhi: Price Rs.3.85 or 9sh. or \$1.89 Cents. pp.ii+50.

CHAPTER 8. MANPOWER PROBLEMS.

- * "Annual Administration Report on Employment Exchanges in Maharashtra State for the year 1963": Government of Maharashtra: 1965: Printed at the Government Central Press, Bombay: Price Re.0.15 or 3d.: pp. 8.



* Publication received in this Office.