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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
August-September 1965.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - AUGUST-SEPTEMBER 1965.

13. Press and Opinion.

In addition to the attached clippings, the following references to the ILO appeared in Indian Journals received in this Office:-

1. The April-May 1965 issue of 'Asian Labour' published by the ICFTU Asian Regional Organisation, publishes an account of the inauguration of the Seventh Asian Regional Conference of ICFTU. Reference is made to the presence of the Director of this Office who "conveyed greetings on behalf of the ILO---."
2. The same issue of the journal publishes: ~~(a)~~ the text of welcome address of the President of the H.M.S.; text of the inaugural address by the Union Labour Minister; text of the ICFTU-ARO Chairman's presidential address and text of the message read out by the Director ~~of~~ of the Office on behalf of the ILO. In all these addresses several references are made to the ILO.
3. The same issue of the journal also publishes the texts of recommendations adopted by the Programme Committee. Dealing with UN Specialised Agencies, the Committee, inter alia, noted "with satisfaction that the ILO has given consultative status to the regional organisations of workers directly-----." The Committee also felt that "representations to ILO in respect of trade union rights should continue to be made in respect of countries where trade union freedom had been denied."
4. The May 1965 issue of 'The Indian Textile Journal' publishes report on the 22nd All-India Textile Conference held at Bombay during March 1965. Commenting on the award of Honorary Membership of the Textile Association(India) on Mr. Naval H. Tata, the report traces Mr. Tata's career and note that his contact with the ILO "which commenced with the Textiles Committee in 1946, continues even today - over an unbroken period of nearly two decades."
5. The May 1965 issue of 'Indian Shipping' publishes an account of the ILO's Second Asian Maritime Conference held at Japan during April 1965.

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6. The 19th and 26th June, 1965 issues of 'Commerce' publishes an article on 'Training of Manpower for Economic Development' by Dr.D.L. Narayana, Professor and Head of the Department of Economic, Venkateswara University. The author makes incidental references to the ILO and acknowledges material used from ILO reports.

7. 'Indian Worker', dated 21-6-1965 publishes:-

- (a) Photograph of the Worker Vice-President of the 49th International Labour Conference and notes the election of some Indian workers' delegate to various committees of the Conference.
- (b) Text of speech of the leader of the Indian delegation.
- (c) An Editorial on 'unemployed insurance scheme' which, inter alia, mentions that "the scheme is based on the principles of the Social Security (Minimum Standards) Convention adopted by the International Labour Conference at Geneva in 1952 ----".
- (d) Text of a speech of the Union Labour Minister in which he makes an incidental reference to the ILO.
- (e) A news item regarding an invitation by ICFTU to an ILO mission to visit Spain to make an on the spot study of the problem of trade union rights in that country.
- (f) A news item concerning the ICFTU's opposition to the credentials of several workers' delegates to the 49th I.L. Conference.

8. The 28 June 1965 issue of "The Indian Worker" publishes the following references to the ILO:-

- (a) Conclusions of the ILO's 49th Conference.
- (b) Summary of ICFTU's General-Secretary's address at the ILO's 49th Conference.
- (c) Criticism of Portugaal by ILO 49th Conference through the adoption of a resolution alleging prevalence of forced labour in territories under Portuguese administration.
- (d) Statement issued by international T.U. leaders welcoming the ratification by Japan of the I.L. Convention No. 87 on Freedom of Association.

9. July 1965 issue of American Labour Review publishes a short news item relating to the speech of the Indian Delegate to the 49th I.L. Conference.
10. June-July, 1965, issue of 'Asian Labour' publishes texts of statements issued by various IOFTU leaders welcoming the ratification of the I.L. Convention (87) on Freedom of Association.
11. The same issue of the journal publishes an account of May Day celebrations in Japan, where slogans among other matters, called for ratification of I.L. Convention No.87.
12. Social Action, July 1965, under its column 'From the World of Journals' reproduces the article on Collective Bargaining in Italy by Prof. Gino Giugni from the April 1965 issue of ILR.
13. The 5 July 1965 issue of 'The Indian Worker' publishes an article entitled 'The Triumph of Trade Unionism' by B.K. Bhalla. The article contains incidental references to the ILO.
14. The 12 July 1965 issue of 'The Indian Worker' makes a reference to the address of the Indian delegate to the 49th I.L. Conference.
15. The same issue also briefly publishes the conclusions of the 49th I.L. Conference.
16. The 24 July issue of 'Indian Finance' publishes an article on 'Contract Labour'. The article makes incidental references to the ILO.
17. The August 1965 issue of 'American Labour Review' publishes a news item about the 'ILO Turin Centre'.
18. The 30 August 1965 issue of 'The Indian Worker' under its column 'weekly News Digest' publishes a news-item under the heading "Teachers Status". The news-item relates to the Joint ILO/UNESCO draft recommendation on the subject.
19. The same issue of the journal publishes IOFTU programme for young workers under the heading 'IOFTU Youth Charter'. There are incidental references to the ILO in the Charter.

20. The 16 August 1965 issue of 'Indian Worker' (Independence Number) publishes an article entitled "The Efforts of the ILO for Labour Uplift" by B.K. Bhalla. The article says: The laudable contribution made by the ILO for the uplift of the working class all over the world is well known and undeniable. It is not incorrect to say that that the labourers owe much of what they have achieved to the incessant and earnest efforts made by this world-wide organisation, the existence of which has now become indispensable to the cause of workers. There is probably no problem relating to improvement in worker's conditions which has not been considered over by, and to which the ILO has not tried to seek a solution. It embraces in its sphere of activities almost every aspect of the labour problem. Tracing the various aspects of ILO's efforts the article, in conclusion states: The sincerity and the earnestness in its efforts to reform the conditions and to raise the status of the workers throughout the world proves how indispensable the existence and the success of the ILO is for the cause of the working class. It has pledged itself to relieve the workers from the drudgery, the pitiable conditions, and from the humiliating status they are suffering from. May it be crowned with success in its noble objective.

21. The same issue of the journal publishes two other articles concerning the ILO. The first is entitled "Yugoslav Trade Unions and the ILO" (contributed) and the second by Naresh K. Kakkar is entitled "ILO and Working Conditions and Hours of Work in India".

22. The same issue of the journal publishes (a) the text of resolutions adopted by the Working Committee of the INTUC, (b) an article on the late Lala Lajpat Rai, and (c) an article on "Importance of utilisation of manpower in India". All contain incidental references to the ILO.

23. The September 6, 1965 issue of 'The Indian Worker' publishes an 'ICFTU Charter of Rights of Working Women'. The Charter contains references to the ILO.

24. The same issue of the journal publishes an news-item about the draft recommendations concerning teachers, drawn up by ILO/UNESCO.

25. A news item about a Conference on World Land Reform convened jointly by IN and FAO with ILO participation, is published in the 14 August 1965 issue of 'Indian Finance'.

26. In connection with the International Co-operation Year an article entitled "The ILO - Torchbearer of International Co-operation" was distributed to Indian Journals through the UNIC. The 17th July 1965 issue of 'Indian Finance', the 26 July 1965 issue of 'The Indian Worker' and the 24 July 1965 issue of 'Commerce' have published this article.

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CHAPTER 2. INTERNATIONAL AND NATIONAL
ORGANISATIONS.

INDIA - AUGUST-SEPTEMBER 1965.

25. Wage-Earners' Organisations.

Review on the Working of the Indian Trade
Unions Act, 1926 during 1960-61.*

The Labour Bureau, Government of India, has published a review on the Working of the Indian Trade Unions Act, 1926 during 1960-61. The following is a summary of the review.

Scope and Limitations.- The review is based on the returns and report received from the State Governments and Union Territories. The Act applies to the entire Indian Union except Jammu and Kashmir, which has a separate Act known as the Jammu and Kashmir Trade Unions Act, 1950. The review covers fourteen States and Union Territories of Delhi, Himachal Pradesh, Tripura and Andaman and Nicobar Islands. Information in respect of Manipur, Laccadive Minicoy and Amindivi Islands was not received. Since it is not obligatory on the trade unions to get themselves registered under the Indian Trade Unions Act, 1926, it is likely that there may be several unregistered unions. As data in respect of such unregistered unions ~~by themselves reflect the trends~~ are not available, it is difficult to say as to ~~the trade~~ what extent the registered unions by themselves reflect the trends in the trade union movement in the country. Further, even among registered unions, about 40 per cent. of them fail either to submit their annual returns as required under the Act, or submit defective returns to the State Authorities, which are left out from the consolidated returns furnished by the

* Trade Unions Act in India 1960-61: Labour Bureau, Ministry of Labour and Employment, Government of India, pp.62.

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the State Governments to the Bureau. The available data in respect of membership, finances, etc., relate only to unions which have furnished the statutory returns. In view of various other limitations the review does not present a complete picture of trade unions in the country.

Growth of Trade Unions: Registered Unions.- The total number of registered trade unions at the end of the financial year 1960-61 was 11,312 as against 10,811 (excluding federations) in the previous year. This shows a slight increase in the number of registered trade unions as compared to the preceding year.

State-wise distribution of registered trade unions shows that West Bengal, Kerala, Maharashtra, Madras and Uttar Pradesh had, in order, the largest number of registered trade unions. These five States together accounted for 7,404 unions, i.e., about 65.5 per cent. of the total registered unions in the country at the close of the year under review. Of the 11,312 registered trade unions at the close of the year 11,145 were Workers' Unions and the remaining 167 were Employers' Unions. Of the 11,145 Workers' Unions - 10,894 were State Unions whose objects were confined to a particular State only whereas the remaining 251 were Central Unions whose objects transcended State boundaries. Of the 167 Employers' Unions, 163 were State Unions and the remaining 4 were Central Unions.

Cancellations.- Though the submission of annual returns is obligatory under the Act, all registered unions did not submit acceptable returns. Out of 11,312 registered unions, only 6,813 or 60.2 per cent. submitted the prescribed returns in respect of membership. Registration of several unions which failed to furnish their annual returns was cancelled. The number of cancellations in the States for which the information is available was as follows: Bihar - 20; Gujarat - 81; Kerala - 75; Madras - 117; Maharashtra - 220; Punjab - 106; Uttar Pradesh - 122; West Bengal - 193; and Delhi - 54.

Women Members.- The total membership of 6,813 unions, submitting returns during the year under review, was 4,012,633. Women formed 9.8 per cent. of the total membership. The corresponding percentage during the preceding two years was 10.0 and 10.8. The number of women trade unionists varies widely from State to State. Of the total women membership, the States of Kerala, West Bengal, Assam, Andhra Pradesh, Maharashtra, Bihar and Madras accounted for large number of women trade unionists.

Average Membership.- The average membership per union showed a slight decline and was 589 during the year under review as compared to 596 in the preceding year. The fluctuation in the average membership can hardly be taken as a correct indicator of trade union movement in view of the limitations stated in para 1.2. The inclusion or exclusion of some big unions may, sometimes, affect the overall average to a considerable extent.

Size Group.- The analysis of the frequency distribution of unions submitting returns shows that unions having membership of less than 500 accounted for about 81 per cent. of the total number of unions (viz., 5,545 out of 6,813) but the percentage of their membership to the total membership of the unions submitting returns was only 18.7. On the other hand, the number of unions claiming a membership of 10,000 or more was only 61 i.e. less than one per cent. of the total number of unions. The membership claimed by these unions was 38.5 per cent. of the total membership. Thus, though the percentage of small unions was high yet the membership was very low. This may be attributed to multiplicity of unions in the country.

Workers' Unions.- Out of 11,312 registered unions during the year under review, 11,145 were workers' unions. Of these, 6,708 i.e. about 60 per cent. submitted returns regarding membership during 1960-61. The data relating to the number of workers' unions on register and number of unions submitting returns, sex-wise membership of unions submitting returns and average membership per workers union are shown in the table below:-

States/Union Territories.	No. of Unions		Membership of Unions Submitting Returns.			Average Membership per Union Submitted-
	On Register.	Submitting Returns.	Men	Women	Totaling	Returns.
1	2	3	4	5	6	7
CENTRAL UNIONS.						
Andhra Pradesh.	1	1	533	-	533	533
Gujarat.	3	3	1,001	3	1,004	335
Maharashtra.	43	29	110,722	4,972	115,694	3989
Madras.	52	41	63,057	392	63,449	1548
Orissa.	29	21	23,035	10726	33,761	1608
Punjab.	60	31	6,913	153	7,066	228
Uttar Pradesh.	13	13	83,023	228	83,251	6404
West Bengal.	14	7	5,169	-	5,169	738
Delhi.	36	25	129,857	360	130,217	5209
Total Central Unions.	251	171	423,310	16834	440,144	2,574
STATE UNIONS.						
Andhra Pradesh.	597	161	81,522	42717	124,239	772
Assam.	147	81	176,501	50786	227,287	2806
Bihar.	642	483	341,326	30004	371,330	769
Gujarat.	474	353	188,594	13232	201,826	572
Kerala.	1,815	837	181,770	74409	256,179	306
Madhya Pradesh.	330	92	28,056	3141	31,197	339
Maharashtra.	1,333	788	420,381	40462	460,813	585
Madras.	1,055	818	316,731	27252	343,983	421
Mysore.	442	185	78,139	11807	89,946	486
Orissa.	74	38	18,073	823	18,896	497
Punjab.	490	217	55,233	590	55,823	257
Rajasthan.	191	169	40,214	2820	43,034	255
Uttar Pradesh.	996	812	239,137	3884	243,021	299
West Bengal.	1,973	1,243	929,137	72835	1001972	806
Andaman & Nicobar Islands.	12	9	2,441	29	2,470	274
Delhi.	273	226	78,922	612	79,534	352
Himachal Pradesh.	13	13	2,051	26	2,077	160
Tripura.	37	12	4,318	2342	6,660	555
Total State Unions.	10,894	6,537	3182,546	377771	3560317	545
Grand Total All Workers' Unions.	11,145	6,708	3605,856	394605	4000461	596

The table shows that of the 6,708 workers' unions 6,537 were State Unions and the remaining 171 Central Unions. The total membership of the State Unions was 3,560,317 and that of the Central Unions 440,144. The corresponding figures for the preceding year were 35, 29, 597 and 380,743 respectively. The important States from the point of view of number of State Unions submitting returns regarding membership were West Bengal, Kerala, Madras, Uttar Pradesh, Maharashtra, Bihar, Madras, Kerala, Uttar Pradesh,

and Assam. Out of the total membership of State Unions, the percentage membership of women was 10.6 during 1960-61. The number of women trade unionists was the highest in Kerala followed by West Bengal and Assam. The average membership per State Union continued to be the highest in Assam which was 2,806 during the year under review, as against 2,625 in the preceding year. The lowest average membership per State Union was in Himachal Pradesh viz., 160. The State Unions of Punjab, Rajasthan, Uttar Pradesh and Union Territories of Himachal Pradesh and Nicobar and Andaman Islands had an average membership of below 300 per union.

Of the 11,145 registered workers' unions, 251 were Central Unions. Of these 171 unions submitted returns which had a total membership of 440,144. The average membership per union was 2,574.

Statistics regarding the number of Workers' Unions submitting returns and their membership in the Public Sector by State and Central spheres by States are given for the first time for the period 1960-61 in the following table:-

States/Union Territories.	1960-61			
	Unions in the State Sphere		Unions in the Central Sphere	
	No. of Unions Submitting Returns.	Membership.	No. of Unions Submitting Returns.	Membership.
1	2	3	4	5
Andhra Pradesh.	30	30,938	19	2,586
Kerala.	9	4,807	4	1,936
Maharashtra.	176	70,872	65	129,095
Madras.	85	28,475	29	61,481
Mysore.	53	35,281	15	8,708
Orissa.	5	1,383	8	17,132
Punjab.	41	11,432	25	5,288
Rajasthan.	62	19,247	6	849
Uttar Pradesh.	90	24,539	75	111,485
Delhi.	27	13,357	48	134,762
Himachal Pradesh.	11	1,881	-	-
Tripura.	2	117	-	-
Andaman & Nicobar Islands.	6	2,268	-	-

Note:- Break-up by State/Central spheres is not available for the States of Assam, Bihar, Gujarat, Madhya Pradesh and West Bengal.

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Industry-wise classification of Workers' Unions submitting returns show that the 'Manufacturing' group continued to be the most important one both with regard to the number of unions submitting returns (viz. 2,837) as well as membership thereof (viz. 1,428,235). It claimed 42.3 per cent. of the number of unions submitting returns and returns and 35.7 per cent. of the total membership. The other groups with large memberships were 'Transport and Communications' (other than workshops), Agriculture, Forestry and Fishing, etc.

Employers' Unions.- Of the 167 employers' unions - 4 Central Unions (Madras 1, West Bengal 3) and 163 State Unions - only 105 i.e. 62.9 per cent. submitted returns during the 1960-61 as against 66.5 per cent. in the preceding year. Employers' Unions submitting returns accounted for a total membership of 12,172 of which only 176 were women. The average membership of the various Employers' Unions in the States was 116 per union. It may be seen that among the industry groups, the largest membership in order was accounted by Commerce (i.e. 4,757) and Manufacturing (i.e. 3,875).

General Funds.- The total income and expenditure of the 6,825 unions which submitted returns during 1960-61 was about 17.1 million rupees and 15.9 million rupees respectively. The income and expenditure per union were Rs. 2,511 and Rs.2,324 respectively. The Workers' unions accounted for an income of 15.309 million rupees i.e. about 89.3 per cent. of the total income of all unions during the year under review as against 95.5 per cent. for the preceding year. Their expenditure was 13.955 million rupees i.e. 87.9 per cent. of the total expenditure of all unions as against 95.8 per cent. for the preceding year. The average income and expenditure per Workers' union during the year under review were Rs. 2,279 and Rs.2,078 respectively as against the corresponding figures of Rs.2,373 and Rs.2,073 for the year 1959-60. Considering the State and Central Unions of workers separately, it will be seen that the average income and expenditure per union in the former group were Rs. 2,127 and Rs.1,933 respectively and in the latter Rs.8,041 and Rs. 7,528 respectively.

Information relating to Income and Expenditure was furnished by 108 Employers' Unions of which two were Employers' Central Unions. The Unions accounted for an income and expenditure of 1.830 million rupees. Their expenditure was 1.910 million rupees. The average income and expenditure per Employers' union were Rs. 16,943 and Rs. 17,685 respectively. The corresponding figures were Rs. 6,800 and Rs. 5,524 respectively in the preceding year. Considering, the State and Central Unions of Employers separately it would be seen that the average income and expenditure per Central Union of employers during the year 1960-61 were Rs. 34,613 and Rs. 28,488 respectively whereas the average income and expenditure for each State Unions of employers, the figures were Rs. 16,610 and Rs. 17,481 respectively.

The most important source of income for Workers' Unions was contributions from the members. However, the percentage of this source to total income varied from State to State. The next important source for Workers' unions was 'Donations' which accounted for 16 per cent. of the total income. Contributions from members and Donations together accounted for about 90 per cent. of the income of all the Workers' Unions.

The most important source of income for Employers' Unions was 'Contributions from Members, viz., 55.3 per cent. followed by 'Miscellaneous' source viz., 40.8 per cent.

Apart from miscellaneous items, 'Establishment Charges' and 'Salaries' Allowances, etc., of officials continued to account for a major part of the expenditure of the Workers' Unions. These two items together accounted for 43.8 per cent. of the total expenditure of all Workers' Unions during the year under review.

In the case of many of the Employers' Unions, 'Establishment Charges' was the most important item of expenditure. No expenditure was incurred by the Employers' Central Unions on matters like 'Trade Disputes' 'Social Security Benefits' and Publications. The expenditure incurred by the Employers' Central Unions on 'Miscellaneous' items decreased to 21.3 per cent. during 1960-61 from 80.6 per cent. in the previous year. The expenditure on 'Miscellaneous' items as far as all Employers' Unions are concerned

decreased from 35.3 per cent. in 1959-60 to 20.1 per cent. during the year under review. The expenditure on Establishment Charges and Miscellaneous items incurred by the Employers' State Unions during 1960-61 together accounted for 78.3 per cent. of the total expenditure as against 79.0 per cent. in the previous year.

Assets and Liabilities.- Data regarding assets and liabilities were available for 6,634 unions for the year under review as compared to 6,395 unions in the preceding year. The total assets and liabilities of these unions were of the order of 19.5 million rupees as against 19.0 million rupees for the preceding year. Of the total assets, 49.7 per cent. was in cash; 22.0 per cent. in Miscellaneous items; 9.6 per cent. securities and the remaining 18.7 per cent. in other forms. During 1960-61, 5.7 per cent. was in the form of unpaid subscription as against 16.4 per cent. of the total assets during 1959-60. The proportion of unpaid subscriptions to the total assets was high in the States of Maharashtra, Kerala, Uttar Pradesh and Orissa.

The various components of liabilities during the year under review were General Funds (77.7 per cent.); Other Liabilities (19.9 per cent.) and Loans (2.4 per cent.). The corresponding percentages in the preceding year were 74.5, 22.4 and 3.1 respectively.

Activities of Trade Unions.- Information relating to the activities of trade unions has been furnished by some of the States and the salient features were -

Andhra Pradesh.- Mostly, the activities of the trade unions are confined to the redress of workers grievances. A few unions organised welfare activities from their funds and maintained primary and middle schools, co-operative stores and credit societies. They also give stipends to the poor and deserving workers and their dependents.

Bihar.- There has been growing consciousness among the working class towards the formation of unions for purposes of collective bargaining and safeguarding their interests. An increase both in the volume of total income and expenditure was reported by the various union but increase in the expenditure has been proportionately higher than income which indicates increased activities on the part of trade unions.

Gujarat.- In Gujarat, the Majur Mahajan Mandal, Navsari, maintained labour welfare centres which were very popular among the workers. There are two schools, one for primary classes and the other for crafts training. The union has a unit namely 'Gram Seva' which attends to the problems of the villagers.

Maharashtra.- Of the total number of unions, 573 furnished information regarding their activities. Of these only 83 unions conducted activities other than the routine type which are given below:-

- (i) Provision of educational facilities like literacy classes, library, reading rooms.
- (ii) Provision of recreational facilities, e.g., indoor and outdoor games, gymnasium, excursions, radio sets, etc.
- (iii) Provision for Health Benefit Fund.
- (iv) Setting up of various types of co-operative societies e.g., credit societies, housing co-operatives, co-operative stores, etc.

The Imperial Tobacco Co. of India Ltd., continued to maintain Health Benefit Fund and the total amount at the end of the year was Rs. 4,560; out of which Rs. 2,284 was added during the year under review. The Rashtriya Mill Mazdoor Sangh, Bombay continued to publish Kamgar a Marathi weekly. The Sangh also maintains a homeopathic dispensary which treated about 2,500 workers during the year under review.

West Bengal.- Reliable reports of the welfare work organised by trade unions among the working class are not available. However, some of the trade unions had organised co-operative societies, night schools, clubs, etc., for the benefit of their members. Mostly, the trade unions confined themselves to the redress of grievances of their members.

Federations of Workers' Trade Unions.- The number of registered federations of Workers' Unions was 94 during the year under review as against 84 in the preceding year. The number of federations which submitted returns for the year 1960-61 was 64 as compared to 63 in the preceding year. The information furnished by 61 federations shows that the number of unions affiliated to them during the year under review was 2,433 as against 1,450 unions affiliated to 63 federations in 1959-60. The average number of unions affiliated to a federation was 40 in 1960-61 as against 23 in the preceding year. There were 54 State Workers' federation (submitting returns) having 1,577 affiliated unions as against seven Central federations with 856 unions.

Finances.- The opening balance of federations during the year under review was Rs. 439,088 as against Rs.305,253 during 1959-60. The total expenditure during the year was Rs. 653,881 as against the total income of Rs.694,421. The closing balance at the end of the year, was Rs.479,628.

The total assets of 59 federations which furnished information, were of the order of 0.72 million rupees as against 2.24 million rupees for 58 federations in the preceding year. This marked decline may be attributed to the changes in the coverage of States. Among the assets, the 'cash' accounted for 53.4 per cent., 'unpaid subscriptions' for 6.3 per cent., and the miscellaneous assets for 40.3 per cent., during the 1960-61. General Fund Liabilities accounted for 54.5 per cent. , whereas the 'Other Liabilities' accounted for the remaining 45.5 per cent.

Activities of Federations.- Separate information in respect of the activities of the federations is not available except in the case of the Textile Labour Association, Ahmedabad. Some of the important activities of the Association are described below.

The Textile Labour Association, Ahmedabad had assets amounting to 0.688 million rupees in cash and other assets amounting to 1.540 million rupees. The Association had a general fund of Rs. 136,635 and liabilities amounting to Rs. 2,091,096. Out of the total income of Rs. 377,868 during the year under report, Rs. 309,923 were collected by way of contributions, Rs. 41,311 as donations and Rs. 26,634 from miscellaneous sources. The Association incurred an expenditure of Rs. 419,178 during 1960-61 and most of the amount was spent on administration only.

The Association had opened 27 cultural centres in labour localities. All the centres were used as libraries and reading rooms. There were part time librarians selected from the working class. The Kasturba Memorial Maternity Home and the General Dispensary run by the Association attended to 1,058 maternity cases and 14,090 patients respectively during the year under review.

The Association was running 31 co-operative credit societies and 37 Co-operative Housing Societies. The Majdoor Sahkari Bank Ltd., run by the Association had working capital of 3.5 million rupees. About 30,000 members had subscribed by way of share capital amounting to Rs. 784,000. Total deposits with the Bank exceeded ₹ 2.1 million rupees. 'Majur Sandesh,' the bi-weekly paper of the Association was popular amongst workers.

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Chapter 3. Economic Questions

17

32. Public Finance and Fiscal Policy.

India - August-September 1965.

Supplementary Budget presented by the Finance Minister:
New Taxes to yield Rs. 1670 Million.

The Union Finance Minister, Shri T.T. Krishnamachari, presented in the Lok Sabha on 19 August 1965 a supplementary budget which contains proposals seeking to bring in an additional revenue of 1,670 million rupees in a fully year or 1,000 million rupees during the rest of the current year. Shri Krishnamachari recast the entire import tariff to secure both higher revenue and rationalisation. He also made some minor changes in direct taxes important among them being exemption from income-tax of the commuted value of pension.

A fresh scheme for voluntary disclosure of unaccounted income was announced by the Finance Minister. The scheme would be in operation from 19 August until March 31, 1966.

The new taxation proposals which according to Shri Krishnamachari himself represented a "formidable fare" had been made taking into account the increased emphasis laid on agriculture and on higher productivity all round.

Thus, while the statutory duty for machinery has been fixed at 40 per cent, agricultural machinery and implements will bear only 15 per cent. duty. Fertilisers and sulphur - which is raw material for fertiliser - besides books and contraceptives can be imported duty-free.

The supplementary budget has two aims. One is to serve as the first step towards resource mobilisation for the Fourth Plan. An official spokesman later explained that out of the 30,000 million rupees of additional resources through taxation proposed for Fourth Plan, 10,000 million rupees would be yielded by the present proposals.

The second object of the budget is to fill the anticipated gap between the earlier budget estimates and actual performance in receipts and expenditure in the current year. Besides a shortfall of 450 million rupees in capital receipts, an increase in capital expenditure due to grant of additional dearness allowance to Central Government employees, overdraft by State Governments and the renewed hostilities on the border has upset the earlier calculations and contributed to the gap. Part of this would be met by larger receipts expected from customs revenue. But still to avoid deficit financing in the current year, supplementary measures of raising resources were necessary, the Finance Minister said.

(The Hindu, 20 August, 1965).

34. Economic Planning, Control and Development.

India - August-September 1965.

Statutory Rationing to be introduced in
Big Cities.

The Chief Ministers' Committee on Food Policy which concluded its two-day deliberation in New Delhi on 1 August 1965, unanimously recommended that statutory rationing should be introduced in all urban areas with a population of 100,000 and more. It, however, suggested that to start with statutory rationing should be introduced in cities with a population of 300,000 and more as early as possible.

The Committee felt that at this juncture, it would not be advisable for all the States in the country to resort to monopoly State trading in foodgrains at the wholesale level. It, however, suggested that if particular States wanted monopoly procurement or purchase, it was open to them to do so.

The Committee also made recommendations relating to the present State-to-State zonal system, the question of maximum prices, quantum of ration, the method of procurement etc. It is estimated that the cost of rationing will be Rs.2 to Rs. 2.50 per individual per year.

(The Hindu, 2 August, 1965).

7.3 Per Cent. Rise in National Income
Estimated during 1964-65.

The national income in India in real terms is estimated to have recorded a rise of 7.3 per cent. during 1964-65 as against 4.5 per cent., 1.9 per cent., and 2.6 per cent. during 1963-64, 1962-63 and 1961-62 respectively.

This is revealed by the "quick" estimates of ~~national~~ national income prepared by the Central Statistical Organisation on the basis of the trends disclosed by current available data. Of this overall rise, as much as 3.7 per cent. is accounted for by agriculture. These estimates, being based on partial data, are provisional and subject to revision.

The per capita ~~inere~~ national income in real terms increased by 4.9 per cent. during 1964-65, the average annual increase during the first four years of the Third Plan being 1.8 per cent.

(The Statesman, 25 August, 1965).

Findings of All-India Rural Household Survey conducted by National Council of Applied Economic Research: Daily Income of 68 Paise estimated.

The average per capita income per day of the country's 354 million rural population worked out to 68 paise, according to a survey conducted in 1962 by the National Council of Applied Economic Research.

During the survey, 8,527 household in 320 places in the country were interviewed.

The lowest 10 million of the rural population were found to have an average daily income of 27 paise. The average daily income of the lower 50 million people was 32 paise while that of 100 million in this group was 42 paise.

While the lower 60 per cent. of the households had only a share of about 31 per cent. of the total income, the top 40 per cent. shared 69 per cent. The highest 1 per cent. of the households had a share of 9 per cent. of the total income.

Occupations.— Regarding the occupational distributions of the chief earners, the survey reveals that "self-employed farmers" constituted 50 per cent. of the households, followed by the 27.3 per cent. agricultural wage earners. While self-employed business men constituted 10.1 per cent. of the rural households, other non-agricultural wage earners comprised 8.4 per cent. and 65 per cent. of households owned land.

The data on ownership of wealth was not comprehensive in the sense that land, livestock and financial assets were not taken into account. However, excluding these three, the total value of assets of the rural households came to Rs- 66,620 million rupees.

A noticeable feature was the high degree of concentration in ownership of wealth. The lowest 5 per cent. of the households possessed no wealth at all, while the lower 50 per cent. had less than 7 per cent. of the total. The lower 95 per cent. shared 60 per cent. The top 1 per cent. alone claimed a share of 18 per cent. of the total wealth.

An average rural household, according to the survey, consisted of "somewhat" more than five members with two earners. While the self-employed farmer households had on an average six members, the smallest household size was noticed among the "not gainfully employed group (an average family of 3.2 members)". For nearly 77 per cent. households the head did not receive any formal education, and only in 3 per cent. cases the family heads received education beyond the middle school level.

The income of rural households from all sources in 1962 amounted to 87,260 million rupees net while the per capita net income was Rs.247. While 77 per cent. of the households depended on agriculture as their major source of income, only 10 per cent. received a major portion of their income from craft, business and professions.

During the year, there was a net addition to the stock of assets of the rural households to the extent of 6,620 million rupees excluding the increase in currency holdings: 4,140 million rupees of the increase was due to savings, 2,190 million rupees by increase in borrowings, and 290 million rupees by net inflow of capital transfers.

The survey data also helped the Council to have a glimpse of the saving propensities of the rural population.

The average propensity varied between 3.5 per cent. and 5.5 per cent. of income while marginal propensities ranged between 14.5 and 16.8 per cent.

Another finding of the Council revealed that the households were still in the habit of acquiring gold and silver which did not appear to be ~~str~~-true of urban households.

(The Statesman, 3 August, 1965).

36. Wages.

India - August-September 1965.

Central Government accepts Recommendations
of Central Wage Board for Coffee Plantation
Industry.

A Resolution dated 19 September 1965 of the Ministry of Labour and Employment says that the Government in July 1964 appointed a Central Wage Board for the coffee plantation industry under the Chairmanship of Shri L.P. Dave ~~of the~~ with the following terms of reference. "To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable."

In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages, also take into account:

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (This may be according to the definition of workman in the Industrial Disputes Act); and
- (v) working hours in the industry.

Explanation:

Whenever applying the system of payment by results the Board shall keep in view the need for fixing minimum (fall-back) wage and also to safeguard against over-work and undue speed.

The Wage Board made recommendations for grant of interim wage increase. These were accepted by Government. The Board's final report was received by Government on 6 August 1965. A summary of the recommendations is ~~attached~~ given below.

After careful consideration Government have decided to accept the recommendations made in the Board's report and to request the employers, the worker and the State Governments concerned to implement the same expeditiously.

The Government of India wishes to express their appreciation of the Board's work in dealing with the matter referred to them and submitting a unanimous report.

Board's Recommendations. - (1) All coffee plantations are covered by the Board's recommendations. The coffee curing works are excluded.

(2) All workers employed in coffee estates coming within the definition of workman under section 2 of the Industrial Disputes Act, 1947 are covered by the Board's recommendations.

(3) No contract labour is to be employed in connection with the normal work of coffee plantations except for urgent work owing to extraordinary circumstances. Contract labour is also to be considered as covered by the Board's recommendations and no differentiation is to be made between contract labour and regular workers of the estates in the matters of wages. The principal employer is responsible for implementing all labour laws.

(4) The Wage rates recommended are in relation to the daily working hours i.e., a full 8 hours work for adults and 4½ hours work for children.

(5) Board's recommendations are to remain in force for a period of five years; the new wage structure is to come into force from 1 July 1964 in case of certain categories of workers and in case of others, from 1 January 1965.

(6) The daily minimum rates of wages for the field workers have been fixed which differ between men, women, adolescents and children, as also according to coffee growing areas and the acreage. There are two sets of wages for Mysore State - one for estates of 50 acres and above and the other for estates of below 50 acres. There are three sets of wages in Madras - (1) for estates of 50 acres and above (2) for estates below 50 acres and (3) for all estates in Madurai and Salem districts. Kerala will also have three sets of wages - (1) for estates of 300 planted acres and more in Wynaad (2) for estates below 300 planted acres in Wynaad and (3) for all estates in other areas of Kerala.

The Wages start with a minimum from 1 July 1964 and by periodic increases reach the maximum on 1 July 1968. The period, except in Madras for estates of below 50 acres, is 6 months in the case of first increase and one year in all other cases. Starting wages (from 1 July 1964), are different for different areas. In Madurai and Salem districts of Madras State, they start at Rs.1.65 per day for males. In other parts of Madras State and in Mysore State, wages differ for estates below 50 acres, and estates of 50 acres and above. In estates of 50 acres and above in all these areas, they start at Rs.1.80. In estates below 50 acres, they start at Rs.1.71 in Mysore State and Rs.1.78 in Madras State. In Wynaad in Kerala State, they start at Rs.1.68 in case of estates below 300 acres and at Rs.1.80 in case of others. In other parts of Kerala State they start at Rs.1.83.

The differences are gradually reduced. From 1 July 1968 there will be only two sets of wages: Rs.2.12 and Rs.2.20. The former will be applicable in cases below 50 acres in Madras and Mysore States, all estates in Madurai and Salem districts and estates below 300 acres in Wynaad. The latter would apply to other cases. estates.

(7) Fixation of picking rates (which are piece rates) is not feasible. The picking rates are however to be revised every year bearing in mind the increased wages which the time rate workers would be getting at the time of such revision and the relevant factories which are at present being taken into account in fixing the picking rates.

(8) Maistries, in different regions are to get different wages. Mysore has been divided into two regions: (i) Mysore State except Coorg; and (ii) Coorg. The wage rates for maistries in Mysore State except Coorg start from Rs.2.15 a day on 1 July 1964 and go up to Rs.2.50 on 1 July 1968; while in Coorg the wage rates of maistries start at Rs.2.30 and go upto Rs.2.70.

(9) Wage increases of differing nature are payable to maistries (including kole-maistries) in Madras and Kerala States from 1 July 1964. The maistries covered by the memoranda of settlements in Madras and Kerala States and the kole-maistries are to get 24 paise more than their daily wage on 30 June 1964, if that wage had been fixed after including commission or head-money. But the maistries absorbed as supervisors without commission or head-money and those promoted from labour ranks are to get the minimum time rate of the adult male worker for the time being in force plus a differential of 60 paise per day.

(10) Supervisors directly recruited by the estates of 50 planted acres and above, after 4 November 1958 in Madras and after 20 September, 1962 in Kerala are to be placed in the scale of Rs.2.50-0.20-Rs.3.90 and their wages are to be fixed in that scale in accordance with the rules laid down in that behalf. Daily wages have however been prescribed for supervisors directly recruited on estates of below 50 planted acres. Starting at Rs.2.30 on 1 July 1964, and with periodic increases, the daily wage of these supervisors would be Rs.2.70 from 1 July 1968.

(11) The existing pay scales of the staff, which differ according to estate grading, whether they are large, medium or small, are to continue except for some changes in the maximum of their pay scales. The increases in the staff's total wages are by way of increases in dearness allowance rates as shown in the new schedule of dearness allowance given in the Report.

(12) Existing pay scales of the employees in the excluded categories in Madras and Kerala States, i.e., qualified mid-wives, lorry, tractor and ambulance drivers and non-SSLC teachers and non-SSLC. Ps. (Kanakku pillais) are to be revised from 1 January 1965 and the new scale is Rs. 35-3-53-4-65-5-110.

(13) Members of the staff in all the States of Mysore, Madras and Kerala and excluded categories of employees in Madras and Kerala States are to get an additional increment in the existing scales of pay on 1 January 1965 and rules have been prescribed for fixing their pay in the new scales.

(14) Existing rates of servant allowance are to continue, i.e., at the rate of Rs.35 per month in all coffee estates except in small A coffee estates in Mysore where the rate of servant allowance is Rs.17.50 per month.

(15) Pay scales of non-staff categories of employees in Madras and Kerala States, other than the excluded categories, such as car drivers, tractor drivers, vehicle drivers, mechanics, peons, office attendants, wardboys and watchmen, both for daily rated as well as monthly rated, have been prescribed and the rules of fitment have been laid down.

(16) Artisans like carpenters, blacksmiths, etc., who are not usually borne on the regular pay rolls, are to be paid fixed periodic increases.

(17) The gratuity schemes for labour and staff which cover a large section of workers at present are also to apply to other workers.

(18) Any split of a coffee estate, as it existed on 30 June 1964, into smaller units for any reason whatsoever is not to affect the wages of workers.

(19) Government should arrange the supply of food-grains regularly and that on foodgrains being so supplied, the employers are to supply foodgrains to their workers on no profit and no loss basis, bearing in addition, all expenses incurred in connection with the storage and distribution of foodgrains.

(20) 75 per cent. of the average number of workers, who actually worked on an estate in the year 1 April 1964 to 31 March 1965, excluding the picking season, is to be made permanent. This recommendation does not amount to fixation of land-labour ratio.

(21) Wage increase, etc., recommended by the Board are without prejudice to the existing amenities and benefits which are at present available to the workers.

(The Gazette of India, Extraordinary,
Part I, Sec.1, 20 September 1965,
pp. 1271-1274).

Committee appointed to Examine Various
Matters Connected with Administration
and Enforcement of Minimum Wages Act,
1948.

A Resolution dated 31 August 1965 of the Ministry of Labour and Employment says that Representations have been received from time to time pointing out that the wage rates fixed under the Minimum Wages Act, 1948, are too low in some cases and that these are not always reviewed/revise in time to catch up with the rising cost of living. Some other defects in the administration of the Act have also been pointed out. In the course of his speech in the Lok Sabha on 14 April 1965, the Minister of Labour and Employment had stated that it was proposed to designate an Officer in the Ministry of Labour and Employment specially to examine matters relating to minimum wages so that speedy action could be taken with regard to revision of minimum wages for various scheduled employments under the Act.

The Government of India has accordingly constituted one-man Committee consisting of Shri K.I. Vidyasagar, Joint Secretary, Ministry of Labour and Employment to undertake a comprehensive survey of the various matters connected with the administration/enforcement of the Minimum Wages Act, 1948. The terms of reference of the Committee are as follows:-

- (i) To examine the working of the Act and the rules framed thereunder, both in the Central and State spheres.
- (ii) To examine the existing methods/processes for fixation/revision of minimum wages and to suggest improvements, if any.
- (iii) To examine cases where review/revision of minimum wages was delayed both in the Central and State sphere and to recommend suitable measures for expediting review/revision of minimum wages in future.

- (iv) To examine whether enforcement/implementation machinery at Centre and the States/Union Territories is adequate or whether it needs to be strengthened, and if so, on what lines.
- (v) To make such other recommendations which the Committee may deem fit, to make the working of the Act more effective.

The Committee will submit its report to the Minister of Labour and Employment as early as possible.

(The Gazette of India, Part I, Sec.1,
11 September, 1965, page 508).

29

Payment of Bonus Bill, 1965.

Shri D. Sanjivayya, Union Minister of Labour and Employment introduced in the Lok Sabha on 16 August 1965 a Bill to provide for the payment of bonus to persons employed in certain establishments and for matters connected therewith. According to the Statement of Objects and Reasons of the Bill, a Tripartite Commission was set up by the Government of India by their Resolution No. WB-20(9)/61 dated the 6 December, 1961, to consider, in a comprehensive manner, the question of payments and of bonus based on profits to employees employed in establishments and to make recommendations to the Government. The Commission's Report, containing their recommendations, was received by the Government on 24 January 1964. In their Resolution No. WB-20(3)/64 dated 2 September 1964, the Government announced acceptance of the Commission's recommendations subject to a few modifications as were mentioned therein. With a view to implement the recommendations of the Commission as accepted by the Government, the Payment of Bonus Ordinance, 1965, was promulgated on 29 May, 1965. The object of the Bill is to replace the said Ordinance.

The notes on clauses explain the various provisions of the Bill.

Clause 1: Sub-clause (2):- The subject-matter of the proposed legislation is relatable to entry 24 in the Concurrent List. This entry, in so far as it relates to the State of Jammu and Kashmir, is applicable only with respect to labour employed in the coal-mining industry. Even with regard to coal-mining industry, if it is carried on by a company, the application of the proposed legislation will raise difficulties as the Companies Act, 1956, applies to the State of Jammu and Kashmir only to the extent to which the provisions of that Act relate to the incorporation, regulation and winding up of banking, insurance and financial corporations. For this reason, the Act does not extend to the State of Jammu and Kashmir.

Sub-clauses (3) and (4):- The provisions of the Act apply from the accounting year commencing on any day in the year 1964, to every factory; and to every other establishment in which twenty or more persons are employed on any day during an accounting year.

Sub-clause (5):- Provision has been made in the sub-clause to the effect that an establishment to which the Act applies shall continue to be governed by the Act even if the number of persons employed therein falls below twenty, subsequently.

Clause 2:- The definition of 'allocable surplus' in sub-clause (4) is based on the recommendation of the Bonus Commission made in paragraphs 9.9 and 12.1 of its report.

The definition of 'employee' in sub-clause (13) is based on the definition of 'workman' in the Industrial Disputes Act, 1947, except that apprentices have been excluded. In accordance with the recommendation of the Commission contained in paragraph 12.7 of its report, all persons drawing a salary or wage up to Rs. 1,600/= per mensem will come within the scope of the definition of 'employee'.

The term 'salary or wage' has been defined in sub-clause (21) keeping in view the recommendation made by the Commission in paragraph 12.4 of its report that bonus should be related to wages and dearness allowance taken together and that all other allowances such as over-time wages and incentive, production and attendance bonus including attendance bonus under Statutory Bonus Scheme should be excluded.

Clause 3:- This clause provides for the payment of bonus unitwise in certain cases instead of establishment-wise. The clause is based on the recommendation made by the Commission in paragraph 6.12 of its report.

Clause 4:- The manner in which gross profits derived by an employer from an establishment may be calculated has been indicated in the clause.

Clause 6:- The clause provides for deductions of certain sums from the gross profits as prior charges for the purpose of computing the available surplus. The sums so deductible are - (1) any amount by way of depreciation admissible under the Income-tax law (vide paragraphs 9.2 and 9.3 of the report of the Commission); (2) any development rebate or development allowance which the employer is entitled to deduct from his income under the Income-tax Act; (3) all direct taxes; and (4) the sums specified in the Third Schedule in respect of the various categories of employers mentioned therein.

Clause 7:- The clause explains how the amount of direct tax payable by the employer shall be calculated. The provisions proposed in sub-clauses (a) to (d) are based on the recommendations of the Commission made in paragraphs 9.5, 9.6, 9.11 and 17.20 of its report. Under sub-clause (e), any rebate, credit, relief, etc., allowed for the development of an industry shall not be taken into account in the calculation of the direct tax payable by the employer. This provision is intended to promote the development of industries.

Clause 8:- Under the clause, an employee should have worked in the establishment at least for thirty working days in an accounting year to be entitled to be paid bonus. This provision is based on the recommendation of the Commission made in paragraph 19.14 of its report.

Clause 9:- The clause provides that an employee who has been dismissed from service for fraud, riotous or violent behaviour, theft, etc., shall not be entitled to receive bonus from the employer. The clause is based on the recommendation of the Commission made in paragraph 19.18 of its report.

Clauses 10 and 11:- These clauses provide for the payment of a minimum and maximum bonus by the employer to his employees. Every employee who has worked in the establishment for all the working days in an accounting year shall be entitled to be paid bonus which shall not be less than four per cent. of his annual salary or wage or Rs.40/= whichever is higher, or more than 20 per cent. of his annual salary or wage. In the case of an employee under 15 years of age, the minimum bonus payable will be four per cent. of his annual salary or wage or Rs.25/= whichever is higher. These provisions are based on the recommendation of the Commission made in paragraph 12.5 of its report.

Clause 12:- In the case of an employee drawing more than Rs.750/= but less than Rs.1,601/= per mensem, as his salary or wage, the bonus (whether minimum or maximum) payable to him, shall be calculated as if his salary or wage were Rs.750/= per mensem. The clause is based on the recommendation of the Commission made in paragraph 12.7 of its report.

Clause 13.- The clause provides for a proportionate reduction of bonus in cases where an employee has not worked for all the working days in an accounting year. A recommendation to this effect is contained in paragraph 12.5 of the report of the Commission.

Clause 14.- The clause provides for the computation of the number of working days for the purpose of calculating the minimum and maximum bonus payable to an employee. The clause is based ~~of its report~~ on the recommendation of the Commission made in paragraph 12.5 of its report and also on the provisions already existing in the Industrial Disputes Act, 1947.

Clause 15.- In certain accounting years, some amount may be left in the allocable surplus after the payment of maximum bonus to all the employees. To meet such cases, a provision for set on has been made in sub-clause(1). Similarly, in certain accounting years, there may not be any allocable surplus at all or the allocable surplus may not be sufficient to pay the minimum bonus to all the employees. To meet such contingencies, a provision for set off has been made in sub-clause(2). The amounts set on or set off have to be carried forward in the manner illustrated in the Fourth Schedule.

Sub-clause (4) provides that where in any accounting year any amount has been carried forward and set on or set off, then, in calculating bonus for the succeeding accounting year, the amount of set on or set off brought forward from the earliest accounting year shall first be taken into account.

The provisions relating to set on and set off are based on the recommendation of the Commission made in paragraph 12.13 of its report.

Clause 16:- Sub-clause (1) of the clause provides for concessional treatment to newly set up establishments in matters relating to payment of bonus. In the case of newly set up establishments, bonus is payable only from the accounting year in which the employer derives profits from the establishment or from the sixth accounting year following the accounting year in which the employer sells the goods produced or manufactured by him or renders services, as the case may be, from the establishment, whichever is earlier.

Sub-clause (2) makes the provision of sub-clause (1) applicable to new departments or undertakings set up by existing establishments.

~~from~~ The clause seeks to give effect to the recommendation of the Commission made in paragraph 12.9 of its Report.

Clause 17:- In paragraph 12.4 of its report, the Commission recommended that Puja bonus and other customary bonus, if paid, should be considered as bonus paid 'on account' and deducted from the amount finally payable as bonus. The clause is based on this recommendation. Provision has also been made in the clause for adjustment of any interim bonus paid in advance.

Clause 18:- The clause provides that where in any accounting year an employee is found guilty of misconduct causing financial loss to the employer, it shall be lawful for the employer to deduct the amount of loss from the amount of bonus payable by him to the employee. A recommendation to this effect has been made by the Commission in paragraph 19.17 of its report.

Clause 19:- The clause provides for the payment of bonus in cash and the time-limit for such payment. In cases where there is a dispute regarding payment of bonus, the bonus has to be paid within a month of the settlement or award in respect of such dispute. In other cases, bonus has to be paid within a period of eight months from the close of the accounting year. Power has been taken to extend, for sufficient reasons, the aforesaid period of eight months.

The clause generally follows the recommendation of the Commission made in paragraph 19.20 of its report.

Clause 20:- The clause provides for the application of the bonus formula to those public sector undertakings which fulfil the 20 per cent. competition test in accordance with the recommendation contained in paragraph 18.8 of the Commission's report. It has also been provided that once the bonus formula is applied to such establishments, it shall continue to apply even if the 20 per cent. competition test is not satisfied in any accounting year.

Clause 21:- The clause provides for the recovery from an employer of the amount due to an employee by way of bonus. The provision is on the lines of section 33C of the Industrial Disputes Act, 1947.

Clause 22:- The clause provides that any dispute regarding the bonus payable under the Act or with regard to the application of the Act to an establishment in public sector shall be deemed to be an industrial dispute within the meaning of the Industrial Disputes Act, 1947, or of any corresponding State law and the provisions of the Industrial Disputes Act, 1947, or that State law shall apply to such dispute.

Clause 23:- The clause provides, in accordance with the recommendations made in paragraphs 19.6 and 19.7 of the Commission's report, that if audited balance-sheets and profit and loss accounts of any corporation or company (other than a banking company) are produced in the course of proceedings before any authority to whom a dispute has been referred, that authority may presume the statements and particulars contained in such balance-sheet and profit and loss account to be accurate. However, where that authority is satisfied that the particulars aforesaid are not correct, it may take necessary steps to find out the accuracy of such statements or particulars.

The authority may also, if it thinks necessary, require the corporation or the company to furnish to the union or the employees any clarification required by the union or the employees relating to any item in the balance-sheet or the profit and loss account.

Clause 24:- This clause is intended to give effect to the recommendations made in paragraph 19.19 of the Commission's report, namely that audited accounts of banking companies should not be questioned, but trade unions or employees may be permitted to obtain information for verifying the amount of bonus.

Clause 25:- This clause provides for the audit of accounts of an employer, not being a corporation or a company. Where the accounts of such an employer duly audited by qualified auditors are produced before any authority to whom a dispute has been referred, that authority shall presume the particulars contained in such accounts to be accurate. In cases where the accounts produced are not audited by qualified auditors, that authority has been given power to direct the employer to get the accounts audited by qualified auditors or to get the accounts audited by such auditors as it thinks fit. A recommendation to this effect is contained in paragraph 19.8 of the Commission's report.

Clause 26:- The clause provides for the maintenance of registers, records, etc. by the employer.

Clause 27:- The clause provides for the appointment of Inspectors and the powers exercisable by Inspectors.

Clause 28:- The clause provides for penalty for contravention of any of the provisions of the Act or the rules made thereunder or for non-compliance with any direction or requisition made under the Act.

Clause 32:- The clause makes the Act in-applicable to the classes of employees specified in sub-clauses (i) to (x). The clause is based on the recommendations of the Commission contained in paragraphs 4.6; 15.20; 17.9; 17.16; 17.19 and 17.22 of its report. Institutions like the Reserve Bank of India, Industrial Finance Corporation, etc. have also been specifically excluded from the scope of the Act.

Clause 33:- The clause makes the provisions of the Act applicable to certain pending disputes relating to bonus with respect to any accounting year ending on any day in the year 1962 and subsequent accounting years. Such disputes shall be decided in accordance with the provisions of the Act.

Clause 34:- In certain establishments, the employees are getting bonus under an award, agreement, settlement or contract of service which would be higher than that payable under the Act. The clause seeks to safeguard the interest of such employees by providing that they would get bonus either on the existing basis or on the basis of the formula provided in the Act, whichever is higher.

Provision has also been made in the clause enabling the employer and the employees to enter into an agreement with regard to the payment of bonus under a formula which is different from that under the Act.

Clause 36:- The clause empowers the appropriate Government to exempt for a specified period any establishment or class of establishments from all or any of the provisions of the Act, if, having regard to the financial position and other relevant circumstances of the establishment or class of establishments, the appropriate Government is satisfied that such exemption is necessary in public interest.

The First Schedule and the Second Schedule:- The First Schedule provides for the manner in which the gross profits of an employer, being a banking company, shall be calculated and the Second Schedule provides for the manner in which the gross profits of any other employer shall be calculated. These Schedules generally follow the proforma suggested by the Commission in paragraph 8.10 of its report.

The Third Schedule:- This Schedule has reference to sub-clause (d) of clause 6. The sums deductible as prior charges under the Schedule are generally on the lines suggested by the Commission with respect to the various categories of employers (vide paragraphs 11.7; 11.8; 11.13; 11.17; 11.18; 15.11 and 17.5 of the report of the Commission).

The Fourth Schedule:- This Schedule follows the illustration given by the Commission in paragraph 12.13 of its report.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 16 August 1965,
pp. 639-684).

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

INDIA - AUGUST-SEPTEMBER 1965.

41. Agriculture.

All-India Seminar on Agricultural Labour, New Delhi,
4 August, 1965.

A three-day All-India Seminar on agricultural labour was held at New Delhi on 4 August 1965. The Seminar was inaugurated by the Vice-president of India and was addressed, among others, by Shri D. Sanjivayya, Union Labour and Employment Minister. Among the issues discussed at the Seminar were problems of assessment of unemployment and under-employment in rural areas, possibility of increasing employment opportunities, rural manpower projects, problems of organisation of employment in public works, legislative measures and social services for rural labour.

Labour Minister's address.— Referring to the recommendations of one of the Committees that the Minimum Wages Act should be extended throughout the country, the Labour Minister said even minimum wages had not been fixed by all the States. Where they had been fixed they were not extended throughout the State. Even if the labour department machinery was strengthened to enforce the Act the question of ameliorating the poor condition of landless labour could not be solved without the assistance of voluntary organisations, he added.

Shri Sanjivayya said that as far as revision of minimum wages for agricultural labour was concerned he had been writing to Chief Ministers and State Labour Ministers but only some States had responded so far. An officer of the Ministry had been appointed to study the entire question of minimum wages for agricultural labour and suggest necessary amendments to the Minimum Wages Act.

Co-ordination Lacking.— He agreed that there was lack of co-ordination among various agencies looking after the welfare of agricultural labour and said he would endeavour to establish co-ordination among them.

The follow-up action on the recommendations of the Seminar would be taken up speedily and all those interested in the welfare of agricultural labour would be consulted in any action proposed by the Government.

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Agreeing that free house sites, if not houses, should be provided for landless labour, he said that this would cost the Government about 900 million rupees. It would not be unfair to demand this amount from the planning Commission out of the Fourth Plan outlay of 210,000 million rupees.

Shri Sanjivayya also put forward a resolution urging the Government to allocate at least 900 million rupees to provide free house sites to the landless agricultural labourers during the Fourth Plan. It was adopted unanimously.

The Seminar requested the Government to draw up a two-year action programme as part of the Fourth Plan to solve the problems of unemployment and underemployment among agricultural labour.

The joint report of the four committees recommended that an inter-ministerial or inter-departmental committee be set up to review the progress of the schemes and to co-ordinate the processing work involved for a concerted action.

Rural Manpower.— The rural manpower cells set up by the Directorate-General of Employment and Training should keep a watch on the employment aspect of the plan schemes as well as those designed specifically to benefit agricultural labour. The report recommended that another conference be convened after two years to assess the progress made in implementing the works programme suggested in the report.

The Committee on Rural Manpower Projects said that a labour corps might be organised to supplement the labour co-operatives. Shri D. Devaraj Urs, Mysore Labour Minister and committee chairman, explained that the workers would be given some training and wages would be paid even if no work was available to them for some time. This scheme was recommended to be introduced in some pockets of rural areas where unemployment was acute.

Several speakers expressed the fear that the Government would be creating a vested interest. Shri C.M. Stephen, President, Kerala INTUC branch, described the proposal as completely unrealistic and said the Government would be creating a "quasi-military" force.

Another suggestion which received wide support was that of Shri Mohanlal Vyas, Gujarat Labour Minister pleading for a network of rural workshops on the lines of the one in Ahmedabad which should admit children of agricultural labourers without any condition on educational qualifications. But— By diverting a part of the surplus rural labour this way, rural unemployment could be solved. Only a shortage of labour could increase the bargaining power of labour, he added.

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Shri Sanjivayya agreed with Shri Vyas and said that the rural centres used to be run by the Industry Ministry of Labour some time ago. The Director General of Employment and Training was working out details about starting some more centres where various trades and crafts could be taught. He said some arrangement should also be made to supply food at reasonable rates to labourers during lean periods.

(The Hindu, 6 August, 1965).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - AUGUST-SEPTEMBER 1965.

50. General.

Working Conditions of Labour in Jute
Industry: Report of the Indian Jute
Mills' Association for 1964*.

The following review of the working conditions of labour in the jute industry is summarised from the Report of the Committee of the Indian Jute Mills' Association for the year 1964.

General Labour Situation.- During 1964 the high rate of employment prevailing in the two previous years was not only maintained but the tempo of employment was increased. In their eagerness to solve the immediate problem of cutting down idle machine-hours mills had sometimes to recruit raw hands which reacted adversely on both the quality and quantity of production. To meet the situation, a number of mills introduced training schemes in Spinning and other Preparatory Departments.

Operation of multiple machines such as pair looms and pair spinning frames is now a generally accepted feature of the industry but the workers of one of the mills resorted to a strike opposing the extension of double loom operation and normal work in that mill was only resumed after the workers had withdrawn their opposition to the working of double looms.

* Indian Jute Mills' Association: Report of the Committee for the year ended 31st December 1964: 1965: pp. v+xxxiii+239.

Originating in the Industrial Truce Resolution adopted on 3 November 1962, the proposal for the opening of Fair Price Shops/Consumers' Stores/Consumers' Co-operative Stores received its final shape at the two meetings of the Tripartite Standing Committee of the Government of India held in the latter part of 1963. During the year efforts of the Association's Labour Department resulted in the opening of a considerable number of Consumers' Co-operative Stores/Consumers' Stores in different mills.

In spite of the heavy loss of man hours during the year, labour/management relations were generally satisfactory. There was unmistakable evidence of a genuine desire on the part of management and labour to settle disputes by negotiation. Out of two hundred and thirteen bipartite and tripartite conferences held during the year not one developed into a reference to a Tribunal. Furthermore, a few tribunal cases pending adjudication were settled out of Court at the intervention of the Association's Labour Department.

The general set up of the trade unions continued as before and, by and large, they acted as the labour wing of their respective political parties. None of the unions has any substantial following. The majority are affiliated to the Indian National Trade Union Congress and the All India Trade Union Congress but a few, whose activities are restricted and localised, are affiliated to the United Trade Union Congress and the Hind Mazdoor Sabha. All the unions maintained regular contact with the Association's Labour Department for discussion on and settlement of various types of disputes.

The Association's Labour Department.— The Association's Labour Department continued to play an effective role in the field of labour management relations, both industrywise and at individual mill level. A number of night offices of the Association in the mill areas were fully utilised by the area labour officers in redressing various types of grievances by holding discussions directly with the workers and trade union leaders. Discussions held at the area night offices and also at the Association's head office helped to clear up misunderstandings and nip potential sources of dispute in the bud. During labour troubles or strikes, the officers of the Labour Department by their advice and guidance rendered valuable help to the mill managements.

The area labour officers in charge of the administration of the five group welfare centres organised various welfare activities. They also actively participated in a number of organisations functioning in the jute mill areas for the promotion of welfare activities.

Strikes and Lockouts.- The number of strikes and/or lockouts in the jute industry and the consequent loss of man-hours in each of the past five years is given below:-

Year	Number of Strikes and/or Lockouts	Man Hours Lost
1960	58	6,400,620
1961	87	6,427,749
1962	11	4,640,483
1963	15	2,104,280
1964	86	5,870,328

There were more than work stoppages and resultant loss of time during the year under review than in the previous two years. Out of the eighty-six stoppages, seventy-seven involving 262,582 workmen and the loss of 2,123,481 man hours, were brought about as the result of the calls for general strikes on 17 March, 20 May, 25 September and 1 December 1964. The general strikes on the 20 May and 25 September 1964, were called by leftist political parties to protest against the abnormal rise in the prices of essential commodities. The general strike called by some of the leftist political parties on 17 March, 1964, was intended to arouse public opinion regarding the security of the minorities in East Pakistan. Workers of most of the mills responded to the general strike called on 1 December, 1964, in support of their demand for payment of bonus on the basis of the Bonus Commission's formula, though payment of bonus in jute mills was governed by an agreed formula up to 1967. Only the remaining nine stoppages involving 45,585 workmen and the loss of 3,746,847 man hours were the result of industrial disputes in individual mills; two of these stoppages were brought about by workers demanding double pay for all work done on the normal weekly day of rest although in such cases, the ~~unsati~~ they were given alternative holiday. Protest against the unsatisfactory administration of the Employees' State Insurance Scheme were responsible for two stoppages and opposition to the extension of the system of operation of two looms by one weaver accounted for two other work stoppages. Protest against the loss of employment of fifteen casual

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workers in the Silver Spinning Department of a mill, the issue of charge-sheets to three workers for riotous conduct and a demand for the reduction of night shift work from 48 to 45 hours were the reasons for the remaining three stoppages during the year.

In addition, there were also twenty-six short duration sectional stoppages. Protests against the issue of warning notices and charge-sheets, demand for permanent status and continuity of employment for the budli hands, dis-satisfaction over the administration of the Employees' State Insurance Scheme, apprehension of loss of earnings due to some extra work on certain types of fabric or due to excessive workload, claim for double rate of wages for all work done on the weekly day of rest etc., were the main reasons for these short duration sectional stoppages.

Paid Holidays.- Nine national/festival holidays with pay were granted to the jute mill workers ~~on the following occasions~~ in accordance with the terms and conditions of the Jute Textile Tribunal Award. The holidays were normally observed on the official dates notified in the Calendar.

Workers' Committees.- The Works Committees continued to function as an effective medium of consultation and conciliation. Owing to the restraining influence of these committees on the generality of the workers, it was possible to avert untoward situations on many occasions. The workers' representatives on the whole showed signs of growing responsibility in the deliberations of the committees; they also found the Works Committees a useful forum for ventilating the grievances of the workers. Thus it would not be an exaggeration to say that the Works Committees went a long way towards establishing a healthy employer-employee relationship.

An analysis of the Works Committee membership revealed that 56.2 per cent. of the members were the nominees of the I.N.T.U.C., 23.6 per cent. of the A.I.T.U.C. and 8 per cent. of other minor unions functioning in the jute mill areas. The remaining 32.2 per cent. of the Works Committee members were returned as independent candidates and did not appear to have any party affiliations.

Industrial Health.- Industrial health during the year remained satisfactory except for occasional influenza and gastro-intestinal disorders. A few deaths due to small-pox were reported from the labour lines of a member mill, but the precautionary measures taken by the mill controlled the spread of the disease.

Mills not covered by the Employees' State Insurance Scheme and those where the Scheme was recently introduced but where the sickness cash benefit was still not available to the workers continued to pay sick leave with pay as per the award of the Jute Textile Tribunal. Due to unsatisfactory arrangements for medical benefit under the Employees' State Insurance Scheme in 24-Parganas where the Scheme was introduced in the early part of the year, the mills in that area continued to extend medical facilities to the workers.

The following table shows the extent of absenteeism in the mills due to sickness:-

Sickness Statistics from January to December, 1964:

Month	No. of persons absent due to sickness as percentage of total number of persons employed.	Average period of absence per sick person (days).	Average period of per capita absenteeism of all workers employed (days).
January.	11.45	4.96	0.57
February.	10.12	4.97	0.50
March.	11.67	4.90	0.57
April.	9.89	5.15	0.51
May.	10.45	5.15	0.54
June.	11.34	5.25	0.54
July.	11.43	5.33	0.61
August.	11.66	4.91	0.57
September.	11.98	4.91	0.59
October.	10.50	4.81	0.51
November.	12.42	4.82	0.60
December.	11.78	4.88	0.58

Social and Welfare Activities.— The activities of the Welfare Centres run by the Association's Labour Department continued throughout the year and the popularity of these centres was evident from the large number of workers availing themselves of the amenities offered. The centres were equipped with libraries, reading rooms, radio sets and facilities for indoor and outdoor games. Each centre also organised annual athletic sports and other outdoor and indoor competitions. A free primary school is attached to each centre and from the high percentage of success at the examinations conducted by the Board of Primary Education, it would appear that the standard of teaching in these schools is highly satisfactory.

The Association's Labour Department organises a holiday camp every year for the students of the Association's Welfare Centre Schools and the mill schools.

A Women's Welfare Society was attached to the Association's Titaghur Welfare Centre to organise welfare activities for the women workers of the mills and a social for working mothers was organised by this Society every month. Talks with the help of magic lantern slides were given on matters relating to health and hygiene and the working mothers were treated to light refreshments. The Society has a 35 mm. cinema projector and gives free cinema shows for the workers.

Apart from welfare activities conducted through the Association's Welfare Centres and Schools, a large number of jute mills had their own welfare centres and primary schools for the benefit of the workers and their children. Some of the mills also ran Secondary Schools. A number of individual mills organised free cinema shows for the workers and their dependants. Showing of documentary films organised by the West Bengal Publicity Department also attracted a large number of workers as did the staging of plays in different languages.

Several mills operated workers' education centres under the Central Board of Workers' Education Scheme for the education of worker-trainees. The lessons under the approved syllabus were imparted by the worker-teachers and these related to labour laws, trade unionism, productivity and the rights and duties of workers.

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The Howrah Town Jute Mills Welfare Association functioned efficiently throughout the year and organised its Seventh Annual Athletic sports at Bally Mill ground which were presided over by Shri Bejoy Singh Nahar, Labour Minister, Government of West Bengal. Shri R.N. Bangur was the Chief Guest. While addressing the gathering, the Labour Minister complimented the Indian Jute Mills Association and the individual mills for organising various types of welfare activities in the jute mill areas.

Provident Fund.- In order to encourage the development of Co-operative Societies in industrial undertakings, the Government Provident Fund Scheme was amended to make it possible for the members of the Provident Fund to obtain advances of up to Rs.30.00 for the purpose of purchasing shares in Co-operative Societies. The Jute Mill Workers' Provident Fund Rules were also amended to provide similar facilities. The Provident Fund Authorities also recommended certain changes in the existing rules of the jute mills corresponding to the other amendments made in the Employees' Provident Fund Scheme. The matter is under discussion between the Association and the Provident Fund Authorities.

Employees' State Insurance Scheme.- The Employees' State Insurance Scheme was originally introduced in the Calcutta and Howrah areas in 1955 covering 26.5 per cent. of the industry as a whole on a loomage basis (19 mills). As from the 29th March 1964, the Scheme was extended to the district of 24-Paraganas covering a further group of 29 mills. The extension of limited medical benefits to the families of insured persons came into force from the 1st July, 1964. Preliminary work in connection with the implementation of the Scheme to the extended area and the registration of insurable workers began during the latter part of 1963 and continued until the Scheme was actually put into operation in the district of 24-Parganas from 29 March, 1964.

With the extension of the Scheme to 24-Parganas there was widespread dissatisfaction among the workers causing serious concern among the mill managements due to inadequate organisation of the medical services and a shortage of panel doctors. This resulted in agitations culminating in demonstrations and strikes in some mills.

Experience in the working of the Scheme revealed a number of genuine grievances viz. shortage of panel doctors, short duration of attendance of such doctors at their clinics, inadequate facilities for hospitalisation, refusal of approved chemists' shops to supply medicines against the prescriptions of the panel doctors, inadequate stock of medicines in such shops, absence of Employees' State Insurance ambulance vans, inadequate knowledge of the panel doctors of the Rules and Procedures, location of specialists' centres and hospitals at long distances from the mill areas etc. All these continued to be a major source of discontent among insured persons during the year requiring the jute mills to maintain their own dispensaries.

The attention of the Government and the Employees' State Insurance authorities was drawn from time to time to the difficulties experienced by the workers in connection with the implementation of the Scheme. The Association's Labour Department also organised a number of meetings in this connection with representatives of labour, Government and Employees' State Insurance Officers for the assessment and redress of their grievances.

Industrial Tribunals, High Courts etc.- During the year under review, only one dispute relating to the dismissal of an individual workman was referred to an industrial tribunal for adjudication, but that was also amicably settled by the parties concerned.

Of the eight awards published during the year in respect of disputes pending before industrial tribunals at the end of 1963, four were based on the terms of amicable settlement and one case was withdrawn by the union. In adjudicating in another dispute relating to the dismissal of a workman, the tribunal came to the finding that the workman concerned was guilty of acts subversive of discipline, and as such the dismissal was justified. In a reference relating to the refusal of employment to four workmen following the closure of a mill, the tribunal held that the management had no obligation to absorb them in any other sister concern. The tribunal further held that the workmen concerned were not entitled to any compensation as no such benefit was claimed by them. Only in one reference which related to the termination of employment of a driver did the tribunal give an award in favour of the workmen ordering reinstatement of the driver concerned with back wages.

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Another dispute in respect of the dismissal of nine workmen was referred to arbitration during the year. The arbitrator upheld the dismissal of four workmen who were responsible for inciting other workers to act in a disorderly manner. With regard to the remaining five workmen, the arbitrator ordered reinstatement provided they tendered apologies in writing for the acts of misconduct committed by them.

In appeal by the management, the Supreme Court upheld the award of the industrial tribunal directing reinstatement of a durwan with continuity of service and payment of 50 per cent. of his wages for the period of unemployment. The Supreme Court held "if at the end of the domestic enquiry the Enquiry Officer does not make a report, that itself introduces a serious infirmity in the enquiry and the industrial tribunal can in that case ignore the domestic enquiry and deal with the merits of the dispute for itself". The Court further held that collection of money within the mill premises during the working hours for purposes not sanctioned by the management constituted a misconduct under the Company's Standing Orders, but voluntary return of a loan by a co-employee would not fall within the mischief of the relevant clause of the Standing Orders.

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Review of Labour Situation during 1964*.

An article "Eighteenth Year of Independence" has been published in September 1965 issue of the Indian Labour Journal which reviews the situation of labour in India during 1964. The following is a summary of this article.

Employment and Training.- During the year under review the National Employment Service of the organisation of Director General of Employment and Training, with a view to securing the optimum utilisation of the nation's manpower resources, undertook a variety of activities such as registration of job seekers, their classification and referral to employers against job openings for which they were best suited, besides collection, compilation and dissemination of employment market information, execution of manpower studies and surveys, occupational analysis and research vocational guidance and employment counselling service which were performed through a nation-wide network of Employment Exchanges. During April-May, 1965 there were 368 Employment Exchanges, 8 Special Exchanges for physically handicapped persons and 31 University Employment Bureaux. Besides, 199 Employment Information and Assistance Bureaux were functioning in Community Development Blocks during June, 1965. In the public sector, employment continued to maintain a steady upward trend. It increased from 8.23 millions in December 1963 to 8.79 millions in December, 1964. Similarly, the employment in private sector undertakings increased from 5.53 millions to 5.96 millions during the same period. The number of apprentices undergoing training under the Apprentices Act, 1961 rose to 17,322 at the end of March 1965, as against 8,529 at the end of March 1964. Besides, the year under review also witnessed a considerable expansion of Vocational Guidance and Employment Counselling Programme. Vocational Guidance sections were set up in as many as 18 more Employment Exchanges, bringing the total number of such Exchanges to 141 by the end of June 1965. To intensify the employment service a Central Institute and Training in Employment Service was set up in October 1964, with a view to imparting training to Employment Officers and conducting research in various problems arising out of the activities of the employment service.

* Indian Labour Journal, September 1965, Vol. VI, No. 9, pp. 723-735.

The Central Labour Depot, Gorakhpur played an important role in the nation building activities by recruiting workers for border roads and railways besides coal fields. Since November 1962, the Depot has despatched more than 8,000 workers to the different units of the border roads of Kumaon Hills of Uttar Pradesh. These workers have filled in the vacuum of manpower shortage in these areas and have thus pushed up the work and progress of road construction in border areas.

Production.- The impact of increased employment had visible effects in industrial production. The first half of the year 1964-65 witnessed a rise of 6.4 per cent. in industrial production. Food-grains production showed only a slight improvement in 1963-64 and the output of commercial crops also increased.

The Productivity Centre of the organisation of Chief Adviser Factories conducted a number of training programmes during the year on various aspects of productivity and output in factories and offices. The Centre also gave assistance in carrying out 'Job Evaluation' and also in solving specific problems of the various engineering establishments in 'Materials Management', 'Plant Lay-out', 'Wage Incentives', etc. The Emergency Production Committees which were set up following the declaration of National Emergency continued to benefit the efforts for higher production. About 2,000 such EPCS were functioning throughout the country at the end of 1964, as against 1,592 at the end of 1963.

Industrial Relations.- The trends in production in various industries were influenced to a considerable extent by employer-employee relations, a subject which has been under constant review of the Government. In the field of industrial relations, the Government's policy of voluntary settlement of disputes through the Code of Discipline in Industry and the Industrial Truce Resolution continued to exercise its restraining influence. However, the number of man-days lost during the year 1964 on account of industrial disputes, which is one of the indicators of the climate of industrial relations went up to 7.7 millions as against 3.3 millions in 1963. This increase was mainly due to factors such as the steep rise in the price level of food articles and other essential commodities, delays in implementation of the recommendations of the Bonus Commission and those of the Wage Boards for some of the industries, agitation for nationalisation of banks, oils and wholesale trade in foodgrains, etc.

The deterioration in the industrial relations situation was noticeable both in the Central and State spheres. In the former, the man-days lost in 1964 were 0.7 millions as compared to 0.3 millions in 1963. The situation was somewhat disturbed during the year in the mining industry, banking industry and in the major ports of Vishakhapatnam, Madras and Marmagoa. Of the work stoppages in the public sector undertakings, the most important ones were the stoppages in Heavy Electricals Ltd., Bhopal, the Fertilizer Corporation of India Ltd., Sindri and the Hindustan Steel Ltd. This situation was peaceful in Defence and Railways. A significant development in the direction of improvement of the quality of officers manning the industrial relations machinery, was the setting up of a Central Institute for Training in Industrial Relations. The Institute is intended to impart specialised in-service training to both the Central and State Government Officers of the machinery with a view to increasing their competence and effectiveness in maintaining good relations. A limited number of seats are also provided for trainees from other countries.

The year in retrospect witnessed a weakening influence of the Industrial Truce Resolution on the general labour situation. This was mainly due to economic factors and inter-union rivalry. Attempts to exploit the temporary strains on the economy also contributed to the deterioration in the industrial relations situation. The number of co-operative stores/fair price shops set up in pursuance of the Resolution went up to nearly 2,000 in 1964-65 as against 1,700 at the end of the 1963-64 which tend to control the price spiral to some extent. It is proposed to promote legislation to make the setting up of fair price shops a statutory obligation on the part of employers in all units employing 300 or more workers. Attempts to get the Code of Discipline accepted by those, who have not done it so far, continued. Joint meetings of employers and workers in the banking and insurance industries and in the ports and docks were held to clarify certain provisions of the code. Consultations with the Railways and Defence were in progress to get the Code accepted by them.

The Central Implementation and the Evaluation Division completed the evaluation studies in respect of (i) attitudes of employers and unions to voluntary arbitration during July ~~to~~ 1961 to June 1963; (ii) review of the working of the Code of Discipline in the Central Sphere during 1963; and (iii) extent of implementation of the recommendations of the Court of Enquiry and the bipartite agreement on the abolition of contract system in coal mines. The total number of ~~workers~~ Works Committees formed and functioning during the year 1964 in the States and Central sphere undertakings was 2,959.

Joint Management Councils.- Increased association of labour with management for the successful implementation of plan projects and higher productivity has been achieved through joint management councils as envisaged under the scheme of workers' participation in management. By the end of March 1965, Joint Management Councils were functioning in 97 establishments - 36 in the public sector and 61 in the private sector - representing manufacturing, mining and plantation industries. Besides, the State Bank of India has also set up Central Consultative Committee at the Central Office and a Circle Consultative Committee at each of the local Head Offices. The experience has shown that the successful working of Joint Management Councils resulted in a more stable labour force, increased productivity, reduction in waste, better profits and closer understanding between the management and the workers. However, it was found that greater collaboration between employers and workers should be established to achieve substantial results.

Wages.- The question of wage fixation for workers in both organised and un-organised industries has been under the constant review of the Government specially after the dawn of Independence. In this direction the appointment of the Tripartite Wage ~~Boards~~ Boards, the appointment of the Bonus Commission and consequent promulgation of the Payment of Bonus Ordinance, 1965, among others, are the significant land marks. Experience shows that the setting up of Wage Boards has proved to be the most suitable and effective method for settling wage disputes in major industries. Wage Boards have been appointed for a number of industries.

During the year under review, Wage Boards were set up for non-journalist employees in News Paper Industry, Port and Dock Workers at Major Ports and Engineering Industry and Second Wage Boards for Cotton Textile and Cement Industries. During this period the Wage Boards for Working Journalists and Non-Journalists Employees of News-paper Establishments gave their recommendations for interim increase in wages while the Wage Boards for Tea Plantations, Iron and Steel Industry and Coal Mines made recommendations for second interim increase in the wages of concerned workmen. The Wage Boards for Coffee and Rubber Plantations made recommendations regarding wages payable to certain categories of workers, namely field and factory workers in Rubber Plantations and field workers and maistries in Coffee Plantations. The Wage Boards for Iron and Ore Mining and Lime Stone and Dolomite Industries revised their earlier recommendations made last year for the grant of interim wage increase to clarify certain doubtful points. The recommendations of the Wage Boards for Non-Journalists employees of News-papers were under consideration of the Government and those of others were accepted by the Government and the authorities concerned were requested to secure their implementations. The final recommendations of the Wage Board for Iron and Steel Industry was received by the Government of India on 29 April 1965 and the Government has decided to accept the same and to request employers, employees and the State Governments to implement them expeditiously. The recommendations were brought into effect from 1 April 1965. The Wage Board has recommended, inter alia, a minimum wage of Rs.125 per month for unskilled men workers engaged in Works Departments and Rs.120 per month for those in Service Departments and outside works except in the case of Mysore Iron and Steel Ltd., where it has been fixed at Rs.115 and Rs.110 per month for the respective departments.

The minimum wage prescribed for the lowest paid unskilled women is Rs.115 per month excepting Mysore Iron and Steel Ltd., in which case a minimum of Rs.105 per month (Production and Maintenance) and Rs.104 per month (Service and Outside) has been fixed.

Minimum Wages.— During the year under review, minimum wages were fixed or revised in a number of industries under the Minimum Wages Act, 1948. Minimum rates of wages were fixed for the employments in public motor transport (for certain categories of workers in specified areas), coir industry, agricultural operations (Malabar area), tanneries and leather manufactory (for certain categories of workers), and tile industry (for new categories of workmen) in Kerala; eating houses and residential hotels in

Gujarat; process of printing by letter, lithography photogravure or other similar works, etc., (former Hyderabad and Vidharbha areas) in Maharashtra; textile industry in Punjab; and tailoring industry in West Bengal.

The Bonus Commission, which was set up in December 1961, to consider the question of payment of bonus based on profits and to recommend principles for computation and methods of payments of such work bonus, submitted its report in January 1964. This was accepted by the Government of India with certain modifications with a view to give effect to the recommendations and as the Parliament was in recess, the President of India promulgated an Ordinance, namely, the Payment of Bonus Ordinance, 1965 on 29 May 1965. The Ordinance was made applicable to every establishment in which 20 or more persons are employed and public sectors undertakings which are not run departmentally and which compete to the extent of 20 per cent. with establishments in private sector. The Ordinance provides that a minimum bonus equal to 4 per cent. of salary or wages or Rs.40 which ever is higher (Rs.25 in case of child worker) shall be payable to every employee in respect of each accounting year. The maximum bonus will be restricted to 20 per cent. of salary or wage. Bonus is payable to all employees drawing salary or wage upto Rs.1,600 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. A minimum of 30 days work in a year is essential qualification for receiving bonus.

Consumer Price Index Numbers - (a) Industrial Workers.- These index numbers are very widely used as wage escalators in different industries at various centres and of late there has been a growing demand for linking of dearness allowance with C.P.I. numbers wherever it has not been the practice hitherto. As such, considerable interest is evinced by working class population in these index numbers. It was reported in 1964 that the Governments of Maharashtra and Gujarat appointed Expert Committees to rectify alleged mistakes in C.P.I. series of Bombay and Gujarat respectively during 1963. As a result of upward revision of these series consequent upon the Expert Committees' Recommendations, there were demands from working class population in other States also for setting up of similar committees. In fact, in Rajasthan and Delhi (Union Territory) such committees were set up last year. The Rajasthan Expert Committee has since then submitted its report and have broadly supported the methodology, etc., of compilation (by Labour Bureau) of C.P.I. number of Beawar centre,

which they investigated. They have, however, suggested revision of Housing group index which was being kept constant at the base level. This Committee has also categorically stated in the report that the new series of C.P.I. numbers for Ajmer and Jaipur on base 1960=100 compiled by the Labour Bureau were constructed with improved methodology, etc., and have since pleaded strongly for their adoption. The Rajasthan Government have consequently given their clearance for publication of these series, which started publication during the year under review.

(b) Agricultural Labourers.- The Labour Bureau had been publishing an interim series of Consumer Price Index Numbers for agricultural labourers for different States (on base 150-51=100) on the basis of the weighting diagrams provided by the First Agricultural Labour Enquiry conducted by the Government of India in 1950-51. During the year under review, the interim series was replaced by a new series on base 1960-61=100 and indices for different States were published in the Indian Labour Journal with effect from its November, 1964 issue. The second Agricultural Labour Enquiry conducted in 1956-57 provided the weighting diagram.

(c) The Plantation Workers in Tripura.- Consumer Price Index Numbers for Tea Plantation Workers in the Union Territory of Tripura continued to be maintained by the Labour Bureau and published in the Indian Labour Journal regularly every month with effect from its March 1964 issue.

Social Security.- The year under review, witnessed a very significant development in the field of social security with the creation of a separate organisation for social security - "Department of Social Security" in the Ministry of Law. With this the administration of Employees' State Insurance Act, 1948; the Employees' Provident Funds Act 1952; the Coal Mines Provident Fund and Bonus Schemes Act 1948, etc., and the offices connected with their administration and implementation were transferred to the newly created Department. During the period April 1964 to March 1965 the benefits of the Employees' State Insurance Scheme were extended to several areas covering an additional number of 0.234 millions employees. The total number of beneficiaries (insured persons and members of their families) covered for medical care under the Scheme, went up to 11.755 millions by 31 March 1965. As many as 11 hospitals with a total capacity of 1,715 beds were functioning in different parts of the country. Besides, 3,504 beds in other hospitals were reserved solely for the use of insured factory workers. Construction of 26 hospitals and 50 dispensaries was in progress. The other main

features of the Scheme were the doubling of the rate of extended Sickness Benefit with effect from 1 January 1964 and addition of 8 more diseases to the list for eligibility for extended sickness benefit with effect from 1 April 1964.

The Employees' Provident Funds Scheme, 1952, made rapid and considerable progress during the year under review. By 31 July 1965 as many as 99 industries/class of establishments were covered under the scheme, the number of industries being covered being during the year being 13. The total number of establishments covered by the Employees' Provident Funds Act, 1952, reached 29,862 (1,847 exempted and 28,015 unexempted establishments) and that of the subscribers to the fund 4,228,839 (1,584,892 in exempted and 2,643,947 in unexempted establishments) by the end of April 1965. It is further proposed to extend the scope of the Act to 27 more industries/class of establishments with an additional employment of about 0.2 millions during the stretch of Third Five Year Plan period. The number of industries/class of establishments with employing 50 or more persons, covered under the 8 per cent. statutory rate of provident fund contribution, increased to 32 by 1 June 1965, the number of such industries/class of establishments covered during the year being 8. The ordinary statutory rate of provident fund contribution is 6½ per cent. of basic wage and dearness allowance (including cash value of food concessions and retaining allowance, if any). By the end of April 1965, a sum of 0.509 million rupees was disbursed to the nominees/heirs of the deceased, members under the Death Relief Fund, which was set up in January 1964 for affording financial assistance to the nominees/heirs of deceased members so that a minimum of 500 rupees could be assured.

The number of coal mines and ancillary organisations covered under the Coal Mines Provident Fund Scheme reached to 1,271 by 31 December 1964, and that of live subscribers to 418,791 during 1963-64. The important contribution of the Scheme during the year under review was the creation of a 'Death Relief Fund'. This Fund was set up in January 1965 with an initial transfer of 0.1 million rupees from the Forfeiture Account of the Fund to ensure a minimum refund to 400 rupees to the nominees/heirs of each member who die on or after 6 October 1964.

Labour Welfare.— The year in retrospect was marked with increase in both the number and activities of the Labour Welfare and Multi-Labour Welfare Centres located in various industrial centres of the country. The centres in addition to providing training and recreational facilities to workers and their families also organised sewing, knitting, embroidery, music, adult education classes and training in arts and crafts. Besides, library and reading room facilities were also provided in most of the centres. At times films and other entertainment shows were arranged for the recreation of workers and members of their families.

Consumers' Co-operative and Fair Price Shops.— By the end of 1964-65, 2,016 consumers' cooperative stores/fair price shops were set up in about 3,373 industrial establishments in the country employing 300 or more workers. The total coverage in both the public and private sectors worked out to be 60 per cent. Following discussions in the Indian Labour Conference, held at Bangalore in July 1964, and in the Standing Labour Committee on Industrial Truce Resolution at New Delhi in November 1964, it has been proposed to promote legislation making the setting up of fair price shops a statutory obligation on the part of employers. Such shops would be required to supply rice, wheat and sugar at scales and prices prevailing in the general fair price shops, and dal, cooking medium and two varieties of textiles at wholesale prices.

Housing for Workers.— Among the individual housing schemes for different classes of the society the Subsidised Industrial Housing Scheme, Low Income Group Housing Scheme, Plantation Labour Housing Scheme, Slum Clearance Scheme, Labour Village Housing Project Scheme, Rental Housing Scheme, for State Government employees, Jhuggi and Jhopri Removal Scheme, House Building Advance Scheme and the Land Acquisition and Development Scheme are the main ones which have been under operation in recent years. Out of these schemes, the Subsidised Industrial Housing Scheme and the Plantation Labour Housing Scheme are mainly meant for workers. The Subsidised Industrial Housing Scheme is intended for low paid industrial workers whose wages are Rs.350 per mensem and below. Since the inception of the scheme to the end of December, 1964, ~~Rs.~~ 6.106 million rupees were sanctioned for construction of 172,124 tenements, out of which, 145,565 have already been completed. Under the Plantation Labour Housing Scheme, planters are eligible to receive 80 per cent. of the cost of a house as loan subject to a maximum of 2,400 rupees in North India and 1,920 rupees in South India.

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Upto December, 1964, 3.556 million rupees were sanctioned for construction of 1,594 houses out of which 899 were completed.

Besides the aforesaid schemes of housing for workers, the Coal Mines Labour Welfare and the Mica Mines Labour Welfare Fund Organisations as well as the different Advisory Committees constituted under the Iron Ore Mines Labour Welfare Cess Act, 1961 also have their own schemes for construction of houses for workers. By the end of the year 1964-65, as many as 31,221 houses and 33 barracks were completed and 15,206 houses and 47 barracks were in different stages of construction under the old and new housing schemes of the Coal Mines Labour Welfare Fund Organisation, Dhanbad. In the field of progress of housing schemes of the Mica Mines Labour Welfare Fund Organisation, a colony consisting of 50 two-room houses were constructed at Jorasimar (Bihar) and the construction of 10 more colonies comprising 314 such houses was to start. Under the 'Build-Your Own-House Scheme' agreed sanction was accorded for construction/improvement of 500 houses in Bihar. The Government of Bihar has in regard to 'Low Cost Housing Scheme' agreed to transfer the surface rights to mica mine owners and about 500 houses are proposed to be constructed under this scheme.

Health and Safety.- During the year under review, a number of Safety Training Programmes were organised by the Industrial Safety, Health and Welfare Centres of the Central Labour Institute, Bombay and the Regional Labour Institutes, Calcutta, Madras and Kanpur. The implementation of the two schemes: one for National Awards for giving award to group of workers and individuals for useful suggestions leading to higher productivity or economy or greater efficiency and the other Shram-Vir National Awards for recognising good performance on the part of workers, was taken up during the period under review but as the response was not appreciable the last date for receipt of applications was extended up to 15 August, 1965.

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

India - August-September 1965.

Report of the Activities of the Coal Mines Labour Welfare Organisation for 1963-64*.

The following is a brief review of the annual Report of the activities of the Coal Mines Labour Welfare Organisation for the year 1963-64.

Receipt and Expenditure.- The Coal Mines Labour Welfare Fund Cess, the main source of income of the Fund, continued to be levied at the rate of 49.21 paise per metric tonne of coal and coke despatched from collieries throughout the year under report. The total income during the year amounted to 35.032 million rupees which was apportioned between the General Welfare Account and the Housing Account of the Fund in the ratio of 50:50. The share of the General Welfare Account was 16.842 million rupees and that of the Housing Account including the receipt on account of house rent for the houses already constructed and interest on investments was 18.190 million rupees. ~~is~~ The total expenditure was 30.415 million rupees - 13.292 million rupees in the General Welfare Account and 17.123 million rupees in the Housing Account. The above figures are provisional, the final figures of adjustment for the year being not available as yet. The corresponding figures of income as reported in the preceding year was 13.944 million rupees in the General Welfare Account and 15.355 million rupees in the Housing Account, the expenditure being 11.796 million rupees and 13.897 million rupees respectively.

*Government of India: Ministry of Labour: Annual Report of the Activities of the Coal Mines Labour Welfare Organisation for the Year 1963-64: 1965: pp. 24.

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Medical Facilities.- The Organisation provides medical facilities for colliery workers and their dependents on a large scale. The facilities include provision of a net-work of hospitals throughout the coalfields, provision of Family Welfare Centres, facilities for T.B. treatment including domiciliary treatment, Dispensary Services including Ayurvedic Dispensaries and Mobile Medical Units, Family Welfare Centres, Health Promotion Centres, X'ray facilities. Some of the important measures undertaken by the Organisation as detailed below:-

Central Hospital, Dhanbad.- One well-equipped modern hospital of 250 beds for specialised treatment of colliery workers and their children at Dhanbad continued to function since 1951. The average daily number of inpatients treated in the various departments of the hospital during the year under review was 396.

During the year under report a Blood Bank on modern lines started functioning at the Central Hospital, Dhanbad under the direct charge of a Blood Transfusion Officer.

Central Hospital, Asansol.- The other Central Hospital at Kalla, Asansol in the Raniganj Coalfield, also of 250 beds, which was started in the year 1955 entered the ninth year of its existence. The average daily number of inpatients treated in the Hospital during the year was 365 against 319 during the preceding year.

A Blood Bank on modern lines was functioning at the Central Hospital, Kalla satisfactorily. A total of 152,125 cc. of blood was collected at this bank, during year the year.

The Social workers attached to each of the Central Hospitals at Dhanbad and Asansol continued to render useful services to the patients in attending to their personal needs and helping them in writing letters to their relatives regarding their private matters. They also helped them in learning elementary lessons in Hindi/Bengali and in taking advantage of the reading and recreational facilities provided at the hospitals.

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Rehabilitation Centre attached to each of the Central Hospitals continued to function during the year. The treatment given included active exercises, infra-red and ultra-violet rays, electrical ~~the~~ stimulation, massage, paraffin bath and exercises, radium heat bath and also occupational therapy.

With a view to providing facilities of specialised treatment for workers in other coalfields also where such facilities were not available, the question of setting up a Central Hospital at Manendragarh for the colliery workers in the Korea and Vindhya Pradesh Coalfields and also conversion of the existing Regional Hospitals at Jamai, Naisarai and Phusro into Central Hospitals was under consideration.

Regional Hospitals.- Seven full-fledged Regional Hospitals, with a Family Welfare Centre attached to each, were maintained by the Fund during the year and they continued to render useful service to the colliery workers and their dependents. Besides, the construction work of the building of the Regional Hospital, Kurasia in the Korea Coalfield was also completed and the O.P.D. of this hospital started functioning from February 1963. Under the scheme of expansion of the Regional existing Regional Hospitals, foundation for additional wards in connection with the expansion of the Regional Hospital at Jamai in the Pench Valley Coalfield from 30 to 50 beds was concreted. Work on expansion of the Regional Hospital buildings at Naisarai in Karanpura-Ramgarh Coalfield was completed during the year. Expenditure sanction for expansion of the Regional Hospital Katras from 30 to 50 beds was obtained and necessary action for acquisition of the additional land required construction of staff quarters was also initiated. Meanwhile, the work in connection with the construction of additional hospital accommodation was being put to tender. Expenditure sanction for expansion of the Regional Hospitals at Chora and Tisra to 50 beds was awaited after receipt of which it would be possible to take up those works also.

The number of new cases treated at the Regional Hospitals during the year is furnished below:-

Regional Hospitals.	Indoor	Outdoor	Total
1. Katras (Jharia Coalfield).	1,681	4,310	5,991
2. Tisra (- Ditto-).	781	3,482	4,263
3. Chora(Raniganj Coalfield).	2,009	5,480	7,489
4. Jamai(Pench Valley Coalfield).	1,470	4,891	6,361
5. Dhanpuri(Vindhya Pradesh Coal- field).	633	3,124	3,757
6. Naisarai(Ramgarh-Karanpura Coal- field).	1,635	4,522	6,157
7. Phusro(Bokaro Coalfield).	1,976	8,287	10,263
8. Kurasia (Korea Coalfield).	-	878	878

Family Welfare Centres.- A Family Welfare Centre attached to each of the Regional Hospitals continued to function and it is intended to have similar centres attached to the proposed Regional Hospitals also which would be functioning as adjuncts to those hospitals. Besides, 8 such centres already established by the Fund, two each in Madhya Pradesh, Andhra Pradesh and Orissa and one each in Assam, Maharashtra Coalfields were also functioning during the year as independent units under the charge of a qualified Lady Health Visitor. Similarly 53 Maternity and Child Welfare Centres were being run by the Jharia and Asansol Mines Boards of Health and Hazaribagh Mines Board for which the Fund continued to pay grant-in-aid towards their maintenance.

Facilities of T.B. Treatment.- Facilities on an extensive scale continued to be provided for treatment of the colliery workers suffering from T.B. These facilities included 62 beds maintained by the Fund in the T.B. Clinic, Katras (12 beds) and T.B. Hospital at Searsole (50beds). Expenditure sanction for increasing the bed strength at T.B. Clinic, Katras by another 25 beds having been received, necessary further action towards implementing the same was taken.

Besides, as appended below, a total number of 96 beds continued to ~~rese-~~ be reserved by the Fund in the various sanatoria in the country for sanatorium line of treatment of colliery T.B. patients:-

Name of Sanatoria.	No. of beds reserved.
1. R.K. Mission T.B. Sanatorium, Ranchi.	39
2. Govt. T.B. Sanatorium, Nowgong, Madhya Pradesh.	5
3. Govt. T.B. Sanatorium, Chhindwara, Madhya Pradesh.	10
4. Pendra Road T.B. Sanatorium, Korea.	11
5. Christian Mission Hospital and Sanatorium, Jorhat, Assam.	5
6. Yerragada T.B. Sanatorium, Hyderabad.	5
7. Mahadevi Birla T.B. Sanatorium, Ranchi.	16
8. Union Mission T.B. Sanatorium, Arogyavaram.	5*
Total.	96

* Reservation discontinued from 13-12-1953.

With a view to providing increased facilities for more intensive indoor treatment of colliery workers suffering from T.B. the Organisation had embarked upon a scheme of providing two large-sized 100 bedded wings as adjuncts to the Central Hospital at Dhanbad and Asansol. The construction of the block attached to the Central Hospital, Dhanbad was completed in all respects and it also started functioning in full swing from 11-6-1963. As regards the buildings at Asansol, the construction of a portion was completed and action for starting the out-patient Department of the T.B. Wing was also taken. Towards further augmentation of beds for treatment of T.B. cases, it had earlier been decided to set up five more T.B. Clinics of 12 beds each attached to five of the existing Regional Hospitals. As, however, these units were considered to be uneconomical in actual working, it was subsequently decided to have 30 beds at each of the Clinics instead of 12. Necessary revised proposal for the same was submitted to Government for according expenditure sanction after receipt of which it would be possible to embark upon the same straight-away.

The scheme for payment of subsistence allowance at a rate not exceeding Rs.50/- per month to the dependents of T.B. patients undergoing treatment as inpatients at the Fund's T.B. Clinic/Hospital or at the beds reserved by the Fund at various sanatoria continued to function during the year under review.

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The scheme of Domiciliary T.B. treatment with a provision for treatment of 1,145 patients continued to function during the year. Under this scheme 7,454 patients suffering from T.B. in all the coalfields of the country received treatment since the inception. All the patients were supplied with medicines free of cost. Besides, each patient was also paid an allowance for diet up to Rs.1.50 paise per day for a maximum period of six months to enable them to take nourishing diet. A net-work of Chemotherapy Centres throughout the Coalfields for treatment of patients under this schemes also continued to function during the year.

The Convalescent Home opened at Bhuli for cured T.B. patients had to be closed since August 1963 for want of adequate response from the patients entitled for admission in the Home.

In addition to providing the facilities as detailed in the preceding paragraphs for the treatment of T.B. cases, the Organisation had also taken up a proposal for setting up a number of small Segregation Camps of 8-10 beds each at different coalfields with a view to segregating patients suffering from T.B. The main difficulty that stood in the way of speedy implementation of this proposal was non-availability of lands for the purpose for which the Organisation was in correspondence with the colliery managements.

Dispensaries.- The two static dispensaries run by the Fund at Bhuli and Mugma treated a total number of 13,538 patients during the year.

Health Promotion Centres.- The intention was to establish 6 Health Promotion Centres in the first instance, two each in Bihar and West Bengal Coalfields and one each in Andhra Pradesh and Madhya Pradesh Coalfields. Out of these two centres, one at Bhurkunda in the Hazaribagh Coalfield (Bihar) and the other at Samla Kendra in the Raniganj Coalfield (West Bengal) were opened and started functioning during the year. Efforts continued to be made to secure accommodation for setting up the centres at other places. These centres would provide a regular machinery for the systematic check up of the health of colliery workers.

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Ayurvedic Dispensary.- Under the scheme of establishment of Ayurvedic Dispensary for treatment of colliery workers and their dependents on Ayurvedic lines of treatment, 15 Ayurvedic Dispensaries were run by the Organisation of the various coalfields, during the year. These dispensaries having found to be quite popular amongst all sections of the colliery workers, it was proposed to establish 15 more such Dispensaries by the Fund in the various coalfields. For the manufacture of genuine medicines required for distribution to the Ayurvedic Dispensaries, the Ayurvedic Pharmacy continued to function at Pathardih in the Jharia Coalfield.

A proposal for attaching a five bedded ward with the Ayurvedic Dispensary, Rudrampur for providing indoor ayurvedic treatment had been approved by Government and steps for starting the ward were in hand.

Grant-in-aid for Dispensary Services.- During the year under report grants-in-aid continued to be paid by the Organisation to colliery managements who maintained dispensary services according to the standards prescribed for becoming eligible to get such assistance. Under this scheme, financial aid to the extent of the amount of the cess at the rate of eight pies per ton recovered in respect of coal or coke despatched from the colliery concerned after deduction of the proportionate cost of collection, or the amount spent on the maintenance of the dispensary whichever was less, is paid to the management.

Financial assistance for improved dispensary Services.- There were many instances, however, where the colliery managements could not take advantage of the grants owing to the standard standard of dispensary services maintained by them being substantially short of the standard prescribed by the Organisation. With a view, therefore, to giving them an incentive to effect the necessary improvements to the benefit of the colliery workers employed by them, the Organisation had introduced a scheme of financial assistance for raising the standard of dispensary services to a standard not below that laid down for the purpose of qualifying for the grant-in-aid. Under this scheme, interest-free loan equal to actual cost of construction of new buildings or for improvement of the existing buildings for dispensaries including purchase of equipments, subject to a maximum of 16 times of the annual grant-in-aid admissible was paid to the management. It has, however, to be stated that the response to this scheme has not been upto expectation.

Family Counselling.- Due importance to the provision of Family Counselling Services in the coalfields was paid and in order that this part of the Fund's activities received undivided attention, a Family Planning Officer had also been appointed exclusively for that work. Under the Family Planning Programme of the Organisation, 258 sterilization operations were done at both the Central Hospitals during the year. A total of 15,827 persons were contacted for family counselling at the medical institutions and family welfare centres run by the Organisation and the Maternity and Child Welfare Centres run by the Jharia and Asansol Mines Boards of Health. The total number of persons who were given advice in connection with family planning was 8,170. The Field Worker did propaganda work and helped the women to contact the Family Planning Doctor. So far a total number of 15,778 families were contacted and advised in family planning.

To provide incentive to colliery workers for undergoing sterilization operation, the scheme under which payment of cash was made to each worker undergoing the operation continued to be in existence. The Organisation also paid grant-in-aid to colliery companies for providing family planning facilities at their colliery hospitals.

Leprosy.- For treatment of leper cases from colliery workers, wards were maintained at the cost of the Fund at the Tetulmary and Asansol Leprosy Hospitals run by voluntary Organisations in the Bihar and West Bengal Coalfields. Twentytwo beds are available at the former and twentyfour at the latter. Besides, provision of eight beds continued to be made in the Raniganj Coalfield at the hospital run by the Asansol Leprosy Relief Association, Kulti Division. A scheme of payment of diet and subsistence allowance to patients suffering from leprosy on the same lines as in the case of patients suffering from T.B. was also introduced.

Facilities for treatment of Infectious cases.- A proposal to attach an Infectious Diseases ward to some of the Regional Hospitals of the Organisation situated in areas where adequate facilities for the same did not exist, was under active consideration. During the year the scheme was sanctioned in respect of the Regional Hospitals at Jamai, Dhanpuri and Kurasia in the Madhya Pradesh Coalfield and Naisarai and Phusro in the Bihar Coalfield and further necessary action towards implementation of the same was in hand.

Treatment of Cancer, etc.- The Deep X-ray Plant installed at the Central Hospital, Asansol for attending to cases requiring Deep X-ray Therapy continued to render valuable services to colliery workers. A total number of 2,131 cases were attended to in the Department and 2,328 exposures were given during the year.

Treatment of Mental Cases.- For treatment of mental cases, arrangements continued to exist at the Mental Hospital, Ranchi which is one of the best institutions of its kind, and the entire expenses incurred in the treatment of colliery workers and their dependants suffering from mental diseases was met by the Organisation. Similar arrangements were made at the Mental Hospital, Nagpur also for the benefit of colliery workers in that area suffering from mental diseases.

Free Supply of Spectacles and Dentures.- For the purpose of assisting the poor colliery workers in deserving cases, the scheme under which spectacles and dentures were supplied free of cost in entitled cases continued to be in existence.

Anti-Malaria Operation.- During the year under report the Anti-malaria Unit of the Coal Mines Labour Welfare Organisation carried out National Malaria Eradication Programme according to schedule. The number of collieries and villages controlled and the approximate population protected during the year are given in the table below:-

Name of Coalfield.	No. of Collieries under control.	No. of Villages under control.	Approximate population protected.
Jharia .	357	234	501,060
Raniganj.	166	140	422,952
Hazaribagh.	29	56	243,210
Pench Valley.	28	1	64,033
Chanda.	7	3	34,941
Korea.	11	3	44,946
Margherita.	9	37	29,642
Total.	607	474	1,340,784

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Filaria Control.- Anti-parasitic control of filaria cases were being continued in Rajiganj Coalfields. Altogether 6,287 slides had been examined, out of which 586 had been found positive. Four hundred sixty-three persons had been treated with Diethylcarbamazine tablets. Anti-larval work was in progress.

Education and Recreation: Miners' Institutes.- Miners' Institutes each comprising of an Adult Education Centre and a Women's Welfare Centre with a Children's Section, have been functioning in the various coalfields for providing educational and recreational facilities to the colliery workers and their families. The total number of Miners' Institutes functioning in the various coalfields during the year was 56, of which 51 were in the Organisation's own buildings and the rest in the accommodation provided by the colliery managements. Sanction for establishment of four additional Multipurpose Institutes for Andhra Pradesh was received during the period under report. Construction of these Multipurpose Institute buildings was in hand.

Women's Welfare-cum-Children's Education Centres.- During the year under review, 59 Women's Welfare-cum-Children's Education Centres were functioning in Multipurpose Institutes and in accommodation provided by the colliery owners. Fifteen Women's Feeder Adult Education Centres also continued to function during the year. The Centres continued to provide elementary education to colliery workers' children up to Class II standard. Music, dance and drama lessons were also imparted at some centres. The children attending the centre were given bath in the morning in the centre, and then dressed up in garments supplied free of cost by the Organisation. Physical Training and games formed part of regular daily routine. Free supply of tiffin continued to be distributed amongst the children attending the centres. As an experimental measure, mid-day meals were introduced in the Multipurpose Institute at Bhuli. Periodical medical check up of the children's health continued to be carried out by the Medical Officers of the Organisation.

In addition to training in handi-crafts like sewing, tailoring, repair of garments etc., literacy classes were held for women at all the centres as usual. The total number of women made literate up to March 1964 was 2,724 as against 2,077 in the preceding year. Necessary equipment required for teaching handicrafts was also provided.

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In Centres at Bhuli, Digwadih, Bhulanbararee, Jamadoba, Malkera and Nayadih Kusunda in Jharia Coalfield tailoring classes under trained teachers were started.

Adult Education Centres.- Sixty-one Adult Education Centres were functioning in the various coalfields during the year. A total of 3,479 adults were made literate during the period under report making the total number of adults made literate at the close of the year 16,968. Dhowrah classes were introduced at some centres during the year. Dhowrah visits continued as usual.

A small library continued to be maintained at each centre for use of the workers. Those libraries were also supplied with some books from the Central Library maintained at the Bhuli Township.

Study tours excursions to places of interest and cultural activities were arranged periodically.

Primary Schools.- Monthly grants-in-aid continued to be paid to three schools in Talchar, four schools in Andhra Pradesh and one school each in Assam and Darjeeling Coalfield. In addition to this, non-recurring grants-in-aid amounting to Rs.3,014/= were sanctioned for payment to schools in colliery areas for the purpose of purchasing furniture and other educational equipments.

For the benefit of the children of colliery workers studying in High Schools far away from their places of residence, two Boarding Houses - one each in West Bengal and Madhya Pradesh continued to function during the year under review. Efforts to procure accommodation at a suitable place for starting the third Boarding House in the Jharia Coalfield having failed to yield any useful result, the proposal for constructing the Fund's own building at Jagjivan Nagar was approved by the Advisory Committee. The proposal of constructing a Boarding House at Kalla, Asansol was also approved by the Advisory Committee. Further action in the matter was taken. Action was also in hand to open two more Boarding Houses one each in the Andhra Pradesh and Assam Coalfields.

Scholarships.- This scheme was introduced by the Organisation to encourage deserving children of colliery workers to prosecute their studies which they would not have otherwise been able to do. One hundred twenty-five General and 22 Technical Scholarships in addition to the renewal of scholarships awarded during the preceding years continued to be in operation during the year under report. A sum of Rs.164,329/= was paid as scholarship during the year under review.

In order to provide an incentive to colliery managements to provide better play-grounds with seating arrangements, etc., where Central and All-India Sports could be held, it was proposed to pay grant-in-aid upto 50 per cent. of the actual cost towards preparation of such playgrounds at the colliery, subject to a maximum of Rs.10,000/= from the Coal Mines Labour Welfare Fund. In places where the ground would be so big as to enable holding the All-India Coalfield Sports, the maximum amount of grant-in-aid payable would be Rs.15,000/=. The colliery managements to whom the grant-in-aid would be paid for the purpose are to maintain the ground in good condition. Under this scheme, requests from five colliery managements had been received during the year under review and they were under consideration.

Enforcement of Statutory Provisions: Coal Mines Pithead Bath Rules.- Under the Coal Mines Pithead Bath Rules, 1959, administered by the Organisation, it is obligatory on the part of management of every colliery, the output at which exceeded 600 tons during the previous calendar year to provide a Pithead Bath at the Mines for use of the workers. Exemptions from the provision of Pithead Bath were granted in case of mines likely to be exhausted within the next three years or where ~~Pithead Baths had been~~ water scarcity of water was established. The total number of collieries where Pithead Baths had been completed at the close of the year was 258 and where they were under construction was 60.

Creches in Coal Mines.- The Mines Creche Rules, 1959 as amended by the Mines Creches (Amendment) Rules, 1961 enjoin on the Owner, Agent or Manager of every mine wherein women are employed or were employed on any day of the preceding twelve months, to provide a creche at his colliery to look after the children of the women workers.

Each creche should have a trained creche Nurse and the prescribed sets of equipment. Supply of food to children attending the Creches is also obligatory on the management. At the close of the year under report, the number of collieries where creches had been completed was 418 and where they were under construction 24.

Prosecution.- For contravention of the Coal Mines Pithead Bath Rules and Mines Creches Rules, 216 prosecutions were launched during the year under review.

Maternity Benefit.- The Mines Maternity Benefit Act and Rules made thereunder continued to be administered by the Coal Mines Labour Welfare Organisation. During the year, maternity benefits were paid by the employers in a total number of 2,227 cases.

Workmen's Compensation.- Administration of the Workmen's Compensation Act is not in the charge of the Coal Mines Labour Welfare Organisation. However, in order that the workers concerned got their dues and the settlement was expedited, the members of the Inspectorate Staff of the Organisation followed up the case of accidents in coal mines which involved payment of compensation.

The number of fresh cases reported during the year totalled 2,245, those brought forward undisposed from last year being 2,207. The follow-up action was taken in respect of 3,765 cases. The number of cases admitted for payment was 3,691 and number of cases in which the payment was made was 1,459.

Miners' Houses: Townships.- With a view to providing decent houses in cleaner and healthier surroundings, the Coal Mines Labour Welfare Organisation embarked upon a series of housing scheme, the first of which being centralised townships in convenient areas available in different parts of the coalfields. Under this scheme, a total of 2,153 houses were constructed in seven places mostly in Bihar, a few in West Bengal and Madhya Pradesh, Bhuli (Bihar) being the biggest among them with 1,566 houses. The entire cost of the houses and other essential services was met by this Organisation. The idea of townships though novel to the industry, did not, however, find much favour due to the fact that the question of providing transport for workers whose working collieries were situated at a distance from the township stood as the main bottleneck for the success of such townships.

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The scheme of having large centralised townships had, therefore, to be abandoned.

Other Amenities.- Other amenities undertaken by the Organisation included grant of subsidy to colliery owners upto the extent of 50 per cent. for improving water supply; supply of artificial limbs to colliery workers whose limbs had to be amputated due to colliery accidents; grant-in-aid for visually handicapped children of colliery workers; opening of holidays homes, and grants to widows and children of deceased workers who were involved in accidents.

Subsidised Housing Scheme.- A subsidised housing scheme was introduced, under which the colliery owners constructing houses for their workers according to the prescribed standard would be granted a subsidy equal to the 20 per cent. of cost of construction or the prescribed ceiling cost whichever was less. Under this scheme 1,638 houses were constructed in all in different collieries in various coalfields.

Subsidy-cum-loan Scheme.- As it was found that the 20 per cent. subsidy as referred to above, could not adequately enthruse the management to construct more houses for their workers, another scheme known as subsidy-cum-loan scheme was introduced. Under this scheme the subsidy was raised to 25 per cent. of the prescribed ceiling cost of the actual cost of construction whichever was less. Along with this, the Organisation also offered loan equal to 37½ per cent. of the prescribed ceiling cost ~~either~~ or the actual cost whichever was less. A total of 2,060 houses in all were constructed under this scheme and so far a sum of Rs. 241,046/= and 210,309/= was paid to the different colliery managements as subsidy and loan respectively.

New Housing Scheme.- Finding that the aforesaid two schemes of the Fund which depended entirely on the voluntary co-operation from the colliery owners did not make any appreciable headway, the New Housing Scheme envisaging construction of 30,000 houses in the different coalfields at the cost of the Organisation was introduced. The scheme provided for payment of the entire cost of construction of houses subject to the prescribed ceiling limit to the colliery management who constructed the houses for their workers according to the plan and specifications laid down in the scheme. Under the scheme the total expenditure of the Fund would be to the tune of 100 million rupees. At the end of the year

under report, a total of 29,442 houses were either completed or were in different stages of construction. All the houses have already been allotted to the different colliery owners for construction.

In addition to the above, 3,950 houses were in various stages of construction at the different collieries belonging to Messrs Singareni Collieries Co.Ltd., in Andhra Pradesh. These houses were allotted on condition that payment would be made by the Fund to the colliery company only when enough cess for making payment for the houses from those collieries or in that coalfield had been received by the Fund.

A total expenditure of Rs.47,684,107/= was incurred by the Fund for construction of houses under this scheme up to the end of 31 March 1964.

The Coal Mines Labour Welfare Fund Advisory Committee approved the construction of additional 30,000 houses under the New Housing Scheme at the enhanced rate of Rs.4,000/= per house and accordingly the Government were approached for administrative approval and expenditure sanction therefor.

Kutchra Houses.- Out of 30 houses (Kutchra) sanctioned for construction in Assam Coalfield by Messrs Assam Mining & Trading Co.Ltd., 23 houses were constructed and 7 houses were under construction at the end of the year. A sum of Rs. 3,000/= was paid to the above management as a portion of subsidy during the year under report.

Low-cost Housing Scheme.- With a view to tide over the existing inadequacy of housing as stated earlier more expeditiously, it was felt that a scheme involving radical changes, under which the construction of houses could be done in a speedy manner at a lesser cost should be undertaken. Consequently, a scheme known as Low-cost Housing Scheme envisaging construction of 100,000 Low-cost houses, 20 per cent. of which would be constructed as barracks (fit for 12 bachelor workers) during the Third Five Year Plan period at an estimated cost of about 162.5 million rupees was introduced during the year 1961-62. The scheme provided for payment of a subsidy of an amount being the entire cost of construction of each house subject to a maximum of Rs.1,600/= per house and Rs.3,200/= per barracks (with effect from 18-10-63).

Against the above target of 100,000 houses, the Government of India, sanctioned the construction of 25,000 houses and 417 barracks (fit for accommodating 5,000 bachelor workers) during 1961-62. Although at the request of the colliery managements all the above houses and barracks were allotted to the various collieries for immediate construction, their performance in this regard was much below the desired expectations. At the close of the year under report a total of 9,281 houses and 69 barracks were either constructed or remained under construction under the above scheme at the different collieries in various coalfields.

The progress under this scheme as stated above was not satisfactory and it was felt that there were some hurdles also like rise in the cost of building materials etc., which stood in the way of effective implementation of the scheme. The cost of houses and barracks was, therefore, increased from Rs.1,300/- to Rs.1,600/- and Rs.2,600/- to Rs.3,200/= per house and per barrack respectively with effect from 18 October 1963. The use of alternative roofing materials e.g., Mangalore, Raniganj, Allahabad or any other similar tiles instead of A.C. sheets was also approved. With the above changes it was expected that the pace of construction of houses would be accelerated. Recently both the colliery managements and labour representatives showed eagerness for construction of Low-cost House. Accordingly, the Housing Board approved the construction of another 15,000 houses under the above scheme and the Government had been approached for sanction.

Build Your Own House Scheme.— The scheme was sanctioned in 1962-63. This was intended to relieve to some extent the housing shortage among the workers employed in the coal mining industry. It provided to offer an incentive to the colliery workers who desired to build their own houses on the land owned by them. Under the scheme a sum of Rs.325/= would be paid as subsidy mostly in the shape of materials in each case to the workers who build their own houses on the land owned by them in the neighbouring villages. Persons, employed in the coal mining industry normally for a period of not less than 10 years would be eligible for the grant of such subsidy. The most attractive feature of the scheme was that the workers would be the owners of the houses even after they ceased to be colliery workers.

Under this scheme so far 16 houses as detailed below were sanctioned:-

Name of Coalfield.	No. of houses.
1. Jharia.	4
2. Raniganj.	4
3. Ramgarh-Karanpura.	4
4. Mugma.	2
5. PENCH Valley.	2
Total.	<u>16</u>

Scheme of financial assistance from the Coal Mines Labour Welfare Fund to the Housing Co-operative Societies in the Coal Mining Areas.- Sanction for the above scheme was obtained during the year under report. The scheme contemplated grant of financial assistance from the Coal Mines Labour Welfare Fund to the Registered Housing Co-operative Societies of the workers for construction of houses for workers employed in the coal mining industry whose income did not exceed Rs.350/= per month. The houses to be constructed under this scheme should be in accordance with the specification etc., as laid down under the New Housing Scheme of the Fund. The over-all ceiling cost of per house would be Rs.4,250/= per unit including cost of land.

The pattern of financial assistance that would be paid from the Fund was as follows:-

Loan 65 per cent. of the prescribed over-all ceiling cost or the Subsidy 25 per cent. admitted cost whichever was the least.

The balance 10 per cent. which was the workers own share of the cost, could be drawn by him as non-refundable loan from his Provident Fund Account.

Co-operative Movement.- The drive for organising Co-operative Societies/Stores made steady progress during the year under review. The number of Primary Societies/Stores reached the total of 346. Besides, two new Wholesale/Central Co-operative Stores - one each at Kalla in Raniganj Coalfield and at Kurasia in the Korea Coalfield were set up to feed the Primary Co-operative Stores functioning in the area of their operation. Thus, at the end of the year, 3 Central Co-operative Stores were running in the coalfields. Establishment of such Central Stores in the Karanpura-Ramgarh, Bokaro-Giridih, PENCH Valley and Vindhya Pradesh Coalfields also was awaiting Government's approval.

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The Fund made a contribution of Rs.230,000/= towards share capital of the Central Co-operative Stores and their affiliated primary units. The Central Stores were also given a clean credit accommodation of Rs.300,000/= . To enable the Central Co-operative Stores at Bhuli to stockpile foodgrains by purchasing them in bulk during the harvesting season, the Organisation gave a temporary advance of Rs.473,575/=.

For making alternative source of cash credit available to the colliery workers at cheap rate of interest through their Co-operative Credit Societies, the Organisation advanced a sum of Rs.590,000/= during the year 1963-64 as loan through the Central Co-operative Banks. Another sum of Rs.11,900/= was given to the Co-operative Societies/Stores as monthly subsidy to enable them to pay the remuneration of part-time clerks employed for maintaining their books of account. The non-recurring grants of Rs.67/= towards the establishment charges of newly organised Co-operative Societies/Stores was paid in the case of 54 Societies/Stores.

The scheme for granting financial assistance to the colliery workers Housing Co-operative Societies was sanctioned during the year 1963-64. Government also sanctioned payment from the Fund a sum of Rs.100,000/= as loan and Rs.40,000/= as subsidy. No payment was, however, made during the year as the Society did not complete the formalities as required for the purpose. The Registrar of Co-operative Societies of the States concerned had already been requested to intimate the names and address of such societies if already functioning and also to forward draft bye-laws for formation of new Housing Co-operative Societies in all coalfields.

(The Report of the activities of the Organisation for the period 1962-63 was reviewed at pages 45-56 of this Office Report for December, 1963).

Mysore Labour Welfare Fund Act, 1965
(Mysore Act No.15 of 1965).

The Government of Mysore published on 5 August 1965 the text of the Mysore Labour Welfare Fund Act, 1965, which received the assent of the President on 18 July 1965. The Act provides for the constitution of a Fund for financing and conducting activities to promote welfare of labour in the State. The Fund will consist of -

- (a) all fines realised from the employees;
- (b) all unpaid accumulations transferred to the Fund under section 7;
- (c) any voluntary donations;
- (d) any fund transferred under the provisions of the Act, section 8; and
- (e) any sum borrowed under section 9.

Provision is made for the constitution of a Board for the purpose of administering the Fund. The Board will consist of-

- (a) representatives of employers and employees;
- (b) independent members, representing women; and
- (c) other independent members.

The moneys in the Fund may be utilised by the Board to defray expenditure on the following:-

- (a) community and social education centres including reading rooms and libraries;
- (b) community necessities;
- (c) games and sports;
- (d) excursions, tours and holiday homes;
- (e) entertainments and other forms of recreation;
- (f) home industries and subsidiary occupations for women and unemployed persons;
- (g) corporate activities of a social nature;
- (h) cost of administering the Act including the salaries and allowances of the staff appointed for the purposes of the Act;
- (i) such other objects as would in the opinion of the State Government improve the standard of the living and ameliorate the social conditions of labour.

The Fund shall not be utilised in financing any measure which the employer is required under any law for the time being in force to carry out.

Other provisions of the Act deal inter alia with investment of Fund, appointment and powers of Welfare Commissioner and Inspectors, power to make rules under the Act, transfer of Government labour welfare centres to the Board, etc.

(Mysore Gazette, Part IV, Sec. 2B,
5 August 1965, pp. 111-126).

Punjab Labour Welfare Fund Act, 1965
(Punjab Act No. 17 of 1965).

The Government of Punjab gazetted on 27 July 1965 the Punjab Labour Welfare Fund Act, 1965, which received the assent of the President on 17 July 1965. The Act provides for the constitution of a Fund for the financing of activities to promote welfare of labour in the State and for conducting such activities and for certain other purposes. The provisions of the Act are similar to those of Mysore Labour Welfare Fund Act, 1965, summarised in the preceding pages.

(Punjab Government Gazette, Extraordinary,
27 July 1965, pp. 61-69).

Uttar Pradesh Labour Welfare Fund Act, 1965
(U.P. Act No. XIV of 1965).

The Government of Uttar Pradesh published on 26 July 1965 the Uttar Pradesh Labour Welfare Fund Act as passed by the Uttar Pradesh Legislature. The Act which received the assent of the President on 20 July 1965 consolidates and amends the law relating to the establishment and operation of a Fund for promoting welfare of Labour in the State. The provisions of the Act are similar to those of the Mysore Labour Welfare Fund Act, 1965, summarised in the preceding pages.

(Uttar Pradesh Gazette, Extraordinary,
26 July 1965, pp. 12-22).

67. Conciliation and Arbitration.

India - August-September 1965.

Important Awards and Agreements Relating to
Basic Wages, Dearness Allowance and Bonus
during the Year 1964*.

The Labour Bureau has been making periodical studies of the awards of Adjudicators, Industrial Tribunals and Industrial Courts, etc., published in the Official Gazettes of the Central and State Governments and important agreements arrived at by the parties concerned before the Adjudicators, Tribunals and Courts or between the employers and employees themselves, with a view to collecting up-to-date information on principal changes in basic wages, dearness allowance and profit bonus paid to workers in the country. This study relates to the year 1964 and the following is a brief review of the article which has been published in August 1965 issue of the Indian Labour Journal.

Number of Awards/Agreements:- Classified according to Causes.- During the year 1964 there were 574 awards (including 346 agreements) relating to Basic Wages, Dearness Allowance and Bonus. Of these 574 cases, 152 (including 68 Agreements) related to basic wages only, 45 (including 21 Agreements) to Dearness Allowance only, 85 (including 41 Agreements) to both basic wages and dearness allowance, 255 (including 191 Agreements) to bonus only, 19 (including 17 Agreements) to both basic wages and bonus and the remaining 18 (including 8 Agreements) relating to basic wages, dearness allowance and bonus. It would thus be seen that while 26.48 per cent. of the awards (including agreements) were on the issue of basic wages, 7.84 per cent. related to dearness allowance, 14.80 per cent. related to basic wages and dearness allowances, 44.43 per cent. related to bonus, 3.31 per cent. related to basic wages and bonus and the remaining 3.14 per cent. related to basic wages, and dearness allowance and bonus. It is gratifying

* The Indian Labour Journal; August, 1965; Vol. VI, No. 8, pp. 631-652.

to note that as many as 346 cases or 60.28 percent. of the total awards/agreements were settled mutually between the parties concerned.

Classified According to States.- Of the 574 Awards/Agreements, 204 or 36 per cent. of the Awards/Agreements were made in the State of Maharashtra. Next in order were the States of Gujarat (83), Uttar Pradesh (55), Madras (52), Punjab (42), Kerala (34) and Delhi (34).

Classified according to Industry-groups.- According to industry-wise analysis of these awards/agreements, the maximum number of cases (129 or 22.47 per cent. of the total cases) were in Textile Industry. Next in order came Machinery (except electrical but including Engineering) (49 cases or 8.36 per cent.); Chemical and Chemical Products (42 cases or 7.32 per cent.); Transport and Transport equipment as well as Local Authorities (29 cases or 5.05 per cent.); and Food and Beverages Industry (24 cases or 4.17 per cent.).

(A) Central Wage Board

A few Noteworthy Decisions:- (A) Central Wage Board for the Lime-stone and Dolomite Mining Industries, made the following recommendations which were accepted by the Government of India.

1. All workmen (time-rates as also piece-rated) as defined in the Industrial Disputes Act working in the Limestone and Dolomite Mining Industries should be paid an interim increase in their wages as detailed below:-

Existing Emoluments	Revised Emoluments or Interim Increase
(i) Upto Rs.52 p.m. or Rs.2 per day.	Rs.65 p.m. or Rs.2.50 per day (revised emoluments)
(ii) More than Rs.52 p.m. but upto Rs.75 p.m. or more than Rs.2.00 per day or upto Rs.2.50 per day.	Rs.72.80 p.m. or Rs.2.80 per day (revised emoluments).
(iii) More than Rs.65 p.m. but less than Rs.100 p.m. or more than Rs.2.50 per day but less than Rs.3.85 per day.	Interim increase of Rs.7.80 p.m. or Re.0.30 per day.
(iv) Rs.100 p.m. or more but less than Rs.150 p.m. or Rs.3.85 or more but less than Rs.5.77 per day.	Interim increase of Rs.10.40 p.m. or Re.0.40 per day.
(v) Rs.150 p.m. or more or Rs.5.77 or more per day.	Interim increase of Rs.13 p.m. or Re.0.50 per day.

NOTE:-

- (i) Workmen working in captive lime kilns connected with lime-stone quarries/ mines will also be entitled to the interim wage increase.
- (ii) Workmen employed by or through contractors in all processes directly connected with the raising and despatch of limestone and dolomite and manufacture of lime in such a captive lime kilns will be entitled to the interim increase.
- (iii) Employments include basic wages, dearness allowance, cash food subsidy and/or value of food concessions in cash or in kind but not bonus.
- (iv) Employers giving food grains at concessional rates to workmen shall work out the value of food concessions as on 1 December 1963. The value of food concessions so determined should be taken into account for determining emoluments as recommended above and the interim increase determined on this basis shall not be changed as long as these recommendations are in force.

2. The interim wage increase shall not count for dearness allowance or bonus, if any, but shall be taken into account for other purposes like provident fund, overtime, leave with pay, paid holidays, maternity leave, retirement benefits, etc.

3. In those cases, where workmen are already getting an interim wage increase as a result of recommendations of the Iron and Steel Industry Wage Board, no further interim increase will be given.

4. The amount of interim relief shall be shown as a separate item, till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

5. The interim wage increase should be paid with effect from 1 January, 1964. Workmen should be paid their emoluments at the new rates recommended above not later than from the emoluments earned from 1 June 1964; and arrears of interim increase earned from 1 January 1964 to 31 May 1964, shall be paid latest by 15 August 1964.

(B) Central Wage Board for Iron Ore Mining Industry.- The Government of India accepted the following revised recommendations of the Wage Board regarding grant of interim wage increase to workers and request the concerned employers to implement the same expeditiously, and to make payments of arrears before 1 October 1964.

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1. All workmen (time-rated as also piece-rated) as defined in the Industrial Disputes Act, working in the Iron Ore Mining Industry should be paid an interim increase in their wages as detailed below:

Existing Emoluments.	Revised Emoluments or Interim Increase.
Upto Rs.52 p.m. or Rs.2 per day.	Revised emoluments of Rs.65 p.m. or Rs.2.50 per day.
More than Rs.52 p.m. but not more than Rs.65 p.m. or more than Rs.2.00 per day but not more than Rs.2.50 per day.	Revised emoluments of Rs.72.80 p.m. or Rs.2.80 per day.
More than Rs.65 p.m. but less than Rs.100 p.m. or more than 2.50 per day but less than Rs.3.85 per day.	Interim increase of Rs.7.80 p.m. or Re.0.30 per day.
Rs.100 p.m. or more but less than Rs.150 p.m. or Rs.3.85 or more but less than Rs.5.77 per day.	Interim increase of Rs.10.40 p.m. or Re.0.40 per day.
Rs.150 or more p.m. or Rs.5.77 or more per day.	Interim increase of Rs.13 p.m. or Re.0.50 per day.

NOTE:-

- (i) Emoluments include basic wages, dearness allowance, cash food subsidy and/or value of food concessions in cash or in kind but not bonus.
- (ii) Employers giving food grains at concession rates to workmen shall work out the value of food concessions as on 1 December, 1963. The value of food concessions so determined should be taken into account for determining emoluments as recommended above and the interim increase determined on this basis shall not be changed as long as these recommendations are in force.
- (iii) Workmen employed by or through contractors in all processes directly connected with the raising and despatch of iron ore will be entitled to the interim increase.

2. The interim wage increase shall not count for dearness allowance or bonus, if any, but shall be taken into account for other purposes like provident fund, over-time, leave with pay, paid holidays, maternity leave, retirement benefits, etc.

3. In those cases, where workmen are already getting an interim wage increase as a result of recommendations of the Iron and Steel Industry Wage Board, no further interim increase will be given.

4. The amount of interim relief shall be shown as a separate item, till the final recommendations of the Wage Board are made and thereafter such final recommendations will prevail.

5. The interim wage increase should be paid with effect from 1 January 1964. Workmen should be paid their emoluments at the new rates, recommended above with effect from the emoluments earned from 1 June 1964 and arrears of interim increase earned from 1 January 1964 to 31 May 1964 shall be paid latest by 15 August 1964.

6. The employers' representatives on the Board stated that the above increase will have the effect of increasing the cost of production of iron and steel and will also affect them in respect of exports. The Board has not been able to examine these points carefully at this stage though it does feel that there is a prima facie case on these points. The Board would recommend to Government to examine these questions and take appropriate action.

(C) Central Wage Board for Iron and Steel Industry.— Central Wage Board for Iron and Steel Industry had made recommendations for grant of interim relief to workers at its meeting held on 20 October 1962 which were accepted by the Government of India.

The Wage Board considered the demands made by workers for grant of additional interim relief and made the following recommendations which too were accepted by the Government of India.

It recommended an additional interim relief of Rs. 5. The Board realised that such addition would not fully compensate for the entire increase in the cost of living considering the extraordinary rise in prices, but they took note of the fact that the Government were arranging for supplies of food-grains and sugar at controlled prices and also for supply of cloth. It recommended that additional interim relief of Rs. 5 should be applicable to all those who were given the first interim relief. This should be given effect to from the 1 August 1964. The Board also recommended that both the interim reliefs should be merged into the dearness allowance.

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(D) Central Wage Board for Working Journalists.— The Central Government fixed, with effect from 1 May 1964, the following interim rates of wages for working journalists in accordance with resolution of the Wage Board, which continues to function under section 9 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955:—

- "(i) An interim relief equal to 8 per cent. of the basic pay which a working journalist was drawing on 30 April 1964 subject to a minimum of Rs.15 p.m. and a maximum of Rs.25 p.m. should be paid to the working journalists.
- (ii) This interim relief should be granted to working journalists drawing a basic pay upto Rs.750 per month. This is subject to marginal adjustments in cases of those working journalists who draw basic pay or more than Rs.750 and less than Rs.775 in whose case an interim relief of the amount by which their basic pay falls short of Rs.775 shall be granted.
- (iii) This interim relief shall be payable to working journalists with effect from 1 May 1964.
- (iv) This interim relief shall be payable to those working journalists to whom the Working Journalists (Conditions of Service) Miscellaneous Provisions Act apply.
- (v) This amount of interim relief shall be in addition to the dearness allowance payable to working journalists.
- (vi) If the emoluments of working journalists consisting of basic pay plus dearness allowance and interim relief, if any, already granted voluntarily or by way of mutual agreement, on or after the constitution of the Wage Board i.e. the 12 November 1963, exceeds the emoluments which a working journalist shall be entitled to after adding the interim relief granted by the above recommendations to the basic pay and dearness allowance, in that case his emoluments shall not be affected by these recommendations. If however, it falls short, then in that case, the working journalist shall be entitled to a rise of an amount equal to the difference."

The demand for the grant of interim relief of the non-journalist employees was being considered by the Wage Board for such employees.

(E) The Seventh Industrial Tribunal, West Bengal gave an Interim Award in respect of wages, for the four Associations viz. (i) Engineering Association of India, (ii) Indian Engineering Association, (iii) Federation of Small and Medium Industries, and (iv) Howrah Manufacture Association and their Companies.

Existing monthly Consolidated Wages.	Rate of Increase.
1. Up to Rs.55.	Flat increase of Rs.6 p.m.
2. Rs.56 to Rs.86.	Flat increase of Rs.5 p.m.
3. Rs.87 to Rs.96*.	Interim increase of Rs.4 p.m.
4. Above Rs.96 but below Rs.100*.	Interim relief equal to the Difference between their wages and Rs.100.

* Workmen on consolidated wages from Rs.86/- upward and who are covered by the recent Government Orders under the D.I.R. granting interim increase of dearness allowance by Rs.10/- shall not get any interim relief.

Dearness Allowance paid to Cotton Textile Workers.- In the case of several industries in the country, dearness allowance forms a major component of the total emoluments of the Industrial workers. The Bureau collects regularly data on dearness allowance paid to the Cotton Textile Workers in certain selected centres. The average monthly dearness allowance paid in the industry during the years 1962, 1963 and 1964 is given in the following table. It would be noticed therefrom that there was an upward trend in case of all these Centres.

(Please see the table on the next page)

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Serial No.	Centre/State	Average* Monthly D.A. for the year		
		1962	1963	1964
1.	Ahmedabad.	88.52	85.15	106.97
2.	Baroda.	78.99	76.63	96.28
3.	Bombay.	95.76	98.08	114.79
4.	Delhi.	74.76	75.60	86.60
5.	Indore.	65.67	66.98	76.45
6.	Kanpur.	65.43	66.69	85.58
7.	Madras.	79.09	83.05	96.68
8.	Nagpur.	64.69	67.36	82.14
9.	Sholapur.	73.02	72.84	90.76
10.	West Bengal.	43.08	48.28	53.13

*This includes 3/4th of the average Dearness Allowance paid to the workers in the first half of 1959 which was to be merged with basic wages as per recommendations of the Central Wage Board for Cotton Textile Industry.

5)

Increased Wages and Dearness Allowance
to TISCO Workers: Agreement concluded
between TISCO and the Workers' Union.

A new labour-management agreement aimed at achieving greater efficiency and increased productivity was signed at Jamshedpur on 3 August 1965 between TISCO and the Tata Workers' Union. Valid for four years, the agreement provides for increased basic wages and dearness allowance for all categories of workers and supervisors in the Union sphere, conversion of all daily-rated grades into monthly rates, and incentive bonus according to the revised basic salary.

Other benefits include free primary and middle school education for employees' children, extensive medical facilities without charge for all categories of employees and their families, and quarters with greater amenities at concessional rent.

The new agreement will involve an additional annual expenditure of about 22 million rupees for the company, as against the Wage Board's estimated figure of about 18.5 million rupees. The cost of concessions and benefits given by the company, including those not covered by the Wage Board, works out to Rs.14.60 per ton of finished steel. In some respects, the amenities agreed to by the management, are an improvement on those existing in other steel plants.

As recommended by the Wage Board, dearness allowance has been linked with the cost of living index. This innovation for the steel industry is intended to ensure that real wages are not adversely affected by the rise in prices. It was noticed during the discussions with the Union, that the lowest slab of Dearness Allowance required some upward adjustment. Accordingly, employees getting basic salaries of over Rs.65 and up to Rs.75 will now get Rs.66 as Dearness Allowance - an increase of Rs.2 over the Wage Board recommendations.

(The Hindustan Times, 4 August, 1965).

Chapter 7. Problems Peculiar to Certain Categories of Workers.

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

India - August-September 1965.

Pay Scales of 30,000 State Bank Employees Revised.

The State Bank of India on 4 August 1965 announced revised pay scales to its clerical, subordinate and cash department staff, which will benefit 30,000 employees all over the country.

The revision follows an agreement between the Bank's management and the representatives of the All-India State Bank of India Staff Federation. The agreement will be effective from 1 August.

The revision will cost the State Bank of India 2.7 million rupees a year. The rise in pay to the subordinate staff as a result of the revision ranges from Rs. 3.25 to Rs. 20 per month; and to the clerical and cash department staff from Rs. 6 to Rs. 65.

Immediate Benefit.— The existing employees will be fitted in the revised scales under a formula whereby every employee is assured of an immediate benefit, besides the improvement resulting from the revision of scales.

The new pay scales are as follows:—

Area I: Revised Rs. 140-8-180-10-200-15-245-20-325-25-400 E.B. 25-450.
(Existing) Rs. 140-6-182-11-281-13-307-15-322 E.B.
~~13-307-15-337-16-369~~ 15-337-16-369-18-405.

Area II: Revised Rs. 130-7-151-8-175-10-215-15-245-20-345 E.B. 20-385.
(Existing) Rs. 130-5-140-6-182-11-281-13-294 E.B.
13-307-15-337-16-369.

Area III: Revised Rs.120-7-161-8-170-10-210-15-270-20-310 E.B. 20-350.
(Existing) Rs. 120-5-140-6-182-11-270 E.B. 11-281-13-307-15-337.

Subordinate Staff:

Area I: Revised Rs.90-1-94-2-112 E.B. 3-130.
(Existing) Rs.86-1-105 E.B. 1-108-2-112.

Area II: Revised Rs.84-1-90-2-106 E.B. 2-108-3-120.
(Existing) Rs.80-2-86-1-102 E.B.1-107.

Area III: Revised Rs. 78-1-82-2-104 E.B. 3-116.
(Existing) Rs.74-2-86-1-99-E.B. 1-104.

(The Times of India, 5 August, 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - AUGUST-SEPTEMBER 1965.

81. Employment Situation.

Working of Employment Exchanges; Working during July, 1965.

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

Item	June, 1965	July, 1965	Increase (Plus) Decrease (Minus)
Registrations.	381,486	428,154	(P) 46,668
Placements.	48,204	48,762	(P) 558
Live Register.	2,500,446	2,600,839	(P) 100,393
Vacancies Notified.	86,417	78,260*	(M) 8,157
Employers using Exchanges.	15,186	15,616	(P) 430

* Includes 1,331 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, compounders, midwives, electricians, draughtsmen, stenographers, fitters, turners, accountants and teachers, 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.- At the end of July, 1965, employment market studies were in progress in 286 areas in different States.

A study in depth of the employment and unemployment situation in Kerala is being taken up with a view to evolving specific measures to deal with the problem of unemployment in the State. An inter-departmental meeting (which was also attended by representatives of the Kerala Government) was held during the month to discuss the details of the study.

Fifteen more more Vocational Guidance Sections at Employment Exchanges, Rewa, Ujjain(M.P.), Leharia Sarai, Arrah, Gaya, Monghyr(Bihar), Muzaffarpur, Sitapur(U.P.), Jalgaon, Nanded, Sholapur (Maharashtra), Ramanathanpuram at Madurai, Chingleput at Madras (Madras), Baripada and Dhankanal (Orissa), started functioning bringing the total of such Vocational Guidance Sections to 156 during the month under review.

Evolution Report on the three zonal Seminars on Aptitude Tests conducted at Calcutta, Hyderabad and Bombay, was prepared.

Note on the new techniques of analysis of validation data was prepared by Dr. D.W. Carment, I.L.O. Expert on Aptitude.

Development of Surplus and Retrenched personnel.- During the month under review 2 persons were retrenched, 93 were registered and 29 were placed in employment. The detailed information is given below:-

Name of Project.	No. awaiting assistance at the end of June, 1965.	No. retrenched during the month.	No. of retrenched person- nel(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.	211	-	-	-	-	211
2. Bhakra Nangal Project.	75	-	-	-	64	11
3. Bhilai Steel Project.	411	-	91	28	-	474
4. Durgapur Steel Project.	61	-	-	-	16	45
5. Special Cell of the Ministry of Home Affairs.	301	2	2	1	-	302*
Total.	1,059	2	93	29	80	1,043

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

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

(Monthly Review of the Principal Activities of the D.G.E. & T. for the month of July 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

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83. Vocational Training.

India - August-September 1965.

Seminar on Apprenticeship Training, New Delhi,
31 July, 1965.

A Seminar on Apprenticeship Training organised by the Delhi Productivity Council was held at New Delhi on 31 July 1965. The seminar was inaugurated by Shri T.N. Singh, Union Minister for Industries. The Chairman of the Seminar was Shri Bharat Ram.

Inaugural Speech.— Inaugurating the seminar, Shri T.N. Singh, Union Minister for Industries called for an objective appraisal of the training schemes to find a possible solution to the frustration of apprentices who join industries after completion of their training. Shri Singh gave reasons for this discontentment among them when he said that the well-qualified persons want to become supervisors as soon as possible by virtue of having better qualifications.

This was not conducive to the efficiency to either the production or to the trainee. There is a difference in the social status of a supervisor and a worker; this should be removed fast so as not to have an adverse effect on the training schemes.

Another problem facing this is a dearth of well-qualified people to supervise the work of the apprentice. It had been noticed, Shri Singh observed, that those who look after their work were not technically qualified although they may have higher degrees.

The trained apprentices find it difficult to cope with the work they have to do in an industry to which they are sent. This is because they do not find the need to broaden their outlook and look for innovations and new ideas to ease their work and help in greater efficiency in production, he said. The need of the day is to have better trained and well-qualified skilled workers without discontentment. This can be achieved if the training institutes recognise the new idea emanating from the trainees, he pointed out.

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The discrepancy between the supervisor class and worker class should be removed, he added.

Shri T.N. Singh concluded that India requires at least 200,000 skilled workers whereas at present we have only 20,000.

(The Hindustan Times, 1 August 1965).

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

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of July 1965, there were 313 institutes for training of craftsmen and 32 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 97,786 and 3,910 respectively and the number of persons undergoing training was 97,679 and 2,718 respectively.

Central Training Institute for Instructors.- As against 1,728 seats introduced in all Central Training Institutes, 1,644 instructor trainees were undergoing training as on 31 February 1965, as per details give below:-

<u>Name of C.T.I.</u>	<u>No. of trainees on roll.</u>
C.T.I., Calcutta.	412
C.T.I., Bombay.	290
C.T.I., Kanpur.	263
C.T.I., Madras.	219
C.T.I., Hyderabad.	203
C.T.I., Ludhiana.	147
C.T.I., Curzon Road, New Delhi.	110
Total.	<u>1,644</u>

Special Short Term Courses.- A course for training of Instructors in Workshop Arithmetic and Reading of Drawing has been started on a pilot basis at Central Training Institute for Instructors, Calcutta with a seating capacity of 20.

Short term courses of 3 months and 6 weeks durations are being conducted at Central Training Institute for Instructors, Calcutta and Central Training Institute for Instructors, Bombay respectively for training of Workshop Instructors for catering to the needs for the Industries under the Apprenticeship Training Scheme.

Short term courses for the training of Storekeepers of the Industrial Training Institutes are also being conducted at all the Central Training Institutes.

Craftsmen Training Scheme: Sanction of Seats Under the Training Schemes.- During the month of July, 1965 no additional seats or Industrial Training Institutes have been sanctioned. By the end of July, 1965 the progressive total of seats/Industrial Training Institutes sanctioned (during the Third Five Year Plan period) is given below:-

- a) Craftsmen Training Scheme. 66,902
- b) National Apprenticeship Scheme. 4,770
- c) Part-time Classes for Industrial Workers. 4,255
- d) Number of new ITIs sanctioned. 158

National Council for Training in Vocational Trades.- A meeting of the Trade Committee for the trades of (1) Mechanic (Motor Vehicle), (2) Mechanic (Diesel), (3) Mechanic (Tractor), (4) Mechanic (E.M.M.), and (5) Upholstery, was held on 13 July 1965 at Madras for finalising the syllabus and tool lists.

A meeting for the Trade Committee for the trades of (1) Tool and Die Maker, (2) Instrument Mechanic, (3) Clock and Watch Maker, (4) Moulder, (5) Pattern Maker, (6) Refrigeration and Air Conditioning, and (7) Painter and Decorator, was held on 15-17 July 1965 at Calcutta for finalising the syllabus and tool lists.

A meeting of the Trade Committee for the Trade of plumber was held on 22 July 1965, of Carpenter on 28 July 1965 and Wireless Operator on 31 July 1965 at New Delhi for finalising the syllabus and tool lists.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 18,503 at the end of June 1965 of which 14,853 were full-term apprentices and 3,650 short-term apprentices. These apprentices were engaged in 1864 establishments.

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

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Chapter 9 - Social Security

92. Legislation.

India - August-September 1965.

Working of the Maternity Benefit Acts during the Year 1963*.

Administration and Working of the Acts.-
Legislation providing for the payment of cash benefit for certain periods before and after confinement, grant of leave and other facilities to women workers employed in factories exists in almost all the States and Union Territories of India. The Administration of the Acts in the States is generally the responsibility of the Factory Inspectorates. The Mines Maternity Benefit Act is administered in Coal Mines by the Coal Mines Labour Welfare Commissioner, and in other mines by the Chief Inspector of Mines. Annual Reports on the working of the Acts prepared by the administering authorities, give statistics relating to the number of women workers covered by the Acts, ~~etc.~~ number of claims made, number of claims paid, amount of benefit paid, etc. As regards Delhi, most of the establishments are covered by the Employees' State Insurance Act, 1948. These statistics relate to the number of establishments submitting returns and hence do not give the complete picture.

During the year under report, the percentage of establishments submitting returns to the total number of establishments covered by the State Acts/Central Act varied from 15.6 in Madhya Pradesh, to 100.0 in Bihar, Orissa and Uttar Pradesh in respect of factories, and 50.3 in Kerala to 100.0 in West Bengal in respect of Plantations. Under the Mines Maternity Benefit Act, this percentage was 49.9 for Coal Mines and 24.1 for Other Mines (i.e., other than Coal Mines). Further, the State Maternity Benefit Acts cease to be operative in areas where the integrated Social Insurance Scheme framed under the Employees' State Insurance Act, 1948 is enforced. The Employees' State Insurance Act is gradually being introduced in more and more areas. The statistics of maternity benefit paid

* The Indian Labour Journal, August 1965,
Vol. VI, No. 8, pp. 625-631

under that Act have been given separately in this article at the end. Moreover, the Central Act viz., Maternity Benefit Act; 1961 has also replaced certain State Acts, whose scope is different in certain cases from the State Act(s). The variation in the basic coverage of Maternity Benefit Acts due to the above reasons, should be borne in mind, while drawing any conclusions from the data regarding maternity benefits paid under the Maternity Benefit Acts as presented in this article. On account of this variation in coverage no comparison of the absolute figures from year to year has been made; only certain ratios have been compared over the two years 1962 and 1963.

Among States, Kerala reported the largest number of cases in which maternity benefit was paid. Next in order came Mysore and Gujarat. In Plantations, Assam reported the largest number of cases in which maternity benefit was paid during the year. The number of claims paid in factories and amount of maternity benefit paid was the highest in Kerala. The proportion of women workers who were paid maternity benefit in full or in part in factories and plantations, to the total number of women workers who claimed such benefit during the year under review was fairly high in all the States.

The percentage of claims to total women employment for 'factories' and 'plantations' was the highest in Kerala and West Bengal respectively. As compared to 1962, the overall percentages of claims to total women employment were lower in Factories and higher in Mines in 1963. The percentage of claims in Plantations decreased from 20.9 in 1962 to 20.8 in 1963.

The average amount of benefit paid per case in factories varied from State to State, the highest (Rs.246), being in Punjab and lowest (Rs.26) in Gujarat. The average amount of maternity benefit paid per case during 1963 was Rs.82, Rs.91 and Rs.99 for factories, plantations and mines respectively.

The number of complaints received was the highest in Kerala in respect of factories and plantations. Prosecutions were launched only in a few cases, as generally the violation of the Acts or the Rules framed thereunder which led to complaints, was reported to be of minor nature.

The extent of areas covered under the Employees' State Insurance Act varied from State to State and year to year. Taking all the States together, the average amount of benefit paid per case was about Rs.250 during 1963.

As the women workers can claim maternity benefit under either the State/Central Act or the Employees' State Insurance Act, the total of the respective figures under both the Acts is expected to indicate the progress in the extension of the particular benefit to eligible women workers. During 1963, the total number of claims under various State/Central acts and the Insurance Scheme together decreased to 97,776 from 98,940 in 1962, while the corresponding number of claims paid decreased to 95,256 from 97,118 during the same period. The total ~~number~~ amount paid as maternity benefit, under the two provisions together, was 9.927 million rupees in 1963 as compared to 9.552 million rupees in 1962, and the overall average amount paid per effective claim, increased to Rs.104.22 in 1963 from Rs.98.36 in 1962.

(A review of the Working of the Maternity Benefit Acts during the year 1962 was included in the Report of this Office for September 1963, section 9, pp. 69-71).

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Maharashtra: 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 the 15th day of August 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 areas of the State of Maharashtra, namely:-

- I. The limits of the Poona Municipal Corporation;
- II. The limits of the Poona Cantonment Board;
- III. The limits of the Kirkee Cantonment Board;
- IV. Extended limits of Poona Municipal Corporation comprising the revenue villages of:
 - (a) Dhanori;
 - (b) Lohagaon;
 - (c) Vadagaon,
 - (d) Sheti;
 - (e) Hadapsar;
 - (f) Kondhwa Khurd;
 - (g) Dhankwadi;
 - (h) Hingne Budruk;
 - (i) Kothrud Dapadi;
 - (j) Pashan;
 - (k) Kalas;
 - (l) Katraj;
- V. The revenue villages of Chinchwad, Pimpri Wagheri, Loni Kalbhor and Bhosari.

(Notification SO 2530 dated 4 August 1965; The Gazette of India, Part II, Sec.3, sub-sec.(ii), 14th August 1965, page 2747).

Employees' State Insurance (Amendment)
Bill, 1965.

Shri A.K. Sen, Minister for Law and Social Security, Government of India, introduced in the Lok Sabha on 18 August 1965 a Bill further to amend the Employees' State Insurance Act, 1948. According to the Statement of Objects and Reasons of the Bill, the Employees' State Insurance Act, 1948, provides, inter alia, for certain benefits to employees in case of sickness, maternity and employment injury and for certain other matters in relation thereto. Experience of the administration of the Act has disclosed certain difficulties in its working. The object of the present Bill is to remove such difficulties and to make the administration of the Act simpler. The major amendments proposed in the Bill are indicated below:-

(a) The wage limit for coverage of employees is being raised from Rs.400 to Rs.500 per month to secure benefits of the scheme for a larger number of employees.

(b) The existing definition of the term "employee" does not cover administrative staff engaged in sale, distribution and other allied functions. The definition is being amended to cover such employees.

(c) The definition of the term "family" is being amended to include dependent parents of female insured persons; dependent parents of male insured persons are already included.

(d) The number of representatives of Parliament on the Employees' State Insurance Corporation is being raised from two to three with a view to include two Members from the Lok Sabha and one from the Rajya Sabha.

(e) Provision for the grant of funeral benefit, not exceeding Rs.100, on the death of an insured person is being made for the first time.

(f) The scheme of maternity benefit is being enlarged.

(g) Provision for the taking over by the Employees' State Insurance Corporation of the administration of the medical benefit from State Governments is being made.

(h) The rate of disablement benefit is being increased.

Certain minor and formal amendments to the Act have also been proposed in the Bill.

The notes on clauses explain in detail the important provisions of the Bill.

Notes on Clauses:- Clause 1:- This clause empowers the Central Government to stagger application of the Act to ensure systematic and gradual change over from the existing provisions.

Clause 2:- This clause seeks to clarify certain terms and expressions used in the Act and also to raise the wage-limit for coverage under the Act from Rs.400 to Rs.500 per month. Another change proposed by this clause is to bring within the scope of the definition of "seasonal factory" a factory which works for a period not exceeding 7 months in a year and is engaged during that period in any process of blending, packing or re-packing of tea or coffee or in such other manufacturing process as the Central Government may, by notification in the Official Gazette, specify.

Clause 3:- This clause seeks to insert a new section 2A which will make it obligatory on the principal employer to have his factory or establishment registered under the Act.

Clause 4:- This clause seeks to amend section 4 of the Act so as to empower the Central Government to appoint a Chairman and a Vice-Chairman of the Corporation and in addition to provide that none of the five persons to be nominated by that Government under clause(c) need be an official. This clause also seeks to provide that the Director General of the Corporation shall be its ex-officio member and that the number of representatives of Parliament on the Corporation shall be 3 instead of 2.

Clause 5:- This clause seeks to make amendments of a consequential nature in section 5 of the Act.

Clause 6:- This clause seeks to substitute section 7 of the Act. It provides for authentication of all orders and decisions of the Corporation by the signature of the Director General who will now be an ex-officio member of the Corporation and for the authentication of all other instruments issued by the Corporation by the signature of the Director General or such other officer of the Corporation as may be authorised by him.

Clause 7:- This clause seeks to raise the number of representatives of employers and employees on the Standing Committee from two to three and also provides that the Director General shall be an ex-officio member of this Committee.

Clause 8:- This clause seeks to provide that members of the Medical Benefit Council other than ex-officio members and those nominated by Government shall continue to hold office until the nomination of their successors is notified, notwithstanding the expiry of the normal term of their membership.

Clause 9:- This clause seeks to provide that a person shall cease to be a member of the Corporation when he ceases to be a Member of Parliament.

Clause 10:- This clause provides that the sanction of the Central Government as well as the Corporation will be obtained before a Principal Officer undertakes any work not connected with his office.

Clause 11:- This clause seeks to amend sub-section(3) of section 17 to provide that consultation with the Union Public Service Commission will be necessary in the case of certain classes of posts instead of posts with a certain maximum monthly pay.

Clause 12:- This clause seeks to omit section 27 and 31 of the Act which are out of date.

Clause 13:- This clause makes a clarificatory amendment in section 36 of the Act.

Clause 14:- This clause makes an amendment of a consequential nature.

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Clause 15:- This clause provides that no contribution shall be payable in respect of an employee whose average daily wages are below Rs.1.50 instead of Rs.1.00 as at present. It also seeks to omit sub-sections (4) and (5) of section 42 of the Act and to modify sub-section (2) thereof so as to make the liability to pay contributions co-terminus with the liability for payment of wages.

Clause 16:- This clause empowers the Corporation to frame Regulations fixing the date by which evidence of contributions having been paid is to be received by it.

Clause 17:- This clause seeks to introduce new sections 45A and 45B empowering the Corporation to determine in certain cases the amount of contributions payable in respect of employees of a factory or establishment on the basis of available information and providing that any contribution payable under the Act may be recovered as an arrear of land revenue.

Clause 18:- This clause empowers the Corporation to accept alternative evidence of sickness in cases where an insured person is unable to produce a medical certificate from a Medical Practitioner appointed under the Scheme. This clause further seeks to provide for periodical payments to an insured woman also in case of miscarriage or sickness arising out of pregnancy, confinement, premature birth of child or miscarriage.

Another amendment proposed by this clause is to provide for payment of an amount not exceeding Rs.100 towards the expenditure on the funeral of a deceased insured person.

Clause 19:- This clause simplified the conditions for drawal of sickness benefit by providing that a person shall be qualified to claim such benefit during a benefit period if during the corresponding contribution period, weekly contributions in respect of him were payable for a minimum period of 13 weeks. The right to eligibility will accrue on payment of contributions for half the number of weeks in the first benefit period.

Clause 20:- This clause makes a consequent amendment.

Clause 21:- This clause provides for payment of sickness benefit & for a maximum period of 56 days in any two consecutive benefit periods and makes certain other amendments of consequential nature.

Clause 22:- This clause provides that as in the case of sickness benefit, maternity benefit shall be payable if the insured woman has paid contributions for a minimum period of 13 weeks in a contribution period. The right to eligibility will accrue on payment of contributions for half the number of weeks in the first benefit period.

This clause also provides for -

- (a) payment of maternity benefit in the event of death of the insured woman or the child to her nominee or legal representative;
- (b) grant of maternity benefit for six weeks in case of miscarriage; and
- (c) grant of maternity benefit for an additional period of one month in case of sickness arising out of pregnancy, confinement, etc.

Clause 23:- This clause seeks to recast the existing section 51 relating to disablement benefit and introduces new sections 51A, 51B, 51C and 51D to simplify the adjudication of employment injury claims by making certain specific provisions in the Act.

Clause 24:- This clause seeks to recast the existing section 52 relating to dependant's benefit by specifying the share of each dependant in the Act itself and empowering the Corporation to decide the question of payment of benefit to dependants and rates applicable to them without reference to the Employees' Insurance Court.

This clause also introduces a new section 52A incorporating the provisions relating to the occupational diseases in the Workmen's Compensation Act, 1923 with suitable modifications.

Clause 25:- This clause makes changes of a consequential nature.

Clause 26:- This clause seeks to replace the existing section 54 by a revised section 54 and a new section 54A providing for determination of questions connected with disablement by a Medical Board and for right of appeal against the Board's decision to a Medical Appeal Tribunal or an Employees' Insurance Court.

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Clause 27:- This clause seeks to recast the existing section 55 so as to provide for review of decisions of Medical Boards and Medical Appeal Tribunals and for review of dependants' benefit. This clause also specifies the circumstances in which a review of benefits may be made.

Clause 28:- This clause seeks to introduce a new section 59A enabling the Corporation to take over, in consultation with ~~the State~~ the State Government concerned, the administration of medical care where it becomes necessary or desirable to do so.

Clause 29:- This clause seeks to omit sections 66 and 67 with a view to provide the employers complete insurance cover.

Clause 30:- This clause makes amendment of a consequential nature to section 71 of the Act.

Clause 31:- This clause seeks to omit section 73H as a similar provision is proposed to be inserted by new section 99A.

Clause 32:- This clause, besides making certain amendments of a consequential nature, also empowers the Employees' Insurance Courts to direct the Corporation, if necessary, to have any disablement question considered by a Medical Board or a Medical Appeal Tribunal.

Clause 33:- This clause seeks to amend section 77 so as to provide for a time limit of three years for commencement of the proceedings before an Employees' Insurance Court.

Clause 34:- This clause seeks to make consequential amendments.

Clause 35:- This clause empowers the Director General to authorise an officer of the Corporation other than the Insurance Commissioner to institute or to sanction prosecutions under the Act.

Clause 36:- This clause seeks to provide for consultation with the Corporation before exemption is granted by the appropriate Government to factories or establishments belonging to Government or a local authority.

Clause 37:- This clause introduces a new section 91A providing for grant of exemptions under the Act either prospectively or retrospectively.

Clause 38:- This clause amends section 95 so as to empower the Central Government to frame rules in regard to filing of appeals before medical appeal tribunals or Employees' Insurance Courts and to provide that the Central Government will consult the Corporation while making rules under the Act.

Clause 39:- This clause amends section 96 so as to provide that the State Governments will also consult the Corporation while making rules under the Act.

Clause 40:- This clause seeks to empower the Corporation to make regulations in regard to certain additional matters necessitated by the other amendments made in the Bill.

Clause 41:- This clause seeks to introduce a new section 99A empowering the Central Government to remove difficulties in giving effect to the provisions of the Act.

Clause 42:- This clause seeks to replace the existing Schedules I and II by a new First Schedule and makes the following important changes therein:-

(a) The average daily wage will be calculated by dividing the standard wage of an insured person by 26, 13, 6 or 1 depending on whether he is monthly rated, fortnightly rated, weekly rated or daily rated.

(b) Average daily wage will need to be worked out only once in the first wage period in a contribution period. The same rate will apply for the whole contribution period.

(c) The number of wage groups for payment of contributions and grant of benefits has been increased from 8 to 9 to provide for the enhanced wage limit for coverage from Rs.400 to Rs. 500 per mensem.

(d) A standard rate of sickness benefit is being fixed corresponding to each wage group. Calculation of the rate of benefit for each individual case will no longer be necessary.

(e) The rate of disablement and dependants' benefit is being fixed at 25 per cent. over and above the sickness benefit rate, which is about half the average wage.

(f) The rates of weekly contributions have been rationalised and marginal adjustments have been made in these rates. The revised rates of contribution as well as benefits have been rounded off to the nearest multiple of five paise.

Another change effected by this clause is the insertion of the Second and Third Schedules, which are new, giving lists of injuries resulting in permanent disablement and occupational diseases.

Clause 43:- This clause seeks to introduce a new section providing that the provisions of the amendment Act will not apply to any past or pending cases of payment in respect of any employment injury sustained before the commencement of the amendment Act and that the same will be governed by the provisions of the principal Act as they stood before the commencement of the amendment Act.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 18 August 1965,
pp. 685-725).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - AUGUST-SEPTEMBER 1965.

111. General.

Physical Environmental Factors Affecting Health of Workers in Industry *.

An article on Physical Environmental Factors Affecting Health of Workers in Industry is published in September 1965 issue of the Indian Labour Journal. The following is a brief review of this article.

Some General Considerations About Health in Different Environmental Conditions.- The external environment around us comprises the climate we live in, the air we breathe in, the place we work in, the food we consume and many other items. The conditions may be natural, or they may be artificially produced as in industry. In addition to the external environment, the human body is having what is called an internal environment, in which the individual units of life i.e., the cells, live. The internal environment must be kept constant within very narrow limits. If any marked changes occur in this internal environment in response to, say, temperature, acidity or alkalinity, oxygen content or others, the life ceases. The existence of human beings is only possible when there is a fairly good adjustment of this internal environment to the stress produced by the ever changing external environment.

As stressing stretching (stress) produces internal strain in a wire, different factors in the external environment may produce strain in the internal environment of the body. When the strain in the internal environment is too great, there may be possibility of an abrupt failure of the compensating mechanism to put the internal environment constant. Typical examples of such failures are the 'heat stroke' in high environmental heat or carbon monoxide

* Indian Labour Journal, September 1965, Vol.VI, No.9, pp. 735-746.

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poisoning, etc. Even when the stress producing the strain in the body is removed, there may not be immediate recovery to normal conditions. It is, therefore, important that we should have a clear understanding of the nature of the stress in different external conditions to get an idea of the preventive measures to be adopted to cope with such stress.

There are some factors which may not produce immediate and acute strain in the human system. These may cumulate so as to reach the danger point to affect seriously the health of the individual such as the cumulative effect of nutritional deficiency, mercury or lead poisoning, etc.

Physiological Principles Governing the Effects of Thermal Environment.- In order to understand how these effects are produced, we have to study the different physiological principles which govern human reactions and responses to such physical factors.

Mechanism of heat regulation in the body.- In a healthy man at rest the body temperature is fairly constant at a level around ~~98~~ 98°F., because the thermal condition for the different biological reactions inside the body and the activity of the cells have to be maintained at this optimal level. This is done by every efficient mechanism in the body for heat regulation which tries to keep the balance by influencing the different factors for heat gain and heat loss.

Heat gain.- The important factors which need consideration in heat gain in cool environment are; the metabolism in the body i.e., the heat generated from the so-called burning of fuel (food stuffs) and the activity of the different organs inside the body including muscles during work. When the body works, it functions as a heat engine.

Heat loss.- The factors which are to be considered under heat loss are radiation convection, conduction and evaporation. Under ordinary comfortable conditions in a resting unclothed subject, radiation accounts for about 50 per cent., evaporation 30 per cent., convection 15 per cent. and conduction 5 per cent. of the heat loss.

The heat stress in hot-day condition may be quite different from that in hot-humid condition. Let us consider them separately.

Hot-Dry Conditions.- Industries dealing with hot metals, glass, potteries, cement etc., are typical examples where hot-dry conditions prevail. Hot summer months add much to this thermal stress.

Since the atmosphere is dry, sweat evaporates easily and helps to cool the body. The rate of sweating will depend on the intensity of work and the thermal stress. If this regulating mechanism cannot cope with the strain, the body temperature may rise due to heat storage and heat disorders such as heat cramp, heat stroke, heat exhaustion etc., may arise.

Protective Measures.- To be fit and active in a hot-dry environment, replacement of body water lost in sweat must be made good by drinking cool water or fruit juices at frequent intervals, quite ahead of the feelings of thirstiness. This is strongly advocated to prevent dehydration and other heat disorders. Hyper-hydrosis i.e., drinking too much of water, occurs much less, and so the workers should be urged to take fluids at frequent intervals.

Adequate salt intake is important as great deal of salt is lost in sweat.

The work rate for 8 hours in hot-dry environment should be below 50 per cent. of the maximum working capacity of the worker, so as to reduce the heat produced inside the body itself.

Rest pauses should be taken when needed in a cool place to cool the body.

Hot and Humid Conditions.- In hot-humid conditions, the temperature of the air may not reach body temperature but there is still heat stress due to high humidity and low air movement. Such conditions are prevalent in textile, tanning and paper industries. The main result is that very little heat is lost through different processes other than evaporation, simultaneously effective evaporation of sweat is hampered by the nearly saturated condition of the atmosphere. As a result sweat drips from the body without giving the benefit of evaporative cooling.

Protective Measures.- The requirement of salt and replenishment of fluids through drinking in this condition is more than in hot-dry conditions.

Work rate in this condition should not be very high.

The velocity of air should be increased by putting circulating fans whenever possible to facilitate evaporation.

During summer months arrangement for lowering the air temperature is also very important for avoiding heat disorders.

Air conditioned rest rooms may be considered.

Evaluation of Heat Stress.- The sensation of warmth in different environmental conditions cannot be expressed by any one of the factors such as dry-bulb temperature, wet-bulb temperature, radiation temperature, air velocity, etc. However, there have been efforts to combine these to arrive at a temperature which may correspond to our feeling of warmth. The corrected effective temperature is sometimes used for this purpose to combine those factors to arrive at a particular temperature of air fully saturated, with an air movement of 30 feet per minute, which would give the same feeling of warmth as the environment under reference.

Another heat stress index is the amount of sweat in litres in 4 hours' work period, which can be predicated from combination of the factors including the intensity of work and the amount of clothing worn. The value 2.5 litres indicates upper desirable limit.

Belding-Hatch Index takes into consideration the heat storage inside the body during 8 hours' work period. The value 100 indicates extremely high heat strain. There are many other heat stress indices.

Upper Tolerance Limit.- Though experimental research, climatic condition for a man at work has been prescribed which should not be exceeded for healthy, young acclimatized workers. A dry-bulb temperature of 96°F. with a wet-bulb temperature of 92°F. or a dry-bulb temperature of 115°F. with a wet-bulb temperature of 90°F. indicates such limit. When the physical fitness and the health of a worker does not conform to an average worker, the above limit may have to be lowered to a dry-bulb temperature of 85°F. with a wet bulb temperature 84°F. or a dry-bulb temperature of 110°F. with a wet-bulb temperature of 82°F. to give better protection for health.

Disorders due to Heat: Acute and Chronic.-

There are various types of heat disorders such as heat stroke, heat hyperpyrexia, heat cramps, heat exhaustion, prickly heat, etc.

Heat Cramp.- Heavy work in hot environment, particularly in humid atmosphere, often results in painful cramps of the skeletal and abdominal muscles due mainly to loss of salt. If taking of salt in the form of tablets or solution does not bring relief after some time, the heat cramps may be attributed to other factors, such as water intoxication.

Heat Exhaustion.- It occurs frequently in hot environment in the early part of exposure due to salt loss or water loss. The symptoms are weakness, headache, lassitude, lethargy, fatigue, giddiness, or even fainting. There may be reluctance in taking food or doing work. In acute condition, the blood pressure is very low and the pulse rate is very high.

Immediate rest in cool atmosphere with administration of saline or glucose gradually relieves such symptoms. Gradual acclimatization to heat before working for 8 hours in high thermal conditions prevents the incidence of such untoward effects from heat.

Heat Stroke.- Its occurrence is mostly due to work in high temperature. It is an acute and often fatal disorder, if prompt, proper and adequate treatment is not given.

The patient should be brought immediately under proper medical care. To reduce the body temperature as rapidly as possible, all the clothing should be removed quickly.

The skin should be sprayed with ice cooled water or preferably with volatile liquid such as alcohol and ether. He should be brought direct under fan to increase dissipation of heat by evaporation from the body surface.

Cold drinks should be given, if conscious. Ice should be given to head or in severe cases to the surface of the body.

The article also deals with general protective measures against heat stress such as physical capacity of workers, acclimatization, clothing organisation in workplace and rest pauses. The article also deals with radiation other than heat, ultra-violet rays, vibration, their effects on workers and preventive and protective measures and controls.

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR AUGUST-SEPTEMBER 1965.

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

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- b) Punjab Labour Welfare Act, 1965 (Punjab Act
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- c) Uttar Pradesh Labour Welfare Fund Act, 1965
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- *(c) "Review on the Working of the Indian Trade Union Act, 1926, during 1960-61": 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: Price Rs.7375 or 18sh.1d. or \$ 2.79cents: pp. 62.
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CHAPTER 3. ECONOMIC QUESTIONS.

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- *(b) "Questionnaire": Second Central Wage Board for the Cotton Textile Industry: Government of India: Ministry of Labour and Employment: 1965: pp.47.
- *(c) "Report on the Working of the Minimum Wages Act, 1948 in the Madras State during the year 1963": Department of Industries, Labour and Cooperation: Government of Madras: 1965: Printed by the Director of Stationery and Printing, Madras, on behalf of the Government of Madras, 1965: Price Rs.4.15: pp. 41.

