



Industrial and Labour Developments in February 1959.

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.</u>	
<u>11. Political Situation and Administrative Action:</u>	
(a) Objectives of Third Five Year Plan: President's Address to Joint Session of Parliament.	1-4
(b) Bihar: Meeting of Central Labour Advisory Board.	5-6
<u>12. Activities of External Services:</u>	7
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
<u>31. General Economic Situation:</u>	
Progress of Cotton Textile Industry in India and Pakistan in 1957-1958: Annual Statement of Millowners' Association, Bombay.	8-10
<u>34. Economic Planning, Control and Development:</u>	
(a) New Panel of Economists: Planning Commission's Announcement.	11
(b) Industrial Survey of Delhi to be undertaken.	12
(c) Enquiry into Cost Structure of Six Major Industries: Minister's Announcement.	13
(d) 100,000 Million Rupees Third Five Year Plan Visualised.	14-16
(e) President Opens Bhilai and Rourkela Steel Plants.	17-18

<u>Contents.</u>	<u>Pages.</u>
35. <u>Productivity:</u>	
(a) Programmes to increase Productivity: National Council's Decisions.	19
(b) T.C.M. Grant for National Productivity Council.	20
(c) Productivity Councils to be set up in Delhi, Bihar and Uttar Pradesh.	21
(d) Better Efficiency in Industries: Adoption of Management Accountancy Suggested.	22-23
(e) Modernisation of Cotton and Jute Textile Mills: 27 Million Rupees loaned by Central Government.	24
36. <u>Wages:</u>	
(a) Share of Wages in National Output in India.	25-31
(b) Wage Rates in the Beedi and Cashew Industry: Decisions of Conference of Labour Ministers of Madras, Mysore and Kerala.	32
(c) States to be asked to fix Minimum Wages in Agriculture before End of 1959.	33
(d) Higher Wages for TISCO Workers: Union and Management sign New Agreement.	34
37. <u>Salaries:</u>	
(a) Bombay: Uniform Pay Scales for Teachers.	35
(b) Madras: Non-Gazetted Staff to get Rise in Emoluments.	36
(c) Bank Employees to get More Dearness Allowance.	37
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
41. <u>Agriculture:</u>	
State Agriculture Ministers' Conference: Agricultural Administration Committee's Report accepted.	38-39
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
50. <u>General:</u>	
Mysore Shops and Commercial Establishments Bill, 1958.	40-42

<u>Contents.</u>	<u>Pages.</u>
52. <u>Workers' Welfare, Recreation and Workers' Education:</u>	
(a) Annual Report on the Activities of the Coal Mines Labour Welfare Fund for the Year 1957-1958.	43-50
(b) Report on the Activities Financed from the Mica Mines Labour Welfare Fund during the Year 1957-1958.	51-56
X (c) Baroda: Labour College Opened.	57
55. <u>Protection of Minors:</u>	
Employment Policy for Women: All-India Conference's Demand.	58
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
64. <u>Wage Protection and Labour Clauses in Employment Contracts with the Public Authorities:</u>	
Andhra Pradesh: Payment of Wages Act extended to Employment in Inland Vessels in Vizagapatnam Port.	59
67. <u>Conciliation and Arbitration:</u>	
(a) Andhra Pradesh Industrial Disputes Rules, 1958.	60
(b) Better Labour-Management Relations: Code of Efficiency and Welfare suggested by Ministry of Labour and Employment.	61-72
(c) Tripartite Inquiry into Calcutta Tramways Strike.	73
(d) Madras: Agreement concluded regarding Conditions of Service of Electricity Workers.	74-76
(e) Higher Wages for TISCO Workers: Union and Management Sign New Agreement.	77-79
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation:</u>	
Employment Exchanges: Working during November 1958.	80-83
83. <u>Vocational Training:</u>	
Labour Ministry's Training Scheme: Working during November 1958.	84-85

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
<u>92. Legislation:</u>	
Madhya Pradesh Employees' State Insurance (Medical Benefit - Services System) Rules, 1959.	86
<u>VI. Compensation in Case of Employment Injury Or Occupational Disease:</u>	
Andhra Pradesh: Min's Phthisis of Silicosis declared an Occupational Disease.	87
<u>93. Application:</u>	
(a) <u>VIII. Maternity Benefits:</u>	
(a) Working of Maternity Benefits Acts in 1957.	88-90
(b) Employees' Provident Fund Scheme: Workers given Option to Pay More.	91
<u>CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.</u>	
<u>115. Research, Investigation, Study:</u>	
Bihar: Dermatoses Survey in Tar and Bye Products Plants.	92-93
<u>BIBLIOGRAPHY - INDIA - FEBRUARY 1959.</u>	94-95

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - FEBRUARY 1959.

11. Political Situation and Administrative Action.

Objectives of Third Five Year Plan: President's Address
to Joint Session of Parliament.

Dr. Rajendra Prasad, President, addressed on 9 February 1959, a joint session of the Lok Sabha and Rajya Sabha.

Third Five Year Plan.- In the course of his address, the President reviewed the progress made in implementing the Second Five Year Plan and added that this Plan was only part of the whole process of planned development of India's economy. "The steps we now take are but stages along the long and arduous road to planned prosperity and my Government, through the Planning Commission, have already initiated consideration and studies of the third Plan. It is hoped that by the end of the third Plan, a sound foundation will have been laid for future progress in regard to our basic industries, agricultural production and rural development, thus leading to a self-reliant and self-generating economy.

"Planning is a national undertaking requiring the efforts of the and look forward to a constructive, even if critical, approach by all and contribution in ideas from the different shades of opinion in Parliament and outside. To this end, my Prime Minister and the Planning Commission are seeking the co-operation of all parties.

*Whole nation and the
Co-operation of all at every
stage. My Government
have, therefore, called for*

22

"It is proposed to prepare a preliminary draft outline or plan frame for the third Plan by the end of this year. After the preliminary draft outline has been discussed and approved, detailed consideration of Central and State Plans will commence.

"The principal objectives which we have accepted are: a substantial increase in national income, rapid industrialisation, expansion of employment on a sufficient scale, and a reduction in inequalities of income and wealth. The Government will continue to aid and support small and cottage industries. The tempo of development already attained must be maintained and accelerated."

Food Prices.- In regard to food prices, the President stated that to check the rise in prices of foodgrains, in early 1958, following failure of rains and widespread damage to crops, the Government imported 2.74 million tons of foodgrains in the first 11 months of 1958, regulated internal movement of foodgrains and made supplies available to the consumer through fair price shops. The Reserve Bank enforced its policy of restraint on availability of bank credit for buying up of foodgrains by private parties. He added: "In this respect self-sufficiency in food alone can provide a satisfactory solution. Increased yields, by greater and sustained efforts and the adoption of improved methods in agriculture combined with the necessary agrarian reforms, which would make agriculture both gainful and economic, are imperative. To this end, my Government will seek to promote agrarian reforms, co-operation and devolution of functions to village units.

"The crop prospects for 1959-60 are in refreshing contrast to our plight in the previous year. Nature is being kinder to us this year, and the outlook both in regard to food and commercial crops is promising. We have a very good rice crop and prices of rice have already recorded a marked fall. It is intended to build up considerable stocks and to widen the scope of State trading. Wheat and gram prices have risen, but, according to present indications, the rabi crop will be good.

"Our developmental efforts, in regard to the major crops, by intensive production campaigns, greater stress on mine, irrigation prospects, proper utilisation and maintenance of existing works, increased momentum in the ~~subsidising~~ establishments ~~of~~ seed farms, more promising tendencies to adopt better methods, and extension of soil conservation programmes, account in a considerable measure for the more hopeful horizon in agriculture.

"The community development programme, on which largely depends the effective extension and implementation of democracy in meaningful terms to the large masses of our people, now covers 300,000 villages and roughly a rural population of 165 million. Measures for more effective participation of the people in this vital development are being implemented. The basic unit of our democracy, the panchayat, is being provided with increased resources and functions. Village co-operatives are being organised and developed as ultimately to cover the entire rural area."

Industrial Production.- The President said that industrial production, as a whole, showed progress, but some industries, notably textiles, have suffered a setback. Among the industries, both in the public and private sectors, which achieved a substantial increase in output were machine tools, penicillin, insecticides, paper and board, diesel engines, electric motors, sulphuric acid, caustic soda, tyres, sewing machines, bicycles and electric fans. New schemes of development and expansion in the public sector, which are in progress, cover machine-building, fertilizers and drugs.

Plants to build heavy electrical equipment, heavy industrial machinery and mining machinery were being set up at Bhopal, Ranchi and Durgapur. New fertiliser plants were being established at Nangal, Rourkela and Neyveli, while Sindri has been expanded. Projects for the manufacture of drugs and antibiotics are also among the new development schemes in progress.

He then referred to the two large steel plants at Rourkela and Bhilai, where production of pig iron had now started. It was expected that steel will be produced in these plants before the end of the year. It was also expected that the first blast furnace at Durgapur will begin to function before the end of the year. The programme of expansion of the steel plant at Jamshedpur had been almost completed and full production will be achieved within a few months. The steel works at Burnpur will complete their expansion programme by the end of the year.

Oil Reserves.- The search for oil and natural gas was intensified and had yielded promising results. Drilling for oil had been continued at Jawalamukhi and Hoshiarpur in Punjab, and will be started soon in the Sibsagar area in Assam. The most significant development has been in the Cambay areas of Bombay where oil under considerable pressure had been discovered, and there were indications of several promising oil horizons. It was hoped that by an intensive programme of test drilling, the extent of the potential oil reserves of the Cambay area will be established during this year. Considerable reserves of natural gas had also been found in Naharkatiya oilfields. An agreement has been concluded

4

with the Government of Rumania for the supply of equipment and assistance in the construction of an oil refinery in Assam.

Atomic Energy.- A new Atomic Energy Commission, with executive and financial powers, within the limits of the expenditure sanctioned by Parliament, had been established. Considerable advance and expansion in the field of atomic energy, and exclusively for peaceful purposes, had been made and continued satisfactorily. The aim of planning in this field was the production of all the basic materials required for the utilisation of atomic energy for power. While large-scale achievement in this field of nuclear power must await the later stages of the third Plan, the Government had decided to install nuclear powered plants to produce electricity of a minimum capacity of 250,000 kilowatts.

Code of Discipline.- In regard to labour matters, the President observed: "My Government have met with success in their endeavours to promote industrial relations on a voluntary and agreed basis. A "code of discipline", which stresses the need for recognition by employers and workers of both the rights and responsibilities of either side, has been ratified by all central organisations of employers and workers.

"This code also prescribes certain norms of behaviour. It provides that unilateral action by either side should not be taken, lock-outs and the strikes should be avoided and the machinery for the settlement of disputes should be utilised expeditiously. The code also prescribes sanctions to be invoked by the workers' and employers' organisations in regard to their respective defaulting members. A tripartite committee has been constituted to assess the extent of the non-implementation of labour enactments and awards and also to secure their proper implementation.

"The Employees' State Insurance Scheme, which already covers nearly 1.4 million workers, is being further extended. A beginning has been made in workers' participation in management and joint councils have been set up in several industrial undertakings, both in the public and private sectors."

Legislative Business.- The President also indicated the legislative measures proposed to be introduced in the Parliament. These included, inter alia, the Coal Mines Labour Welfare Fund (Amendment) Bill, the All-India Maternity Benefit Bill, and a Bill to provide compulsory notification of vacancies by employers to employment exchanges.

(The Statesman, 10 February 1959).

Bihar: Meeting of Central Labour Advisory Board.

The annual meeting of the Bihar Central Labour Advisory Board was held at Patna on 14 February 1959, Shri Binodanand Jha, State Labour Minister, presiding.

Labour Minister's Address.- Addressing the meeting, Shri Jha stated that the Bihar Government would set up a Productivity Council on the lines of the National Productivity Council.

The Labour Minister regretted the "marked fall" in manufacturing industries, although he welcomed "definite trends towards a return to normalcy and better industrial relations". He said, "like the spiral of prices, the barometer of industrial unrest, having reached the peak towards the first half of 1958, is now coming down".

The recession in trade, he stated, was marked during the period when the annual rate of public expenditure on development and of private industrial investment during the past two or three years had been double the average during the first Plan.

The Labour Minister hoped that workers' participation in management would become a normal feature of "our industrial organisation". He said that with the growth in size of industry, the distance between workers and the ~~man~~ man giving the word of command had increased and standardisation and mass production had left the workers with sense of disappointment. The creative urge of workers could well be satisfied if they were associated with the management at all levels.

He also referred to some major strikes in the State and said, as the result of strikes in 1958, The total man-days lost came to 549,611. In Jamshedpur alone, he added, the man-days lost as result of stoppages was 335,000. In addition, there was a loss of 45,000 tons of steel, valued at 27 million rupees. The workers themselves lost wages to the extent of 2.4 million rupees.

Shri Jha said that the State Government had taken a bold step in extending the benefits of the Employees' State Insurance Scheme to the families of the injured workers. During the current year it was proposed to extend the scheme to other places in the State so as to cover nearly 35,000 workers, he added. The total outlay on the implementation of the scheme during the year 1959-60 was estimated at 1.836 million rupees. As a part of the social security plan, the benefit of the Employees' Provident Fund Scheme had been extended to nine important industries, covering 11,104 workers, thus bringing the total to 39 industries, covering 168 ~~industries~~ factories, with 137,970 workers.

Shri Jha indicated that the State Government might amend the Trade Union Act for the purposes of recognition and determination of representative character of trade unions. The question of amendment of the Act had been engaging the attention of all including the Central Government, for sometime past. The Indian Trade Union (Amendment) Act, 1947, for certain reasons, could not be brought into force and a comprehensive legislation on labour relations, which came up for consideration from time to time, had not yet materialised. The Government of India had since agreed that the State Governments might, if necessary, go ahead with the amendment of the Act, as suited to its own requirements, as Central legislation on the subject, on a uniform basis, was not likely to materialise in the near future.

Decisions.— The Labour Advisory Board, after a brief discussion, referred the subjects of "Code of Discipline in Industry", "Amendment of the Central Trade Union Act, 1926", and "Workers participation in management" to a sub-committee for reporting back its recommendations to the board today.

(The Hindustan Times, 18 February, 1959).

12. Activities of External Services.

India - February 1959.

Meetings

(a) Shri V.K.R. Menon, Director of this Office, attended the annual session of the Indian National Trade Union Congress, held at Dibrugarh on 8 - 9 February 1959.

(b) Shri V.K.R. Menon, Director of this Office, attended a meeting of Productivity Experts from Asia convened by the I.L.O. at Bangalore on 25 February 1959.

'L'

8

CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - FEBRUARY 1959.

31. General Economic Situation.

Progress of Cotton Textile Industry in India
and Pakistan in 1957-1958: Annual Statement
of Millowners' Association, Bombay.

Statistical

The following information relating to the progress of the cotton textile industry in India and Pakistan is taken from the annual Statement issued by the Millowners' Association, Bombay.

Number of Mills.- The total number of cotton spinning and weaving mills in India on 31 August 1958, was 511 excluding 23 mills which had either just been registered or were in the course of erection. The number of mills in Pakistan was 90. The total number of mills in the island of Bombay and the Enlarged Bombay State was 212 of which 65 were in Bombay City and Island, 71 in Ahmedabad and 76 in the rest of Enlarged Bombay State. The number of mills in Rest of India was as follows:-

Region.	Number of Mills.
Rajasthan	11
Punjab	6
Delhi	7
Uttar Pradesh	29
Andhra Pradesh	16
Madhya Pradesh	20
Bihar	2
Orissa	4
West Bengal	39
Madras	130
Kerala	14
Mysore	18
Pondicherry	3
TOTAL.	<u>299</u>

Twenty four mills remained idle during the year of which eight were in Rest of Enlarged Bombay State, six in Uttar Pradesh, four in Mysore, two each in Rajasthan and West Bengal, and one each in Ahmedabad and Andhra Pradesh.

Number of Spindles and Looms.- There were 13,271,890 spindles and 205,598 looms in India on 31 August 1958 as against 12,906,622 spindles and 206,126 looms for the previous year. The figures for Pakistan, as on 31 May 1958 were 90 mills, 1,877,376 spindles and 27,829 looms.

The number of spindles in the Island of Bombay and the Enlarged Bombay State increased from 6,921,992 in 1957 to 6,986,390 in 1958, while the number of looms rose from 139,335 to 139,394.

The number of spindles and looms in the different regions of India during 1958 and the number of operations are shown in the table below:-

Where situated.	Number of Spindles installed.	Number of Looms installed.	Average Number of workers employed daily all shifts.
Bombay City and Island	-- 3,212,650	64,426	200,446
Ahmedabad (a)	-- 2,078,618	41,675	131,239
Rest of Enlarged Bombay State (b)	-- 1,695,122	33,293	108,467
Total: Bombay State.	--- 6,986,390	139,394	440,152
Rajasthan(c)	-- 172,624	3,412	11,492
Punjab	-- 126,889	1,611	7,238
Delhi	-- 188,356	3,954	15,794
Uttar Pradesh (d)	-- 859,308	13,818	53,976
Andhra Pradesh(e)	-- 192,084	1,669	11,218
Madhya Pradesh	-- 507,558	12,413	44,322
Bihar	-- 27,540	747	761
Orissa	-- 62,848	1,024	5,945
West Bengal (f)	-- 585,236	10,864	44,796
Madras	-- 2,854,528	7,730	100,030
Kerala	-- 191,528	1,890	9,129
Mysore (g)	-- 441,546	4,955	25,637
Pondicherry	-- 75,464	2,117	5,375
GRAND TOTAL: INDIA	--- 13,271,890	205,598	775,865
PAKISTAN as on 31 May 1958..	1,877,376	27,829	N.A.

N.A.- Not Available.

Cotton consumed.- The total consumption of raw cotton by the mills in India were 17,681,041 cwts. or 5,051,723 bales of 392 lbs; the corresponding figures for 1957 was 18,219,600 cwts. or 5,205,600 bales of 392 lbs.

(Summarised from the Statement relating to the Progress of Cotton Textile Industry in India and Pakistan in 1957-1958, issued by the Millowners' Association, Bombay).

11

34. Economic Planning, Control and Development.

India - February 1959.

New Panel of Economists: Planning Commission's
Announcement.

The Planning Commission announced on 17 February 1959 its decision to reconstitute its panel of economists for the third Five Year Plan. The new panel comprises *the following*

Chairman: Shri Morarji Desai.

Members: Shri J.J. Anjaria; Dr. R. Balakrishna; Prof. M.L. Dantwala; Dr. A.K. Dasgupta; Shri B.N. Datar; Dr. Bhabatosh Datta; Prof. D.R. Gadgil; Dr. B.N. Ganguli; Prof. M.H. Gopal; Prof. D. Ghosh; Prof. V.Y. Kolhatkar; Prof. D.G. Karve; Dr. D.T. Lakdawala; Dr. P.S. Lokanathan; Dr. B.K. Madan; Prof. K.T. Merchant; Dr. S.K. Muranjan; Prof. V.R. Pillai; Dr. K.N. Raj; Dr. S.B. Rangnekar; Dr. V.K.R.V. Rao; Shri D.S. Savkar; Dr. S.R. Sen; Prof. B.R. Shenoy; Dr. Baljit Singh and Prof. C.N. Vakil.

Shri J.J. Anjaria will be its secretary.

The first meeting of the panel was held in New Delhi on 1 March 1959 to draw up a programme of studies.

(The Hindustan Times, 18 February 1959).

Industrial Survey of Delhi to be undertaken.

An industrial survey of Delhi for the second time will be conducted by the Administration in April this year. The first survey was conducted in 1950-51.

During the last seven or eight years, many changes have taken place in the industrial economy of Delhi. Industries have grown in number rapidly and this multiplication has resulted in a considerable increase in capital investment and employment opportunities to a fairly large number of people. This rapid industrial development presents new problems, which have to be assessed in their proper perspective.

The second survey, which will entail an expenditure of about 26,000 rupees, will be conducted on an extensive scale. It will be based on census methods and will cover almost all the industrial units, taking into account their technical, economic and financial aspects.

A 15-member advisory committee, consisting of officials and non-officials and representatives of different trades, has been constituted for rendering advice, formulation of the necessary questionnaire and compilation of data.

(The Hindustan Times, 12 February 1959).

'L'

Enquiry into Cost Structure of Six Major Industries:
Minister's Announcement.

Inaugurating the Marketing Conference sponsored by the Sales Executive Association of India at Bombay on 21 February 1959, Shri Manubhai Shah, Union Minister of Industry, stated, inter alia, Government was considering a proposal to appoint three or four study groups to inquire into the cost structure of half a dozen important industries. He added that this inquiry would analyse causes contributing to the present high cost structure and recommend measures to bring it down.

Shri Shah said that the proposed inquiry was found necessary in view of the fact that the Indian industry had tended to be a high cost production apparatus on account of its relatively small turnover, poor methods of production, lower labour and management productivity and lower social efficiency. He felt that it was high time that the industrial and business community, trade associations and the Government made concerted efforts to bring down the costs since higher productivity was the obvious answer to that important national problem.

Shri Shah complained that the recent experience had shown that Indian manufacturers were willing to sacrifice quality for quicker profits, but he felt that the need for improving quality was nowhere greater than in India since that alone could ensure the ultimate success of all manufacturing activity. He pointed out that it was, therefore, the constant duty of every sales executive not to allow sale or despatch of inferior articles.

(The Times of India, 22 February 1959).

100,000 Million Rupees Third Five Year Plan Visualised.

According to the Statesman, 5 February 1959, a draft paper, prepared by the perspective Planning Division of the Planning Commission, has been circulated to members of the Planning Commission, the National Development Council and the Union Cabinet. The draft proposes a total outlay of 100,000 Million rupees, 67,000 million rupees in the public sector and 33,000 million rupees in the private sector, and envisages a rise in the national income from 125,000 million rupees in 1960-61 to 170,000 million rupees in 1965-66.

The basic objective is stated to be absorption in gainful occupation of at least all the additional population which will seek employment opportunities on attaining the working age.

Unlike the second Plan, the third Plan's outline does not leave any gap in the financial resources nor does it provide for deficit financing. Considering the resources position, the draft estimates the total income during the Plan period at 119,000 million rupees - 95,500 million rupees from taxes, 10,000 million rupees as the surplus from public enterprises, 8,500 million rupees from trade in foodgrains and 5,000 million rupees from net savings and borrowings. Deduction of the expenditure during the period on Government administration and current development outlays, amounting to 62,000 million rupees, leaves a gap of 10,000 million rupees which is proposed to be covered by foreign loans.

An analysis of the income shows that current taxes, at the rate of 8 per cent of the national income, will give 60,000 million rupees in five years, additional taxes on textile and other industrial products, at 10 per cent of their value, 4,500 million rupees; additional corporate tax, wealth tax, income tax etc., 4,000 million rupees and the tax on agricultural production and land tax 27,000 million rupees. Towards the surplus of public enterprises of 10,000 million rupees, the railways will contribute 3,500 million rupees, the steel industry 4,500 million rupees, fertilizers 500 million rupees and other industries, including coal, oil, drugs and machinery, 1,500 million rupees. Trade in foodgrains is calculated to earn 8,500 million rupees on the assumption that there will be an annual marketable surplus of 34 million tons of foodgrains during the period.

Foreign Exchange Needs.- Foreign exchange needs during the five years will be 18,890 million rupees, which is 9 per cent of the total outlay. The country will have to import 18,900 million rupees worth of machinery and equipment, 30,000 million rupees of industrial and raw material and 5,000 million rupees of consumer goods, giving a total of 53,900 million rupees. Against this, the export earning has been calculated at 43,750 million rupees. The export earning and the foreign loan (10,000 million rupees) together will be just adequate for the import needs.

A break-up of investment allocation indicates that the draft has recommended the largest outlay on large-scale industries - 20,000 million rupees, which is 20 per cent of the total. Other investment proposals include 17,000 million rupees (17 per cent) on transport and communications; 7,000 million rupees (7 per cent) on power; 3,000 million rupees (3 per cent) on mining and oil; and 3,000 million rupees (3 per cent) on small industries.

Agriculture and irrigation will have a total investment of 15,000 million rupees - 15 per cent of the total outlay; residential housing 18,000 million rupees (18 per cent); schools and hospitals 6,000 million rupees (6 per cent); other constructions 4,000 million rupees (4 per cent); and addition to stocks and miscellaneous 7,000 million rupees (7 per cent).

The distribution of investment in the public and private sectors is as follows (in Million of Rupees):-

	<u>Public Sector.</u>	<u>Private Sector.</u>
Mining and Oil	2,000	1,000
Power	6,500	500
Basic industries	8,000	2,000
Organised large-scale industries.	5,000	5,000
Transport and communications.	12,500	500
Small-scale industries	2,000	1,000
Roads	4,000	Nil
Agriculture	6,000	2,000
Irrigation	5,000	2,000
Housing	6,000	12,000
Schools, hospitals etc.	5,000	1,000
Other constructions	1,000	3,000
Addition to stocks and miscellaneous.	4,000	3,000

Dealing with ~~the~~ employment, the draft emphasises the need to absorb at least the addition to the labour force. But there will remain, it states, the question of much fuller work on better remuneration for a large population who may be vaguely classified as underemployed. This aspect is left to be taken through accelerating the tempo of development over a number of years.

Population increase.— The draft assumes that the population will increase at the rate of 2 per cent annually for the next 10 years - 4 per cent in urban areas and slightly less than 2 per cent in rural areas. The annual increase in rural population will be about 5.6 million and 40 per cent of this (about 2.4 million) will add to the labour force every year. Since agricultural production is taken to increase at 5 per cent per year, the increased labour force in the rural areas can be assumed to be absorbed in the higher tempo of activity connected with a larger rural output. The level of trading in rural areas will also go up as the rise in the output is 5 per cent against the increase in population of slightly less than 2 per cent.

In urban areas, population will increase by 3.5 million a year and a third of this roughly 1.1 million will be the annual addition to the labour force. Job opportunities will have to be provided for these people either as employees or as self-employed persons. For balanced development, ensuring a minimum of reasonable increase to all who work, it may be necessary to have 40 per cent of employment in mining and manufacturing industries, the draft suggests.

(The Statesman, 5 February 1959).

17

President Opens Bhilai and Rourkela Steel Plants.

The President, Dr. Rajendra Prasad, opened on 3 and 4 February respectively the public sector steel plants at Rourkela and Bhilai respectively.

On 3 February 1959, the President formally put into operation the first blast furnace of the 2,000 million rupees Rourkela steel project, the first in the public sector. It will produce 1,000 tons of pig iron daily.

The President in his inaugural speech said that the Rourkela steel plant was a national undertaking and its working would have an impact on India's economy. It also encouraged one to feel that the region known for its mineral resources bade fair to become, in course of time, the Ruhr of India.

Reiterating the Government's determination to create a welfare State the President said that the establishment of basic industries as in Rourkela signified a stage in "our journey to that destination. May it prove to be a true portent of the future and may the bellows of this plant herald the new age we are so eager to usher in".

The Rourkela steel plant is a token of Indo-German co-operation. Indian engineers and men have been working side by side with about 800 Germans and in doing so have, it is claimed, gained sufficient knowledge in erection work.

On 4 February 1959, the President put into commission the first of the three blast furnaces of India's second public sector steel project at Bhilai.

The President declared that production of iron here was symbolic of "our hopes to rejuvenate the economic life of the whole nation and by harnessing ~~the~~ our manifold natural resources, to raise the standard of life of our people".

The Bhilai plant is being set up with U.S.S.R. assistance and will have three blast furnaces, each with a capacity of producing 1,135 tons of pig-iron per day. Steel making at this plant will be done by the conventional open hearth process in six furnaces of 250 tons each.

The main plant and equipment worth 631 million rupees is supplied by the Soviet Union on credit repayable in 12 equal annual instalments at 2½ per cent interest. Other stores not obtainable in India are supplied on cash terms.

(The Statesman, 4 and 5 February, 1959).

'L'

35. Productivity.

India - February 1959.

Programmes to increase Productivity: National Council's Decisions.

A programme to encourage the adoption of techniques for increasing productivity in different industries and promoting trust and confidence between employers and employees for effective and efficient functioning has been drawn up by the National Productivity Council in consultation with local productivity councils.

At a meeting held in New Delhi recently details of the programme were finalised. It was decided to convene meetings of representatives of employers and workers in different industrial centres to establish more productivity councils. The directors of industries and labour commissioners in State Governments will take the initiative for this purpose.

It was also decided that services should be provided to the industries. They include dissemination of information, consultation, research and problems of productivity, inter-factory visits for exchange of experience and knowledge and exchange of productivity teams between different centres.

The National Council has already agreed to give local councils contributions equal to the amounts they collected as membership subscription. Specialists recently engaged by the National Council as well as foreign specialists whose services are being obtained under U.S. Government aid will also assist local councils in implementing productivity programmes.

It has also been decided to set up five regional directorates manned by specialists. These are expected to function at Bombay, Madras, Calcutta, Bangalore and Kanpur by the end of the month.

Local councils are to be set up in 20 more towns, including Delhi.

(The Statesman, 23 February 1959).

T.C.M. Grant for National Productivity Council.

India's National Productivity Project will receive grants totalling one million dollar this year from the United States Technical Co-operation Mission. Under an agreement signed in New Delhi on 10 February 1959, a sum of 534,000 dollars has been made available immediately.

Under this project, the Government of India has established a National Productivity Council in New Delhi and four regional branches, and intends to establish 30 local Productivity Councils by 1961.

American assistance for this project will take the form of technicians, consultants, commodities and training opportunities abroad for Indians.

The immediate grant will be used to procure automotive and audiovisual equipment, product samples for productivity analysis, publications and other materials. A sum of 400,000 dollars, has been reserved for the services of eight technicians for three years, three technicians for one year each, and three short-term consultants.

Later in the year a further grant of 487,000 dollars will be made available for four additional technicians and training opportunities for seven Indian productivity teams of ten men each and 40 one-year participants to study abroad.

(The Hindustan Times, 11 February 1959).

Productivity Councils to be set up in Delhi, Bihar and Uttar Pradesh.

During the month of February 1959, decisions have been taken to set up productivity councils in Delhi, Bihar and Uttar Pradesh.

At a meeting of representatives of industrialists, employees, the Delhi Administration and other interested organisations held on 27 February 1959, it was decided to set up a productivity council to increase production in various industries by creating mutual trust and co-operation between workers and managements.

At a meeting of the representatives of the employers in the State of Uttar Pradesh, it was decided to set up the Kanpur Productivity Council to raise the productivity consciousness in industries.

Shri Binodanand Jha, Labour Minister, Bihar, announced at the annual meeting of the Bihar Central Labour Advisory Board held at Patna on 14 February 1959 that the Bihar Government would set up a ~~Productivity~~ Productivity Council for the State.

(The Hindustan Times, 18 and 28 February, 1959;
The National Herald, 17 February 1959).

22

Better Efficiency in Industries: Adoption of Management
Accountancy Suggested.

A three-man team of the Institute of Chartered Accountants, which recently visited the U.S.A. on a study tour, has recommended the adoption of management accountancy in industrial and commercial undertakings, both in the public and private sectors in India, in order to improve efficiency and economy.

The team, which was deputed by the Council of the Institute with the assistance of Ford Foundation to study the system of "management accounting" and its practice in the U.S.A. has submitted a report to the Union Commerce and Industry Minister, Shri Lal Bahadur Shastri.

The leader of the team, Shri S.P. Chopra, a former president of the Council of the Institute, disclosed that the Government had recently appointed a committee to devise ways of introducing the system in public undertakings. He was confident it could be done within five years without importing any specially trained experts. In fact, its introduction in the private sector, which had a long tradition of old accounting methods would be more difficult, he added.

The report describes management accountancy as a system based on the concept of "promise and performance", requiring the preparation of a forecast or a budget, followed by the recording of actuals. When compared with the budget, these actuals give ~~give~~ the variances and deviations for further study and action.

The report says that this system could be introduced in a very simple manner and does not need any elaborate accounting method, at any rate, in the earlier stages.

On the basis of its study of accounting procedures in the U.S.A., both within the Government and in commercial houses, the team has come to the conclusion that industrial houses in India should use modern accountancy and statistical methods for financial control and as a tool of management.

The report also suggests that modern methods of accounting and financial control can be introduced with advantage in public corporations and quasi-commercial departments, like the Posts and Telegraphs, Electricity, Irrigation and Forests. In fact, the team feels that Government undertakings, where it is easier to introduce the system, should give a lead to private industrial houses.

Another important suggestion of the team relates to costing methods. It advocates the system of standard costing which means costing in anticipation of production or spending as against historical costing.

The budget is prepared not only for the money income and expenditure, but also for the anticipated performance in the future. A carefully calculated forecast and production plan forms the basis of delegation of responsibilities and decentralisation of administration.

The team lays special emphasis on what it calls a current budget which not only deals with transactions of a current nature, but also acts as a continuous reappraisal of the immediate future. This is apart from the master budget and the long-term and short-term budgets.

Particular mention has been made in the report of the system of uniform accounting within an industry. The object is to evolve generally acceptable principles of arriving at costs, particularly in respect of allocations of overheads, so that competition resulting from ignorance of correct costing methods is eliminated. This will make it possible for the industry as a whole to appear before Government agencies like the Tariff Commission to present its case jointly.

(The Statesman, 4 February 1959).

Modernisation of Cotton and Jute Textile Mills:
27 Million Rupees loaned by Central Government.

Answering a question in the Lok Sabha on 23 February 1959, Shri Nityanand Kanungo, Union Minister for Commerce, stated that the National Industrial Development Corporation had advanced loans to the extent of 27 million rupees up to the end of January 1959, both for cotton and jute mills for modernisation. The Minister said that the actual amount of loans the Corporation had sanctioned for cotton and jute mills was much more than what they had already drawn. The biggest single loan sanctioned was 7.5 million rupees. Several units had also modernised out of their own resources.

Shri Kanungo said that modernisation of cotton textile mills had been going apace with the installation of automatic looms and various other machines like Barber Colman winding and warping machines, sizing machines, etc. So far permission had been given for replacement of 2,306 plain looms by 1,776 automatic looms in 11 mills.

In regard to jute mills, out of 82 jute mill companies managing 112 mills, 46 had installed modern silver spinning machinery, some having completely modernised their mills and some partially. A little over 60 per cent of the old spindles had been replaced by modern silver spinning spindles or were in the process of being replaced.

He said that modernisation was planned in such a way that displacement of labour was kept within the natural wastage and there was no retrenchment.

(The Hindustan Times, 24 February, 1959).

25

36. Wages.

India - February 1959.

Share of Wages in National Output in India.

The Study Group on Wages, appointed by the Central Government, prepared some papers on the wage policy. They provide a useful ground for wage-fixing authorities and are immensely informative. One of these papers on the share of wages in National Output is briefly reviewed below.

A periodic assessment of labour's share in factory output and national income is made possible in a number of countries by detailed national income statistics, returns relating to social security schemes etc., often supported by general surveys of industrial establishments. In India, national income estimates are available only from 1948, data pertaining to social security are also of recent growth and the coverage of these is incomplete. Even with these limitations, an attempt has been made in this note to present, on the basis of available data some calculations about the share of labour in factory output from 1948 upto and including 1953, beyond which year it was not possible to carry forward the estimates.

Percentage Share of Workers' Earnings in Net Value of Factory Output
(Rupees in Millions).

	1948	1949	1950	1951	1952	1953
1. Net domestic product of factory establishments at current prices.....	5,289	5,192	5,286	6,127	6,121	7,311
2. Earnings of factory workers-						
Estimate I *	2,089	2,508	2,593	2,812	2,136	3,312
Estimate II**	1,895	2,358	2,364	2,451	2,496	2,924
3. Share of wages in factory output (% of 2 to 1) -						
Estimate I	395	483	491	459	447	453
Estimate II	358	454	447	401	408	400

*Multiplying the working force by average annual earnings.

**Adding up actual wages paid in different States.

Sources - National Income Statistics.

Indian Labour Year Book.

Indian Labour Gazette.

The above table compares the net product of factory establishments derived from national income Statistics, with the earnings of factory workers. The industries chosen exclude railway workshops, ordnance factories, mints, indigo, teagrowing, coffee, dairy industries and telegraphs which are left out by the National Income Unit. Factory employees getting less than 200 rupees per month have been taken into account for computing workers' earnings. Even here, persons other than workers are excluded.

In the above table, earnings of factory workers have been arrived at by two different methods. In the first method, employment data available with the National Income Unit for the total industrial working force were adjusted to exclude persons other than workers. This adjustment was carried out by applying to the total industrial working force the ratio between workers and non-workers yielded by the Census of Manufactures. The net number of factory workers thus arrived at was multiplied by the average annual earnings per worker.

In the second method, actual wages paid to factory workers in different States were added upto arrive at the total factory wage bill for the country. These figures for actual wages paid were obtained from data for Part A and certain Part C States. For Part B and the remaining Part C States, employment figures were culled out from issues of the Indian Labour Year Book and the wage bill calculated on the basis of wage rates prevailing in States with similar economic conditions. For each year an allowance had to be made to cover partial non-reporting of employment by Part B and some Part C States. For 1948, the National Income Unit has added 140 million rupees to the net national income to cover such default and an assumption was made that approximately 50 per cent of this sum could be traced to the earnings of workers in the industries included in the present study. On this basis, 70 million rupees was added to the total factory wage bill for each year.

Since the first method utilises only the average annual earnings paid and the second approach takes into account actual wages paid, it may be argued that results yielded by the latter approach are more realistic.

The above table indicates that while in absolute terms, the factory wages bill has been steadily increasing every year, this increase has not always been proportionate to the increase in net factory product. The share of wages in factory output shows a significant rise between 1948 and 1949/1950 and a slight decline over the subsequent three years. Both the approaches in the Table confirm this trend, though as worked out by the second method the percentage share is generally lower.

Percentage Share of Workers' Earnings in Net Value of Factory Output (29 Major Industries).

	1948	1949	1950	1951	1952	1953
All India	42.43	54.27	49.2	45.14	52.87	50.64
Assam	39.34	43.99	60.46	56.44	64.13	53.45
Bihar	41.32	41.81	37.51	44.81	37.89	41.60
Bombay	44.52	57.72	47.30	47.24	59.51	59.05
Madhya Pradesh	47.83	72.72	59.31	53.23	50.94	54.60
Madras	39.42	43.04	49.55	42.32	49.74	47.96
Orissa	41.81	49.22	39.64	32.89	35.15	29.09
Punjab	43.35	49.73	46.48	41.02	48.08	45.13
Uttar Pradesh	38.56	52.25	44.25	44.32	47.87	48.06
West Bengal	48.69	58.68	45.05	44.42	47.59	49.83
Delhi	37.41	58.26	56.48	42.16	51.69	46.05

The above table shows labour's share in the net value added by manufacturing in the 29 major industries covered by the Census of Manufactures. The percentage share of labour in the table is higher than in the first table. This may be due to the fact that the 29 industries in this table are the more important and better organised ones in which wage rates are comparatively higher.

The above table also exhibits regional variations. Bombay, for instance, shows the highest percentage for workers' share, while the share of wages is the lowest in Orissa.

Percentage Share of Workers' Earnings in Net Value of Factory Output (Major Industries)

	1948	1949	1950	1951	1952	1953
Sugar	26.96	18.44	24.11	29.81	27.59	28.73
Paper and Paper Products	39.11	38.08	38.58	30.13	30.60	30.26
Jute Textiles	55.86	60.20	52.01	42.68	57.57	29.47
Iron and Steel	59.72	34.01	38.42	46.56	42.23	35.64
General & Electrical Engineering	50.07	53.04	50.52	45.68	50.01	53.05
Cement	27.38	29.64	25.78	26.31	21.32	23.31
Cotton Textiles	46.22	64.68	64.97	53.84	66.45	62.42

The table given above shows that while this share does not exceed 30 per cent in the Sugar and Cement industries, in Cotton Textiles it is above 60 per cent. In Jute also, it is quite high. In Iron and Steel and General and Electrical Engineering industries, it is more than the average for all industries.

As for the trend over the years, in Sugar, the percentage has been rising since 1950; in Cement, it shows a steady decline; in Paper and Paper Products, there has been a sudden fall in 1951, but subsequently, the figure has remained stable. In Jute, Cotton Textiles and Iron and Steel, the percentage figure has been rising and falling, with large variations in certain years. In General and Electrical Engineering, it has varied within a narrow margin.

There may be a number of factors responsible for ~~these~~ these inter-industry differences. Normally, it might be expected that in an industry where capital investment is large in relation to the number of workers employed, wages would represent a smaller proportion of the factory net product than in industries in which capital investment is relatively small. Even within the same industry, inter-State variations as were noticed may to some extent, be due to units in some States using more modernised and costlier equipment, than in other States. Apart from the factor of capital investment, inter-industry variations may also be due to the fact that, on an average, workers in some industries have to be more highly skilled than in others and have, therefore, to be paid better. In other words, in those industries where, among the various factors of productions, the labour component plays a more vital role, the percentage share of labour in the net value added by manufacture may also be expected to be higher. Whether all these propositions are borne out by facts requires to be established on the basis of a more elaborate study. The remarks that follow on State-wise variations in the percentage share of workers in net factory product have therefore, to be interpreted with a certain degree of caution and in the light of the foregoing considerations.

Inter-State variations in some industries.- In the Sugar industry, workers in Bombay get the lowest share (14.74 per cent in 1953) whereas Uttar Pradesh workers get the maximum (33.29 per cent in 1953), the share of the latter being more than twice that of the former. In the Paper Industry, the figures for Bombay and West Bengal appear to be comparatively more stable over the years; in Uttar Pradesh and Madras, they show large annual variations. While the workers' share in the Jute Industry is generally high, Madras appears to provide an exception. The workers' share in the net product of the Jute industry in Madras also shows a steadily declining trend over the period 1948-1952 (41.64 per cent in 1948 to 24.14 per cent in 1953). In the Iron and Steel industry, for certain years, workers in Punjab appear to have been successful in getting even more than the net output (135.71 per cent in 1950 and 103.63 per cent in 1952). Whether this is due to bonus declared out of previous year's profits or due to actual losses incurred by companies during the year in question cannot be settled without closer examination. The percentage of workers' share in Bihar is perhaps the lowest for all States and is generally even less than the percentage for all industries in Bihar itself (33.93 per cent in 1953). In the General and Electrical Engineering industry, it is significant that workers in Orissa appear to be getting more than the net value added by manufacture for almost all the years under study (generally more than 100 per cent - 151.06 percent in 1949 and 106.54 per cent in 1953). In the Cement Industry, there are no noticeable variations in the figures obtained for different States.

There is no consistent trend in the-inter-State variations for the Cotton Textiles Industry except for the fact that in Orissa the percentage share of workers is low throughout.

It will be seen that on an average, factory labour gets about 40 per cent of the net income generated by large scale enterprises in India. This stands favourable comparison with the corresponding figures for other countries. At the same time, it needs closer investigation to determine whether this percentage can be improved even under existing circumstances. The tables in this note are useful only in so far as they indicate a method of approach. The statistics themselves would have to be interpreted with a great deal of caution.

For instance, there may be a number of factors responsible for the trend indicated, viz., a rise between 1948 and 1949/1950 and a decline thereafter. It may be that the trend would be different if allowance is made for income tax payments made by the factories and if bonus payments are distributed evenly over the years. It may also be that the major factor responsible for the change in the share of labour is fluctuations in agricultural prices. On the whole, prices of manufactured products are more stable than those of the raw materials ~~principally~~ required for manufacturing. The result is that an increase in raw material prices is often associated with a decline in profit margins whereas a fall in agricultural prices reduces the share of labour in the net product of factories. Raw material prices increased during 1948-51 and declined in subsequent years, when there was a decline in agricultural prices. It may also be that the remuneration of workers which is linked to the cost of living in many industries moves up and down together with agricultural prices and thus accentuates the trend referred to above. It is significant that the All India Consumer Price Index (1949 = 100) increased from 97 in 1948 to 105 in 1951 and declined thereafter. If the explanation given above is correct, it would follow that year to year variations in the share of labour in factory output would be unavoidable as long as agricultural prices fluctuate widely and as long as the prices of manufactured articles do not reflect fully the variations in raw-material prices.

There would always be need for a great deal of explanation and analysis in interpreting such changes in the share of labour as we notice in the Tables. Consequently, there would always be a considerable degree of doubt as to whether any particular change in the share of labour does or does not justify a change in money-wages. If the object is to find out whether workers get a fair share or not, the situation in each unit will have to be analysed separately. Overall calculations about the share of workers in different industries and in different regions might give us an idea of the sectors or regions where wages are unduly low. Allowance, however, will have to be made for differences in capital structure, in cost of living, cost of materials and a number of other specific factors pertaining to the region or the industry. It is hardly possible to do this without getting back to a study of the situation in each individual unit. It would thus appear that for determining wages, a consideration of workers' percentage share in net factory product has very little utility, unless perhaps wages have to be determined at the level of the undertaking. Sharp judgements based on overall data about particular industries or regional data which are by no means perfect and which in any case have to be modified in a number of ways are ~~not~~ likely to be misleading rather than helpful.

(Indian Labour Gazette, Vol. XVI, No. 7,
January 1959, pp. 519-526).

'L'

32

Wage Rates in the Beedi and Cashew Industry:
Decisions of Conference of Labour Ministers
of Madras, Mysore and Kerala.

The Labour Ministers of Madras, Mysore and Kerala, meeting in conference at Alwaye on 8 February 1959, agreed that the disparities in the prevailing wage rates in the beedi and cashew industries in the three States should be removed and an approach made to bring about uniformity to the extent possible.

The joint ministerial conference, convened by the Kerala Labour Minister, Shri T.V. Thomas, for the first time, to discuss problems of mutual interest in industries, considered the question of fixation of minimum wages in the two industries (vide Section 36, page 10 of the report of this Office for July 1958).

A communique issued at the end of the conference said that the minimum wages in the beedi industry fixed in Kerala were higher than those in Madras and Mysore.

The conference felt that the fixation of uniform rates in the three States might not be easy at present. It was however agreed that at least in the border areas the possibility of the minimum rates being made equal may be explored.

The Mysore Government, it said, had already appointed a committee for revising the minimum wages for the beedi industry and the rates fixed in Kerala would be given due consideration in fixing the revised wages in Mysore, particularly in the Mangalore area.

As regards the cashew industry, the conference noted that Mysore had taken steps to bring the industry within the schedule to the Minimum Wages Act as a first step towards fixation of minimum wages.

(The Deccan Herald, 9 February, 1959).

37

States to be asked to fix Minimum Wages in Agriculture
before End of 1959.

The Union Government will soon write to the States Governments to fix minimum wages rates for agricultural workers before the end of the year. The States which have already fixed them will be asked to intimate to what extent the rates are being actually paid. These assurances were conveyed by Shri G.L. Nanda, Labour Minister, to members of the Informal Consultative Committee of MPs attached to his Ministry on 26 February 1959.

Members complained that though the Minimum Wages Act was passed 11 years ago, it had not even now been possible to implement it all over the country, and the Government had to approach the Parliament again and again to seek extension of the time limit.

When the question came up before the Lok Sabha in 1958, it was with a good deal of reluctance that the House agreed to extend it till 1959.

The committee was informed that Madras was the only State which had not so far fixed minimum wages for agricultural workers. Orissa, Rajasthan, Punjab, Kerala, Delhi and Tripura had done so. Assam, Andhra, Bihar, Madhya Pradesh, Bombay, Uttar Pradesh, West Bengal, Himachal Pradesh and Mysore had enforced the rates in selected areas.

The minimum rates of wages varied between 75p a day in Madhya Pradesh and Orissa and ~~Rs.2.50~~ Rs.2.50 in Punjab. The rates in some of the other States are: Uttar Pradesh and Bombay Rs.1, Bengal Rs.1.50, Rajasthan Rs.1.25, and Andhra Rs.1.50. In Bihar the wages were paid in kind.

According to the report of the Agricultural Labour Inquiry Committee of 1950-51, the total number of agricultural workers in the country was 35 million.

(The Hindustan Times, 27 February 1959).

Higher Wages for TISCO Workers: Union and Management
sign New Agreement.

A new agreement providing for increase of wages and emoluments was signed at Jamshedpur on 18 February 1959 between the management of the Tata Iron and Steel Company, Jamshedpur and representatives of the Tata Workers' Union.

For details please see Section 67, pp. 61-72 of this Report.

'L'

37. Salaries.

India - February 1959.

Bombay: Uniform Pay Scales for Teachers.

The Government of Bombay announced on 24 February 1959 uniform pay scales for primary teachers in the entire Bombay State. The revised scales which are given below will be brought into force with retrospective effect from 1 April 1958:

Untrained Primary Teachers - Rs. 40 per mensem.

Junior trained teachers - Rs. 50-1 $\frac{1}{2}$ -85-2 $\frac{1}{2}$ -70-S.G.-2 $\frac{1}{2}$ -90. (The selection grade will be awarded to 15 per cent of the cadre after 15 years service; this will apply for the present only to teachers under the School Boards in the old Bombay Region).

Senior Trained teachers - Rs. 56-1 $\frac{1}{2}$ -65-2 $\frac{1}{2}$ -70-S.G.-3-100. (The selection grade will be awarded to 20 per cent of the cadre after 10 years' service).

The question of introducing the selection grade in other areas in the light of the practice prevailing there is under examination.

The Government has also prescribed the manner of fixation of pay in the revised scale.

(The Times of India, 24 February 1959).

Madras: Non-Gazetted Staff to get Rise in Emoluments.

The Government of Madras announced on 4 February 1959 their decision to raise the emoluments of non-gazetted public servants by 5 rupees from 1 January 1959. It was stated that this relief would be of an interim nature pending the determination of a rational wage and allowance structure for the N.G.O.'s by a Commission headed by a former Chief Secretary to the Government. The Commission, would be asked by the Government to take into consideration the State's financial resources, the recommendations of the Central Pay Commission, as also the suggestions of recognised associations of public servants before formulating its own proposals.

(The Times of India, 6 February 1959).

'L'

Bank Employees to get More Dearness Allowance.

The dearness allowance, payable to the clerical and subordinate staffs of all banks in India, will be raised by one-seventh and one-tenth, respectively, from 1 January last, following rise in the average of the all-India consumer price index number for the half year, July to December 1958.

The Indian Banks' Association, and the Bombay and Calcutta Exchange Banks' Associations have recommended to their member banks to announce the raise to their employees immediately "as a gesture of goodwill".

It is understood the raise will add nearly 6 million rupees to the Indian banking system's annual wage bill of about 250 million rupees. The dearness allowance, paid to officers of the bank, will similarly rise by nearly 6 million rupees per year.

(The Hindustan Times, 8 February 1959).

'L'

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

INDIA - FEBRUARY 1959.

41. Agriculture.

State Agriculture Ministers' Conference: Agricultural
Administration Committee's Report accepted.

A conference of State Ministers of Agriculture was convened at New Delhi on 6 and 7 February 1959, which had on its agenda the Nalagarh Committee's recommendations on the reorganisation of agricultural administration (vide Section 41, pp.48-49 of the report of this Office for November 1958).

Shri A.P. Jain, Union Minister for Food and Agriculture, inaugurating the Conference, said that the Government's aim was to double India's food production by the end of the third Five Year Plan. Shri Jain claimed success for the intensive rabi production campaign launched with the co-operation of States in September 1958 and said he ~~the~~ looked forward to a good rabi harvest. The "Kharif Production Drive" was the second important item on the agenda of the conference, Shri Jain said.

The Union Minister said this conference had been specially called to consider the speedy implementation of the recommendations of the Agricultural Administration Committee (Nalagarh Committee), which submitted its report last October, and said: "I am given to understand that in the group discussions held in Delhi during the past few months to discuss the State plans for 1959-60 every State has made a token provision in its budget for expenditure relating to the implementation of this report."

Shri Jain said the recommendations entailed additional expenditure on, among other things, the building of key personnel, removing of dead wood in the departments, better service conditions, more opportunities for the staff of agricultural departments, departmental tests, with incentives for the staff to be in a ~~stage~~ state of continuous preparation for better work, training facilities for the staff, proper programme planning and separation of what are called the "trading functions" from scientific and educational work related to farming.

Shri Jain said that the rate of increase in population, which at the last census was estimated at the 1.25 per cent per year, was now nearer 2 per cent. "Control of population, desirable as it is, however, full of difficulties and in the immediate future it does not offer itself as a major factor in the solution of our food problem. We must look for the solution through increased yield per acre."

Decisions.- The States Ministers of Agriculture, agreed on launching a country-wide drive for higher production ~~city~~ during the forthcoming kharif season and accepted the Agricultural Administration Committee's report. No decision, however, was taken ~~on~~ on the proposal for setting up an all-India agriculture service.

The Ministers also called for an assurance of a fair price to agriculturists. In a resolution, they said, one of the important measures for increasing production and maintaining it at a high level was to provide a fair price to the producer, "after taking into account all aspects of the problem". They called upon the Government of India to take the necessary steps to achieve this.

Another resolution pressed for larger supplies of chemical fertilisers.

During the discussions on the kharif campaign at the plenary session of the conference, it was announced that the Government of India had decided to double the States' supply of iron and steel to meet agricultural needs.

The Centre also agreed to make available an amount, likely to exceed 40 million rupees, for the provision of short-term loans to farmers during the kharif campaign, besides supplying insecticides and pesticides.

(The Statesman, 7 and 8 February 1959).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - FEBRUARY 1959.

50. General.

Mysore Shops and Commercial Establishments Bill, 1958.

The Government of Mysore published on 12 February 1959, the text of the Mysore Shops and Commercial Establishments Bill, 1959, proposed to be introduced in the Legislature of the State. According to the Statement of Objects and Reasons of the Bill, at present the Madras Shops and Establishments Act, 1947, is in force in Madras Area. The Mysore Shops and Establishments Act, 1948, is in force in the Mysore area. The Hyderabad Shops and Establishments Act, 1957, is in force in Hyderabad area and the Bombay Shops and Establishments Act, 1948, is in force in the Bombay Area. It is considered expedient to have a uniform law in the State of Mysore for the regulation of the terms and conditions of work and employment in shops and commercial establishments. The Government of India had circulated a draft Bill for consideration of State Governments to initiate legislation on similar lines where necessary. Both these objects will be served by enacting legislation on the lines of this Bill. The salient features of the Bill are summarised below.

Extent.- The provision of the Bill are to apply in the first instance to 64 areas specified in the schedule to the Bill and power is given to the State Government to extend the provisions to other areas.

Registration.- Provision is made for the registration of every shop and commercial establishment on receipt of prescribed particulars and fees and after verification of these particulars by the Inspector.

Hours of work.- Hours of work are fixed at nine a day and 48 a week, the total hours of work including overtime not exceeding 10 hours in any day, or 50 in a period of three continuous months. Hours of work of young persons between the age of 12 and 15 shall not exceed 5 hours a day. Overtime wages are fixed at twice the rate of normal wages.

Provision is made for opening and closing hours of establishments as may be fixed by the State Government. Every employee in an establishment should be given at least one whole day in a week as a holiday for rest which should, in the case of establishments required by the Bill to observe a close day, be on the close day.

Annual leave with wages.- Every employee who has worked for a period of two hundred and forty days or more in an establishment, during a calendar year shall be allowed during the subsequent calendar year, leave with wages for a number of days calculated at the rate of: (i) if an adult, one day for every twenty days of work performed by him during the previous calendar year; (ii) if a young persons, one day for every fifteen days of work performed by him during the previous calendar year.

Every employee shall also be entitled during the first twelve months of continuous service and during every subsequent twelve months of such service in any establishment to leave with wages for a period not exceeding ten days or, if a young person twelve days, on the ground of any sickness incurred or accident sustained by him.

The total number of the days of leave that may be carried forward to a succeeding year shall not exceed thirty days in the case of an adult and forty days in the case of a young person.

For the purpose of ensuring continuity of work in an establishment, the employer in agreement with the representatives of employees therein, chosen in the prescribed manner, may formulate a scheme in writing whereby the grant of leave allowable under this section may be regulated. A scheme so formulated shall be posted in convenient places in the premises of the establishment and shall be in force for a period of twelve months from the date on which it comes into force and may thereafter be renewed, with or without modification, for a further period of twelve months at a time by the employer in agreement with the representatives of the employees.

Social security.- The provisions of the Workmen's Compensation Act and the Mysore Maternity Benefit Act, 1959, are made applicable to employees and employers of shops and commercial establishments. Power is given to the State Government to extend the provisions of the Payment of Wages Act to any class of employees or employers in establishments.

Employment of Children and Women.- No child who has not completed his twelfth year shall be required or allowed to work in any establishment. No woman, or a young person between the age of twelve and fifteen, shall be required or allowed to work whether as an employee or otherwise in any establishment during night.

Notice of dismissal.- No employee shall be removed from service unless and until one month's previous notice or pay in lieu thereof has been given to him. Where misconduct of an employee is brought on record with proof, he shall not be entitled to the notice or notice pay and no employee shall be entitled to one month's notice or notice pay unless and until he has been in the service of the employer continuously for a period of three months.

Other provisions relate to enforcement and inspections, offences, penalties and procedure.

(The Mysore Gazette, Part IV, Section 2-A,
5 February 1959, pp. 5-26).

'L'

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

India - February 1959.

Annual Report on the Activities of the Coal Mines Labour Welfare Fund for the Year 1957-1958*.

The Ministry of Labour and Employment, Government of India, published recently the annual report on the activities financed from out of the Coal Mines Labour Welfare Fund during the year 1957-58. A brief account of the more important activities is given below.

Hospital and other medical facilities: (i) Central Hospital, Dhanbad.- The hospital entered the seventh year of its existence giving specialised treatment to the colliery workers. The average daily number of in-patients treated in the hospital during the year was 250 against 241 during the previous year.

Construction of all buildings in connection with the scheme of expansion of the hospital, viz., additional wards, three bungalows for Junior Doctors, five quarters for Class III staff, twenty-four quarters for Class IV staff and extension to the nurses' hostel was completed. The wards were opened on the 1st February 1958. The air-conditioning plants for operation theatre and labour room started functioning. Construction of the recreation and social workers' rooms was also completed during the year.

* Government of India, Ministry of Labour and Employment: Report on the Activities of the Coal Mines Labour Welfare Fund 1957-1958; Printed by the General Manager, Government of India Press, New Delhi, 1958. pp. 48.

(ii) Central Hospital, Asansol.- The hospital which started functioning in April 1955 was completing its third year of existence. All the sections of the hospital was functioning. Almost all the posts sanctioned for the hospital were filled up. Construction of two more bungalows for senior doctors was completed during the year.

The hospital has a sanctioned bed strength of 165. The average daily number of in-patients treated in the hospital during the year was 237. The scheme for expansion of the hospital from 165 beds to 250 remained under consideration of the Government of India.

A rehabilitation centre, similar to the one at the Central Hospital, Dhanbad was also functioning. A children's section of the centre was opened in October 1957. The children enjoy games and take part in exercises under the supervision of the Gymnasium Instructor.

(iii) Regional Hospitals.- The four regional hospitals-cum-maternity and child welfare centres at Katras and Tisra in the Jharia Coalfield and at Chora and Searsole in the Regional Coalfield entered the tenth year of their existence and continued to render useful service. The regional hospital at Jamai in the Pench Valley Coalfield was opened by the Union Deputy Labour Minister on the 28 April 1957. The outdoor department of the hospital was only functioning at the beginning. The in-door department started functioning at the from the November 1957. Construction of the 18 bedded Regional Hospital at Dhanpuri in the Vindhya Pradesh Coalfield was completed and the out-door department was started during the last quarter. Statistics about the number of patients treated at the various Regional Hospitals during the year are given in the table below:-

Regional Hospitals.	Outdoor patients.	Indoor Patients.	Total
Katras -----	5,079	806	5,885
Tisra -----	5,142	762	5,904
Searsole -----	4,402	625	5,027
Chora -----	8,560	1,401	9,961
Jamai -----	2,091	..	2,091

Maternity and Child Welfare Centres.- Besides the four centres attached to the regional hospitals in the Jharia and Raniganj Coalfields, maternity and child welfare centres were also run by the Jharia and Asansol Mines Board of Health for which the Fund has been paying an annual grant of 50,000 rupees to each of the Boards.

The maternity and child welfare services of the Jharia Mines Board of Health cater to about 160 collieries. In addition to the existing 28 active maternity and child welfare centres grouped, under nine circles, one new centre at Katras in Katras circle and three new centres at Nirsa, Mugma and North Laikdih Collieries under one circle viz., Nirsa were started during the year.

The centres are being run in the same line as advocated by the Indian Red Cross Society. Domiciliary midwifery service through trained dais, midwives and health visitors is also made available for registered cases of the centres. Free distribution of medicines, milk, fruits, germinated gram, etc. are made available.

The Lady Health Visitor of the Fund in the Orissa Coalfield paid home visits and gave ante-natal and post-natal advice to women in the collieries of Talcher and Sambalpur Coalfields.

The maternity and child welfare centre at Jatachappa in the Pench Valley Coalfield started functioning during the year. The ten bed maternity block constructed as an adjunct to the Government hospital, Chanda, at the cost of the Fund continued to function. The Fund is paying an annual grant-in-aid of 1,000 rupees for its maintenance.

Anti-tuberculosis measures.- The two 12 bedded T.B. clinics, one at Katras in the Jharia Coalfield and the other at Searsole in the Raniganj Coalfield continued to render useful service to colliery patients suffering from T.B.

The total number of patients treated at the Katras T.B. Clinic was 100 (male 52 and female 48) and that at the Searsole Clinic 287 (male 230 and female 57). Beds were also reserved by the Fund in different recognised sanatoria for treatment of colliery patients.

Artificial limbs.- Under the scheme of supplying artificial limbs to disabled colliery workers at the expense of the Coal Mines Labour Welfare Fund, fifteen disabled miners were sent to the Military Artificial Limb Centre, Poona, and provided with artificial limbs during the year. A total sum of 13,385.73 rupees was spent during the year on this account. This includes expenditure on travelling allowance etc. to cover the journeys to Poona and back of the disabled miners including their escort.

Anti-malaria operation.- Malaria Control Operations were continued in the Coalfields of Jharia and Hazaribagh, in Bihar, Raniganj in West Bengal, Pench Valley and Korea in Madhya Pradesh, Chanda in Bombay, Margherita in Assam, Talcher and Sambalpur in Orissa and Singareni Collieries in Andhra Pradesh. Number of Collieries and adjoining villages controlled and approximate population protected during the year are given in the following table:

Coalfield	No. of collieries controlled.	No. of Villages controlled.	Approximate population protected.
Jharia	383	170	299,000
Raniganj	214	140	266,000
Hazaribagh	40	51	128,000
Pench Valley	29	35	78,000
Chanda	7	3	32,000
Korea	9	3	37,000
Margherita	8	25	22,000
Talcher	3	15	11,000
Sambalpur	3	4	8,000
Hyderabad	3		88,000
Total.	699	446	969,000

Ten thousand and eighty persons received ~~medica~~ paludrine tablets during the year both as suppressive in microscopically positive cases and as a blanketing dose in new arrivals in the coalfields from outside the controlled areas.

To afford diagnostic facilities to colliery medical officers, blood slides of suspected fever cases were examined by the Malaria Officers of the Organisation and the results communicated to them. Such study of parasitaemia was carried out in Jharia, Raniganj, Hazaribagh, Pench Valley, Chanda and Talcher Coalfields. Examination of a total of 8,656 blood slides of fever cases from different collieries revealed that only 223 were ~~psobita~~ positive for malaria parasite. This small number of positive slides indicates a very low degree of transmission of malaria.

Miners' Institutes.- For providing educational and recreational facilities to colliery workers and their dependents, miners' institutes, each comprising a Centre for the welfare of women and children, an Adult Education Centre and a Children's Park, are established in the various coalfields. For obvious reasons, ~~workers~~ these centres ~~have~~ have to be located in suitable buildings in the vicinity of workers' dwellings. Due to shortage of such buildings, the Organisation are erecting its own buildings at central places where suitable pieces of land are made available by collieries on reasonable terms. The difficulty in obtaining such pieces of land accounts for the slow progress in the establishment of miners' institutes. Out of 60 institutes buildings, sanctioned for construction in various coalfields, forty-six had only been completed upto the end of the year.

In respect of the 11 buildings to be constructed, negotiations with collieries for gift or lease on payment of nominal rent of suitable piece of land on reasonable terms were in progress. Construction of the institute building at Chanch Colliery in the Mugma Coalfield reached 3ft. above plinth. Work on the buildings at Newton Chickli Colliery in the Pench Valley Coalfield and at Yellandu in Andhra Pradesh was nearing completion.

Centres for welfare of women and children.- The women and children's welfare section which was started in April 1947 entered the eleventh year of its existence. Up to the end of last year 47 centres were functioning in the various Coalfields. During the year under review five more centres started functioning. ~~Pending the year under review five more centres started functioning.~~ Pending construction of the miners' institutes buildings, the centres are located in accommodation temporarily made available by colliery owners. A women's welfare centre was opened at Palana Colliery in Rajasthan during the year. The centre had to be closed due to certain difficulties experienced by the staff. It has, therefore, been decided to open an adult education centre at the colliery instead of a women's welfare centre.

The children's welfare centres continued to provide elementary education to workers' children up to class II. There were 2,544 children on roll on 31 March 1958 in all the centres excluding those in Andhra Pradesh.

Supply of milk and tiffin to children attending the centres at a cost of 185 rupees non-recutting per centre and 36 rupees per child per annum recurring was introduced at all the centres. Chura, gur, fruits and UNICEF milk powder were supplied to the children on every working day between 8.30 and 9 a.m.

Vocational training to workers' wives and other female dependents continued to be given in all the centres. At each centre, one sewing machine and other materials required for handicrafts are provided. Knitting wages were also paid to kamins to encourage them to take up this vocation as a cottage industry venture.

There were 478 kamins on roll on the 31 March 1958 in all the centres (excluding those in Andhra Pradesh). The kamins knitted quite a large number of sweaters, Frocks, Blouses, Shirts, Pants etc. during the year.

~~The~~ To encourage the kamins to learn reading and writing literacy classes were held in all the centres.

Two hundred and sixty five kamins were attending the classes. A total of 194 kamins were made literate during the year, bringing the total from the commencement of the drive in 1955 to 449.

Adult education centres. The working of the adult education scheme stepped into the seventh year of its existence. Pending construction of miner's institute buildings the adult education centres are also run in temporary accommodation offered by colliery owners. Up to the end of last year 50 centres had been functioning. Three new centres started functioning during the year.

The adult education instructor teaches the workers 3 R's and acquaints them with labour laws. He also imparts them social education so that they may be useful citizens. Though the media of radio and daily newspapers the workers are given information of current day affairs. Instruction is also imparted in the elementary principles of hygiene, nutritive value of different diets, temperance etc. The workers attending the centres elect their own leader who is paid an allowance of 25 rupees per month from the Organisation.

More than 8,300 workers had enrolled themselves at the centres. The average daily attendance was about 4,800 either for recreation or for literacy purposes. Nine hundred and thirty-six adults were made literate during the year. The total number of adults made literate upto the end of the year was 5,487.

Miners' Houses.- Under the scheme of construction of experimental townships, the Coal Mines Labour Housing Board constructed in all 1566 houses at Bhuli, 48 at Bijoynagar, 219 at Bokaro, 180 at Kargali, 50 at Giridih, 50 at Bhurlunda and 40 at Kurasia.

Under the old subsidy scheme a total number of 1623 houses were reported to be completed as on 31 March 1958. Out of 1,623 houses reported as complete, claims in respect of 1,599 houses for subsidy amounting to 1,102,215 rupees 15 annas and 4 pies were received. Sanction to the payment of a total sum of 1,087,007 rupees 4 annas and 6 pies for 1,599 houses was received and payment made to colliery owners.

Under the subsidy-cum-loan scheme applications of 59 collieries for construction of 3,677 houses under the scheme were sanctioned. Out of 3,677 houses 1,639 houses were reported as complete and 552 houses under construction.

Since the response in respect of the old subsidy scheme and the subsidy-cum-loan scheme was poor, a New Housing Scheme has been recently sanctioned under which the Fund itself will construct houses on the sites provided by the colliery owners. The scheme provides for the construction of 30,000 houses during the next 5 years. It is proposed to construct 10,000 houses during the year 1958-59. The cost of construction of each house will be 3,300 rupees in Bengal, Bihar and Madhya Pradesh coalfields and 3,100 rupees in the Orissa, Hyderabad, Rajasthan and Chanda Coalfields and the rent for each house 2 rupees per month will be paid by the employers. The maintenance of the house will be the responsibility of the employers.

Other amenities.- The scheme for grant of financial assistance from the Fund to the widows and schoolgoing children of colliery workers who meet death as a result of fatal accidents at the collieries, at the following rates, was in operation during the year:-

1. A monthly allowance of 10 rupees per month to the widow of the deceased worker for a period of two years.
2. A scholarship of 5 rupees per month to each of the children of the deceased worker attending school for a period of three years.

A total of sum of 14,160 rupees had been sanctioned for payment to 83 widows and 8 children.

Finance.- The coal mines labour welfare excise duty continued to be levied at 6 annas per ton on coal and coke despatched from the collieries. On the despatches by rail, collections are being made by the railways and a total sum of 13,468,000 rupees is expected to be credited to the Fund during the year 1957-58. On the despatches made otherwise than by rail the collections are being made departmentally from the individual collieries and a sum totalling 391,000 rupees is expected to be credited to the Fund this year. The proceeds are distributed between the Housing Account and General Welfare Accounts in the ratio of 13:3. A total sum of 1,252,661 rupees is expected to be credited to the Fund's account on account of other receipts. A total sum of 6,039,634 rupees was spent from the Fund for the various schemes during the year 1957-58.

The provisional figures for receipts into and expenditure from the two accounts of the Fund from their inception to 31 March 1958 is given below:-

General Welfare Account:

Receipts	-----	Rs.91,538,796
Expenditure	-----	Rs.59,600,008
Closing balance	-----	Rs.31,938,788

Housing Account:

Receipts	-----	Rs.51,015,103
Expenditure	-----	Rs.12,585,569
Closing balance	-----	Rs.38,429,434

Report on the Activities Financed from the Mica Mines
Labour Welfare Fund during the Year 1957-1958.

The Government of India published on 7 February 1959 the report of the activities financed from the Mica Mines Labour Welfare Fund for the year ending 31 March 1958. A brief account of the more important of the activities is given below.

Activities in Andhra Pradesh: (i) Medical facilities.-
The Mica Mines Labour Welfare Fund, Andhra Pradesh, maintained 3 static dispensaries located in the heart of the Andhra Pradesh mica mining area at Kalichedu, Talupur and Sydapuram. A temporary in-patient ward of eight beds attached to the dispensary at Kalichedu served the patients very well.

Statistics of the work done in the dispensaries during the year are given below:-

Dispensary	Total number of patients treated	
	Out patients	In patients
Kalichedu -----	63,950	271
Talupur -----	54,236	..
Sydapuram -----	35,263	..
Mobile dispensary-----	10,236	..
	<u>163,685</u>	<u>271</u>

Medicines worth 7,778.96 rupees were supplied to the dispensaries during 1957-58. During the month of June 1957 influenza broke out in an epidemic form in the mining area. Special drugs were supplied to all the dispensaries. Ten thousand APC tablets and 3,000 sulpha methazine tablets were supplied to all the dispensaries. One hundred vials of stepto penicillin and 1,000 sulpha methazine tablets were supplied specially to the Sydapuram dispensary where the prevalence of the disease was rampant. Microscopes were provided in the dispensaries at Kalichedu and Talupur.

The Medical Officers, in addition to their dispensary work, trained workers in the mica mines in first aid for being appointed as first aid certificate holders as required by section 21 of the Indian Mines Act, 1952. In 1957 the Medical Officers, Sydapuram and Talupur trained 61 persons.

(ii) Maternity Centres.- Four maternity centres run by the Fund rendered useful service to the women labourers and children in the mining area. Each maternity centre was under a midwife and the work of the midwives was supervised by the Lady Health Visitor. The midwives also distributed milk made of milk powder supplied by the Indian Red-Cross Society and also jaggery to the under-nourished children daily at the Centres.

Three beds were reserved at the district headquarters hospital, Nellore, for the exclusive use of mica miners. The number of patients treated against these reserved beds at the district headquarters' hospital, Nellore, during 1957-58 was 56. Steps were taken to combat tuberculosis and silicosis to which mica mine labourers are subjected. The amount of 15,000 rupees already contributed to the Government T.B. Hospital at Nellore from the Fund was treated as having been given for the construction of a T.B. Ward of 8 beds and was also decided to pay a sum of 100 rupees per bed per month for the patients recommended by the Fund authorities and admitted in the T.B. Hospital, Nellore with the concurrence of the Government of Andhra Pradesh. In addition, proposals for the construction of a T.B. Ward at Kalichedu were under consideration.

(iii) Anti-malaria operations.- The Anti-malaria Unit working under the supervision of the Senior Entomologist, Nellore, continued to work successfully in the mining area during the year and ~~was~~ there was fall in the incidence of malaria.

(iv) Educational facilities.- There are six elementary schools and one middle school working in the mining area under the Fund and in the year 1957-58 a sum of 10,535.19 rupees was spent towards the supply of midday meals to the children (763) studying in the school.

The State Government granted financial aid amounting to 16,177.37 rupees to the schools run by the Organisation. Books and slates were supplied free of cost to the children of mica mine labourers studying in the six elementary schools and three private schools run by certain mine managements at a total cost of 597.09 rupees.

In the two big schools at Kalichedu and Talupura, children were taught handicrafts like tape-weaving stitching, knitting and embroidery. Tape-weaving to children in all the other schools.

There is one community centre run by the Fund in the mining area for the benefit of mica mine labourers and their families under the supervision of the Junior Assistant Welfare Inspector, Kalichedu, in respect of the men's section and of the Assistant Welfare Inspector, Gudur (Lady) supervised the work in respect of the women's section. Men labourers learnt carpentry in their leisure hours. A qualified tutor in carpentry taught carpentry both to the school children in the Middle School, Elementary School, Kalichedu and men labourers. Raw materials such as wood, nails, joints, etc., worth 225.52 rupees were supplied to the centre for use by the trainees. They made useful articles which were either sold in public auction or were supplied to dispensaries and schools.

A qualified Lady Tutor taught women labourers and school girls tailoring, knitting and embroidery. Seventeen women and 18 school girls were given training during the period under report.

(v) Drinking water facilities.- The sinking of a well at Pattabhirama Mine was progressing well. Another well at Sudarsanarama Mine was also sanctioned and the estimates were under preparation. One big well was being constructed at Shantinagar at an estimated cost of 3,800 rupees from the Fund's resources. An amount of 1,150 rupees was spent by the 31 March 1958 towards this work.

A number of building works were completed during the year.

Activities in Bihar: (i) Medical facilities.- The central hospital at Karma continued to do good work and the total number of out-patients treated in the hospital during the year was 12,685 as against 10,671 last year.

The Fund continued to maintain the five static dispensaries of its own at Debour, Dhorakola, Dhab, Bendro, and Charkapathal. One more static dispensary was established during the year at Parsabad. The mobile unit stationed at Karma continued to provide medical relief to the mica miners and their families. The number of patients treated by the unit during the period under report was 26,504 as against 22,912 during 1956-57. The mobile medical unit stationed at Tisri treated 8,564 patients during the year under report.

(ii) Maternity and child welfare centre.- The maternity and child welfare centres at Dhab and Dhorakola continued functioning satisfactorily. The details of work done at these centres during the year are as follows:-

	Dhab	Dhorakola
Total number of ante-natal cases treated --	66	98
Total number of post-natal cases treated --	21	77
Total number of children treated -----	2,005	572

(iii) Educational and Vocational facilities.- Four Multi-purpose institutes comprising each of (a) adult education centre, and (b) a women welfare centre continued functioning at Debour, Dhab, Kodarma and Saphi for the benefit of the mica mines workers and their families. Training in Handi-crafts like sewing, knitting, was given to the women attending the Centres. The women welfare centres have continued to afford educational and recreational facilities to the miners' children, and women continued to get training in handicrafts like sewing, knitting, etc.

Buildings for housing two more Multi-purpose Institutes at Karma and Sankh were completed and handed over for starting the Centres. The Centres will start very shortly. Steps were also taken to appoint staff for starting the two small community centres at Joraseemr and Pessam in the rented building and the Centres would start functioning shortly.

Six primary school, continued to give primary education to the children of the mica mines workers at (1) Khijuri, (2) Sankh, (3) Charki, (4) Gajandi, (5) Bhandari and (6) Khorkota.

(iv) Drinking water facilities.- Besides the three wells constructed departmentally and the three wells constructed on subsidy basis, the Organisation also undertook to supply water to different mines in the Dhorakola zone, which is the worst area from the view point of non-availability of water and supplied as many as 116,338 gallons of water on trucks to those mine owners who offered to receive water at 0.25 rupees per four gallons during the months of May and June 1957.

Activities in Rajasthan: (i) Welfare Schemes.- During the year under report, welfare centres at Amla, Bagore, Bemali, Ropa, Lawa-Sardargarh, Para, Saned and Mobile Medical Units at Bhilwara, Mandal, Gangapur, Kishangarh and Ajmer worked in full swing. Two more new welfare centres were established in the Ajmer region at Surajpura and Sarana in the middle of the year under report. All these Centres functioned satisfactorily.

(ii) Medical Facilities.- Five static dispensaries at Amlī, Bemali, Bagore, Kopa and Lawa-Sardargarh continued to be maintained during the year under report, and 56,493 patients treated at these dispensaries. Besides, medical staff visited the adjoining villages and mines to advise the workers regarding prevention of disease, improvement of sanitation and cleanliness.

At the welfare centres in Ajmer region, arrangements were made to provide medical aid to the workers and their dependents under the supervision of the medical officer, mobile medical unit Ajmer, 21,128 cases were treated at these centres.

Five mobile medical units stationed at Bhilwara, Mandal, Gangapur, Kishnagarh and Ajmer visited such mines and villages which are not covered by the static dispensaries and catered to the medical needs of workers and their dependents, and ~~total~~ 40,600 of patients were treated by these units.

(iii) Maternity and Child Welfare.- At every welfare centre, there is a maternity and child welfare section. These are in the charge of a midwife at each centre excepting at Bagore where there is a lady health visitor also. These centres continued to provide maternity facilities to workers during the year under report.

(iv) Educational facilities.- As illiteracy is the main cause of many evils in society, much attention was paid to literate the workers. To achieve this aim, adult education centres at the following places imparted literacy to the mica workers: Kopa, Jamoli, Bemali, Lawa-Sardargarh, Bagore, Ganeshpura, Gudli, Dhosar, Mahendragarh, Amlī, Toonka, and Nansa.

Stationery, pencils and books were supplied free. The total average attendance in the above mentioned adult education centres was 214 per day.

Primary schools were continued to be run by the Fund during the year under review at Amlī, Dhosar, Ganeshpura and Toonka. At Amlī, there is a primary school of the State Government and therefore, VI and VII classes were run by the Fund.

Knitting and sewing classes were held at the welfare centres at Para, Sanod, Surajpura and Sarana to impart training to the females of the miners in tailoring, embroidery, knitting of woollen garments etc. Government has been moved for sanction to start such classes at Anli and Bagore. The average attendance at each Centre was 8 per day.

The Statement of accounts appended to the report shows receipts at rupees 18.881 million including an opening balance of rupees 15.513 millions. Expenditure amounted to rupees 1.004 millions leaving a closing balance of rupees 17.876 millions.

(The Gazette of India, Part II, Section 3,
Sub-Section (ii), 7 February 1959,
pp. 369-380).

Baroda: Labour College Opened.

The Baroda City Labour Conference which was held recently at Baroda decided to start a Labour College in Baroda. This new Labour College was inaugurated by Shrimati Maniben Kara, Vice-President of the Hind Mazdoor Sabha on 21 December 1958. The inaugural function was presided over by Shri B.B. Joshi, an industrialist from Baroda and ex-secretary of the Indian Science Congress.

The intention behind the starting of this Labour College is to impart knowledge about the labour laws and make the workers understand their rights and responsibilities and to explain basic labour problems such as wages, bonus, partnership in management etc., and ultimately to create trade Union leadership from amongst the workers for conducting healthy and sound trade union movement in the city. Keeping in view these aims and objects the Labour College would conduct study circles and lectures on weekend holidays, and it will also arrange exhibition and picnics.

(Hind Mazdoor, Vol. VI, No. 1,
January 1959, pp. 6 and 8).

55. Protection of Minors.

India - February 1959.

Employment Policy for Women: All-India Conference's Demand.

The all-India Conference of Social Work for Women's Welfare, which met at Lucknow on 1 and 2 February 1959, adopted a resolution drawing the attention of the Planning Commission to the special requirement of employment of several million jobless women for whom home-crafts and industries in family setting, strengthened by industrial co-operatives, could offer possibilities of employment.

It recommended a thorough exploration of regional resources and possibilities with a view to evolving an employment policy for the employment of women, particularly in rural areas.

The Conference recommended fixation of minimum wages for women agricultural workers on the same scale as for men and the minimum wage for women in sweated trades ~~trades~~ in unregulated industries.

(The Hindustan Times, 4 February, 1959).

Chapter 6. General Rights of Workers.

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

India - February 1959.

Andhra Pradesh: Payment of Wages Act extended to Employment in Inland Vessels in Vizagapatnam Port.

In exercise of the powers conferred under the Payment of Wages Act, 1936, the Government of Andhra Pradesh has extended the provisions of the said Act to the payment of wages to all classes of persons employed in the inland vessels, mechanically propelled in the Vizagapatnam Port.

(G.O. Ms No.179 Home (Labour II)
dated 24 January 1959; Andhra Pradesh
Gazette, Part I, 12 February 1959,
page 310).

67. Conciliation and Arbitration.

India - February 1959.

Andhra Pradesh Industrial Disputes Rules, 1958.

The Government of Andhra Pradesh published on 29 January 1959 the text of the Andhra Pradesh Industrial Disputes Rules, 1958, made in exercise of the powers conferred under the Industrial Disputes Act, 1947. The rules deal inter alia with the procedure for reference of industrial disputes to boards of conciliation, courts of enquiry, labour courts or industrial tribunals, powers, procedure and duties of conciliation officers, boards, courts, labour courts, tribunals and arbitrators, remuneration of chairmen and members of courts, presiding officers, labour courts and tribunals, assessors and witnesses, representation of parties, constitution of works committees, procedure for complaints regarding change of conditions of service, etc., procedure for giving notice of retrenchment, etc.

(G.O. Ms No. 2883 Home (Labour-IV) dated 16 December 1958; Andhra Pradesh Gazette, Rules Supplement to Part I, 29 January 1959, pp. 45-74)

61

Better Labour-Management Relations: Code of Efficiency
and Welfare suggested by Ministry of Labour and Employment.

The Ministry of Labour and Employment, Government of India has suggested a Code of Efficiency and Welfare, "which, in conjunction with the Code of Discipline, may carry us forward towards an era of greater prosperity".

In a memorandum on the draft Code, the Ministry refers to the feeling that strikes and lockouts have of late, been taking a rather heavy toll of production. The working time lost on account of strikes during the last two or three years has been at an annual rate of one day out of every 200 working days; in days of comparative industrial peace, we lose one day in every 300 days worked. While the loss on this account may not compare unfavourably with the corresponding figures for other countries, its occurrence in the midst of the Second Five Year Plan, is indeed a cause for concern. The blame for the present state of affairs is usually sought to be thrown on each other by workers and employers and sometimes by both on Governmental policies. There is an element of truth in all this criticism. For instance, inadequacy of foreign exchange to obtain the necessary raw materials, inability of certain industries and undertakings to pay as much as the workers would desire and bad working and living conditions which do not permit of workers giving their best - all stand in the way of increased production. At the same time, most of such criticism is unfounded and betrays inadequate appreciation of the role of production in an economy progressing towards socialism. Production ~~should~~ should no longer be viewed merely as a source for employers' profits or workers' wages, but as the means of strengthening the economy and raising living standards.

It is true that the Code which was settled between parties at the Nainital Session of the Indian Labour Conference the Code of Discipline, provides for (a) certain voluntary restraints on strikes, lockouts and other restrictive and obstructive practices, (b) the establishment of a sound Grievance Procedure, and (c) the creation, in general, of a more harmonious atmosphere within an establishment. While success in the direction of improved industrial relations would be a great gain, it should not be forgotten that the object of industrial relations policy is the successful functioning of industry itself, i.e., raising the level of productivity of the unit in all conceivable ways. The super-structure of ever-rising industrial production has thus to be built on the bedrock of industrial discipline. In building this, it may be helpful to lay down certain norms and standards for adherence by employers and workers. It is in this context that the Ministry has, of late, been giving thought to the question of securing an agreed Code of Efficiency and Welfare which, in conjunction with the Code of Discipline, may carry the country forward towards an era of greater prosperity. The Labour Minister has mentioned this at more than one tri-partite meeting, including the last session of the Standing Labour Committee held in Bombay.

In drawing up such a Code, it must be kept in mind that what may succeed in one place may not succeed equally in another. The particular combination of machinery and methods for improving efficiency in an undertaking will, no doubt, have to be evolved to suit the special circumstances of each undertaking. At the same time, past experience in this and other countries reveals that efforts, when directed through certain known channels, normally result in increased ~~through~~ efficiency. It is, therefore, possible to draw up a Code of Efficiency and Welfare highlighting certain known practices which would require to be followed by common concurrence between employers and workers in order to increase productive efficiency in the interests of all. The Code of Efficiency and Welfare by itself may be an innovation, but the ideas sought to be incorporated therein have been practiced in one form or the other in most countries and indeed even in some of the good establishments in India itself.

The memorandum cites the trends in Sweden, United Kingdom, West Germany, France, Belgium, Japan and U.S.S.R. In all these countries, the direct efforts made to tackle production problems are almost invariably supported by efforts in allied directions like safety, welfare measures, working out of incentive systems of payment and so on. In other words, nowhere is production looked upon as ~~and~~ an isolated problem in itself. Nor is this possible.

The memorandum, then, discusses some of the considerations taken into account in drafting the Code.

Labour-Management Cooperation.- Efficiency in production is a test of the quality of management and trade union leadership. For increasing efficiency, welfare of the individual and development of his willingness to cooperate in the common enterprise with a feeling of personal self-satisfaction should become broad common goals of those who manage industries and of the leaders of unions which have now attained a recognised place in our industrial economy. It is necessary to give the worker a sense of security, achievement and dignity. If the worker thinks that greater production means greater achievement ~~and dignity~~ of the things he wants, viz., security, advancement and dignity, he will produce. Labour cannot be enticed into full cooperative effort merely by the appeal that its welfare lies with an efficient and profitable enterprise. Management must risk greater participation on the part of the unions when it becomes convinced that the unions will accept responsibility for aiding in the success of an enterprise. Unions will be willing to take on that responsibility when they see that by so doing, they can perform a more vital function for their members by helping them in new ways. Thus, there need not be any conflict between the wage earner's loyalty to his union and to the enterprise; where this conflict exists in the minds of workers, it can only be considered as a symptom of unsuccessful labour relations.

For creating an atmosphere wherein labour-management cooperation is possible, it is necessary that old animosities should be buried. As it is, litigation which is a costly and long drawn-out process consumes the energy of employers and union leaders alike to the detriment of purposeful direction and leadership. While the Code of Discipline already provides that management and unions would avoid litigation, it is now suggested that they may go a step further and withdraw all cases pending before courts and settle them amicably by mutual negotiation. For such a procedure to succeed, it is necessary that union leadership should shed unreasonable suspicion of the bonafides of employers while the latter should lay their cards clean on the table in the course of negotiations. If this is done, it is still possible to bring about a change in attitudes which, more than any technological or organisational change, is vital for increasing industrial efficiency.

64

Pre-requisites for Efficiency.- The best way to improve the morale of a factory is to have the management do its job in such a way as to inspire confidence, because workers' response to the demands of work depends very much on their attitude to the employer as much as to the job. Management can make a positive contribution towards efficiency in industry by offering security, paying adequate wages, providing congenial conditions, fostering a spirit of mutual trust and participation, ensuring adequate prospects for promotion and by employing the best management techniques of planning, process layout, cost control, operation study, etc.

Incentive System of Payment.- The question of reasonable rewards for efforts put in by workers is important. Workers who have made increased profits possible, through aiding in improving plant efficiency will be justifiably dissatisfied if they do not share in the resulting earnings. What form these rewards should take may be decided between management and unions in each undertaking, though the reward should in some way be linked with effort. Incentive systems of payment are a help provided they are drawn up in such a manner that while protecting the health and interests of the worker, they will help to maximise production. For purposes of better teamwork, compensation for the cooperative efforts of workers to increase production shall, as far as possible, be so devised as to enhance the welfare of the entire working force. Even in agreeing on wage rates, the ~~differentials~~ differentials between wage rates should be so kept as would provide incentives without offending the broad socialist concept of reduction of inequalities in income.

Working and Living Conditions.- It is admitted that working and living conditions in most industrial establishments in this country are not as they should be. The depressing state of affairs in this respect was first brought to notice in the 'forties when the Labour Investigation Committee examined as many as 38 industries. Judging from other and more recent reports, there is not much ground to believe that things have improved appreciably since then. The picture might be different in the case of new industries, particularly in the public sector; but, in respect of established industries, there is a crying need for immediate improvement in respect of working and living conditions of workers. Unless this is looked into, comparisons of the efficiency of the worker in this country with his counterpart in the U.K., U.S.A., or Russia will carry no conviction. Industrial housing, in spite of all the encouragement offered by Government, is lagging behind badly. Before exhorting workers to produce more, employers should do something about their housing and where workers' colonies are far removed from the work-place, about transportation as well.

Maintenance of Machinery and Equipment.- Proper maintenance of machinery and equipment is an important matter in all efforts at improving efficiency. Maintenance should be according to a strict schedule even while the machines are in working condition. The current practice of equating maintenance with repairs after a breakdown in machinery should ~~gix~~ be given up. Workers should always be supplied with adequate tools of the right type.

Safety in the Work-Place.- Safety in the work-place and accident prevention measures are necessary not only for protecting the life and limb of the worker, but also for saving machinery from damage and avoiding possible loss of production on that account. Employers, as much as workers, should, therefore, be keenly interested in promoting these measures and in undertaking research therein. Training programmes for workers in measures of safety would reduce accidents and consequent loss of production.

Recruitment, Training and Promotion.- Recruitment, training and promotion policies have a vital role to play in any programme designed to promote efficiency. Selection procedures should take into account the fact that recruits with adequate training and proper background would make more productive employees than untrained persons. Systematic identification of job requirements will facilitate decisions, on sources of recruitment, methods of selection to be used and the planning of appropriate training programmes for new recruits. After recruitment, management should provide training facilities to develop individual abilities and to equip the workers in skills needed for effective performance throughout the whole range of work undertaken in the enterprise. Training arrangements should include facilities for self-improvement and subsequent promotion by individuals who, on their own merit, are capable of qualifying for higher appointments. Semi-skilled workers, apart from skilled workers, should be trained in effective means of raising productivity. Workers made redundant in certain departments consequent to any reorganisation should be offered retraining facilities for equipping themselves for suitable alternative jobs. There should also be collective training to develop effective teamwork.

Apprenticeship Training.- Two aspects of industrial training programmes deserve special notice viz., (a) apprenticeship training and (b) supervisory and middle-management training. The former programme is concerned with the technical on-the-job training of potential recruits to industry. On the one hand by promoting new talent it helps industrial efficiency; on the other, by increasing individual skills, ~~xxx~~ it also improves the employability of members of the work-force. Thus, both employers and unions have a responsibility in making apprenticeship training a success. Past experience of Government in promoting such schemes has not, however, been very encouraging. It has not been possible to achieve even the very small target of placing 7,000 apprentices as envisaged by the Directorate General of Resettlement and Employment, though the scheme had been prepared in consultation with the employers. The matter has been carefully considered by a Committee in the Ministry of Commerce and Industry. The Committee reached the tentative conclusion that there is no practical alternative to compulsory legislation, coupled with reasonable safeguards both for

employers and apprentices. While primary responsibility for training apprentices lies with management, unions should persuade workers not to develop attitudes which impede the progress of apprenticeship training schemes. In particular, there has been a complaint that workers who get used to some assistance from apprentices are reluctant to return to their normal workload when the apprentices complete their training and leave the undertaking.

Supervisory and Middle Management Training.— Another aspect of industrial training programmes which requires special mention is the development of supervisory and middle-management training. It will be recalled that the recent Public Sector Conference on the Code of Discipline and Industrial Relations laid particular stress on this aspect of training in industry. There is a direct and significant relationship between supervisory behaviour and workers' morale. The supervisor acts as the vital link between the top management and the work force. His selection and training are, therefore, matters of considerable importance. In selecting supervisors, it should be remembered that the most skilled worker in a group does not always make the best foreman and for the supervisor, ability to handle men is as important as experience on the job. Subsequent to selection, the supervisor must be kept well-informed through conferences, bulletins, policy manuals, etc., about the policies of the undertaking. Training programmes and conferences designed to develop better management skills in the supervisor should emphasise handling of industrial relations problems and concentrate on human relations practices which may mark a departure from traditional behaviour patterns.

It is not the quality only of the first line supervisor that counts, but also of the second or third levels over the rank-and-file employees who exercise important controls in terms of promotion, pay increases etc. In other words, the quality of middle-management personnel who control groups of supervisors is also important. The question of quality of leadership raises the whole problem of training leaders at various levels in the undertaking for effective functioning. Besides supervisory training, planned effort is needed (a) to assess the need for management personnel in different categories and positions, (b) to consider possibilities of filling up vacancies through internal promotion and (c) to develop through systematic training junior management personnel to step into those vacancies.

In the industrially advanced countries, there has been a substantial increase recently in the number of people appointed to positions in industry involving either full-time or part-time training responsibilities. There has been a visible trend for training officers to help in the actual job of training foremen. This is particularly evident in large undertakings which have set up full-scale training departments. Typical of the interest taken in this matter is Sweden where besides the Foreman's Institute in Stockholm, several employers' associations have separate schools for foremen in particular industries. While T.W.I. training has been initiated in this country on a limited scale with the help and cooperation of the I.L.O., very little has been done by way of organising broad-based courses in technical institutes for developing supervisory and managerial personnel. This is a matter which requires the urgent attention of employers, workers and Government.

Joint Consultation.- Good supervision creates in the workers a sense of participation in the management of the undertaking. In modern management, many techniques are directly concerned with the building of the employees' sense of belonging. Among these are industrial consultation, giving of financial and other information about the firm and suggestion box schemes. While these techniques have great value, in large undertakings, they raise the question of the level at which the sense of belonging should be focussed. Available evidence goes to show that belonging must start in the workplace and may, with advantage, extend upwards. The lowest levels are most important, because they affect the individual the most and because it is on them that higher levels depend. The most important thing is to make joint consultation in-built, i.e., a matter of habit in management all along the line through constant communication and education. In other words, not only the workers but also technicians, junior management and every group that matters has to be taken into confidence before decisions are reached. No decision that matters should be reached without joint consultation even if such consultation amounts, on occasion, to nothing more than an informal talk with the other party.

Suggestion Box Scheme.- Workmen have at times, greater knowledge and experience of conditions of work with regard to handling of materials and equipment in the factory. Full advantage of this should be taken by management by evolving a suitable Suggestion Box Scheme to stimulate and review all ideas for improving quality, saving time, conserving materials, care of tools and equipment, salvage, better teamwork, better ways of doing a given job, better routing of rough and finished material, health and safety, better plant housekeeping, training and upgrading, material salvage, education for better teamwork and so on.

68

Human Relations and Personnel Services.- All techniques of management are, however, subordinate to one overriding demand for personal contact between management and workers with sincerity of purpose and recognition of the simple respect which one man owes to another, as man to man. Mutual trust between the two sides is the factor that weighs heaviest of all in making for efficiency in industry. 'Human relations' is thus a major preoccupation of the production side of industry and is no longer a matter of merely academic interest. Attention should more and more be paid to developing production methods which, in themselves, contribute to good human relations rather than allowing problems to arise requiring later remedial measures through welfare and personnel services. This is not to deny the utility of and need for a well-organised and well-manned personnel department in each undertaking. This need will always be there so long as there is employer-employee relationship in industry, however cordial that relationship may be. Government has recognised this fact by making compulsory provision for personnel officers in individual units. But there is a limitation to the scope of work of personnel departments. Thus, it is possible that many units with up-to-date personnel departments may have frequent labour troubles in contrast to other units where excellent labour relations are maintained even without formally maintaining such a department by a simple recognition of basic human urges. The ideal situation would be where such recognition is combined with the ready availability of personnel services for possible emergencies.

Inefficiency and Closures.- Trade unionists can bring their weight to bear on the question of efficiency much more positively by recognising that efficiency in industry is as much their concern as it is of management and by a fundamental recognition that restriction, from whatever part of industry it springs, is harmful to all concerned by limiting expansion of real wealth. Workers must realise that they would be more likely to find and keep jobs if the industry in which they work were efficiently run and so better able to compete for business. If their employer were unable to sell his product, he would sooner or later go out of business and they would lose their jobs. Inefficiency, however, is not the only cause for closures of industrial undertakings. Closures may result from trade conditions or other reasons beyond the control of both employers and workers in an otherwise efficient unit. In such cases, a responsibility is cast on Government to step in and see how far such difficulties may be alleviated and the undertaking restored to its normal functioning. The maintenance and expansion of employment opportunities in industry to take care of the present and future generations of workers will be possible only if Government, workers and employers combine to fight any deterioration in the industrial situation irrespective of the directions from which it may originate.

Responsibilities of Trade Unions.- The problem of inter-union rivalry is a disease which, if allowed to spread unchecked, may damage the industrial fabric of the country. It is no doubt difficult of solution, but the Nainital Code of Inter-Union Conduct should help considerably in easing tensions, if implemented. While, in general, trade unionism has been growing on healthy lines in this country, frequent manifestation of inter-union rivalry and sacrifice of workers' interests to demands of union leadership has been causing concern to all those genuinely interested in workers' welfare including the trade unionists, themselves. It will certainly improve matters if workers could be educated well in their rights and responsibilities. It is to be hoped that the implementation of the tri-partite workers' education scheme will meet this long-felt need, and enlighten workers and favour growth of healthy trade unionism. The right type of trade unionism will help strengthen the industrial structure by increasing productive efficiency, rather than weaken it by diverting workers' energy into fissiparous channels. If union leaders are convinced about the reasonableness of these proposals, they should in their turn, convey these views to the workers under their guidance and impress upon the latter the need to desist from all practices which result in loss of production, reduced efficiency and increased costs. They should make only reasonable demands on employers in respect of wages, dearness allowance, bonus and so on, because it must be realised that a wage-price spiral does not help anyone, least of all the workers. Trade unionists in countries like the U.K. have already begun to realise this position, and are veering round to the view that wage increases are no solution to the problem of rising prices. If prices are to be kept down, costs must be kept down and for this some kind of wage restraint and its concomitants become necessary.

A draft Code of Efficiency and Welfare incorporating the various suggestions contained in the preceding paragraphs is given below.

Draft Code of Efficiency and Welfare.- Recognising (a) that larger production and increased productivity are necessary for strengthening the economy and raising the standard of living of the people, (b) that employers, workers and Government should make a concerted effort towards increasing efficiency in industry and, (c) that while Government has its responsibility in creating the proper atmosphere wherein industry can function efficiently, the co-operation between labour and management at the plant level is the one single factor which governs the plant efficiency and workers welfare:

I. Management and Union(s) agree.-

- (i) that they will strictly abide by the Code of Discipline and do all in their power to maintain a harmonious atmosphere wherein production can progress unimpeded;
- (ii) that they will immediately review all cases pending before Courts and withdraw as many of them as possible for mutual settlement;
- (iii) that they will work out suitable incentive payment schemes which, while protecting the health and interests of the workers, will help to maximise production;
- (iv) that, wherever possible, they will set up Joint Production Committees either independently or as sub-committees of Joint Councils of Management; and
- (v) that they shall introduce, without delay, a Suggestion Scheme whereby suggestions made by workers to save wastage and improve output will be carefully considered and suitably rewarded.

II. Management agree.-

- (i) that consistent with the interests of the undertaking and industry, they shall offer their employees reasonable wages, and provision for economic security after retirement;

- (ii) that they will afford reasonable prospects of promotion to workers by rationalising staff policy and by avoiding discrimination in implementing that policy;
- (iii) that they shall provide (a) safe and healthy working conditions, (b) reasonable welfare amenities in the work-place, and (c) wherever possible suitable housing and/or transport facilities;
- (iv) that they shall maintain machinery and equipment in sound working condition and replace worn-out machinery and equipment at the earliest opportunity;
- (v) that they will provide, independently or in association with managements of other undertakings, suitable training facilities for all workers, supervisors and middle-management personnel including apprenticeship training facilities for potential recruits; and
- (vi) that they will rationalise management apparatus to avoid waste and inefficiency and to give the workers a sense of belonging to the enterprise.

III. Union(s) agree.-

- (i) that they shall not resort to methods of protest which would involve loss or reduction of production;
- (ii) that inter-union rivalry shall not be allowed to interfere with efficiency in production and that towards this end, they would strictly abide by the Inter-union Code of Conduct;
- (iii) that they shall do all in their power to ~~induce~~ induce workers to reduce absenteeism and turn-over;

- (iv) that they shall initiate, wherever possible, suitable steps for educating the workers in their rights and responsibilities and on their relation to production;
- (v) that they would only make reasonable demands on industry, keeping in view the need to maintain competitive costs of production in the larger interests of the economy; and
- (vi) that they would actively support schemes of rationalisation subject to the conditions agreed to at the 15th Session of the Indian Labour Conference and suggest methods whereby redundant labour can be re-deployed for more efficient production.

(Text of the Memorandum received
in this Office).

Tripartite Inquiry into Calcutta Tramways Strike.

The first major tripartite inquiry in the context of the Code of Discipline in industry will be conducted into the Calcutta tram strike of August-September last year.

The tripartite committee will begin its sittings in Calcutta on Monday to record the evidence of witnesses. It has before it a list of 50 witnesses.

The members of the committee are Shri R.L. Mehta of the Union Labour Ministry, representing the Government; Shri S.K. Sinha, Shri K.K. Kapani and Seth Dandania, representing the employers, and Shri Kali Mukerjee, Dr. Ranon Sen and Shri Narain Das, representing the workers.

It is understood that a similar inquiry in relation to the Code of Discipline will be conducted into the Kerala plantation strike. The State Government has agreed to the holding of the inquiry.

(The Statesman, 14 February 1959).

'L'

Madras: Agreement concluded regarding Conditions of Service of Electricity Workers.

An agreement has been reached between the Madras State Electricity Board and its workers represented by the Tamil Nad Electricity Workers' Federation regarding increase in wages, dearness allowance and general improvement of conditions of service. Under this agreement, the Board will pay an additional sum of 2.5 million rupees on upgrading of salaries of persons drawing under 500 rupees per mensem, 2.129 million rupees on increase in dearness allowance and 0.35 million rupees on increase in daily wages of temporary and casual workers. The total additional expenditure involved under the various proposals embodied in the agreement will come to 5.35 million rupees.

The workers had made a series of demands for the enhancement of wages, Dearness Allowance and other improvements in service conditions. The Government constituted a negotiating committee to discuss the matter and reach an amicable settlement, if possible. The report of the committee was considered by the Board, which, however, felt that the burden entailed by the recommendations would be too heavy considering its resources.

With a view to arriving at conclusions capable of implementation by the Board having regard to its resources, the Chairman and some members of the Board discussed the demands afresh directly with representatives of the Tamil Nad Electricity Workers' Federation. The talks lasted two months. After detailed discussion of all the points, an agreement was signed ~~this morning~~ between the Board and the workers.

Salary.- Under this settlement, there is to be upward revision of pay of posts carrying less than 500 rupees per month with effect from 1 January 1959. Existing employees will get one advance increment in the revised scale for every three years of service. This proposal would involve an additional expenditure of 2.5 million rupees per annum. Typical results under this revision with existing scales in brackets are: Mazdoors: Rs. 28-1-1/8-40 (18-1-25, 20-1-30 and 21-1-25); carpenters: Rs. 65-3-95 (50-2-70); maistry and strang: Rs. 80-4-120 (70-3-100); lower division clerks, typists and steno-typists: Rs. 50-5-100 (45-3-60-2-90); upper division clerks: Rs. 80-6-150 (80-5-110-3-125 and 80-5-110); bill collectors: Rs. 45-3-1/2-80 (30-3-50-1-55); Supervisors (Grade II): Rs. 125-7 1/2-170-10-180 (100-5-150); tracers: Rs. 50-2 1/2-65 (35-1-55); and attenders: Rs. 36-2-50 (24-1-35).

Nominal muster roll workers, casual labour and contingent staff with over one year of service as on 1 January 1959, and subsequently will be allowed an increase in wages by 12 naye Paise per day.

Dearness Allowance.- In addition to the consequential increase in dearness allowance at the existing rates due to increase in pay or wages, all employees including nominal muster roll workers, casual labour and contingent staff will get an increase in dearness allowance at a flat rate of 5 rupees per month with effect from 1 January 1959.

Night shift allowance.- The workers who work for four hours and more between 10 p.m. and 6 a.m. next day will be given the allowance at the following rates: Workers on a daily wage of less than Rs. 3 - 25 nP. per day; workers on a daily wage of Rs. 3 and more - 37 nP. per day.

About 5,000 nominal muster roll workers will be absorbed into the Operation Subordinate Service within one year, and a further 3,000 in the succeeding two years.

The Operation Subordinate Service staff now occupying departmental quarters and who have been proposed to be completely relieved of the liability to pay rent and electricity charges from 1 September 1960, will be given that relief with effect from the date of issue of orders on the present demands.

Holidays.- All holidays allowed to the Operation Subordinate Service staff will be allowed to nominal muster roll workers with four years of service, and above. Hospital facilities will be provided wherever necessary and possible.

A room will be allotted subject to the condition that no meetings of the Union are held in the room and no Union flags or posters are exhibited and that if any condition is contravened, the allotment will be cancelled after due notice.

Collection of Union subscription in the Pay Office of the Board was agreed to on condition that the concession will be withdrawn if there is any trouble.

The Union of workers is not to interfere in the matter of transfers ^{as made} ~~of workers~~ are made in the interests of efficiency of administration and as such transfers will be made irrespective of the fact that the worker concerned is an office-bearer, of any Union or not. However, any attempt to victimise an office-bearer by an unnecessary transfer will not be tolerated.

The Board was not able to accept the proposals of the workers on the following matters:

- (i) Raising the age of superannuation;
- (ii) Grant of Risk allowance;
- (iii) Grant of Dust allowance to 297 workmen integrated into Operation Subordinate Service;
- (iv) Increased Dearness Allowance to 457 ex-Madras Electricity Supply Corporation staff absorbed into Operation Subordinate Service; and
- (v) Promotion on the basis of seniority.

(The Hindu, 4 February 1959).

Higher Wages for TISCO Workers: Union and Management Sign New Agreement.

A new agreement providing for increase of wages and emoluments was signed at Jamshedpur on 18 February 1959 between the management of the Tata Iron and Steel Company, Jamshedpur and representatives of the Tata Workers' Union. The agreement provides for an increase of wages of the workers, effective from 1 April 1959, amounting to 18 million rupees in the first year and rising to 22.6 million rupees in the fifth year.

Principal Features.- The principal features of the new agreement are:

- (1) An increase ranging from 35 per cent of the current basic wages for the lowest paid to 8 per cent for the highest paid employees covered by the agreement;
- (2) merger of production, maintenance or service bonuses at 63.1 per cent, 53.1 percent and 17.7 per cent respectively with the basic wages of the corresponding categories of employees which represents a significant increase over current bonus earnings;
- (3) raising of the minimum consolidated dearness allowance from 37 rupees to 45 rupees with consequential adjustments for higher income slabs; and
- (4) introduction of graded scales of pay for the weekly paid employees and others at the lowest level who are at present on fixed rates of pay. Other provisions of the agreement relate to the merger of good attendance bonus paid at 10 per cent or 20 per cent to some categories of workers with their basic wage, an ad hoc payment of 8 rupees per month from 1 November 1958 to 31 March 1959 in order to provide immediate relief to employees, more housing and hospital facilities. The wage structure is also to be rationalised to reduce the number of grades of daily rated workers.

The agreement stipulates that job evaluation will be considered as a separate project from the wage structure, and timing and manner of its implementation shall be established by mutual agreement between the Company and the Union.

Under the terms of a previous agreement (1956) the Company had agreed to construct 2,000 quarters by 31 March 1959. Eight hundred of these quarters have since been completed. The new agreement provide that the remaining 1,200 quarters, which could not be completed due to certain unavoidable reasons, would be completed by 31 March 1960. The Company further agrees to construct another 1,000 quarters by the end of 1961-62 at the rate of 500 quarters a year.

The agreement was signed by Sir Jehangir Ghandy, Director-in-Charge, Shri M.K. Powvala, Resident Director of Personnel, on behalf of the Company and Shri Michael John, M.P., President, Shri R.L. Varma Deputy President and Shri V.G. Gopal, M.L.A., General Secretary, on behalf of the Union.

Cost of the Company. - The following is the breakdown of the wages increases:-

- (1) Cost of increase in dearness allowance - 4.390 million rupees.
- (2) Increase in basic wages - 7.770 million rupees.
- (3) Cost of merger of performance bonus - 4.680 million rupees.
- (4) Merger of good attendance bonus - 0.80 million rupees.
- (5) Reduction of grades - 0.22 million rupees.
- (6) Reduction of job evaluation - 0.10 million rupees.

The total cost in the first year - 17.96 million rupees, additional cost in the fifth year - 4.67 million rupees.

Total 22.63 million rupees.

Agreement explained. - Addressing a press conference on 18 February 1959, Shri Jehangir Ghandy explained that the new agreement in which very difficult and complicated issues had been settled across the table was in keeping with the long tradition of mutual co-operation and understanding that had characterised industrial relations in the Steel Company. Tata's, one could legitimately claim, had always endeavoured to give their workers a fair deal, and ensure them a progressively better standard of life. For instance, the Company had given in the past 12 years increased emoluments and amenities to its workers consting over 40 million rupees a year, on top of which the Company had now accepted the heavy additional commitments devolving from today's agreement.

Shri Tata said that a major feature of the agreement was that the Company had conceded the Union's demand to merge the plant-wide production bonus with the basic wages at the level of 63.1 per cent and the related maintenance and service bonus paid to other categories of workers at 53.1 per cent and 17.7 percent respectively. These bonuses had hitherto been calculated on actual total production achieved compared to subject to revision in case of any addition or modification affecting the capacity of the plant. He pointed out that the bonus for production workers had averaged 55.3 per cent in the past six months and merger at 63.1 per cent therefore immediately gave approximately 8 per cent increase in basic wages to this group. The cost of the merger would be 4.68 million rupees in a full year.

Another feature of the new agreement was that the weekly paid employees and other categories of workers, numbering about 6700, who had hitherto received fixed basic wage, would be put on graded scales of pay. Besides, all workers paid ~~xxxxx~~ weekly at present would be paid monthly in future, entitling them to certain additional privileges in respect of leave and housing. Among daily-rated workers half-a-dozen of the top-paid designations had now been put on monthly-rated basis.

He pointed out that the present increases were in addition to interim increase given since November 1957 costing nearly 5 million rupees a year. These interim increases were partly in the nature of an emergency relief to offset a temporary rise in the cost of living, although the 1956 agreement had clearly stipulated that no further increase in wages and emoluments would be made until the new wage structure came into force. He cited these increases as a token of the Company's readiness to accommodate its workers in light of conditions as they developed. The interim settlement called for an increase in basic wages, sick leave benefits, and incentive bonus on an higher scale.

In his view the new agreement was the result of a healthy give and take. He hoped, however, that the agreement would lead to better co-operation between the management and workers, so that the optimistic anticipations of production and earnings which the Company had presumed in these negotiations were fully realised. He appealed to workers to bend all efforts so that the plant reached in the least possible time the production rate of 120,000 tons of finished steel per month, equivalent to the annual target of 2 million ingot tons.

(A copy of the memorandum of Settlement was sent to Geneva on 19 March 1959, under this Office Minute No.A.32/606/59).

(Memorandum of Settlement between the Tata Iron and Steel Co.Ltd., and the Tata Workers' Union, arrived at in conciliation proceedings held by the Conciliation Officer, Bihar, Jamshedpur, 18 February 1959;

'L'

The Amrita Bazar Patrika, 19 February 1959)

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - FEBRUARY 1959.

81. Employment Situation.

Employment Exchanges: Working during November 1958.

General employment situation.- According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of November 1958, the number of registrations effected during November 1958 showed a fall of 24,285 and was 168,080 during the month under review. A total of 6,351 employers utilized the services of employment exchanges as against 6,643 in the previous month. The number of vacancies notified to the employment exchange during November was 29,027 which was 2,086 less than the ~~same~~ figures of last month. In keeping with the fall in the vacancies ~~last~~ ~~month~~ notified the number of placements also recorded a decrease of 1,332 and was 18,911 as compared to the month of October 1958. The number of unemployed registrants on the Live Register which was continuously on the increase since April 1958 came down from the record figure of 1,164,369 at the end of October 1958 to 1,159,031 towards the end of November 1958.

Widespread shortages continued to persist in respect of draughtsmen, overseers, experienced stenographers, fast typists, compounders, mid-wives and nurses. A number of exchanges experienced shortage in respect of trained teachers, experienced civil and mechanical engineers, fitters, electricians, doctors, mechanics, turners, health visitors, sanitary inspectors, Hindi typists, black-smiths and cooks.

Widespread surpluses continued to exist in respect of clerks, untrained teachers, freshers from schools and colleges, motor drivers, unskilled office workers and unskilled labourers. A fairly large number of exchanges reported an excess of supply in respect of peons, attenders, semi-skilled fitters, carpenters, chowkidars and sweepers.

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

		<u>October 1958.</u>	<u>November 1958.</u>
Registrations	-----	192,365	168,080
Placings	-----	20,243	18,911

Register of unemployed.- The Live Register figure which was steadily on the increase since April 1958, stepped down from the record figure of 1,164,369 at the end of October to 1,159,031 at the close of November 1958, the extent of decrease being 5,338. The decline was conspicuous in the State of Uttar Pradesh (9,439), Delhi (4,837), Bihar (2,239), Punjab (2,179), Madhya Pradesh (1,360) and Bombay (1,252). On the other hand, an increase in the Live Register was significant in the State of West Bengal (6,826), Kerala (5,643), Andhra (2,560) and Madras (1,437). In all 21,819 employed and self-employed persons of whom 493 were women remained on the Live Register at the end of the month under report.

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

<u>Occupation.</u>		<u>Number of Live Register as on 30 November 1958.</u>
1. Industrial supervisory	-----	9,161
2. Skilled and semi-skilled	-----	87,705
3. Clerical	-----	304,470
4. Educational	-----	58,272
5. Domestic service	-----	42,481
6. Unskilled	-----	602,558
7. Others	-----	54,384
	Total.	<u>1,159,031</u>

Employment position of Special Category of Workers.- The following table shows the employment position of special categories of applicants during the month under report:-

22

<u>Category.</u>		<u>Registrations.</u>	<u>Placings.</u>	<u>Number on Live Register.</u>
1. Displaced persons	---	4,278	418	45,327
2. Ex-service personnel	---	4,821	633	27,391
3. Scheduled castes	---	19,351	2,507	124,948
4. Scheduled tribes	---	7,328	438	35,982
*5. Surplus and displaced Central and State Government employees	---	2,160	707	4,192
6. Women	---	10,494	1,527	86,143

* Figures relate to the quarter August-October 1958.

Employment Market Information.- The programme for the collection of employment market information was discussed with State Governments' representatives at the Working Group held in September 1958, and revised targets for 1958-59 were fixed. During the current year, it was decided, to collect employment information in the entire public sector.

So far as the private sector is concerned, the targets have been revised to collect employment information in 22 employment market areas in different States out of which studies are already in progress in twelve areas. Besides Delhi, the collection of Employment Information is in progress in Gauhati (Assam); Ernakulam (Kerala); Indore (M.P.); Nagpur (Bombay); Coimbatore (Madras); Bangalore (Mysore); Cuttack (Orissa); Ambala (Punjab); Kanpur (U.P.); and Asansol (West Bengal).

Youth employment service and employment counselling Scheme.- One more unit was sanctioned in Kerala State bringing the total number of Units sanctioned during the current financial year to 5 as against 8 to be sanctioned.

Central Co-ordinating Section: Damodar Valley Corporation.- Out of 4,544 workers declared surplus in the Damodar Valley Corporation, 3,795 have been secured alternative employment. Two hundred thirtyfive surplus workers are awaiting offers of employment from the various Government departments and other non-Governmental agencies organisations.

23

Hirakud Dam Project.- Thirtysix workers were declared surplus during the month. Twentysix were secured alternative employment; the rest have left the project after obtaining retrenchment benefits.

Ordnance Workers.- There are still 119 workers of whom 61 are semi-skilled awaiting employment assistance with employment exchanges.

Kaiser Engineers & Overseas Corporation.- During the month, 2,307 workers were further retrenched bringing the total number of retrenched workers to 6,912. Only 931 registered with the employment exchange, Jamshedpur, where the total number of such persons is now 3,505.

Military Project 'Amar'.- The Union Minister for Labour and Employment, visited the Project during the month where work has been done by the Employment Service. An intensive drive is going on to provide large number of carpenters and blacksmiths required by the Project.

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

83. Vocational Training.

India - February 1959.

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

According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of November 1958, the number of craftsmen trainees on the roll in various training institutes and centres on 30 November 1958, was 20,510. There were 18,765 trainees (including 20 women) in technical trades and 1,745 (including 765 women) in vocational trades.

Training of Displaced Persons.- The total number of displaced persons undergoing training in technical and vocational trades at the end of 30 November 1958, was 1,815 of whom 1,497 were undergoing training in technical trades and 318 in vocational trades.

Apprenticeship training for displaced persons.- A total of 467 displaced persons were undergoing training as apprentices in industrial undertaking and establishments in Uttar Pradesh and West Bengal against 1,220 seats sanctioned for the purpose.

Training of Supervisors and Instructors.- A total of 297 Supervisors and Instructors were receiving training at the Central Training Institute for Instructors, ~~Koni-~~ Bilaspur and Central Training Institute ~~at Aundh~~ at Aundh at the end of the month.

Training of Women Craft Instructors.- Under the scheme for the training of women craft instructors at the Industrial Training Institute for Women, New Delhi, 31 women instructors trainees were receiving training at the end of the month under review.

Training of School-Going Children in Hobby Centre, Allahabad.- Fifty trainees were undergoing training at the end of the month underreport at the Hobby Centre, Attached to the Industrial Training Institute, Allahabad.

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

<u>Number of Training Institutes and Centres.</u>	<u>Number of Seats sanctioned.</u>	<u>Number of Persons undergoing training.</u>
327	26,981	22,792

Stores and Equipment.- Russian Equipments worth approximately 61,362.00 rupees was reported to have been received at the various Training Centres and Institutes during November 1958, under the UNTAA Programme. The total amount of aid so far received under the Aid Programme comes to 192,709.00 rupees.

Orders for tools and equipment worth 73,801.00 rupees were placed during the month under review for the Central Training Institute, Aundh and Bombay.

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

Chapter 9. Social Security.

92. Legislation.

India - February 1959.

Madhya Pradesh Employees' State Insurance
(Medical Benefit - Services System) Rules,
1959.

The Government of Madhya Pradesh published on 24 January 1959 the text of the Madhya Pradesh Employees' State Insurance (Medical Benefit - Services System) Rules, 1959, made in exercise of the powers conferred under the Employees' State Insurance Act, 1948. The rules deal inter alia with establishment of State Insurance dispensaries for provision of medical benefit for insured persons, procedure for obtaining medical benefit, scale of medical benefit, conditions of service of full time insurance medical officers, medical records and statistical returns, and medical benefit to families of insured persons.

(Madhya Pradesh Gazette, Extraordinary,
24 January 1959, pp. 27-33)

VI. Compensation in Case of Employment Injury
Or Occupational Disease.

Andhra Pradesh: Mines Phthisis of Silicosis declared
an Occupational Disease.

In exercise of the powers conferred under the Workmen's Compensation Act, 1923, and in supersession of the previous notifications issued on the subject the Government of Andhra Pradesh has added to the employments specified in Part B of Schedule III to the said Act the employment mentioned below and has specified that the disease mentioned against it shall be deemed for the purposes of that section to be an occupational disease peculiar to that employment:

<u>Occupational disease</u>	<u>Employment</u>
Miners Phthisis of Silicosis.	Any occupation wherein the mineral dust is such as to cause silicosis.

(G.O.Ms No.3043 Home (Labour II) dated 31 December 1958; the Andhra Pradesh Gazette, Part I, 22 January 1959, pp.126-127).

93. Application.

India - February 1959.

VIII. Maternity Benefits.

Working of Maternity Benefits Acts in 1957.

Legislation providing for the payment of cash benefits, grants of leave and other facilities for maternity relief to women workers employed in factories exists in most of the States and Union Territories of India. The State Acts have been extended to cover the women workers in Plantations also in Assam, West Bengal and Kerala. Similar benefits are being provided to the women workers employed in Mines under the Mines Maternity Benefit Act passed by the Central Government. The scope, qualifying conditions, the period and the rate of maternity benefits are not uniform under the various Acts.

This review of the working of the Maternity Benefit Acts is based on 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 varied from 26.1 in Madhya Pradesh to 100.0 in Bihar and Uttar Pradesh. The overall percentage of establishments submitting returns under the State Acts was 71.5 under the Mines Maternity Benefit Act, this percentage was 58.0 for Coal Mines and 65.3 for other 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. Since the inception of the Second Five Year Plan upto 31 August 1958, 201,500 additional employees were covered in the various States under this Act. The statistics of maternity benefit paid under the Employees State Insurance Act have been presented separately in this article at the end. The above limitations should be kept in view while drawing any conclusions from the data regarding maternity benefits paid under the Maternity Benefit Acts as presented in this article. It will be readily noted that the above factors do not allow any strict comparison of the absolute figures from year to year. Therefore, in this article only certain ratio measures have been compared over the two years 1956 and 1957, but even in cases of these measures the limitations mentioned above have to be borne in mind before drawing any conclusions.

89

The following table shows the statistics of maternity benefits paid under the Maternity Benefit Acts in 1957:-

State	No. of establishments covered by the Maternity Benefit Act.	No. of establishments submitting returns.	Average number of women employed in the establishments submitting returns.	No. of women who claimed maternity benefit.	No. of women who were paid maternity benefit in full or in part.	No. of cases in which a bonus was given or maternity benefit was paid for miscarriage or death.	Total amount paid.
							Rs.
Andhra	2,039	1,854	63,512	491	435	18	12,328
Assam	369	183	59,020	11,849	11,581	8	1,061,906
Bihar	248	248	9,304	771	759	15	78,649
Bombay	4,148	2,843	53,081	2,375	2,251	-	78,924
Kerala	600	175	62,601	10,047	9,110	-	1,487,258
Madhya Pradesh	1,719	448	10,709	107	109*	-	7,235
Madras	2,208	2,033	47,089	2,315	1,548	454	120,909
Mysore	N.A.	140	14,842	1,467	1,453	-	63,950
Orissa	142	105	2,678	70	69	-	3,915
Rajasthan	184	90	1,358	114	61	34	6,609
Uttar Pradesh	219	219	2,311	26	26	11	1,638
West Bengal	841	751	34,201	1,727	1,662	9	213,945
Total.	12,717	9,089	360,706	31,359	29,064	549	3,137,256
				MINES			
Coal	843	489	22,594	2,562	2,666*	-	112,316
Others	2,537	1,656	69,437	5,527	5,502	716	212,287
TOTAL MINES.	3,380	2,145	92,031	8,089	8,168*	716	324,603

N.B.- No figures for Punjab and Delhi appear in the above table as in these States maternity benefits were paid under the Employees' State Insurance Scheme only.

* Including some cases pending from the previous year.

N.A.- Not Available.

The average maternity benefit paid per case was 93 rupees in 1957 taking all States and mines together. The figure varied appreciable from State to State, the highest recorded by Kerala being 163 rupees and the lowest recorded by Andhra being 28 rupees.

Maternity Benefit under Employees' State Insurance Act.
 The table below shows, the statistics relating to maternity benefit paid under the Employees' State Insurance Act in 1957:-

States	No. of women insured as on 31-12-56.	No. of women who claimed maternity benefit during 1957.	No. of claims accepted and paid either fully or partially during 1957.	Amount of benefit paid during 1957.
				<u>Rs.</u>
Andhra	3,539	311	296	26,753
Bombay	33,981	1,586	1,347	239,744
Kerala	5,199	428	1,128*	35,130
Madras	17,477	793	1,011*	110,755
Madhya Pradesh	5,092	391	340	37,604
Punjab	1,240	37	50*	1,792
Rajasthan	916	108	58	1,486
Uttar Pradesh	1,392	26	27*	2,266
West Bengal	8,391	470	420	33,275
Delhi	1,217**	53	53	3,290
TOTAL.	78,444	4,203	4,739	492,095

* Some of the claims relate to the earlier year.

**Relates to 31-12-57.

The extent of the areas covered under this Act varies from State to State. Taking all the States together, the number of women who claimed benefit formed about 5.4 per cent of the total women insured, and the average amount of benefit paid per case was about 104 rupees.

(Indian Labour Gazette, Vol. XVI, No. 7, January 1959, pp. 527-531).

71

Employees' Provident Fund Scheme: Workers given
Option to Pay More.

Workers of the establishments covered by the Employees' Provident Funds Act will be allowed to contribute up to 8-1/4 per cent of their basic wage and dearness allowance to the Provident Fund, if they so desire, according to an official Press Note. The existing rate is 6-1/4 per cent.

This follows an amendment to the Employees' Provident Fund Scheme announced by the Government of India. The amendment will be effective retrospectively from 1 November 1956. Employers, however, will continue to contribute at the existing rate of 6-1/4 per cent, the Note adds.

Meanwhile, the Central Government, the Note states, has decided to carry out a survey, industry-wise, to ascertain if the industries covered by the Act can bear the additional financial burden as a result of enhancement of the rate of contribution to 8-1/4 per cent.

At present, 2.46 million workers in 8,315 establishments spread over 38 industries get the benefits of the Employees' Provident Funds Act.

(The Statesman, 1 March 1959).

'L'

72

Chapter 11. Occupational Safety and Health.

115. Research, Investigation, Study.

India - February 1959.

Bihar: Dermatoses Survey in Tar and Bye Products
Plants.

The Factory Inspection Department of the Government of Bihar conducted a survey recently with a view to finding out the rate of incidence of Dermatitis - a disease which affects the skin of industrial workers due to contact with certain gases, vapours and dusts in the particular processes and industries where this hazard existed. The investigation was confined to manufacture of coke and its bye-products. A report embodying the results of the survey has been published by the Government of Bihar. A summary of the important findings of the survey and the recommendations made in the report are given in the following paragraphs:-

The survey covered three of the four big factories which were manufacturing coke and its bye-products in the Jharia Coal-Field area. All the three selected factories were located in Manbhum District. Out of a total 1,574 workers engaged in the factories covered, 654 (41.5 per cent) male workers with service of three years or more were examined for skin diseases. Of the workers examined, 10.4 per cent were suffering from skin diseases - most of which were quite likely of occupational origin. The cases of skin lesions included: Acne, Comedones, Erythema, Eczema, Ringworms, Pustular Folliculitis, Tar and Acid burns, Pityriases and Warts. No case of cutaneous cancer or cancer of the scrotum, skin lesions of venereal origin, tuberculides or granulomas was found. This compares favourably with findings in western countries where cutaneous cancer particularly of scrotal region and epitheliomas are common. The survey also revealed that the workers in the Sulphate of Ammonia, Napthalene and Benzol Acid plants were comparatively less affected.

Workers engaged in tar distillation, pitch manufacturing and Acid plants mainly need attention in order to protect them from skin affections. It was also found that there was a general tendency, amongst the class of workers engaged in the industry, not to view these ailments with any degree of seriousness.

The steps recommended on the basis of the survey, for protection and treatment of workers against Dermatitis are given below:-

- (i) Improvement in the house keeping to prevent excessive coal dust nuisance at the work sites,
- (ii) Prevention of floors getting thick layers of tar deposits or alternatively providing protective foot wear to workers in the coke oven, tar distillation and pitch manufacturing sections,
- (iii) Provision of shower ~~xxx~~ baths and washing facilities near work sites,
- (iv) Supply of skin cleansing emulsions or liquid soap,
- (v) Periodical medical examination for Skin troubles and medical advice to the workers,
- (vi) Hospital treatment for incapacitating Skin troubles, and
- (vii) Notification in cases of recurring and multiple warts, epitheliomas and cutaneous cancers.

(Indian Labour Gazette, Vol. XVI, No. 7, January 1959, pp. 533-534).

BIBLIOGRAPHY.

INDIA - FEBRUARY 1959.

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

- (a) Indian National Congress - A Descriptive Bibliography of India's Struggle for Freedom: By Jagdish Saran Sharma (S. Chand & Co., Fountain, Delhi. Rs.40/-).
- (b) Development and Working of the Indian Constitution: By Raj Narain Gupta and Ramesh Narain Mathur (Kitab Mahal, Allahabad-3; Rs.7.50.).
- (c) International Relations Since 1919 (Part III - 1954-Present Day): By Madan Gopal Gupta; Chaitanya Publishing House, Beli Road, Allahabad-2; Rs.9/-.

CHAPTER 3. ECONOMIC QUESTIONS.

- (a) Guide to Company Management; By John and Row (The Express Publishers Private Ltd., Madras-1; Rs.5/-).
- (b) Problems and Process of Economic Planning II Underdeveloped Economies: By H.C. Gupta. (Kitab Mahal, Allahabad-3; Rs.5/-).
- (c) Some Aspects of Economic Advancement of Underdeveloped Economies; By A.N. Agarwala (Kitab Mahal, Allahabad-3; Rs.3/-).
- (d) Elements of Public Finance: By K. Sanyasiah and A.V. Ranganadha-chary; (Maruthi Book Depot, Guntur-1; Rs.4/-).
- (e) Flood Control in India: Slum Clearance in India: Publications Division, Government of India, Delhi-8.
- (f) Population Growth and Economic Development in Low-Income Countries: By Ansley J. Coale and Edgar M. Hoover; Princeton University Press, Princeton; \$ 8.50.
- (g) A Study of Local Self-Government in Urban India: By P.K. Mattoo; Jain General House, Adda Bastian, Jullunder City; Rs.2/-.
- (h) Indian Capital Market: By Kastur Chand Lalwani; Artha Vanijya Gabesana Mandir, 12, Duff Street, Calcutta-5; Rs.6/-.

4/5

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

- (a) Food Administration in Punjab and Uttar Pradesh, 1946-53; By P.K. Mukherjee and K. Kanungo (Agricultural Economics Research Station, The Delhi School of Economics, Delhi; Sole Distributors: Atma Ram & Sons, Delhi-8; Rs. 3/-.)
- (b) An Introduction to Food Economics: By G.N. Sinha; Kitab Mahal, Allahabad-3; Rs. 3/-.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

Directory of Institutions for Higher Education 1958:
Ministry of Education, Government of India, New Delhi.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

- (a) Industrial Law Digest, 1955-57: Compiled by N.K. Khare and L.B. Bhide (N.M. Tripathi Private Ltd., Bombay-2; Rs. 15/-).
- (b) Company Law and Problems of Corporate Enterprise: By F.R. Ginwalla (N.M. Tripathi Private Ltd., Bombay-2; Rs. 10/-).

CHAPTER 8. MANPOWER PROBLEMS.

- * (a) "Scheme for Collection of Employment Market Information" First basic report on Kanpur Employment Market (January-March 1958). Issued by the Directorate of Training and Employment, Department of Labour, Government of Uttar Pradesh, pp. 43.
- * (b) "A Study of trends in the Number and Types of Employment Seekers (1953-57)". Issued by the National Employment Service, D.G.R. & E., Ministry of Labour and Employment; pp. 52.

'L'

* Publications received in this Office.

[5]

3 files

R 27

DEMANDE D'ETABLISSEMENT DE DOSSIER

F 17(2)
III.55

Titre: Indira B. O.

Série et No.
du dossier:

C 33-2-225

Cross ref. :

(abc)

Report Feb 1959

Destinataire:

FIA

A l'usage du Registry:

- 1) Souligner les mots-clés: sujet, nom, pays, ville, forme.
- 2) Nombre de dockets: 1
- 3) No. d'enreg. du lex document:
- 4) Instructions: rédaction des fiches, complément au titre du dossier, séries ou dossiers connexes, classement, archives (Voir au dos).

26/3/59