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INTERNATIONAL LABOUR OFFICE

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INDIA BRANCH

Industrial and Labour Developments in July-August 1960.

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

C O N T E N T S

	<u>Page.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION</u>	
<u>11. Political Situation and Administrative Action:</u>	
(a) Labour and Employment Policy in the Draft Third Five Year Plan	1-7
<u>12. Activities of External Services:</u>	8
<u>CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS</u>	
<u>25. Wage-Earners' Organisations:</u>	
Indian Trade Unions (Amendment) Bill, 1960	9-10
<u>CHAPTER 3. ECONOMIC QUESTIONS</u>	
<u>34. Economic Planning, Control and Development:</u>	
(a) India's First Nuclear Power Station to be set up in Maharashtra	11
(b) Draft Third Five Year Plan Published: Total Outlay of 102,000 million rupees Envisaged: 5 per cent. Annual Increase in National Income to be Secured	12-24
<u>36. Wages:</u>	
(a) Central Wage Board for Jute Industry Constituted	25-26
(b) Minimum Wages (Uttar Pradesh Amendment) Bill, 1960	27
(c) Mysore: Minimum Rates of Wages Fixed for Certain Employees	28-33
(d) Kerala: Agreement Reached on Standardisation and Work Loads in Textile Industry	34
(e) Kerala: Agreement on Wages of Cashew Factory Workers	35
<u>37. Salaries:</u>	
(a) U.P.: Increase in Dearness Allowance for Government Employees	36
(b) Madhya Pradesh: Pay Committee's Recommendations Accepted	37-38

(c) New Salary Scales for Central Government Officials announced: All Major Recommendations of Pay Commission Accepted	39-45
38. <u>Housing:</u>	
(a) Madras State Housing Board Bill, 1960	45-46
(b) The Mysore Housing Board Bill, 1960	47
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY</u>	
41. <u>Agriculture:</u>	
(a) Mysore Bhoodan Yagna Bill, 1960	48-49
(b) Andhra Pradesh Tenancy Bill, 1960	50-51
(c) Annual Report on the Working of the Tea Districts Emigrant Labour Act for the year Ending 30 September 1958	52-59
(d) Lok Sabha Adopts Bill to Amend Plantations Labour Act	60
42. <u>Co-operation:</u>	
Madras: Annual Report on the Working of Co-operative Societies for the year 1957-58	61-71
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS</u>	
50. <u>General:</u>	
(a) Mysore Beedi Industrial Premises (Regulation of Conditions of Work) Bill, 1959	72-74
(b) Draft Collection of Statistics (Labour) Central Rules, 1960	75
(c) Labour Conditions in Jute Industry: Report of Employers' Organisation	76-80
52. <u>Workers' Welfare, Recreation and Workers' Education:</u>	
(a) Welfare of Posts and Telegraphs Labour: Fund to be formally established	81
(b) Jammu and Kashmir: Welfare Fund set up for Teachers	82
(c) Privilege Travel Concession extended to Industrial Employees of Central Government	83
56. <u>Labour Administration:</u>	
Report on Labour Conditions in Rourkela Steel Project: "Scant Respect" for Labour Legislation alleged.	84-85
57. <u>Family Budgets Including Nutrition:</u>	
Central Statistical Organisation Survey of Lower Middle Class Families: Deficit Budgets, a Common Feature	86-87

CHAPTER 6. GENERAL RIGHTS OF WORKERS

63. Individual Contracts of Employment:

- (a) Uttar Pradesh: Industrial Employment (Standing Orders) Act, 1946, extended to Industrial Undertaking Employing more than 50 Workmen 83
- (b) Madras: Non-Official Bill to Regulate Termination of Persons in Industrial Establishments Introduced in the Assembly 89-90

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

Andhra Pradesh: Working of the Payment of Wages Act, 1936, for the year 1957 91-92

66. Strikes and Lockout Rights:

- Essential Service Maintenance Ordinance, 1960 (No.1 of 1960). 93

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS

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

- (a) Madhya Pradesh: Pay Committee's Recommendations Accepted 94
- (b) Central Government Employees' Strike, 12-16 July 1960 95-98
- (c) Lok Sabha approves Government Measures in regard to Employees Strike: Strike to be Banned in Central Services: Home Minister's Declaration 99-107
- (d) Joint Consultation Machinery for Central Staff: Minister's Indication 108

74. Indigenous Labour:

Nagaland, Separate State for Tribal Areas in Assam to be Constituted 109-110

CHAPTER 8. MANPOWER PROBLEMS

81. Employment Situation:

- (a) Employment Exchanges: Working during April 1960 111-113
- (b) Employment Exchanges: Working during May 1960 114-116

83. Vocational Training:

- (a) Labour Ministry's Training Scheme: Working during April 1960 117
- (b) Labour Ministry's Training Scheme: Working during May 1960 118

CHAPTER 9. SOCIAL SECURITY

92. Legislation:

- ~~6~~ Employees' State Insurance Act, 1948, extended to
Certain Areas to Rajasthan and Andhra Pradesh States 119-120

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH

112. Legislation, Regulations, Official Safety and Health
Codes

- ~~1~~ Bihar Economisery Rules, 1960 121

- ~~1~~ LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED
BY THE REPORT FOR JULY-AUGUST 1960 122

- BIBLIOGRAPHY 123-126.

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY - AUGUST 1960.

11. Political Situation and Administrative Action.

Labour and Employment Policy in the Draft Third Five Year Plan.

The Government's policy on labour and on employment, as outlined in the draft third five year Plan (vide Section 34, pp. of this Report) is reviewed below.

Labour policy.- The trends in labour policy, initiated after Independence and during the first five year plan, were consolidated and developed during the period of the second plan. This period has made its special contribution towards the evolution of labour policy and the realisation of its basic aims. For securing peaceful conditions in industry, the State has, over a decade, taken upon itself the responsibility of providing facilities for promoting the amicable settlement of industrial disputes and has assumed powers of intervention for the purpose of maintaining industrial peace. The feeling has grown that while Government intervention is unavoidable to a certain extent, in the present circumstances, real progress lies in the development of co-operative arrangements evolved by the parties themselves in response to the needs of changing situations. The significance of this approach to industrial relations will be appreciated better when it is seen that the object is to secure not peace alone but higher levels of industrial efficiency and a rising standard of life for the working class.

Brief mention may be made here of a few recent developments of outstanding importance which provide the main content and direction of what needs to be done with regard to labour under the Third Plan. A Code of Discipline in Industry, which applies both to the public and the private sector, has been accepted voluntarily by all the central organisations of employers and workers and has been in operation since the middle of 1958.

2

The Code lays down specific obligations for the management and the workers, with the object of promoting constructive co-operation between their representatives at all levels, avoiding stoppages as well as litigation, securing settlement of disputes and grievances by mutual negotiation, conciliation and voluntary arbitration, facilitating the free growth of trade unions, discouraging careless operation or negligence of duty on the part of the worker, and eliminating all forms of coercion and violence in industrial relations. It is obvious that a new concept with such far-reaching aims, in a difficult field, will require a considerable period of earnest endeavour before it gets firmly established in practice. The results so far achieved are encouraging both in terms of the reduction of man-days lost owing to stoppages and in bringing about a general improvement in the climate of industrial relations. The deplorable consequences of inter-union rivalry both for industry and the workers are well-known. They have been mitigated to some extent by the Code of Conduct which was drawn up and accepted by representatives of workers' organisations two years ago. The failure to implement awards and agreements has been a common complaint on both sides, and if this were to continue, the Code itself would be bereft of all meaning and purpose. A machinery for implementation and evaluation has, therefore, been set up both at the Centre and in the States to ensure ~~observance~~ observance by the parties of the obligations arising ~~from~~ from the Codes and from any laws or agreements.

Progress has been made in two other directions which have a major significance in the industrial life of the country, namely, the programme of workers' education and the participation of workers in the management of industry.

The coming five years should witness the fuller impact of these ideas ~~xxx~~ which have been tried and found useful during the second plan period. The recommendations in the Plan in relation to matters concerning labour were the product of joint consultation and were based on agreements arrived at between the representatives of the organisations of workers and employers. The policy and programmes for the Third Plan are being evolved on the same lines and, on a number of issues, agreement has already been reached.

Efforts will be made to reduce to the minimum the recourse to tribunals and courts. This will also be a remedy for the delays which still occur in the settlement of disputes. Ways will be found for increasing application of the principle of voluntary arbitration in resolving differences between workers and employers. Works Committees will be strengthened and made an active agency for the democratic administration of labour matters within an agreed sphere. Adoption of an appropriate "grievance procedure" for all industrial establishments will receive special attention.

Further steps will be taken to deal with certain unfortunate aspects of trade union rivalry. Workers must have independent and vigorous organisations so that collective bargaining may acquire its legitimate place in industrial relations. On this depends also the status of the worker and his capacity to play a constructive role in the economic life of the country.

The programme of workers' education which the Government has undertaken through a semi-autonomous board is being widely appreciated. It is being run with the full co-operation of all the employers' and workers' organisations. Large-scale expansion of this scheme is visualised during the third plan. It is expected that workers' education will strengthen industrial democracy and promote a progressive economic system.

To give to the workers a sense of belonging in the industrial unit and to stimulate their interest in higher productivity, a form of workers' management was evolved during the second plan. Joint Management Councils have been set up so far in 24 units. These Councils have the right to obtain information regarding the working of the undertaking and have direct administrative responsibility for matters concerning workers' welfare, training and allied matters. Their main function is to bring about mutual consultation between employers and workers over many important issues which affect industrial relations. In a seminar held in March 1960, the representatives of employers, workers, the State Governments and others concerned reviewed their experience of the working of Joint Councils and the solutions they had evolved for specific problems. This scheme will be extended progressively so that it may become a normal feature of the industrial system. The test of the success of the scheme will be the extent to which it contributes to peace, productivity and a better standard of living for the workers.

The objectives of a rising level of productivity has to be kept in the forefront. It is proposed to work out a Code of Efficiency and Welfare of the workers. The Code will help in cultivating the right kind of attitudes on the part of the management and workers, and will define in concrete terms the responsibilities of both for achieving these ends. Great gains can be achieved in improving quality and cutting down costs by better utilisation of equipment and rationalisation of work loads, work methods and the functions of management. All these possibilities have to be fully explored. Technical committees may be set up for ensuring that the programme of rationalisation is implemented smoothly and in accordance with the agreed principles. The reports of the Wage Boards will give an impetus to this process. Greater attention has also to be given to management education, especially in the training at junior levels of management in the important aspects of employer-employee relations.

Government has assumed responsibility for prescribing minimum wage rates under the Minimum Wages Act. Apart from this, the fixation of wages has been left to the processes of collective bargaining, conciliation, arbitration and adjudication. The Second Plan recommended the setting up of Wage Boards as the most suitable method where large areas of industry ~~xxxx~~ are concerned. This has so far been applied to the cotton textiles, cement and sugar industries and will be extended to other industries according to circumstances. The representatives of workers and employers have re-affirmed their adherence to this approach and have agreed that the unanimous recommendations of a Wage Board should be implemented fully. Some broad principles of wage determination have been laid down in the Report of the Fair Wages Committee. On the basis of agreement between the parties, the Indian Labour Conference had indicated the content of the need-based minimum wage for guidance in the settlement of wage disputes. This has been reviewed in the light of certain questions which had arisen and it has been agreed that the nutritional requirements of a working class family may be re-examined on the basis of the most authoritative scientific data on the subject. It is felt that disparities in the earnings of skilled and unskilled workers have narrowed down to a point where incentives for skills are becoming less meaningful. Among the aspects on which studies are proposed to be organised are (a) wage differentials, (b) the manner in which wages should be linked to productivity, (c) the techniques of measuring productivity, and (d) the norms on the basis of which gains in productivity should be shared.

Owing to the uncertainty attaching to it, the question of bonus has become a source of friction and dispute. It has been agreed with workers as well as employers that a Commission, constituted on the pattern of Wage Boards, should study the problems connected with bonus claims and evolve guiding principles and norms.

A study group has recommended the adoption of a scheme which will combine the different social security provisions at present in force into an over-all social security scheme. Such an integrated scheme has yet to be evolved. The proposal to enhance the rate of contribution to the Provident Fund from 6-1/4 to 8-1/3 per cent has been already accepted by Government in principle, but in view of the varying capacity of different industries, a technical committee has been constituted to ascertain if there are industries which are not capable of bearing the additional burden. The coverage of the Employees' State Insurance scheme will be expanded, and it is expected that special hospital facilities will be established, wherever necessary, during the third Plan. More attention and resources will be devoted to the prevention of sickness than has been possible hitherto.

5

With the help of studies which are now in progress regarding contract labour, it will be possible to select occupations in which contract labour will not be permitted and, where abolition is not feasible, to decide on the steps which can be taken to safeguard fully the interests of contract workers.

The situation in respect of the housing of workers has not improved despite the subsidised housing scheme which has been in operation for several years. The whole approach to the problem will have to be re-examined so that the living conditions of the workers do not continue to affect adversely their health and efficiency. Towards the same end, facilities for recreation and sports will have to be greatly enlarged for all sections of workers.

With the help of the Welfare Fund Organisation for workers in coal mines, some progress has been made in the formation of miners' cooperative societies. A few workers' cooperative housing societies also exist in some industrial centres. On the whole, moreover, cooperation has not made much headway so far as the working class is concerned. Great benefits can be derived by workers from the development of various forms of cooperation. This aspect will have to receive a great deal of attention during the Third Plan. It is hoped that trade unions and voluntary organisations will evince greater interest and initiative in workers' co-operatives, recreation and welfare.

The two agricultural labour enquiries undertaken in 1950-51 and 1956-57 have thrown revealing light on the conditions of work and life of agricultural labourers. In the second enquiry, an attempt has been made to assess in broad terms the impact of development schemes undertaken during the first plan period. In order that the agricultural workers may have their due share in the benefits of economic progress, their needs and problems should receive special consideration in the course of the third plan.

A large increase in the demand for craftsmen will have to be met during the third plan. At the beginning of the second plan the capacity for training stood at 10,500 trainees; this will increase to over 40,000 at the end of the second plan, and to about 100,000 at the end of the third plan. Attention will be given to improvement of the training especially in the direction of adequate facilities for in-plant training. In the matter of apprenticeship training, the present situation is unsatisfactory and the lines on which legislative provisions should be made are under consideration.

Schemes are being considered for expanding research facilities and widening the base for studies in matters pertaining to labour so as to fill the gaps in our information and understanding of the conditions and problems of workers.

Employment Policy.- The Second Plan was intended to provide additional opportunities of employment on a scale sufficient to absorb new entrants to the labour force. Achievement is likely to have fallen short of the original target with the result that the Third Plan may start with a backlog of unemployment greater by about 2 million than at the start of the Second Plan. It is estimated that new entrants to labour force in the third Plan period would be about 15 million, of whom about a third may be in urban areas. Sample surveys have consistently indicated that the incidence of unemployment in urban areas is particularly high among young men who have completed their secondary or junior college education. The problem of such persons needs special attention.

Taking a broad view, an increase in agricultural production would lead to a reduction in under-employment rather than to the creation of new jobs in the rural areas. The increase in industrial production does not lead to a proportionate growth of opportunities for employment because most of the new processes used in large-scale industries are based on high productivity techniques. The number engaged in trade is unduly high in under-developed economies and the ~~expansion~~ expansion of commerce would generally serve to reduce under-employment rather than add significantly to new employment. In this situation, it would take a good deal of time to create conditions of satisfactory full employment.

The remedy would be a continuing expansion of the national economy at a high enough rate to create adequate employment opportunities in the urban areas and to provide conditions for a continuing growth of agricultural production which would reduce under-employment and offer greater opportunities of work for landless agricultural labour and similar occupational groups. Sustained programmes over a period of years for the rapid development of agriculture and expansion of modern industries will be the only solution to the problem of unemployment. In the transitional stage, it is necessary to maintain and indeed to promote labour intensive methods of production to the fullest extent so long as this does not lead to a smaller aggregate production in the economy. This policy was accepted in the Second Plan and will have to be continued in the Third and subsequent plans.

Taking the size and pattern of investment during the Third Plan, it is at present estimated that additional employment likely to be created will be of the order of 3.5 million in agriculture and about 10.5 million outside agriculture. There will also be some reduction in under-employment in agricultural, small industrial and trading sectors. The extent to which this may occur cannot, however, be stated in quantitative terms. Thus, the objective of not allowing the employment situation to worsen during the Plan period will require about 1 million extra employment opportunities.

It is, therefore, necessary to consider further steps for providing additional employment of a productive character in activities which will not call for the use of scarce materials, specialised skills, or foreign exchange. This will require action along several directions, including extension of electricity to 34,000 towns and villages, decentralisation of production, setting up processing industries in rural areas and utilisation of manual labour, to the extent possible, in projects.



12. Activities of External Services.

India - July - August 1960.

Visitors

Visitors to the Office during the period under report included Mr. Wynne Roberts of I.L.O. Headquarters.

Public Service

At the request of the Union Public Service Commission Shri V.K.R. Menon, Director of this Office, attended meetings of the Commission on 28 and 29 July 1960, to select candidates for the post of Deputy Directors in the Small Scale Industries Organisation of the Ministry of Commerce and Industry.

Meetings

On 17 August 1960, the Director of this Office presided over a lecture held under the auspices of the Indian Institute of Public Administration. The subject of the lecture was "Staff Associations in the United Kingdom" and the speaker was the Assistant Labour Adviser, United Kingdom High Commission in India.

Contacts

On behalf of the Governing Body of the National Productivity Council, Mr. H.D. Shourie, the Executive Director, gave a dinner on the 29th August 1960 to meet Mr. Wynne Roberts, Chief of the Management Development Unit, I.L.O. Besides the Director of this Office, the following were present:

Shri S.S. Khara, Secretary to the Government of India, Ministry of Steel, Mines and Fuel, Dr. P.S. Lokanathan, Director General, National Council of Applied Economic Research, Mr. R.L. Mitchell, Shri N.S. Mankiker, Chief Adviser Factories, Mr. J.A. Rizvi, National Productivity Council, Prof. R.F. Bruckart, T.C.M. Expert, and Shri P.K. Mukherji, Deputy Manager, Imperial Chemical Industries (India) (P) Limited.

Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - July - August 1960.

Indian Trade Unions (Amendment) Bill, 1960.

Shri Gulzarilal Nanda, Minister of Labour and Employment introduced in the Lok Sabha on 18 August 1960 a Bill further to amend the Indian Trade Unions Act, 1926.

According to the Statement of Objects and Reasons of the Bill, the object of this Bill is to amend the Indian Trade Unions Act, 1926, (16 of 1926), so as to give effect to the following recommendations of the Sixteenth and Seventeenth Sessions of the Tripartite Indian Labour Conference held in May 1958 and July 1959, respectively:-

(1) that Additional and Deputy Registrars of Trade Unions should be appointed wherever necessary, so as to obviate delays in the disposal of applications for the registration of Trade Unions;

(2) that, if the signatories to an application for the registration of a Trade Union were entitled to apply for its registration at the time of application, its registration should not be refused on the ground that any of the signatories has ceased to be a member of such Union;

(5) that a Trade Union should prescribe in its rules a minimum membership fee of twenty-five naye paise per month; and

(4) that the Registrar of Trade Unions should have power to inspect the account books, membership registers, etc., of Trade Unions for the purpose of examining the returns made by them under section 28 of the Act.

Opportunity has also been taken in this connection to make a few formal amendments in the long title and preamble and sections 14 and 16 of the Act.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 18 August 1960,
pp. 554-557).

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Chapter 3. Economic Questions

34. Economic Planning, Control and Development.

India - July - August 1960.

India's First Nuclear Power Station to be set up in Maharashtra.

Shri Jawaharlal Nehru, Prime Minister, announced in the Lok Sabha on 10 August 1960, that India's first nuclear power station would be located at Tarapore on the west coast in the Thana district of Maharashtra. It was further proposed to include two more nuclear power stations in the third Plan of the same capacity - 150 megawatts, capable of being doubled later.

The Tarapore nuclear power station, Sri Nehru added, would be completed in four years. Though located in Maharashtra, it would supply power to Gujarat in equal measure.

(The Hindustan Times, 11 August 1960).

Draft Third Five Year Plan published: Total Outlay of
102,000 Million Rupees envisaged: 5 per cent Annual
Increase in National Income to be Secured.

The draft Third Five Year Plan, published by the Planning Commission, Government of India on 5 July 1960*, envisages an outlay of 102,000 Million Rupees during the period 1961-66, with a view to achieve an annual 5 per cent increase in National Income, food self-sufficiency, rapid expansion of basic industry, and reduction in economic inequalities. A brief summary of the Plan is given below:-

Aims of the Plan.- The main objectives of Planning in India are to promote rapid and balanced economic development and to secure a social and economic order based on the values of freedom and democracy in which "justice, social, economic and political, shall inform all the institutions of the national life". The First and the Second Five-Year Plans were designed with these objectives in view. The Third Plan is to carry forward the task undertaken in the first two plans and to provide for an acceleration of the effort undertaken so far. Broad aims of the Plan defined in the Draft Outline are:

- (i) to secure during the next five year period a rise in national income of over 5 per cent per annum, the pattern of investment being designed also to sustain this rate of growth during subsequent plan periods;
- (ii) to achieve self-sufficiency in foodgrains, and increase agricultural ~~income~~ production to meet the requirements of industry and exports;
- (iii) to expand basic industries like steel, fuel and power and establishing machine-building capacity, so that requirements of further industrialisation can be met within a period of 10 years or so mainly from the country's own resources;

* Third Five Year Plan. A Draft Outline (Planning Commission, Government of India, June 1960), pp. 255. Price Rs.1-50 NP.

- (iv) to utilize to the fullest extent possible the manpower resources of the country and to ensure a substantial expansion in employment opportunities;
- (v) to bring about a reduction of inequalities in income and wealth and a more even distribution of economic power.

Over the period of the first and the second plan, national income is estimated to have increased by about 42 per cent. (an annual compound rate of 3.5 per cent). The Third Plan aims at securing an increase of over 5 percent per annum in national income, so that over the 15 years, 1950-51 to 1965-66, the total increase in the national income will be the order of 80 per cent.

One of the principal aims of the Plan is to secure a marked advance towards self-sustaining growth. Basically, self-sustaining growth implies that savings and investment in the economy rise sufficiently to secure a high rate of growth of income on a continuing basis. An important aspect of this problem, however, is that of creating within the country the capacity to produce the capital goods and equipment necessary to support the scale of investment proposed. In determining the pattern of investment in the Third Plan, this consideration has been kept in mind.

Self-sustaining growth can only be achieved by balanced development both in agriculture and industry. Incomes and employment cannot rise sufficiently without industrialisation. On the other hand an industrial revolution cannot be achieved without a radical improvement in agricultural productivity. The Third Plan calls for effort both to enlarge the capital base and to raise the output of food and raw materials.

In a country in which there is relative abundance of manpower, expansion of employment opportunities becomes an important objective in itself. Increased production itself is to some extent dependent upon a better utilization of the available manpower. Considerable emphasis is, therefore, given in the Plan on increasing employment opportunities.

An important objective of the Plan is to devise means for reducing inequalities in incomes and wealth, the aim being to bring about a 'socialist pattern of society' in which all citizens will have the fullest opportunity for a rich and diverse life and for the development of their full potentialities.

The term 'socialist pattern of society' essentially means that the basic criterion in determining social policies and the lines of the economic advance should be not private profit or the interests of a few but the good of the community as a whole. Reduction in inequalities in income and wealth has to be achieved through a large variety of measures and institutional changes undertaken as part of the Plan. The pattern of investment, the direction to economic activity given by State action, the impact of fiscal devices used for mobilising resources, the expansion of social services, the institutional changes in the sphere of land ownership and management, and the growth of co-operative sector under State sponsorship - all these determine the points at which new incomes will be generated and the manner of their distribution. It is the essence of a planned approach that all these measures are harmonised and brought to a focus in a manner that would ensure an enlargement of incomes and opportunities at the lower end and a reduction of wealth and privilege at the upper end.

Outlay and Investment. - The Third Plan envisages a developmental outlay of 72,500 million rupees in the public sector. Of this, about 10,500 million rupees will represent current outlays (i.e., the total of recurring expenditure over the five year period for increasing the level of social services and for certain administrative overheads) and the remaining 62,000 million rupees would be investment. Investment by the private sector is estimated at 40,000 million rupees. The total of public and private investment over the plan period thus works out at 102,000 million rupees. In the table below, outlays and investments in the Third Plan are compared with those in the Second.

	(In Million Rupees)	
	Second Plan	Third Plan
1. Public Sector -		
(i) Plan outlay (ii) + (iii)	46,000*	72,500
(ii) Current outlay	9,500	10,500
(iii) Investment	36,500	62,000
2. Private Sector Investment	31,000	40,000
3. Total Investment	67,500	102,000

* In the Second Plan the target of outlay in the public sector was placed at 48,000 million rupees. The figure of 46,000 million rupees given here represents likely expenditure over the five-year period.

Of the investment of 62,000 million rupees by the public authorities, about 2,000 million rupees would be loans to the private sector towards capital formation. Investment in the public sector proper would thus be 50,000 million rupees and in the private sector 42,000 million rupees.

The Plan aims at raising the level of investment in the economy from about 11 per cent of national income by the end of the Second Plan to about 14 per cent by the end of the Third Plan. The rate of savings in the economy is at present around 8 percent of national income. This has to be raised to about 11 per cent by the end of the Third Plan, the balance representing inflow of resources from abroad.

The following table shows the distribution of outlay and investment in the Third Plan.

(In Million Rupees)

Group (1)	Public Sector			Private Sector Investment (5)	Total Investment (4) + (5).
	Plan Out-lay (2)	Current Out-lay (3)	Investment (4)		
1. Agriculture, minor irrigation and community development -----	10,250	3,500	6,750	8,000	14,750
2. Major and medium irrigation -----	6,500	100	6,400	-	6,400
3. Power -----	9,250	-	9,250	500	9,750
4. Village and small industries -----	2,500	900	1,600	2,750	4,350
5. Industry and Minerals. -----	15,000	-	15,000	10,000	25,000
6. Transport and Communications -----	14,500	-	14,500	2,000	16,500
7. Social Services -----	12,500	6,000	6,500	10,750	17,250
8. Inventories -----	2,000	-	2,000	6,000	8,000
Total.	72,500	10,500	62,000	40,000	102,000

Of the aggregate investment of 102,000 million rupees the investment on 'industrial complex' - comprising power, large and small scale industries, minerals, and transport and communications - accounts for 55,600 million rupees. In the Second Plan the aggregate investment on these items was about 36,450 million rupees. Thus the Third Plan envisages a big push forward in the industrial field.

Pattern of Outlay in the Public Sector Plan.- The table below sets out the distribution of outlay in the public sector by major developmental heads as expected to materialize in the Second Plan and as envisaged in the Third Plan.

	Outlay		Percentage	
	Second Plan	Third Plan	Second Plan	Third Plan
	Rs. Million.	Rs. Million.		
1. Agriculture and minor irrigation...	3,200	6,250	6.9	8.6
2. Community development and co-operation. -----	2,100	4,000	4.6	5.5
3. Major and medium irrigation. -----	4,500	6,500	9.8	9.0
4. Total 1, 2 and 3. -----	9,800	16,750	21.3	23.1
5. Power -----	4,100	9,250	8.9	12.8
6. Village and small industries -----	1,800	2,500	3.9	3.4
7. Industry and Minerals -----	8,800	15,000	19.1	20.7
8. Transport and Communications -----	12,900	14,500	23.1	20.0
9. Total 5 - 8 -----	27,800	41,250	60.0	56.9
10. Social Services -----	8,600	12,500	18.7	17.2
11. Inventories -----	-	2,000	-	2.8
12. GRAND TOTAL. -----	46,000	72,500	100	100

It will be seen from the table that in the Second Plan 'industry and minerals' accounted for 19 per cent of the public sector outlay; in the Third Plan their share is to go up to about 21 per cent. In absolute terms, the step up in the outlay on 'industry and minerals' is very large - as compared to an expected outlay of 8,800 million rupees on the so items in the Second Plan the target for the Third Plan is 15,000 million rupees.

The share of 'power' in the aggregate outlay in the Second Plan was a little less than 9 per cent. In the Third Plan this is likely to go up to about 13 per cent. In absolute terms, the outlay on 'power schemes' in the Third Plan would be more than double the expenditure incurred in the Second Plan.

In the Second Plan 'transport and communications' claimed as much as 23 per cent of the aggregate public sector outlay. In the Third Plan their share is reduced to 20 per cent. In absolute figures, however, there is no reduction; in fact, the provision in the Third Plan is about 1,500 million rupees higher than that in the Second Plan.

In the Second Plan, the share of 'agriculture', 'community development' and 'irrigation' in the public sector outlay was about 21 per cent. In the Third Plan this is expected to increase to 23 per cent. The share of 'social services' in the public sector outlay remains at about the same percentage as in the Second Plan. A new item provided for in the Third Plan is that of 'inventories'. In the Second Plan, no separate provision for 'inventories' in the public sector was made. In the Third Plan period a number of public sector projects are likely to be in production; requisite provision for increases in stocks of raw material, stores etc., in respect of these projects has, therefore, to be made.

The Scheme of Financing Public Sector.- The table below sets out the scheme of financing the Third Plan outlay in the public sector. For purposes of comparison, the data for the Second Plan are also given.

(In Million Rupees)

	Second Plan	Third Plan
1. Balance from revenues on the basis of existing taxation -----	- 1,000	5,500
2. Contribution of the Railways on the existing basis -----	1,500*	1,500
3. Surpluses of other public enterprises on the existing basis -----	**	4,400
4. Loans from the public -----	8,000	8,500
5. Small Savings -----	3,800	5,500
6. Provident funds, betterment levies, steel equalisation fund and miscellaneous capital receipts -----	2,130	5,100
7. Additional taxation, including measures to increase the surpluses of public enterprises -----	10,000	16,500
8. Budgetary receipts corresponding to external assistance -----	9,820	22,000
9. Deficit financing -----	11,750	5,500
TOTAL -----	46,000	72,500

* Inclusive of increased fares and freights.
 ** Included in (1) above.

The budgetary resources that can be raised by the Central and State Governments through taxation, borrowings and other receipts and the surpluses of public enterprises available for investment are estimated at 28,500 million rupees. A further 16,500 million rupees it is suggested, should be raised through additional taxation. To these might be added 22,000 million rupees of resources representing rupee receipts corresponding to external assistance and 5,500 million rupees of deficit financing. The aggregate resources on this basis work out at 72,500 million rupees.

The fulfilment of the additional taxation target of 16,500 million rupees over the five-year period is vital for the successful implementation of the Plan. Considering the fact that developmental activities of the government are being rapidly accelerated, this may not appear to be an excessively high target. Nevertheless, an additional target of this order will involve considerable effort on the part of the Central and State Governments to broaden their tax structure.

The scope for deficit financing in the Third Plan is very limited because of two reasons: (i) the general price level is already quite high; and (ii) there are no foreign exchange resources to cushion off the inflationary effects of deficit financing. On a rough basis, it is estimated that deficit financing of about 5,500 million rupees in the Third Plan period would perhaps represent the safe limit.

The Third Five-Year Plan, with its emphasis on rapid industrialisation would involve a considerable amount of foreign exchange expenditure. It is estimated that the direct foreign exchange component of the Plan will be of the order of 19,000 million rupees. In addition, it will be essential to provide for imports of about 2,000 million rupees worth of components, balancing equipment etc., needed to increase the production of capital goods within the country. Thus, for the Plan and for imports of components etc., foreign exchange of the order of 21,000 million rupees is needed.

The estimates made at this stage show that even if the Plan requirements are not taken into account, the balance of payments position, because of the repayments of capital and payment of interest due in the Third Plan would show a deficit of 5,000 million rupees. The requirements of foreign exchange in the Third Plan period would thus come to 26,000 million rupees, with details as follows:-

(In Million Rupees)

1. Machinery and equipment for projects in the Plan.	19,000
2. Components, intermediate products etc., for increase in the production of capital goods within the country	2,000
3. Deficit in the balance of payments without taking into account plan requirements	5,000
TOTAL.	26,000

To the total of 26,000 million rupees indicated above, have to be added the estimated receipts of 6,000 million rupees by way of PL 480 assistance. On this basis, the total ~~max~~ balance of payments deficit for the Third Plan would come to about 32,000 million rupees. This represents the order of external assistance that is required for financing the Third Plan. Of this, 6,000 million rupees would, become available by way of PL 480 assistance; the problem then is to secure a further assistance of 26,000 million rupees to carry through the Plan.

Corresponding to the aggregate external assistance of 32,000 million rupees, the net rupee resources accruing to the public sector for financing the plan would be only 22,000 million rupees. This is because 5,000 million rupees of external resources would be required for repayment of external obligations during the Third Plan Period. Another 3,000 million rupees might go directly to the private sector. Lastly of the total PL 480 assistance of 6,000 million rupees, about 2,000 million rupees would represent buffer stocks which will not yield rupee resources. From the total external assistance of 32,000 million rupees, one has thus to deduct the three items just mentioned totalling about 10,000 million rupees. The balance of 22,000 million rupees would then be available as budgetary resources for the public sector.

The role of external assistance is to supplement domestic savings by bridging the gap between the essential import requirements and export possibilities. In the present phase of development, India has to depend upon external assistance. The aim of the policy, however, is to progressively reduce this dependence so as to eliminate it within a foreseeable period. This is not to suggest that no inflow of resources from abroad will be desirable after this period. Private capital inflows can and should continue but reliance on Government to Government assistance or special aid programmes has to be steadily reduced and after a period of years dispensed with.

Target of Production and Development.- The principal targets of production and development to be achieved over the Third Plan period as a result of the investment proposed both in the public and private sectors are summarised below.

Agriculture and Irrigation.- The targets of additional production proposed for some of the important agricultural products are given below:-

Commodity		Additional Production.	Percentage Increase.
Foodgrains (million tons)	----	25 to 50	33-44
Oilseeds (million tons)	----	2 to 2.3	28-32
Sugarcane (in terms of gur) (million tons)	----	1.8 to 2	25-28
Cotton (million bales)	----	1.8	33
Jute (million bales)	----	1.0	18

In addition, measures will be taken to increase the production of such food articles as fruits and vegetables, milk, fish, meat and eggs and also of other commodities like coconut, arecanut, cashewnuts, pepper, cardamom, tobacco, lac and timber. It is estimated that as a result of the increases in production in various fields enumerated above, agricultural production as a whole would increase by 30 to 33 per cent in the Third Plan period.

The target proposed for foodgrains would allow for consumption of about 15 ounces of cereals and 3 ounces of pulses per capita per day. The target for raw cotton is expected to be sufficient to provide for 17.5 yards of cotton cloth per annum per capita and in addition allow for exports.

As regards specific programmes for agricultural development, the net additional area benefited from major and minor irrigation works is estimated at 20 million acres after making allowance for some of the old works going out of use partly or wholly and other similar factors. This will bring the net irrigated area to about 90 million acres by the end of the Third Plan. About 40 million acres will be covered by dry farming techniques. Soil conservation measures are to be extended to an additional area of 13 million acres. The consumption of nitrogenous fertilisers is to be increased to 1 million tons in terms of nitrogen and of phosphatic fertilisers to 400 to 500 thousand tons in terms of P₂O₅. Also an additional area of 50 million acres is proposed to be covered by green manures. Plant protection measures will be able to afford protection to the extent of 75 million acres by the end of the Plan period.

The community development programme will be extended to the entire rural area by October 1963. The programme of co-operative development will be intensified along the lines laid down by the National Development Council in November 1958 and finance from co-operative agencies is expected to play a considerable part in increasing agricultural production.

Industry and Power.- In industry special emphasis is being placed on the development of those industries which will help to make the economy self-sustaining, namely, steel and machine-building and the manufacture of producer goods. Necessary measures are also being taken to expand the production of consumer goods.

Developments in iron and steel are linked with the target capacity of 10.2 million tons in terms of steel ingots and 1.5 million tons of pig iron for sale. The additional capacity and output in this field are expected to be realised almost entirely in the public sector. The Bhilai, Rourkela and Durgapur steel plants are proposed to be expanded contributing jointly 5.5 million tons of steel ingots. The Plan also provides for a fourth steel plant in the public sector to be started at Bokaro. About 200,000 tons of steel ingots are expected from scrap-based electric furnaces and 200,000 tons of pig iron from low shaft blast furnaces proposed to be established on a decentralised basis in the private sector. Steps are also to be taken for the production of about 200,000 tons of alloy, tool and special steels.

Important advances will be made in the field of machinery and engineering industries during the Third Plan period. Proposals for this sector include: heavy machine-building plant, foundry forge, coal mining machinery plant, heavy structurals plant, heavy plate and vessel works, heavy machine tool factory, doubling of the output of Hindustan Machine Tools, Bangalore, expansion of Heavy Electrical Project, Bhopal, two additional heavy electrical projects and schemes for the production of high pressure boilers and precision instruments.

Machinery manufacturing programmes in the private sector are expected to supplement the efforts of the public sector. In relation to the levels of demand envisaged by 1985-66 for certain lines of machinery, e.g., textile, sugar, cement and paper machinery, programmes have been formulated which should lead to considerable reduction of imports of complete plants for the related industries.

The production of inorganic fertilisers is proposed to be stepped up from 210,000 tons in terms of nitrogen at the end of the Second Plan to 1 million tons at the end of the Third. A substantial increase in the production of phosphatic fertilisers is also proposed.

The production of coal is proposed to be stepped up by 37 million tons over the target of 60 million tons set for the Second Plan i.e., to 97 million tons.

22

On the basis of the present proved reserves, the Maharkatiya area is expected to produce 2.75 million tons of crude oil per year. Provision has been made both for the completion of the refineries at Hunmati and Darauni for processing the Maharkatiya crude and also for ~~the~~ further exploration with a view to obtaining additional production of crude from Cambay and other areas where prospects appear to be favourable.

Among the other important targets which have been proposed so far are:

	Annual Production	
	1960-61	1965-66
Aluminium ('000 tons)	17.0	75.0
Cement (million tons)	8.8	13.0
Paper ('000 tons)	320	700
Sulphuric acid ('000 tons)	400	1250
Caustic Soda ('000 tons)	125	340
Sugar (million tons)	2.25	3.0
Cotton textiles-mill cloth (million yards)-	5000	5800
Bicycles-organised sector ('000 Nos.)	1050	2000
Sewing machines ('000 Nos.)	300	450
Automobiles (Nos.)	55,500	100,000

It is proposed to increase the total generating capacity of power from 5.8 million KW at the end of the Second Plan to 11.8 million KW at the end of the Third Plan. The plan for power includes a programme for nuclear power generation of 300,000 KW. It is expected that 15,000 additional towns and villages will be electrified during the Third Plan period bringing the total to 34,000.

In respect of village industries, the aim is to encourage the expansion of production through the private and co-operative sectors by providing positive forms of assistance like facilities for training, technical know-how, provision of credit, supply of raw materials etc. Production of cloth in the decentralised sector, namely from handlooms, powerlooms and khadi is tentatively proposed to be increased from about 2,610 million yards in 1960-61 to 3,500 million yards in 1965-66. Production of raw silk will be increased from 3.7 million lbs. to 5.0 million lbs.

In the programmes for small scale industries the emphasis will be on promoting development in small towns and rural areas and on linking them up more closely with large scale industries as ancillaries or feeders. For handicrafts and coir, the programmes will be designed for achieving improvement in quality as well as for stepping up production and exports. The number of industrial estates is expected to increase from 60 in the Second Plan to 360 in the Third Plan.

23

Transport and Communications.- It is expected that the railways will be able to carry goods traffic to the extent of about 235 million tons in the last year of the Third Plan, as against 162 million tons in 1960-61, and 1200 miles of new railway lines will be constructed. Under the road development programme it is proposed to add during the Third Plan 20,000 miles of surfaced roads to the level of 144,000 miles expected in 1960-61. The expansion of road transport will be mainly in the private sector. It is roughly estimated that the number of commercial vehicles will go up from over 200,000 to about 300,000 during the Third Plan period. For the time being the shipping target has been placed at about 200,000 GRT in addition to the tonnage of 900,000 GRT expected to be achieved at the end of the Second Five-Year Plan. This target is, however, felt to be insufficient and is to be examined further.

Social Services.- The progress made in the field of social services in recent years is reflected both in demands for larger resources for social services and in increased expectations on the part of the people. In some directions, large advances are expected to be made during the Third Plan. It is proposed to provide for free and compulsory primary education for the age group 6-11 years. The number of elementary/basic schools will increase from 355,000 in 1960-61 to about 500,000 by 1965-66. Making allowance for slower progress in female education in certain backward areas, it is estimated that the proportion of pupils to the number of children will go up from 60 to 80 per cent in the age group 6-11, from 25 to 30 per cent in the age group 11-14 and from 12 to 15 per cent in the age group 14-17. The total number of students in schools will go up from 41 million in 1960-61 to 65 million in 1965-66.

Scientific and technical education will be given increasing support. The proportion of pupils taking science courses in colleges is expected to rise from 30 to 40 percent of the total number. The intake capacity of engineering colleges and polytechnics will increase from 37,200 at the end of the Second Plan to 52,500 at the end of the Third Plan. Scientific laboratories and engineering enterprises will be encouraged to provide facilities for technical training. Special provision will be made for part time and correspondence courses.

In the field of health services, the number of registered doctors will increase from 84,000 to 103,000 of hospital beds from 160,000 to 190,000 and of hospitals and dispensaries from 12,600 to 14,800. The number of primary health centres will be increased from 2,800 to 5,000. The programme for family planning will be given a very high priority and the number of clinics will be increased from 1800 to 3200. Programmes for low income group housing, housing for industrial workers, slum clearance and slum improvement and acquisition and development of land for housing will be expanded and finance for housing will be provided through Housing Finance Corporations.

The Third Plan includes a programme of local development works for enabling all rural areas to provide themselves with certain minimum amenities. These are: (a) adequate supply of drinking water, (b) roads linking each village to the nearest main road or railway station, and (c) the village school building which may also serve as a community centre and provide facilities for the village library.

National Income and Employment.- The sum total of developments in various fields is reflected in the growth of national income. On rough calculations, it appears that during the Third Plan the national income would increase by over 5 per cent ~~per~~ per annum. As regards employment, the present indications are that the total employment outside agriculture in the Third Plan might be about 10.5 million out of a total increase in the new entrants of about 15 millions, of which about 3 million are expected to be absorbed in agriculture.

The targets for the Third Plan as at present envisaged will take the economy a considerable distance towards the stage of self-sustaining growth. The ground will also be prepared for more rapid development under the Fourth Plan. In view of the large investments which have been already made, it is essential to ensure that the assets created are utilised to the best advantage. The process of development itself will offer fresh possibilities for increasing output and employment and the effort should be to take advantage of these possibilities by ensuring the fullest possible utilisation of manpower and mobilisation of the savings of the community.

(Labour and Employment policy in the draft Plan is reviewed in Section 11, pp. 1-7 of this Report).

35. Wages.India - July - August 1960.Central Wage Board for Jute Industry Constituted.

By a Resolution dated 25 August 1960, the Ministry of Labour and Employment, Government of India, has set up a Wage Board for the Jute Industry. The Board consists of two representatives each of employers and workers, and two independent persons with Shri L.P. Dave as chairman of the Board.

The following will be the terms of reference of the Board:-

(a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;

(b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages;

Explanation.- in evolving a wage structure, the Board should, in addition to the considerations relating to the fair wages, also take into account;

(i) the needs of the industry in a developing ~~country~~ economy;

(ii) the special features of the Jute industry as an export industry;

(iii) the requirements of social justice; and

(iv) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;

(c) to bear in mind the desirability of extending the system of payment by results;

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

(d) to work out ~~of~~ the principles that should govern the grant of bonus, if any, to workers in the Jute industry.

The demands in respect of payment other than wages raised by the Unions will also be taken into consideration by the Board.

Within 2 months from the date the Board starts its work, it will submit its recommendations regarding the demands of labour in respect of interim relief, pending submission of the final report.

The headquarters of the Board will be located at Calcutta.

(Notification No. W-5(1)/60 dated 25 August 1960; the Gazette of India, Part I, Sec.1, 5 September 1960, page 205).

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27

Minimum Wages (Uttar Pradesh Amendment) Bill, 1960.

The Government of Uttar Pradesh published on 25 July 1960 the text of the Minimum Wages (U.P. Amendment) Bill, 1960, to be introduced in the Uttar Pradesh Legislative Council. According to the Statement of Objects and Reasons of the Bill, section 3 of the Minimum Wages Act, 1948 lays down that the minimum rates of wages payable to employees employed in an employment specified in the schedule should be fixed before 31 December 1959. The question of ~~amending~~ amending this section so as to give extension ~~of~~ for the fixation of minimum wages beyond the 31 December 1959 was considered the Labour Ministers' Conference held at New Delhi on 4 January 1960. At the Conference it was decided that the State Governments might enact their own legislation for completing the initial fixation of minimum wages in employments in the "State Sphere".

In this State minimum rates of wages are yet to be fixed in certain Scheduled employments in some areas. It has, therefore, become necessary to amend the relevant section of the Minimum Wages Act so as to extend the time-limit for the fixation of minimum wages till 31 December 1960.

The Minimum Wages (U.P. Amendment) Bill, 1960, is being introduced accordingly.

(Uttar Pradesh Gazette, Extraordinary,
26 July 1960, pp. 8-9).

Mysore: Minimum Rates of Wages fixed for Certain Employees.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Mysore has with effect from 18 July 1960, fixed the following minimum rates of wages for employees in the employments specified below.

(1) Cashewnut Industry

Class of Employees	Minimum rates of Wages (All inclusive rates)
<u>I. Piece Rates</u>	
1. Shellers	-- 9 nP. per lb. of shelled whole kernels delivered at the weighing machine.
2. Shellers(Machine)	-- 8 nP. per lb. of shelled whole kernels delivered at the weighing machine.
3. Peelers	-- 9 nP. per lb. of peeled kernels delivered at the weighing machine.
4. Peeling Pieces	-- 4 nP. per lb. of peeled kernels delivered at the weighing machine.
<u>II. Time Rates</u>	
in Garden	
1. Graders	-- Rs. 1.36 per day.
2. Roasters	-- Rs. 2.28 per day.
3. Tinkers	-- Rs. 2.87 per day.
4. Stencillers	-- Rs. 2.30 per day.
Packers	
5. Bag carriers	
Oil Bath Roasters	
Driers	
Yard Workers	-- Rs. 2.30 per day.
<p>Adolescents working on time rates shall be paid 2/3 of the wages of adults in each of the categories under II above; provided that not less than one Rupee per day shall be paid to adolescent Graders.</p>	
<u>III. Watchmen, Peons, Office-Boys, Attenders.</u>	
	-- Rs. 2 per day.
<u>IV. Office Staff- Clerks, Typists, Cashiers, Store-keepers.</u>	
	-- Rs. 75 per month.

(Notification No. LLH 139 LMW 59(ii) dated 16 July 1960)

113
(2) Tile Industry

Class of Employees	Minimum rates of Wages (All inclusive rate)
I. Skilled -	
1. Burner, Fireman	Rs. 2-25 nP. per day
2. Fitter	
3. Blacksmith	
4. Machinist	
5. Turner	
6. Tile Moulder	
7. Carpenter	
8. Mason	
9. Wheel Turner	
II. Semi-skilled -	
1. Die-Operator	Rs. 1-75 nP. per day
2. Pan Mill Attender	
3. Winch Operator	
4. Pug Mill Attender	
5. De-Airing Attender	
6. Tile Receiver	
7. Finger Car Operator	
8. Mould Operator	
9. Ridge Tile Receiver	
10. Setter	
11. Sorter	
12. Stacker	
13. Firwood Splitter	
14. Apprentice and Assistant to Skilled Worker	
III. Unskilled -	
1. Truck Pusher	Rs. 1-50 nP. per day
2. Spade Worker	
3. Block Cutter	
4. Measurer and Mixer	
5. Clay Carrier	
6. Feeder	
7. Conveyor and Spew Belt Cleaner and Attender	
8. Slab-Polisher	
9. Slab-Cutter	
10. Slab Placer and Remover	
11. Tile Remover	
12. Tile Placer	
13. Trimmer and Polisher	
14. Loader and Unloader	
15. Masdoor	
16. Sweeper	
17. Watchman	
18. Attender, Peon	
IV. Office Staff-	
Clerk, Typist, Cashier, Store-Keeper.	Rs. 75 per month.

(Notification No. LHM 139 LMW 59(ii) dated 16 July 1960)

(3) Cardamom Malais and Cardamom Gardens in Mysore except Coorg

Class of Employees	Minimum Rates of Wages (All inclusive rates)
1. Men --	Rs. 1.88 per day
2. Women --	Rs. 1.04 per day
3. Adolescents --	Rs. 0.87 per day
4. Children --	Rs. 0.69 per day

(Notification No. LMH 139 LMW 59(iii) dated 16 July 1960)

(4) Automobile Engineering including servicing and repairing work

Class of Employees	Minimum Rates of Wages (All inclusive rates)
I. Skilled -	
1 Turner	0
2 Mechanic	0
3 Welder	0
4 Electrician	0
5 Carpenter	0
6 Painter	0
7 Blacksmith	0
8 Fitter	0
9 Moulder	0
II. Semi-skilled -	
1 Tinker	0
2 Asst. to skilled workers	0
3 Apprentice	0
4 Hammerman	0
5 Oilman	0
III. Unskilled -	
1 Helper/Cleaner	0
2 Watchman	0
3 Peon	0
4 Office Boy	0
IV. Office Staff -	
Clerk, Typist, Cashier, Store-keeper.	Rs. 75 per month

(Notification No. LMH 139 LMW 59(v) dated 16 July 1960)

(5) Cotton Ginning and Pressing Manufactory

Class of Employees	Minimum rates of wages (All inclusive rates)
I. Skilled -	
1 Boilerman	0
2 Valveman(Pressman)	0
3 Openerman	0
4 Engine Driver	0
5 Fitter	Rs. 2 per day
6 Turner	0
7 Cobbler	0
8 Carpenter	0
9 Blacksmith	Rs.2.25 per day
10 Mechanic	0
II. Semi-skilled -	
1 Fireman	0
2 Roll cutter	0
3 Number marker	0
4 Finishing man	Rs. 1.80 per day
5 Apprentice	0
6 Assistant to skilled worker	0
7 Oilman	0
III. Unskilled -	
1 Mukkadam	0
2 Girman	0
3 Watchman, Peon, Office Boy	Rs. 1.50 per day
4 Sweeper	0
5 Employees engaged in picking, cleaning of kappas.	0
IV. Office Staff -	
Clerk, Typist, Cashier, Store-keeper.	Rs. 75.00 per month.

(Notification No. LHM 159 LMW 59(v1) dated 15 July 1960)

(6) Foundry with or without attached machine shafts

Class of Employees	Minimum rates of Wages (All inclusive rates)
I. Skilled -	
1 Turner	Rs. 3-00 per day
2 Machinist	
3 Fitter	
4 Core-maker	
5 Moulder	
6 Pattern maker	
7 Driller	
8 Welder	Rs. 2-75 per day
9 Blacksmith	
10 Carpenter	
11 Painter	
12 Mechanic	
II. Semi-skilled -	
1 Grinder	
2 Stone cutter	
3 Fireman/Cupolaman	Rs. 2.35 per day
4 Oilman	
III. Unskilled -	
1 Peon/Watchman/Office boy	
2 Cleaner	Rs. 2-00 per day
3 Mazdoor	
IV. Office Staff -	
Clerk, Typist	Rs. 75-00 per month
Cashier, Storekeeper	

(Notification No. LHM 139 LMW 59(vii) dated 16 July 1960)

(7) Residential Hotels and Eating Houses in Bangalore, Mysore, Rolar Gold Fields Sanitary Board Area, Hubli, Mangalore and Belgaum

Class of Employees	Minimum Rates of Wages (All inclusive rates)
	<u>Rs. nPs.</u>
I Cook	
Sweetmeat maker	75-00 per month
II Assistant Cook	60-00 per month
III Coffee/Tea Maker/Server/ Supplier/Waiter/Bearer/ Butler/Grinder.	52-00 per month
IV Cleaner, Peon, Watchman, Sweeper, Office-boy and Helper.	45-50 per month
V Clerk, Typist, Cashier, Store-keeper.	75-00 per month

Notes:- Where free food is provided a sum of Rs.30 (Rupees thirty only) per month may be set-off against the above minimum wages payable to the workers.

(Notification No. LHM 139 LMW 59(viii) dated 16 July 1960)

(B) Printing Press in Bangalore, Mysore, Kolar Gold Fields
Sanitary Board Area and Mangalore

Class of Employees	Minimum rates of Wages (All inclusive rates)	
I. Skilled -		
1 Compositor	0 0 0 0 0 0 0 0 0 0 0	
2 Printer		
3 Binder		
4 Mono-caster		
5 Type-caster		
6 Block-maker		Rs. 2-25 per day
7 Process engraver		
8 Proof reader		
9 Cylinderman		
10 Treadle pressman/plateman		
11 Ruling feeder		
II. Semi-skilled -		
1 Letter Press Feeder	0 0 0 0 0 0 0 0	
2 Checker		
3 Packer		
4 Perforator		Rs. 1-75 per day
5 Cutter/sewer/folder		
6 Sewing Machineman		
7 Apprentice		
8 Asst. to skilled worker		
III. Unskilled -		
1 Peon/Watchman/Office-boy	0 0 0	
2 Sweeper		Rs. 1-50 per day.
3 Cleaner		
IV. Office Staff -		
Clerk, Typist, Cashier, Store-keeper.	Rs. 75 per month.	

(Notification No. ILM 159 LSW 59(ix) dated 13 July 1960)

(The Mysore Gazette, Extraordinary, Part IV-1c,
16 July 1960, pp. 1-15).

Kerala: Agreement reached on Standardisation and Work loads in Textile Industry

The question of standardisation of the wage rates and work loads in the textile industry in Kerala has been settled at a meeting of the Industrial Relations Committee for the Textile Industry held on 1 July 1960.

A Press Release, issued in this connection said: "This question has been pending before the committee since 1957 last. Because of its complicated nature and the divergence of opinion between the employers and the workers, a settlement could not so far be arrived at. The present settlement has removed the diverse and divergent wage rates, work loads and working conditions prevailing in the Kerala State and has brought about uniformity which is so essential for the industry. Standardisation has also removed the major hurdle in the implementation of the recommendations of the Central Wage Board for textile industry. The Industrial Relations Committee is expecting to meet shortly to consider the implementation of the recommendations of the Wage Board.

"According to the terms of the agreement, the spinning mills in State are to be classified into two groups, namely mills working 16,000 spindles and above and mills working below 16,000 spindles. The maximum spindlage worked during the last one year should be taken as the standard for determining the category of the mill. The management would endeavour to work the full spendlage and increase same.

In the composite mills and power-loom factories, the Coimbatore basic wages less seven per cent are to be paid. There shall be no retrenchment of any permanent workens as a result of the introduction of the work loads prescribed in the Coimbatore agreement and awards. This settlement is without prejudice to the recommendations of the Central Wage Board for the textile industry and the Government of India resolutions thereon.

"Where agreements and/or settlements are already in existence between labour and managements of any now mill, such agreements and settlements will remain in force and will continue to run their course.

(The Hindu, 3 July 1960).

Kerala: Agreement on Wages of Cashew Factory Workers.

An agreement between employers and workmen in the cashew industry in Kerala State was arrived at a conference of representatives of Government, employers and workers held at Trivandrum on 21 July 1960.

The Conference was convened to discuss the question of ending a 11-day strike affecting 75,000 workers in 115 cashew factories, over the issue of fixing minimum wages. The terms of the agreement, which ended the strike are: (1) minimum wages, as specified in the Government notification will be implemented from 15 June 1960; (2) dearness allowance for four months from 15 June 1960 to 15 October 1960 will not be paid to the workers and thereafter i.e. from 15 October the dearness allowance will be given; (3) the working time on all days has been fixed as eight hours a day ~~maximum~~ and if work is not given for eight hours, the workers will be given guaranteed wages as specified in the notification; and (4) the highest index of the standard of living has been fixed as 475 points and if the index goes beyond that, a higher dearness allowance can be fixed on the basis of further discussions.

The writfiled by the employers and the strike launched by the workers in connection with this dispute are both to be withdrawn.

(The Hindu, 23 July 1960).

37. Salaries.

India - July - August 1960.

U.P.: Increase in Dearness Allowance for Government Employees.

Dr. B. Ramakrishna Rao, Governor of Uttar Pradesh, in the course of his address to the State Legislature on 25 July 1960, announced an increase in the dearness allowance of low-paid employees of the Government and local bodies.

The increase, effective from 1 April 1960, will be Rs.5 for all employees drawing salaries up to Rs.51 per month. Those drawing between Rs.51 and Rs.100 will get a total Dearness Allowance of Rs.35, while those who had received no interim increase in their Dearness Allowance in 1957-59 will get Rs.5.

(The Hindustan Times, 26 July 1960).

Madhya Pradesh: Pay Committee's Recommendations
accepted.

The Madhya Pradesh Government announced on 13 August 1960, its decisions on the recommendations of the pay committee for State Government employees appointed last year.

The Government has accepted the ~~minimum~~ recommendation of the committee, which was headed by Shri Justice Tara Chand, that the minimum total emoluments of a Class IV Government servant should be 65 rupees a month (a basic pay of 55 rupees) and a dearness allowance of 10 rupees) and those of a Class III (ministerial) servant 100 rupees a month (a basic pay of 90 rupees and a dearness allowance of 10 rupees).

The existing total emoluments of Class IV and Class III servants are 58 rupees and 93 rupees.

The Government has approved the general approach of the committee that under the revised pay scales as far as possible the whole of the present dearness allowance should be absorbed in the basic pay of employees now receiving a total remuneration of more than 300 rupees a month and that in the case of employees receiving a total remuneration of less than 300 rupees a month a major part of the dearness allowance would be absorbed.

The revised pay scales suggested by the committee require detailed examination to correspond them to the 72 unified scales of pay approved by the Government recently. The Government decided to expedite this detailed examination. It is likely to be completed before the end of next month.

Along with the revised pay scales the Government has accepted the scale of dearness allowance recommended by the committee. The rate of dearness allowance recommended by it is 10 rupees a month up to a pay of 150 rupees; 15 rupees between 151 rupees and 300 rupees; 20 rupees between 301 rupees and 480 rupees, with marginal adjustments up to 500 rupees.

While the decisions of the Government in respect of pay scales and dearness allowance will be given effect to from 1 July, 1960, in respect of other matters the decisions will be effective from the date of issue of the order.

25

The Government agreed with the recommendation of the committee that the scales of pay starting above 1,000 rupees a month do not require any revision. It, however, did not accept the recommendation to increase the age of retirement from 55 to 58 in respect of Class I, Class II and Class III employees and to reduce it from 60 to 58 in the case of Class IV employees.

The Government also did not accept the recommendation of the committee that extension in service beyond the age of superannuation should be granted liberally because "in the Government's view the age of superannuation should be enforced strictly and extensions should be granted only in most exceptional circumstances, determined solely with reference to public interest".

Regarding medical benefits to Government servants the Government decided that rules ~~should be~~ similar to those of the Government of India, should be framed to facilitate the grant of a medical advance up to 200 rupees to a Government servant receiving a monthly pay of not more than 500 rupees to meet the cost of treatment as an in-patient and of treatment for tuberculosis.

It also decided that the rules regarding reimbursement of expenditure incurred on medical attendance should be re-examined and the medical attendance rules amplified.

The Government has also decided to reduce the limit of casual leave to 12 days in a year for all Government servants, except the police and jail staff, in whose case the limit will be 18 days a year. The number of permissible local holidays will be reduced from five to three, but the number of sectional holidays will remain unaltered.

(The Hindustan Times, 14 August 1960).

New Salary Scales for Central Government Officials
announced: All Major Recommendations of Pay Commission
accepted.

Shri Morarji Desai, Finance Minister, announced on 2 August 1960, the Government's acceptance of "all major recommendations of the Pay Commission which have a financial bearing". This announcement is in continuation of an earlier one of 30 November 1959 (vide Section 57 of the report of this Office for November-December 1959).

Pay Scales.- The new pay structure and the various recommendations of the Commission in this regard have been accepted. In particular, the Government has accepted the recommendation of the Commission regarding the minimum wage to be given to a Central Government employee. It was not possible for the Commission to make specific recommendations in respect of all categories of employees or offices of the Government of India, and it had suggested that these could be fitted by the Government into the general pattern of the new pay structure recommended by it after taking all the relevant factors into consideration. The fitting of thousands of posts, with various designations ~~various designations~~ and nomenclature, involving nearly 2,000,000 of employees at present serving in over 500 existing rates or scales of pay into about 140 scales of pay recommended by the Commission was a task of considerable magnitude. Even so, the Government has already finalised pay scales which cover about 75 per cent of the employees, almost all Class IV and workshop personnel. The remaining pay scales will also be finalised and issued very shortly.

Rules have been framed for giving effect to the revised pay scales, for fixation of initial pay in the new pay structure, the date of increment and other related matters on the lines recommended by the Commission. As a measure of rationalisation, the Commission had recommended considerably fewer scales to replace the existing large number of scales. An inevitable corollary of this is that though most employees will receive the benefit of improved scales of pay, a few might find the existing scales better than the revised scales. As recommended by the Commission, the rules will enable such employees to have the option to retain their existing scales together with dearness allowance at the existing rates. This will ensure that even in the few cases where an employee does not benefit by the revised scales, he suffers no loss of emoluments as a result of the introduction of the revised pay scales.

Date of effect.- On further consideration and in modification of their earlier decision, the Government has accepted the recommendation of the Pay Commission that the revised scales of pay and dearness allowance should be given effect to from 1 July 1959, and arrears due for the entire period will be paid in cash. The recommendations of the Pay Commission in regard to house rent and compensatory allowances will also take effect from 1 July 1959. Deductions on account of the compulsory provident fund scheme will not be made prior to 1 April 1960, since that scheme is being introduced only from the commencement of the current financial year.

Dearness allowance.- Government has accepted the recommendation of the Commission that if during a period of 12 months the consumer price index remains on an average 10 points above 115, the Government should review the position and consider whether an increase in the allowance should be allowed; and if so, at what rate.

Retirement benefits.- Orders have already been issued implementing the decisions on the recommendations relating to pension which were announced on 30 November 1959. On further consideration the Government has agreed to liberalise those orders by accepting the Commission's recommendation that special pay should also count for pension in full if the post to which it was attached was held in a substantive capacity and to the extent of half in all other cases. In the interests of simplification of the pension rules and expediting sanctions for pension Government has not found it possible for administrative reasons to accept the recommendation of the Commission for counting officiating, special and personal pay in full in certain special cases where it so counted in the past but will not so count in future under the revised rules. It has, however, decided to consider sympathetically individual cases of hardship arising out of this decision.

The Government has accepted and already announced its decisions on the Commission's recommendations regarding the grant of gratuity to temporary and quasi-permanent employees on their retirement, discharge from service, or death, and improvement of death gratuity in the case of permanent employees who die before completing five years of qualifying service, as also in respect of employees who are governed by the Contributory Provident Fund Scheme.

The recommendations of the Commission for improvement or liberalisation of retirement benefits in the case of scientists and technologists have also been accepted and orders issued.

Casual Leave.- Government has accepted the recommendation of the Commission in regard to casual leave and public holidays and that public holidays and weekly offs falling within a period of casual leave should not be counted as part of the casual leave.

Leave Travel Concession.- The Government has accepted fully all the recommendations of the Fay Commission regarding liberalisation of the present leave travel concession. It has been liberalized as follows:-

- (i) the concession has been extended to such of the industrial and workshop personnel as are entitled to regular leave;
- (ii) employees whose home place is not connected by rail will get the concession also for journeys between the home town and the nearest railway station;
- (iii) Employees who leave their families in their home towns will have the concession for themselves only every year instead of once in a block of two years;
- (iv) for employees who are unable to avail themselves of the concession in a block of two years, the next block will count from the end of the first year; and
- (v) the concession will also be admissible in respect of travel by air in specified circumstances.

Work-charged Staff.- The recommendations that work-charged staff whose services are likely to be required on a permanent or semi-permanent basis should be made permanent or given quasi-permanent status; that they should be classified as industrial or non-industrial, depending on the nature of the duties, and should have the same conditions of service as those of the corresponding regular staff have been accepted.

Temporary Employees.- Government has accepted the recommendations of the Commission that the permanent requirements of all categories of staff should be speedily determined and that the margin of temporary posts should be the same for all classes of employees. Orders have been issued for converting existing temporary posts into permanent ones within the limit permissible and to confirm all eligible temporary persons as early as possible. The position will be reviewed periodically.

42

Educational Assistance.- Government has accepted in principle the recommendations of the Commission for introducing schemes similar to those in operation in the Railways, to enable other Central Government employees whose salary does not exceed 300 rupees to send their children to boarding schools of their choice when suitable schooling facilities are not available at the station where they are posted. Government has also accepted in principle that hostels may be set up in a few centres with concessional lodging and boarding charges at graduated rates for children of employees in the same range. The details of this scheme and the exact form in which this recommendation can be implemented, however, need careful examination and this examination is being conducted now.

As regards the recommendation for encouraging the growth of schools with common syllabus and medium of instruction at moderate fees, this is part of a general scheme which is already receiving the consideration of the Government, and the recommendation refers not only to Central Government employees but also to the general public.

Concession regarding house rent for Government accommodation.- The Commission's recommendation that the maximum rent recoverable from employees whose pay is below 150 rupees per month should be ~~fixed~~ limited to 7-1/2 per cent. of pay has been accepted. This will ensure that the rent of those whose revised pay is below this amount does not go up due to the merger of dearness allowance. As the majority of Government servants are low paid staff, a very substantial number of them living in Government residences will be able to take advantage of this lower limit. Those who are not in occupation of Government residences will be entitled to get house rent allowance at higher rates, where such allowances are admissible.

Introduction of the compulsory Provident Fund Scheme.- The Pay Commission has observed that it would be perfectly reasonable to require all Central Government employees to subscribe at least 6-1/4 per cent of their pay to a General Provident Fund, unless they are already required to subscribe at the rate of ~~fixed~~ 8-1/3 per cent. The recommendation has been accepted by the Government except that the rate has been reduced to 6 NP. per rupee. However, on administrative considerations & the minimum rate of 6 per cent of pay may cause hardship to employees in the lower categories, it has been decided that Class IV employees drawing a basic salary of less than 75 rupees a month may subscribe only 4 rupees a month, and other Class IV employees at 5 rupees a month. There will be no restriction if anyone voluntarily wishes to subscribe at a higher rate. The date of introduction of the compulsory provident fund scheme is the 1 April 1960.

Travelling Allowance.- The following recommendations have been accepted:-

- (a) a retiring Government servant or one invalided from service may, under certain conditions, be allowed travelling allowance for journey to his home town;
- (b) work-charged staffs in all establishments should be entitled to travelling allowance under the normal rules.

Government has also accepted the recommendations of the Commission that in certain cases where residence of an employee and his place of work are at considerable distance (in no case less than five miles) the grant of concession in some form or other might be considered, subject to certain conditions.

Medical Facilities.- Government has taken note of the suggestion of the Commission that medical facilities for Central Government employees should be placed on a contributory basis, and the pattern of medical care and treatment, wherever there is a concentration of employees, be broadly similar to that available under the Contributory Health Service Scheme in Delhi. Pending a detailed examination of the feasibility or practicability of extending the scheme to other places outside Delhi in the immediate future, Government has liberalised the existing medical facilities in Calcutta with a view to bringing them in line with the facilities available to employees at other centres which are not covered by the Contributory Health Service Scheme.

Leave other than Casual Leave.- Government has accepted the Commission's recommendations regarding the basis for calculating the leave salary, payment of leave salary in advance and the grant of hospital leave to industrial and work-charged staffs, and to all low paid employees, as also to those Class III employees whose duties involve handling of dangerous machinery, explosive material, poisonous drugs etc.

Leave Rules and Over-time Allowance.- The above decisions cover practically all the major specific recommendations of the Pay Commission involving financial benefits to the employees. The only important recommendations of the Commission on which decisions have not yet been taken ~~are~~ relate to the scale at which regular leave will be given and overtime allowances. These two items are under examination and so far as the former is concerned, the Pay Commission has not recommended any liberalisation of existing scales, except for a few categories of employees. Even in regard to these two recommendations, Government's orders are expected to issue shortly.

New Scales.- By a notification published on 2 August 1960, the Central Government has prescribed the new scales in implementation of the Government's decisions of the Pay Commission's Recommendations. The following are the prescribed and revised pay scales (denoted as A and B respectively) of some categories of posts common to all or many departments of the Government of India. The scales were recommended by the Pay Commission and accepted by the Government.

Class II Posts.- All posts on the standard Class II scale (other than those of Economists and Statisticians):

- A. Rs. 275-25-500-EB-30-350-EB-30-300.
- B. Rs. 350-25-500-30-590-EB-30-800-EB-30-330-35-900.

Class III Posts.- 1. Stenographers in non-Secretariat Offices:

- A. Rs. 80-5-120-EB-3-200-10/2-220.
 - B. Rs. 130-5-160-3-200-EB-3-256-EB-3-280-10-300.
2. Upper Division Clerks in Secretariat and "included" offices:
- A. Rs. 80-5-120-EB-3-200-10/2-220.
 - B. Rs. 130-5-160-3-200-EB-3-256-EB-3-280.
3. Upper Division Clerks in non-Secretariat Offices:
- A. Rs. 80-5-12-EB-3-200-10/2-220.
 - B. Rs. 130-5-160-3-200-EB-3-256-EB-3-280-10-300.
4. Lower Division Clerks in Secretariat Offices:
- A. Rs. 60-3-81-EB-4-125-5-130.
 - B. Rs. 110-3-131-4-155-EB-4-175-5-180.
5. Lower Division Clerks in non-Secretariat Offices:
- A. Rs. 60-3-81-EB-4-125-5-130.
 - B. Rs. (i) Rs. 110-3-131-4-155-EB-4-175-5-180 (ordinary grade).
(ii) Rs. 150-5-175-6-205-EB-7-240 (selection grade).

Class I Posts.- (Posts common to Secretariat Offices).

- 1. Secretary:
 - A. Rs. 3,000.
 - B. Rs. 3,000.
- 2. Joint Secretary:
 - A. Rs. 2,250.
 - B. Rs. 2,250.
- 3. Deputy Secretary:
 - A. Rs. 1,100-50-1,300-60-1,600-100-1,800.
 - B. Rs. 1,100-50-1,300-60-1,600-100-1,800.
- 4. Under Secretary:
 - A. Rs. 900-50-1,150.
 - B. Rs. 900-50-1,200.
- 5. Section Officer when held by a member of Grade II of the Central Secretariat Service:
 - A. Rs. 550-30-800.
 - B. Rs. 350-25-500-30-590-EB-30-800-EB-30-330-35-900.

(Text of Statement by the Finance Minister, received in this Office; The Gazette of India, Extraordinary, Part II-Section 3, Sub-section (ii), 2 August 1960, pp. 439/1-439/178).

38. Housing.

India - July - August 1960.

Madras State Housing Board Bill, 1960.

The Government of Madras published on 22 August 1960 the text of the Madras State Housing Board Bill, 1960, introduced in the Legislative Assembly of the State on 22 August 1960. The Bill seeks to provide for the execution of housing and improvement schemes, for the establishment of a State Housing Board and for certain other matters.

According to the Statement of Objects and Reasons of the Bill, the need for house accommodation and planned expansion of cities, towns and villages has assumed national importance and consequently, the Central and State Governments have undertaken a large measure of responsibility for financing housing and improvement schemes. The Government of India has, accordingly, initiated a national housing programme and has formulated various housing schemes by affording financial assistance in the shape of loans and subsidies. The Housing Ministers' Conferences and the special committees appointed by the Union Government have repeatedly stressed the imperative need for the creation of a single statutory body in which could be vested the responsibility for the formulation and execution of such housing and improvement schemes. In May 1958, a ~~non-statutory~~ non-statutory Housing Board with the heads of departments as members, was set up in this State, as a step in that direction. But necessary powers could not be delegated to this body for the effective implementation of the various housing schemes formulated by the Government as this body had no statutory basis.

In so far as the City of Madras is concerned, the Board of Trustees constituted under the Madras City Improvement Trust Act, 1950 (Madras Act XXXVII of 1950) is in charge of the improvement of the City. Under that Act, every scheme framed by the Board has to be sanctioned by the Government before it can be executed. Even otherwise, the powers of the Board are limited and as such, the formulation and implementation of the schemes cannot be done effectively and expeditiously. Besides, this Board cannot be entrusted with the execution of other housing schemes of the Government not framed in accordance with the provisions of that Act.

It is, therefore, considered that, if a statutory authority having jurisdiction throughout the State is constituted, the execution of the housing schemes of the Government can also be entrusted to such authority. It is also felt that the Government can require such authority to undertake the task of clearance and improvement of any slum area by assigning to it any land in such slum area belonging to the Government or acquired under the Madras Slum Improvement (Acquisition of Land) Act, 1954 (Madras Act XI of 1954).

It is, therefore, proposed to enact a legislation providing for the constitution of a State Housing Board entrusted with the execution of housing and improvement schemes and exercising jurisdiction throughout the State. It is also proposed to repeal the Madras City Improvement Trust Act, 1950, and to vest in such State Housing Board all the assets and liabilities of the Board of Trustees constituted under that Act. It has been decided that the new measure should be broadly on the lines of the provisions of the Madras City Improvement Trust Act, 1950, with such modifications as may be necessary for the execution of housing and improvement schemes all over the State. The Bill seeks to give effect to the above objects.

(The Fort St George Gazette, Extraordinary,
Part IV-Sec. 3, 22 August 1960, pp. 33-94).

The Mysore Housing Board Bill, 1960.

The Government of Mysore published on 4 August 1960 the text of the Mysore Housing Board Bill, 1960, to be introduced in the Legislative Assembly of the State.

According to the Statement of Objects and Reasons of the Bill, the Mysore Housing Board Act, 1955 and the Mysore Labour Housing Act, 1949, are in force in the Mysore Area; the Hyderabad Housing Board Act, 1956, is in force in the Hyderabad Area and the Bombay Housing Board Act, 1948, is in force in the Bombay Area. There is no such legislation in the Madras Area and the Coorg District.

The jurisdiction and activities of the Mysore Housing Board are now confined to the Mysore Area only and the housing activities of the other integrated areas are being looked after by a Special Officer appointed by Government. With a view to bringing the entire State under the purview of one uniform law this Bill is proposed. It is expected that by this measure, the difficulties now felt in the successful implementation of the housing schemes in the entire State would be overcome.

The Bill provides that for the constitution of a Board by the name of Mysore Housing Board consisting of a chairman and 12 other members appointed by the State Government. The Board may incur expenditure and undertake works in any area for the framing of such housing schemes as it may consider necessary or as may be entrusted to it by the State Government. Other provisions of the Bill deal inter alia with matters to be provided for by housing schemes, acquisition and disposal of land by the Board, powers and procedure before tribunal to decide disputes regarding betterment charges and compensation, powers to evict persons from Board premises, finance, accounts and audit, duty of the Board to undertake labour housing scheme, and penalties for contravention of bye-laws, for obstructing, etc.

(The Mysore Gazette, Part IV, Sec. 2A,
4 August 1960, pp. 251-290).

48

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

INDIA - JULY - AUGUST 1960.

41. Agriculture.

Mysore Bhoodan Yagna Bill, 1960.

The Government of Mysore published on 1 September 1960, the text of the Mysore Bhoodan Yagna Bill, 1960, to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the Bill seeks to facilitate the donation of lands to the Bhoodan Yagna Movement initiated by Shri Acharya Vinoba Bhave and for that purpose to simplify the legal formalities necessary for transfer of lands. The Bill provides that any owner who is legally competent to donate the land may, on a declaration made in the prescribed manner, donate his land for the Bhoodan Yagna and that on such declaration being ~~xxxxxxx~~ confirmed by the appropriate authority that after holding any enquiry and hearing objections the land shall vest in the State Bhoodan Yagna Board. In addition to an appeal to the Deputy Commissioner or Divisional Commissioner against the orders confirming or superseding the Danapatra, provision is made for any person, whose interests are affected by the donation of lands, to institute a suit in the Civil Court to set ~~sak~~ aside an order confirming a donation.

The State Board will be a body corporatewith power to enter into contracts and to acquire, hold, administer and transfer property. The lands vested to the Board may be granted by it to landless poor persons who are able and willing to cultivate them.

Provision has been made also for legalising donations already made.

Every donation or grant of land under the Bill will be exempt from the payment of stamp duty and of registration fee or of fee payable for attestation of power-of-attorney.

(The Mysore Gazette, Part IV, Sec. 2A,
1 September 1960, pp. 435-448).

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Andhra Pradesh Tenancy Bill, 1960.

The Government of Andhra Pradesh published on 12 July 1960 the Andhra Pradesh Tenancy Bill, 1960, to be introduced in the Legislative Assembly of the State. The Bill seeks to regulate the relations between landholders and tenants of agricultural lands in State and matters incidental thereto.

According to the Statement of Objects and Reasons of the Bill, at present matters relating to tenancy are governed by two different enactments, in the Telangana area by the relevant provisions in the Hyderabad Tenancy and Agricultural Lands Act, 1950 and in the Andhra area, by the provisions of the Andhra Tenancy Act, 1955. The Government has had under consideration the question of integrating the provisions of both the Acts and have decided to undertake a unified Tenancy Legislation applicable to both the areas.

The Bill provides for regulation of rent payable by the tenant to the landholder, the prescription of a minimum period for agricultural leases, the ceiling on lands that can be taken on lease and other incidental matters.

In accordance with the recommendations of the Planning Commission and following the provision in the Hyderabad Tenancy and Agricultural Lands Act, 1950, the maximum rate of rent is fixed at 25 per cent of the gross produce in the case of irrigable lands (other than lands irrigable by baling) and 20 per cent in all other cases. While the tenant will bear all cultivation expenses, the landholder will be liable to pay all dues normally payable to the Government, and local authorities. Subject to the maxima aforesaid, it shall be open to the landholder and the tenant to agree between themselves as to the rent payable. Notwithstanding such agreement, however, it shall be open to either party to get the reasonable rent fixed by the Revenue Divisional Officer. The Bill also prohibits levy of any premium or service in addition to rent. It also provides that whenever land revenue is remitted wholly or partially, the landholder shall grant a corresponding remission of the whole or proportionate part, as the case may be, of the rent due to him by the tenant.

51

The Bill prescribes that in future every agricultural lease shall be for a minimum period of six years and shall be successively renewable for a like period unless the landholder desires to resume the land for personal cultivation or the tenant surrenders his tenancy or relinquishes his right of renewal. No surrender or relinquishment is valid unless it is verified by the tahsildar. Provision is also made for termination of the tenancy and eviction of tenants during the currency of a lease in cases where, among others, the tenant has failed to pay the rent or has misused the land. Sub-letting of the land by the tenant or assignment of any of his interest in the land is prohibited.

Provision has also been made that on and from the date of commencement of the Act, no person shall take on lease any land if in consequence thereof the total extent of any land held by him either as owner or as tenant or in both such capacities would exceed the ceiling area as specified in the Andhra Pradesh Ceiling on Agricultural Holdings Act, 1960; and the provisions of that Act have been made applicable to lands held on lease.

Certain classes of tenants were given the status of protected tenants under the Hyderabad Tenancy and Agricultural Lands Act, 1950. These tenants enjoy certain rights and privileges which the ordinary tenants do not have. The Hyderabad Act also contains a provision for automatic transfer of ownership of land to protected tenants subject to certain conditions. The landholders were however allowed certain time within which they could resume the land for personal cultivation. In addition to the persons recognised as protected tenants in the Telangana area by the Hyderabad Act, provision is made in the Bill for the recognition as protected tenants both in Andhra area and in the Telangana area, all persons in possession of lands as tenants for a period of six continuous years before the 1 April 1960 and all persons in possession of lands as tenants under landholders owning more than three family holdings, irrespective of the period of possession of such lands.

The Bill also provides that after the time for resumption for personal cultivation is over, a protected tenant will have the right to get ownership in respect of the lands held by him subject to certain conditions. This provision, however, will not apply in the case of lands belonging to religious and charitable institutions. In the Telangana area, no further time will be allowed to any landholder to apply for reservation of lands for resumption for personal cultivation.

The provisions of the Bill will not apply to lands owned or held on lease by the Central or any State Government or any local authority, lands held on lease by any commercial undertaking for the purposes of such undertaking, lands in which commercial crops are raised and to orchards where the lease is for enjoyment only of the usufruct of the trees.

(The Andhra Pradesh Gazette, Part IVA,
Extraordinary, 12 July 1960, pp. 245-273).

Annual Report on the Working of the Tea Districts
Emigrant Labour Act for the Year ending 30 September
1958*.

The following information on the Working of the Tea Districts Emigrant Labour Act, 1932, is taken from the Annual Report for the year ending 30 September 1958. According to the report, during the year under review there was no change in the extent of the application of the Act, nor was there any amendments in the Act or in the Rules framed thereunder.

General conditions.- During the year under review the output in Assam and Cachar showed an increase of 15.2 million lbs. as compared with the corresponding ~~figu~~ period last year. The North India crop during the same period advanced by 17 million lbs.

The general standard of quality from Assam during 1958 has not been up to expectations. There has been a marked shortage of good second flush invoices from districts and this can be attributed to unusual climatic conditions which Assam experienced with the arrival of the normal second flush leaf. At that period a long hot dry spell reduced the crop to a minimum and this was followed by torrential rain. Nevertheless a large number of gardens have produced the best possible teas under those adverse growing conditions, reflecting the increasing care and attention taken in plucking and manufacture. A number of estates using orthodox manufacture showed improvement as compared with last year's production. There was again a big increase in the amount of C.T.C. teas produced and although the standard of manufacture in some case, has been very high, a large number of estates turned out C.T.C. teas which were below the standard normally expected not only in lead appearance but also in liquor characteristics.

* Annual Report on the Working of the Tea Districts Emigrant Labour Act (XXII of 1932) for the year ending the 30th September 1958: Printed at the Assam Government Press, Shillong, 1960, pp.64.

Recruitment.- During the year under report there were only two recruiting organisations functioning and each had a depot of licensed Local Forwarding Agent at Ranchi. These organisations are "employing interests" within the meaning of Section 2(j) of the Act and the Tea Districts Labour Association was the bigger organisation, alone accounting for 96 per cent of the total recruitment of assisted emigrant labourers. The other "employing interest" was Messrs Assam Frontier and Dudla Beta Tea Co., Ltd., These "employing interests" together recruited 5,427 assisted emigrant labourers along with 2,426 members of their families. In addition to this 415 adult workers along with 31 members and dependents who are classified as "Non-assisted emigrant labourers" for their having been in Assam within the two preceding years, were also recruited. Statewise distribution of workers emigrating into Assam is as below:-

		<u>Adult workers</u>	<u>Minors and other dependents.</u>
Bihar	---	4,577	1,956
Madhya Pradesh	---	1,251	493
Orissa	---	12	8
	Total.	<u>5,840</u>	<u>2,457</u>

For recruitment in the controlled emigration areas 17 of the existing Local Forwarding Agents' licenses were renewed by the respective District Magistrates and one new licence was granted.

The average cost of recruiting one adult by the Tea Districts Labour Association during the year under report and three preceding years is as below:-

	<u>Rs.</u>
Year ending 30th September 1955	-- 130.54
Year ending 30th September 1956	-- 139.40
Year ending 30th September 1957	-- 141.38
Year ending 30th September 1958	-- 124.84

As usual recruitment was carried on by Sardari system, i.e., by deputation of ten garden sardars, though 45 adults workers along with 17 minors and other dependants were recruited otherwise than by Sardari System. The recruitment per sardar in the same period was 19.69 as against 11.71 in the previous year. The average cost of recruiting includes the cost of deputing sardars to recruiting districts. Since each sardar was able to produce more recruits during the year under review than in the previous years, the average cost of recruitment was lower.

As before, many employers are in favour of recruitment of married couples only. A tendency among labourers to falsely describe themselves as married couples is still evident. In majority of cases complicity of recruiting sardars was not proved. Only in one case the recruiting sardar was sentenced to pay a fine of 25 rupees or in default, to undergo one month's imprisonment for violation of the Tea Districts Emigrant Labour Rule 55-A-Recruitment by misdescription. In 10 cases, labourers who were in Assam within the two preceding years managed to get themselves forwarded as assisted emigrants by concealing facts of their previous employment. Evidently this type of labourers take recourse to this only to get privilege guaranteed by the Tea Districts Emigrant Labour Act.

During the year under review the drive against recruitment of assisted emigrants in contravention of the provisions of the Act was further intensified and 3,302 cases of alleged illicit recruitment were detected.

Forwarding. - The Tea Districts Labour Association which was the only organisation functioning during the year under review, forwarded 8,307 workers as against 6,084 in the last year. The total number of sickness in transit was 188. Of these, 103 were adults, 34 children and 51 infants. There were 3 cases of conjunctivitis, 5 of malaria, 2 of influenza, 18 of diarrhoea, 11 of dysentery, 2 of small-pox, 2 of broncho-pneumonia and 145 of other causes. There were only 9 cases of deaths - 5 adults and 4 infants. All of them died of undiagnosed diseases. All recruits over the age of 4 years were inoculated against cholera and all were vaccinated against small-pox, before despatch from the recruiting States.

The prescribed routes and the system of forwarding remained the same as in the previous year. There were 7 transit depots located at reasonable intervals on the prescribed forwarding routes for rest and feeding of assisted emigrants, and their families, as required under Section 20 of the Act. Under Rule 35 of the Tea Districts Emigrant Labour Rules all assisted emigrants were detained once every 24 hours for cooked meals and once again every 48 hours for at least 9 hours' rest outside the train (at the transit depots).

Assam.- The Tea Districts Labour Association maintained 4 transit depots in the State located at Gauhati, Rangiya, Tezpur and Tinsukia. All these depots together provided sleeping accommodation for 1,083 and could also accommodate 1,784 by day. Qualified doctors were attached with all these depots. Arrangements for hospitalisation of serious cases existed. Sanitary arrangements in these depots conformed to the public health standard.

Bihar.- There were 2 depots of Local Forwarding Agents functioning in Bihar and these depots together handled 8,307 emigrants and members of their families. Arrangements in these depots for feeding, accommodation and medical care were up to the desired standard. Qualified doctors and compounders were attached to the depots. Facilities of hospitalisation of serious cases existed. Both the depots provided sheds for segregation of contact cases. In addition, there were 2 transit depots located at Sahibganj and Katihar. Similar arrangements also existed in these depots. Accommodation provided for rest was found to be adequate. There were 60 cases of sickness with 4 mortality.

West Bengal.- The only transit depot in the State is located at Asansol. This depot provided sleeping accommodation for 606 persons and could accommodate 1,126 by day. Cooked meals were supplied by this depot and also dry rations for consumption enroute. Drinking water was supplied from a well, which was chlorinated at regular intervals. The depot engaged 4 sweepers for sanitary work. Service latrine with 50 seats was provided. A part-time doctor and a compounder were engaged. Serious cases were sent to the Government Hospital. Seven cases of sickness with two deaths were registered at this depot.

Emigration certificates.- As in the previous year emigrant labour cess was fixed at 5 rupees in respect of entry into Assam of each assisted emigrant during the year under review. Certificates of emigration valid for the preceding year were also valid for the year under report as the rate of cess for the two years was the same.

At the beginning of the year employing interests had a total stock of 6,225 emigration certificates. At the end of the year under review they had in their hands 795 certificates after issuing 5,430 in respect of assisted emigrants entering Assam. Four hundred and seventy-six emigration certificates were issued to garden managers for assisted emigrants entering Assam without emigration certificates. Majority of these cases were detected by the Controller's field staff. Only 11 certificates were cancelled.

Applications accompanied by a fee of 1 rupee each were received under Rule 22-A of the Tea Districts Emigrant Labour Rules for issue of duplicate certificates in the event of original ones being lost or destroyed. After necessary enquiry 427 duplicate emigration certificates were issued during the year. No case of infringement of rule 22 of the Tea Districts Emigrant Labour Rules, that is, retention of certificates by employers or managers of tea estates came to light during the year.

Labour on tea estates.- Statements attached to the report gives statistics of workers working in tea estates in Assam in 408 estates from which returns were received and accepted. According to the statements the total labour population living on tea estates of Assam was 802,188 at the end of the year under review as against 791,147 in the previous year. Of these, the working population was 356,392 comprising 175,565 men, 154,605 women and 26,222 children, while the dependants of the workers forming the non-working population was composed of 31,310 men, 34,336 women and 390,148 children. The statement further shows that during the period under review 31,671 workers (men, women and children) entered into employment (accession) against 34,378 who went out of employment (separation).

Wages.- Calculating on the basis of twelve months' average, in Assam Valley the average monthly cash earnings of men, women and children on tea estates (resident) were Rs.49.24 nP. and Rs.41.92 nP. and Rs.24.78 nP. respectively. Similarly in Surma Valley the corresponding figures were Rs.58.43 nP., Rs.26.86 nP. and Rs.14.37 nP. respectively. The average monthly cash earnings of faltu or busti (casual) labourers on Assam Valley gardens were Rs.40.86 nP., Rs.34.74 nP. and Rs.21.59 nP. for men, women and children respectively. In Surma Valley the corresponding figures were Rs.23.88 nP., Rs.18.24 nP. and Rs.13.07 nP. respectively. Last year the corresponding figures for workers (resident) on tea estates were Rs.47.48 nP., Rs.41.42 nP. and Rs.25.01 nP. respectively in Assam Valley and Rs.52.3 nP., Rs.27.86 nP. and ~~Rs.25.01 nP.~~ Rs. 18.43 nP. respectively in Surma Valley and those of faltu or busti (casual) workers in Assam Valley were Rs.45.41 nP., Rs.34.30 nP. and Rs.19.62 nP. respectively and Rs.23.86 nP., Rs.21.44 nP. and Rs.13.89 nP. respectively in Surma Valley. The level of wages payable by tea estates in Assam remained constant during the year. But there was, however, increase in the cash receipts of the workers on account of prosperity bonus and cash conversion allowance, and this accounts ~~for~~ for the slight increase noticeable in the average monthly cash earnings. Maternity benefit and sickness allowance continued to be paid as usual.

Resident workers in Assam tea estates enjoyed benefits of free firewood and free grazing for their cattle. They were also given cultivable paddy lands within the garden grant. Such lands belonging to Government, tea estates and other private land holders under cultivation by the workers were 7,069, 108,535 and 5,541 acres respectively. The average rent per acre of these Government land, tea garden land and land owned by other land holders were Rs.3.18 nP., Rs. 1.56 nP., and Rs.8.79 nP. respectively. Paddy cultivation is one of the gainful subsidiary occupations in which the workers engage themselves during their leisure. Other subsidiary occupations which are also popular among the plantation workers, are cattle and poultry rearing and kitchen gardening. These subsidiary incomes, which are not quite negligible, largely account for the high percentage of absenteeism in the tea plantations.

Absenteeism.- The table below gives the percentage of absenteeism among resident and casual workers during the year under review as compared with the previous year:-

	Total No. of workers on books.	Average daily working strength	Percentage of absenteeism.
Resident Workers -			
1956-57	-- 350,567	271,884	17.7
1957-58	-- 348,957	236,846	17.8
Casual Workers -			
1956-57	-- 46,113	53,403	27.6
1957-58	-- 56,884	41,863	26.4

Vital statistics.- Vital statistics show a predominance of births over deaths (10,550 deaths against 35,447 births). The birth rate was 44.5 as compared with 13 deaths per thousand during the year.

Welfare.- Free quarters were provided by the management to all settled and imported labourers (emigrants).

The following figures indicate the progress made in the provision of housing facilities in 561 tea estates:-

	Pucca	Semi-pucca	Kutcha
Number of houses provided during the year by new construction.	-- 7,588	488	1,764
Number of houses provided by adaptation of old houses.	-- 1,033	--	584
Grand Total.	8,621	488	2,348

58

The tea garden workers irrespective of their religious faith were free to observe their respective religious rights and festivals. The garden authorities provided full facilities in this respect. Religious festivals were observed with great enthusiasm. The workers also evinced a good deal of interest in sports. Football and Hockey were popular games. Some gardens organised annual sports. Cinema shows and theatrical performances were also common. It appeared that garden authorities encouraged sports and provided recreational facilities.

Report of the Excise Commissioner, Assam records a slight increase in the consumption of liquor by tea garden labourers, which was 329,654 L.P.G. during the year under review as against 325,903 L.P.G. in the preceding year.

There was, however, a fall in the number of tea garden labourers involved in crime from 899 in the previous year to 756 during the year under report.

Emigrant labourers were not out of touch with their home districts during their stay in Assam. Many of them proceeded on leave. They also kept contact by postal correspondence and by remitting money by money order to their relatives at home.

Labour Relations.- Trade-union movement was popular among the tea labour and the Indian National Trade Union Congress was the major organisation for tea labour. According to the report of the Director of Statistics, Assam, there were 13 strikes involving only 4,994 workers directly. The matters in dispute were wages, bonus, task, misbehaviour on the part of the staff, etc. All the strikes were short lived and settled either by direct negotiation or through the mediation of Government Labour Officer.

Repatriation.- During the year under report 28,403 emigrant labourers and members of their families were repatriated for various reasons. Corresponding figure for the previous year was 18,247. Twenty-five thousand seven hundred and thirty-six emigrants and members of their families were repatriated through the Tea Districts Labour Association. These workers on their homeward journey were provided with facilities in respect of accommodation, medical attention, rest at interval and meals of the type and on the scale prescribed as in the case of Assam bound journey.

During the same period 15,689 emigrant labourers with 8,413 members of their families were reported to have elected to postpone or waive the exercise of their right of repatriation and entered into agreement with employers in a manner laid down in the Rules.

59

No ~~other~~ order for repatriation of any emigrant labourer or his family was passed by any Criminal Court under section 11 of the Act. The Controller had also no occasion to pass orders under clause (d) of sub-section (1) of section 10 of the Act. There was also no proceeding relating to repatriation.

Finances.- Emigrant Labour Cess levied under Section 5 of the Act and payable in respect of the entry into Assam of each assisted emigrant labourer, by the employing interest is the main source of revenue of the Emigrant Labour Fund. For the period under review the rate of Emigrant Labour Cess was fixed at 5 rupees by the Central Government in exercise of the power conferred by sub-section (3) of Section 5 of the Act.

At the commencement of the year the Emigrant Labour Fund had an opening cash balance of Rs.17,569.43 nP. The total receipts during the year were Rs. 117,510.84 nP. which included amounts received on account of sale proceeds of Securities, maturity of fixed deposit and employer's share of contribution to the Contributory Provident Fund. Emigrant Labour Cess realised during the year amounted to Rs. 29,950.00 nP. and Rs.9,489.88 nP. was received on account of interests.

The total expenditure during the year was Rs.74,914.72 nP., excluding the sum of Rs. 40,000.00 nP. invested, against the budget grant of Rs. 94,290.00 nP. There was a saving of Rs. 9,454.03 nP. and this may be attributed to the severe austere standards adopted in the levels of expenditure. The year closed with a cash balance of Rs. 19,965.55 nP.

(The Working of the Act for the year ending 30 September 1957, was reviewed at pages 53-59 of the report of this Office for January 1960.)

Lok Sabha adopts Bill to Amend Plantations Labour Act.

The Lok Sabha adopted on 5 July 1960 the Bill to amend the Plantations Labour Act of 1951 (vide Section 41, pp. 91-92 of the Report of this Office for May-June 1960).

Replying to the debate, the Deputy Minister for Labour, Shri Abid Ali, said appointment of wage boards for plantations had been delayed because verification of trade union membership was not complete. It had been completed in the case of the tea plantations and if verification in respect of the other factors could not be expedited, the Government might announce the wage board for tea earlier.

(The Hindustan Times, 6 July 1960).

42. Co-operation.

India - July - August 1960.

Madras: Annual Report on the Working of Co-operative Societies for the Year 1957-1958*.

According to the annual report on the working of co-operative societies in the State of Madras for the co-operative year ending 30 June 1958, the co-operative movement continued to maintain all-round progress. The total number of co-operatives in the State went up from 12,571 to 12,907, their membership from 2,309,000 to 2,641,000 and their paid-up share capital from 107,355 million rupees to 114,457 million rupees. Their working capital increased from 754.5 million rupees to 861.6 million rupees. The progress was significant in the expansion of co-operative credit, supply and marketing co-operative dairying, weavers' co-operatives and housing. At the end of the year, the co-operatives covered 82 per cent of villages in the State and brought within their fold 32.4 per cent of the rural families as against 73 per cent of the villages covered and 30 per cent of the rural population served at the end of the previous year.

The credit societies, the land mortgage banks and the marketing societies advanced loans to the extent of 112.3 million rupees during the year representing about 19 per cent of the total estimated credit needs of the agriculturists in the State as against 70.4 million rupees representing 12 per cent during the previous year. The co-operatives distributed manure, seeds, agricultural implements, etc., to the value of 13,273 million rupees. They put up 60 godowns, issued marketing credit to the extent of 17,034 million rupees and marketed members' ~~market~~ produce worth 19,692 million rupees.

* Report on the Working of Co-operative Societies in the State of Madras for the Co-operative Year ending 30 June 1958; Printed by the Controller of Stationery and Printing, Madras, on behalf of the Government of Madras, 1960, pp. 257.

62

The milk co-operatives produced 19,536 million rupees worth of milk and milk products during the year as against 19,064 million rupees in the previous year. They continued to be the major suppliers of milk to State institutions including State Hospitals, the value of such supplies made by them during the year being 1,766 million rupees. The weavers co-operatives had 185,000 looms within their fold representing 40 per cent of the looms in the State as against 35.8 per cent at the beginning of the year and they produced and sold goods worth 95,800 million rupees and 109,828 million rupees respectively. The production by silk weavers societies was 1,244 million rupees. The consumer co-operatives effected sales to the value of 69,534 million rupees and played an effective role in the distribution of Government stocks of rice through their fair price shops. The housing Co-operatives advanced loans to the extent of 4,995 million rupees for the construction of 869 houses. Other types of co-operatives such as printing press, transport societies, health societies, labour contract societies also made considerable progress. The co-operative training institutes both in the Madras City and in the districts gave training to nearly 800 candidates during the year and supplied the personnel needed by the Department and Co-operatives.

Agricultural financing agencies.- There was no change in the general pattern of financing agencies. The State Co-operative Bank at the apex had on 30 June 1958 a paid-up-capital of 7,438 million rupees and a working capital of 129,814 million rupees and held deposits to the extent of 43,694 million rupees as against 2,889 million rupees, 103,094 million rupees and 40,961 million rupees respectively on the corresponding date in the previous year. The Government subscribed a sum of 1.7 million rupees to the share capital of the State Bank, bringing their total contribution to 2.5 million rupees. The Government's share was intended to be passed on by the State Bank to the central banks and large-sized societies. The Reserve Bank of India made an advance of 52,389 million rupees to the State Co-operative Bank during the year, while the amount advanced during the previous year was 38,153 million rupees. It disbursed a sum of 77,461 million rupees by way of loans to the central banks and earned a net profit of 524,000 rupees for the year.

52

At the district level, there were 14 central co-operative banks at the beginning and a new central bank was organised in the Kanyakumari district. During the year their membership increased from 12,593 to 12,952. Their total paid-up share capital on 30 June 1958 was 15,066 million rupees and working capital 179,684 million rupees while the corresponding figures for the previous year were 9,757 million rupees and 132,808 million rupees respectively. The deposits held by them increased from 65,014 million rupees to 70,498 million rupees. The total amount of the loans given by them was 212,885 million rupees, which represents an increase of 51,398 million rupees over the figure of the previous year.

The system of loans by the Reserve Bank of India at concessional rates of interest to finance seasonal agricultural operations continued during the year. The Reserve Bank of India lent the money to the State Bank at 2 per cent (i.e., 2 per cent below the normal bank rate), while the State Bank charged half-a-per cent more to the central banks, which in turn charged 4-1/2 per cent to the primary societies. A medium-term loan of 7.5 million rupees was given by the Reserve Bank of India to the central banks on the State Government's guarantee as against 3 million rupees in the previous year. The central banks kept up their progress and further reduced their overdue to demand under principal from 4.77 per cent to 2.70 per cent, while for the third year in succession there were no overdues under interest. The total net profits earned by the central banks increased from 1.274 million rupees in the previous year to 1.511 million rupees during the year under review.

During the year, there was a slight fall in the number of agricultural credit societies due to the fact that some of them were amalgamated into agricultural banks. The credit societies maintained satisfactory progress. Their number on 30 June 1958 was 7,918 with a total membership of 869,000, and their share capital and working capital were 13,988 million rupees and 92,909 million rupees respectively. The loans issued by them aggregated 57,258 million rupees, nearly 95 per cent of which was for productive purposes. In the course of the year they reduced substantially the overdues from their members, i.e., from 24.57 per cent to 17.20 per cent under ~~their members, i.e.,~~ principal, and from 54.53 per cent to 49.54 per cent under interest. Besides providing credit to their members these agricultural credit societies also undertook distribution of fertilisers, agricultural implements, marketing of produce, construction of godowns, etc.

There were 23 rural co-operative banks at the beginning of the year. One of them was subsequently re-organised as an agricultural bank. In the course of the year, they increased their membership from 20,296 to 27,016, and their paid-up capital from 0.898 million rupees to 1.139 million rupees. They issued loans to the extent of 5.627 million rupees as against 4.531 million rupees during the previous year; their deposits also increased by 0.179 million rupees.

The agricultural banks (large-sized societies) recorded striking progress. The number of banks functioning on 30 June 1958 was 86. During the year under review, 159 new banks were organised, bringing the total to 245. Their membership increased from 53,080 to 150,751 and their paid-up capital from 1.336 million rupees to 4,502 million rupees. They received deposits to the extent of 1.795 million rupees. The total of loans issued by them rose from 7.070 million rupees to 24,898 million rupees.

The scheme of full finance introduced in the previous year in Srivilliputhur and Erode firkas as an experimental measure having proved highly successful, was extended to the Sriperumbudur and Poonamallee blocks in the Chingleput district during the year. Arrangements were also being made to introduce it in five more areas in the State. The object of this scheme is to canalise the entire credit requirements of the agriculturists in the area in which the scheme operates through co-operative societies and ultimately replace all other sources of credit including Government loans.

Agricultural Marketing Societies.- During the year, three new marketing societies were organised and there were 107 societies at the end of the year. They had 151,667 members with a paid-up share capital of 2.787 million rupees on 30 June 1958. They provided marketing credit to the extent of 17.034 million rupees on the pledge of produce and sold produce worth 19.592 million rupees. Besides, they also supplied in an increasing measure the agricultural requirements like seeds, manures, agricultural implements, etc., to the value of 13.273 million rupees. During the year, 15 more marketing societies were selected for intensive development in addition to the 35 societies already selected and increased attention was paid to the integration of credit provided for cultivation by the credit ~~societies~~ with co-operatives with the marketing operations of marketing societies. One thousand eighty-seven credit societies, worked the scheme in conjunction with 51 marketing societies. They issued loans to the members to the extent of 11.116 million rupees for cultivation ~~and~~ crops like paddy, groundnut, chillies, cotton, potatoes and turmeric over an extent of 42,728 acres and produce worth 11.503 million rupees was brought to the marketing societies for sale. Government have invested a sum of 0.420 million rupees in the shares of 45 marketing societies including a sum of 0.220 million rupees provided in the previous year which needed State participation to augment their working capital.

5

Processing activities such as cotton-ginning, groundnut decortioating, coffee curing, etc., were continued to be undertaken by a few of the marketing societies. The processing of agricultural produce is of considerable benefit to the producers as it enables them to get a better price for their produce. Financial assistance to the extent of 192,600 rupees was sanctioned to four marketing societies during the year to enable them to undertake the installation of ginning and decortioating factories. Of the societies which had undertaken the installation of processing factories in the previous year, three societies completed the factories during the year and one society completed its factory after the close of the year.

Co-operative Sugar Mills.— There are three co-operative sugar mills one at Madurantakam in the Chingleput district, another at Ambur in the North Arcot district and a third at Udamalpet in the Coimbatore district. They were registered and started on their work during 1955-56. The membership of these mills at the end of the year was 2,682 with a paid-up share capital of 7.165 million rupees of which a sum of 3.5 million rupees was contributed by the State Government at the rate of 1 million rupees each in the North Arcot district and the Amaravathi Co-operative Sugar mills and 1.5 million rupees in the Madurantakam Co-operative sugar mills. Government has been approached for a further contribution of 0.5 million rupees each to the share capital of the North Arcot district and the Amaravathi Co-operative Sugar mills during 1958-59. The mills at Ambur and Udamalpet have purchased sites and the Madurantakam mills has applied for acquisition of lands for the establishment of the factories. All the three mills have placed orders for the purchase of machinery to the value of 19.003 million rupees. The State Bank of India has opened letters of credit and established letters of guarantee on behalf of the mills for the import of machinery. A loan of 5.5 million rupees each to the North Arcot district and the Amaravathi mills and 5 million rupees to the Madurantakam mills have been sanctioned by the Industrial Finance Corporation to meet their capital expenditure. Pending disbursement of these loans, the State Bank of India has sanctioned cash credit accommodation to the extent of 2 million rupees to the Madurantakam mills and 4 million rupees each to the remaining two mills to meet their immediate obligations in connection with the import of machinery. The greater part of the machinery ordered by them has arrived and the installation will be taken up shortly. The mills have taken steps for the preparation of plans and estimates, fabrication of steel structurals, etc. The construction of factory buildings and the installation of machinery by them are expected to be completed by April 1959. All the three mills are expected to go into production in 1959.

66

Co-operative Spinning Mills.- During the year, one co-operative spinning mill was registered. There were three co-operative Spinning Mills at the end of the year. The South India Co-operative Spinning Mill had 423 members on its rolls with a paid-up share capital of 4.220 million rupees. The Government invested 1 million rupees in the shares of the mills. The mill has commenced production since the close of the year with 6,000 spindles. The Ramanathapuram Co-operative Spinning Mill had 743 members with a paid-up share capital of 1.073 million rupees. The Government of India has decided to issue a licence permitting the mill to set up a 12,000 spindle spinning plant. Arrangements are under progress to finalise the machinery to be purchased and to acquire the site for establishing the mill. The Tiruchendur Co-operative Spinning Mill is taking steps to collect adequate share capital.

Co-operative Farming.- There were five joint farming societies functioning in the State at the end of the year. They had 335 members on their rolls with a paid-up share capital of 7,641 rupees. The members in these societies have pooled 625.16 acres of land. Of these 259.25 acres were brought under cultivation during the year. These societies availed themselves of Government loan and subsidy for constructing godowns and cattle sheds, sinking of wells, etc. A special drive was instituted during the year to establish Farming societies for the cultivating tenants on lands belonging to the temples, mutts, etc., and 7 societies of tenant farming types were formed in the Tirunelveli and Tanjore districts with 229 members and a paid-up share capital of 2,565 rupees. These societies brought under cultivation 500 acres of land during the year. Besides these, there were 25 land colonisation societies of the tenant farming type with 2,069 members and a paid-up share capital of 0.143 million rupees. They have reclaimed 6,439 acres so far, brought them under cultivation and harvested crops which were valued at 0.474 million rupees. The Gramdhan and Bhoodan movement has created a favourable atmosphere for promoting co-operative farming activities. A Bhoodan Co-operative Farming Society was formed at Vinobagram, Thanneerpandalpudur in Coimbatore district, and nine Gramdan Sarvodaya Co-operative Societies were started in Gramdan villages in the Madurai district for taking up group or joint cultivation. These societies had 331 members on their rolls with a paid-up share capital of 331 rupees. They were sanctioned financial assistance in the shape of loan and subsidy by Government to the extent of 628,000 rupees for purchase of bulls and agricultural implements, sinking and deepening of wells, etc.

Dairying Societies.- There were 20 milk supply unions and 621 primary milk supply societies on 30 June 1958. They produced milk to the value of 17.212 million rupees and sold milk and milk products to the value of 19.536 million rupees and thus rendered useful service not only to producers and also to the consuming public by supplying wholesome milk at a reasonable price. As usual they continued to be the contractors for the supply of milk to most of the Government and other institutions and they supplied milk to them for 4.579 million rupees. Two key farm centres sponsored by the Government of India with the facilities for artificial insemination were conducted by the Madras Co-operative Milk Supply Union for the benefit of the members of its feeder societies. There were 16 cattle breeding societies besides two sheep breeding societies. They helped their members to upgrade their local stock by selective breeding. The milk supply unions at Madras and Kodaikanal continued to supply pasteurised milk. The Government of India has sanctioned the installation of a pasteurising plant in Coimbatore Milk Supply Union at a cost of 0.689 million rupees and arrangements to start construction of the Dairy building and instal the plant are under way.

Co-operation in Industrial Sector - Handloom Industry.-There were 981 weavers co-operative societies in the State with 0.185 million looms representing over 40 per cent of the looms in the State. The value of goods produced and sales effected by them amounted to 95.80 million rupees and 109.828 million rupees respectively. The marketing arrangements were further strengthened by opening 10 more retail depots of the State Society.

The Madras State Handloom Weavers' Co-operative Society had 1,090 members on its rolls with a paid-up share capital of 0.935 million rupees. During the year it purchased yarn from the mill worth 11.461 million rupees and distributed it to the weavers' co-operative societies to an extent of 11.656 million rupees. The purchase and sale of finished goods on outright basis amounted to 15.128 million rupees and 19.157 million rupees respectively.

The three federations of handloom weavers' co-operative societies at Madura, Salem and Tirunelveli assisted the weavers' co-operative societies, by recommending loans and advising them in the matter of procurement of raw material, fixation of wages and marketing of cloth. There were 16 silk weavers' co-operative societies at the end of the year. They had 2,336 members on their rolls with a paid-up share capital of 0.299 million rupees. During the year, they produced silk goods for 1.244 million rupees and disposed of to the extent of 1.195 million rupees. The Kancheepuram Co-operative Silk Marketing Society gave loans to the members on the pledge of finished goods produced by them and arranged to market the goods.

There were 12 art silk weavers' co-operative societies at the end of the year. They had 1,160 members on the rolls with a paid-up share capital of 27,568 rupees. They produced goods and effected sales to the extent of 0.199 million rupees and 0.148 million rupees respectively.

Urban Finance - Urban Banks.- There were 139 urban banks with a membership of 0.510 millions and paid-up share capital of 7.726 million rupees at the end of the year. While the borrowings of these banks from the co-operative central banks amounted to 4.822 million rupees only, the deposits raised by them from members and non-members amounted to 51.852 million rupees representing 77.84 per cent of their working capital of 66.598 million rupees. The urban banks issued loans during the year to the extent of 57.111 million rupees of which nearly 13.1 million rupees were given for the benefit of their agricultural members.

Employees' Societies.- Employees' Co-operative Societies provide credit facilities to their members who are employees of Government, local bodies, commercial firms, etc., to meet their domestic and social expenses. On 30 June 1958, there were 522 employees' societies in the State. Of these, 147 societies were exclusively for Government servants, 152 for employees of local bodies and municipalities, 157 for employees of business and other commercial concerns and 56 for industrial workers in mills and other such concerns. They had 0.242 million ~~rupees~~ members on their rolls with a paid-up share capital of 10,666 million rupees. Their working capital amounted to 49.697 million rupees. A sum of 16,200 million rupees was outstanding under thrift deposit collections at the end of the year. The societies lent 57.620 million rupees during the period and recovered 52,844 million rupees leaving a balance of 47.180 million rupees at the end of the year. Some of these societies continued to act as agents of their members for the joint purchase and sale of their domestic and other requirements. On the basis of joint purchase and sale they purchased goods worth 0.137 million rupees and sold goods worth 0.141 million rupees. The Employees' Societies have maintained a steady progress in all directions and in almost every concern an employees' co-operative society has been organised for the benefit of the employees of such concern. Apart from the compulsory contributions to the non-withdrawable thrift scheme, the members are also encouraged to subscribe towards withdrawable thrift funds for specific objects like education, medical relief, etc.

19

Distribution Societies.- There were 505 primary stores societies in the State at the end of the year. Their purchases and sales during the year amounted to 95,009 million rupees and 69,631 million rupees respectively. To enable the primaries to make greater use of the co-operative wholesale stores, for the purchase of their requirements, and also to develop their business, the exemption granted to them from payment of sales tax in respect of the purchases made from the co-operative wholesale stores was continued during the period with the modification in respect of commodities subjected to single point levy.

Housing Co-operatives: Urban Co-operative Societies.- There were at the end of the year 252 urban housing societies with 24,523 members on their rolls and a paid-up share capital of 12.707 million rupees. These societies issued loans to the extent of 4,995 million rupees for construction of 864 houses during the year. During the year 687 houses were completed through them with the funds provided by the State and 942 houses were under various stages of construction at the end of the year. The Government loans outstanding against the societies at the end of the year amounted to 31.563 million rupees.

There were 150 Rural Housing Societies with a membership of 4,042 and a paid-up share capital of 0.321 million rupees at the end of the year. The entire allotment of 0.25 million rupees placed at their disposal in the budget for 1957-58 was fully drawn and disbursed during the year. Government loans amounting to 0.722 million rupees were outstanding against the societies at the end of the year. By the end of the year, 103 houses had been constructed through these societies and 155 more houses were under construction.

At the end of the year there were eight co-operative industrial housing societies in the State one each at Peelamedu, Sivakasi, Koilpatti, Nellikuppam, Udumpalpet, Rajapalayam and two at Mottur. A Government loan of 82,500 rupees and a subsidy of 41,250 rupees for the construction of the 50 ~~xxxxxxxx~~ tenements at a total cost of 165,000 rupees for the benefit of the workers in the Coronation Litho Works, Sivakasi, were sanctioned during the year. The first and second instalments of loan of 27,500 rupees each were drawn and disbursed to the society during the year. At the end of the year all the 50 tenements had reached plinth level. The industrial housing scheme at Koilpatti for the benefit of the workers of the Loyal Textile Mills, at an estimated cost of 0.501 million rupees for the construction of 159 B type houses with a loan of 0.229 million rupees and a subsidy of 0.114 million rupees was pending consideration with the Government of India. During the year the State Government sanctioned to this Society the disbursement of the first instalment of loan of 64,520 rupees in anticipation of approval of scheme by the Government of India. The society has applied to the Collector Tirunelveli, for acquisition of land to the extent of 18.46 acres and as soon as the society gets possession of the land it will go ahead with the scheme. The scheme has since been sanctioned.

The schemes at Rajapalayam and Udumalpet for the construction of 188 houses and 120 houses (50 A type and 70 B type) respectively at a cost of 0.713 million rupees and 0.462 million rupees respectively have been submitted to Government for approval and sanction of financial assistance (loan of 0.334 million rupees and subsidy of 0.167 million rupees for Rajapalayam Scheme and loan of 0.212 million rupees and subsidy of 10.6 million rupees for Udumalpet scheme). The Rajapalayam scheme has been sanctioned and the Udumalpet scheme is also expected to be sanctioned shortly. The two societies at Mettur has each a proposal to ~~build~~ build 50 houses to start with and they are taking steps to secure land for the implementation of the scheme. Government has recently enhanced the quantum of financial assistance available under the scheme to the co-operative housing societies from 75 per cent (50 per cent loan plus 25 per cent subsidy) to 90 per cent (65 per cent loan plus 25 per cent subsidy) and have also liberalised the mode of disbursement of the subsidy.

Re-settlement of Ex-servicemen.- The land colonisation societies and co-operative motor transport societies for ex-servicemen continued to provide work to their members.

The seven ex-servicemen co-operative motor transport societies owned 123 vehicles consisting of 74 lorries, 58 buses and a car. Two hundred and seventy-two ex-servicemen were provided with employment by these societies. Salaries and allowances amounting to 0.439 million rupees were paid to them during the period under report.

The land colonisation societies for ex-servicemen in the districts of Chingleput, Tanjore, Salem, Tiruchirappalli and Kanyakumari continued their activities during the year also. There were 673 members with a paid-up share capital of 0.254 million rupees. Out of the members 450 were active colonists. They reclaimed 2,855 acres and cultivated 2,087 acres. One thousand and seventy-seven tons of food crops and 3,632 tons of commercial crops were produced by them during the year.

Health Co-operatives.- The health co-operatives organised with a view to provide medical aid on modern lines to the villagers at their doors, rendered useful service. Of the six health co-operatives in the State at the end of the year, three have done good work. The Amoor Health Co-operative Society, the first of its kind to be started in this State, operates over eight villages in the Musiri Community Development Block in the Tiruchirappalli district.

41

During the year 2,367 patients were treated, of whom 652 were non-members. The Sholur Health Co-operative Society in the Nilgiris district treated 2,905 patients at its dispensary and 352 patients at their residence by private attendance, while the Dalavaipuram Co-operative Health Society in the Ramanathapuram district treated 8,000 patients of whom 5,500 were non-members. These societies employed qualified doctors and stocked and sold medicines at cost price to members and at market rate to non-members. Khushu Free treatment was given to the really poor and deserving. Government has been encouraging these institutions by giving them subsidies and free service of staff for managerial work.

Insurance Societies.- The Co-operative Fire and General Insurance Society, the only institution of its kind in Madras State, issued 11,291 policies covering Fire risks to the value of 296.1 million rupees.

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72

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JULY - AUGUST 1960.

50. General.

Mysore Beedi Industrial Premises (Regulation of Conditions of Work)
Bill, 1959.

The Government of Mysore published on 18 August 1960, the text of the Mysore Beedi Industrial Premises (Regulation of Conditions of Work) Bill, 1959, to be introduced in the Legislative Assembly of the State.

According to the Statement of Objects and Reasons of the Bill, in the working of the beedi (indigenous cigarette) industry in this State, it has been found that attempts are being made to deprive the employees in this industry of the protection and amenities contemplated by the various labour laws. It has become very difficult to establish that there is employer-employee relationship between the proprietors of beedi factories and their workers. As such, it has been found impracticable to enforce the labour laws. It is also found that there is a tendency on the part of the employers in this industry to resort to devices to circumvent the operation of the Factories Act, 1948, by splitting the factories into branches and also by carrying on the work through contract system so as to make it difficult for the workers to claim their rights and privileges under the various laws.

The beedi manufacturing premises are at present dirty, unhealthy, without proper ventilation, lighting and sanitation, with the result that the condition of workers is not satisfactory and below the normal standard of health and sanitation. There is no system of regular working hours, no regular payment of wages, no holidays with wages, etc. The net result of all this is that the employees are working under unsatisfactory conditions.

73

With a view to eradicate these evils, it has become necessary to prohibit the manufacture of beedies except in places licensed for the purpose. Hence this Bill.

Provision has been made in the Bill for measures in respect of the working hours, weekly holidays, overtime, and leave with wages. The employment in a beedi factory of children, that is persons who have not completed fourteen years is prohibited, and the working at night in such premises of women, and young persons, that is persons who have completed fourteen years of age but not completed eighteen years of age is also prohibited.

The provisions of the Payment of Wages Act, 1938, the Industrial Disputes Act, 1947, and the Industrial Employment (Standing Orders) Act, 1956, have been made applicable to the workers in beedi industrial premises so as to enable them to derive the benefits accruing thereunder.

Clause 5 of the Bill empowers the State Government to proscribe the time within which and the authority to which an appeal may be preferred by a person aggrieved by the decision of the competent authority refusing to grant or renew or a license or cancelling a licence.

Clause 6 empowers the State Government to ~~make rules~~ ~~regarding~~ ~~the~~ prescribe the qualifications for appointment as Inspectors.

Clause 7 empowers the State Government to make rules regarding exercise of powers by Inspectors for purposes of enforcement of the Act; to prescribe the register relating to manufacture of beedies; to prescribe the powers other than those specified in the clause, to be exercised by Inspectors.

Clause 9 empowers the State Government to proscribe by rules a standard of adequate ventilation and reasonable temperature to be maintained in beedi industrial premises.

Clause 12 empowers the State Government to proscribe the types of latrines and urinal accommodation to be provided in beedi industrial premises and also the number of latrines and urinals therein with reference to the number of men and women employees and to provide for such other matters in respect of sanitation as the Government considers necessary in the interests of the health of the employees.

94

Clause 13 empowers the State Government to prescribe the rules the washing facilities to be provided by employers.

Clause 14 empowers the State Government to make rules prescribing the location and the standards regarding construction, accommodation, furniture and other equipment or rooms to be provided in creches; for additional facilities for the care of children belonging to women employees including facilities for washing and clothing; for provision for free milk or refreshment or both for such children; and for requiring grant of facilities to mothers of such children to feed them at the necessary intervals.

Clause 15 empowers the State Government to prescribe the contents of first aid boxes.

Clause 16 empowers the State Government to make rules requiring that in any specified beedi industrial premises employing not less than 250 employees, a canteen shall be provided and maintained by the employer.

Chapters VI, VII and VIII of the Bill deal respectively with working hours, employment of women and children and leave with wages.

(The Mysore Gazette, Part IV, Section 2A,
18 August 1960, pp. 389-411).

Draft Collection of Statistics (Labour) Central Rules, 1960.

The Central Government published on 20 August 1960, the draft Collection of Statistics (Labour) Central Rules, 1960, proposed to be made under the powers conferred by section 14 of the Collection of Statistics Act, 1953. The rules require that every manager of a factory on whom a notice has been served by the Statistics Authority, should furnish to him in duplicate quarterly returns in prescribed form and statements showing the details in revisions in wages and allowances and of periodic bonuses granted to workers. The rules also prescribe the method of service of notice and furnishing of returns, procedure for calling for additional particulars and forms of returns. The draft rules will be taken into consideration by the Government after 30 September 1960.

(The Gazette of India, Part II, Sec. 3, sub-section (1), pp. 1350-1359).

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Labour Conditions in Jute Industry: Report of Employers' Organisation.

The following information concerning conditions of labour of member-mills of the Indian Jute Mills Association is taken from the annual report of the Association for the Year 1959*.

General Labour Situation.- There was a greater number of strikes during the year than in the two previous years, but these strikes were largely due to extraneous factors, and particularly to the general strikes called on two occasions by the leftist political parties as a protest against the food policy of the State Government. Another general strike was called by the National Union of Jute Workers (affiliated to the I.N.T.U.C.) in support of the demand for revision of wages and other service conditions by a Wage Board and the grant of an interim relief pending the recommendation of the Board. The leftist unions also declared their support for this strike. These demands were discussed at a meeting of the Industrial Committee on Jute earlier, when it was decided that all the major demands ~~from the~~ would be referred to a Wage Board and that the question of interim relief would ~~not~~ be decided by the Board within two months from the date of its constitution. The one-day strike took place on 14 December, thus causing a loss of production in all mills for one day and depriving the workers of one day's pay. Apart from the three ~~general~~ general strikes there were only 13 stoppages connected with labour disputes in individual mills, with a consequent loss of 743,524 manhours compared to 15 strikes and a loss of 1,516,898 man hours in the previous year.

The stoppage of looms working on accumulated loom hours and the sealing of looms in the first quarter of the year affected the budli workers, but the latter were soon re-employed in vacancies caused by permanent workers going on leave. With the unsealing of ~~24~~ 2-1/2 per cent looms in June and a further 2-1/2 per cent in August, more workers were recruited. Some mills, however, experienced shortage of labour during the height of the summer months and during the sowing and harvesting seasons.

* Indian Jute Mills Association: Report of the Committee for the Year ended 31st December 1959: 1960, pp. V + 142.

77

The federations of trade unions were dominated by political rivalries which influenced the attitude and activities of their component units. There was greater activity by the two major federations viz., the I.N.T.U.C. and B.P.T.U.C. each trying to increase its influence by enlisting members but unions at the unit level affiliated to these federations still do not truly represent the workers. Individual unions, however, showed a desire to settle local disputes by direct negotiation but the presence of rival unions owing allegiance to different political parties often came in the way of reaching an agreement.

There were over 250 bipartite and tripartite meetings during the year for discussing a variety of disputes in different mills. Though these meetings resulted in only 34 written agreements, many other disputes were amicably settled. Some of the unsettled disputes were referred to Labour Courts or Industrial Tribunals.

As in previous years there were instances of violence on the part of workers resulting in the bodily injury of supervisors and sirdars. A supervisor was attacked outside the mill premises by a group of workers led by a disgruntled budli worker. There were two instances of assaults on overseers following the suspension of workers who were given charge-sheets. The Labour Officer of a mill was attacked with a knife on his way home from the mill. Appropriate action under the Standing Orders was taken against the miscreants who were identified.

The Association's Labour Department. - The "night offices" set up in the different mill areas by the Association's Labour Department for receiving complaints from workers were fully utilised by the workers and their unions. Apart from the complaints which were registered as cases for further investigation, numerous others were disposed of satisfactorily on the spot by the Labour Officers of the Association who attended the night offices on appointed days of the week. Over 800 cases which were either registered at the night offices or were forwarded for investigation by the Labour Directorate of the State were taken up by the Labour Officers for further enquiry with the managements of the mills concerned. After proper enquiry the results were made known to the workers. Some of the complaints were further discussed either at bipartite or tripartite conferences. Many bipartite conferences were also held at the Association's head office. Thus the Association's Labour Officers had to devote considerable time to resolving disputes at the source, which helped to minimise the reference of disputes to Labour Courts and Tribunals.

The assistance of the Labour Department was sought by members when disputes were referred to Labour Courts or Tribunals. Some of these cases were conducted directly by the Department and others in conjunction with the Association's Solicitors.

Due to prompt intervention by the Association's Labour Department at the commencement of disputes many strikes were averted. During strikes and closures the Group Labour Officers of the Association took all necessary steps to bring about settlement and resumption of work. They also maintained close liaison with the Labour Directorate, the district officials, unions and the management.

The Labour Officers of the Association took an active interest in organising welfare activities in the I.J.M.A. Welfare Centres and helped to develop and organise football competitions, athletic sports, etc. on a group basis in the different mill areas. The Labour Officers also acted as inspectors under the Working Time Agreement.

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

Year	Number of Strikes and/or Lockouts.	Man Hours Lost
1950	18	3,239,548
1951	6	426,431
1952	22	1,114,175
1953	71	4,231,857
1954	15	2,551,496
1955	63	3,409,916
1956	39	6,602,876
1957	15	2,123,115
1958	15	1,516,893
1959	124	5,273,362

The total number of work stoppages and the consequent loss of man hours during the year under review recorded a sharp rise as compared with the previous year. There were 124 stoppages resulting in a loss of 5,273,362 man hours in 1959 as against 15 stoppages and a loss of 1,516,893 man hours in the previous year. Out of the 124 stoppages during the year, 111 stoppages involving 525,796 workers and a loss of 2,529,658 man hours were brought about as the result of the calls for general strikes on the 25th June, 3rd September and 14th December 1959. The first two general strikes were called by the leftist political parties to protest against the food policy of the State Government. The general strike on 14th December 1959, was called by the Central Trade Union Organisations affiliated to the different political parties in support of the demand for a Wage Board for the Jute Industry and some interim relief pending the final decision of the Wage Board. The remaining 13 stoppages involving 27,042 workers and a loss of 743,524 man hours related to industrial disputes concerning individual mills; of these 13 stoppages six were brought about by workers protesting against the issue of charge sheets and warning notices. Discontinuance of employment of budli hands for negligence of work or for low production closure of some hessian looms which had been working on purchased loom hours, alleged ill-treatment of workers by the members of the supervisory staff etc., were the reasons for the remaining 7 work stoppages.

There were also nine short duration sectional stoppages during the year. Issue of charge sheets, closure of the mill gate during working hours, discontentment over the alleged shortage of cops and supply of bad yarn, protest against the dismissal of a co-worker etc., were the reasons for the short duration sectional stoppages.

Works Committees.- The reports says that although in cases of major disputes the workers' representatives very often failed to exert any effective influence over the workers, the utility and importance of Works Committees in creating an atmosphere for joint consultation in the solution of day-to-day labour problems at the plant level cannot be under-estimated.

Industrial Health.- There were no incidence of diseases in epidemic form. The spread of cholera, small pox and influenza was ~~not~~ successfully checked. The B.C.G. Unit of the Health Department of the Government of West Bengal carried on B.C.G. tests and vaccination in January amongst the workers of Samnuggur North Mills. It may be mentioned that the Directorate of Health Services started the B.C.G. anti-tuberculosis campaign amongst the jute mill workers in 1952.

Workers not covered by the Employees State Insurance Scheme continued to receive the benefit of sick leave with pay according to the terms of the Jute Textile Tribunal Award.

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

	Jan.	Feb.	Mar.	Apr.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
Number of persons absent due to sickness as percentages of total number of persons employed.	12.87	13.13	13.58	12.97	13.79	13.85	14.65	14.14	12.92	12.61	13.83	12.55
Average period of absence per sick person (days).	5.24	5.52	4.96	5.15	5.55	5.66	5.63	5.23	5.26	5.19	5.23	5.64
Average period of per capita absenteeism of all workers employed (days).	0.67	0.73	0.67	0.67	0.76	0.78	0.83	0.74	0.67	0.65	0.73	0.70

50

Workers' Participation in Management.— The Joint Councils set up voluntarily as an experimental measure by Kankanarrah and Bally Mills in connection with the scheme of Workers' Participation in Management evolved by the Indian Labour Conference in 1957 functioned regularly in both the mills during the year. The Government of India has been approached by members of Bally Mill Joint Council for the supply of documentary films and brochures in Hindi on the subject. The Bally Mills Council also published brochures in Hindi and Bengali on the aims and objects of the Joint Council for free distribution amongst the mill workers. A Sub-Committee appointed by the Bally Mill Committee was authorised by the management to select three or four suitable apprentices every year for training at the mill. The Canteen Sub-Committee of the same mill also implemented certain measures for the improvement of the quality of tea and snacks, resulting in considerable increase in the sale of the canteen products.

Subjects relating to production, security, supervision, employment, welfare matters etc., were discussed by the Kankanarrah Mill Joint Council. The Special Sub-Committees, such as the Canteen Sub-Committee and the Safety Sub-Committee, took an active interest in the solution of day-to-day problems. The suggestions put forward by these Sub-Committees were accepted by the management.

81

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

India - July - August 1960.

Welfare of Posts and Telegraphs Labour: Fund to be formally established.

Dr. P. Subbarayan, Minister of Transport and Communications, stated in the Parliament on 2 August 1960, that the proposed welfare fund for the Posts and Telegraphs staff would be formally established soon (vide page 87 of the report of this Office for May-June 1960).

The Government proposed to contribute 700,000 rupees per annum to the fund for the first three years. The employees also proposed to contribute to the fund ranging from 15 nP. to 5 rupees per month. The fund would be utilised to conduct sports meets and provide amenities to the staff.

(The Hindustan Times, 3 August 1960).

Jammu and Kashmir: Welfare Fund set up for Teachers.

The Government of Jammu and Kashmir has sanctioned a scheme relating to the welfare of teachers and officers of the Education Department.

Under the scheme the acceptance of which is optional, the teachers will contribute a specified part of their salaries towards the fund to be known as the Jammu and Kashmir Teachers Welfare Fund. The main object of the fund is to give relief to the survivors of teachers who die in harness. Financial assistance will also be given in cases where teachers require specialized medical treatment.

(The Tribune, 15 May 1960).

Privilege Travel Concessions extended to Industrial
Employees of Central Government.

The industrial and work charged staff who are entitled to regular leave will also be eligible from this year to leave travel concessions like the other Central Government employees.

The concession says an official Press release, will be admissible for journey between places not connected by rail as well. The extent of assistance from Government in such cases will be limited to what would have been admissible had the journey been by rail in the authorized class, or 90 per cent of the actual expenses, whichever is less.

The Privilege Ticket Order, available to all Government employees who have completed one year of service enables the employee and his family to make a trip to their home town once in two years on earned leave.

(The Hindustan Times, 27 July 1960).

53. Labour Administration.

India - July - August 1960.

Report on Labour Conditions in Rourkela Steel Project:
"Scant Respect" for Labour Legislation alleged.

An official report after a sample study of the conditions of workers in some departments under the Rourkela steel project said: "Broadly speaking, labour legislation in this new factory has so far been treated with scant respect".

The report added: "The Factories Act continues to be disregarded, the prescribed limit on working hours is not observed, weekly holidays are not granted, nor is overtime work paid for. Display of factory notices is the exception rather than the rule".

The report was placed before the Implementation and Evaluation Committee of the Orissa Labour Advisory Board at its meeting on 19 July 1960. The State Labour Minister, Shri Rajballay Misra, told the meeting that the public sector should not only be an enlightened employer, but should also serve as a model for the private sector. In the matter of penal action for non-compliance with the various statutory provisions, there should be no discrimination in favour of defaulting officials in the public enterprises.

He drew the committee's attention to the report and said: "It is our duty to protect labour against unfair labour practices and to ensure enforcement of labour laws uniformly".

The 14- page report, referring to the Tarkera pump house with a labour strength of 55, said the establishment had not been registered under the Factories Act also said. "Though there is a provision in the Factories Act prohibiting the employment of women after 7 P.M. the pump house continued to work three shifts with women workers in each shift."

15

"It is highly illegal to have allowed women employees to work at night, and more so beyond 10 P.M., with utter disregard of the mandatory provision made in Section 66 of the Act."

The report mentioned the violation at the pumping station of Section 79 of the Act regarding paid annual leave and said: "No record of leave with wages is kept, nor leave cards issued to workmen".

Workers employed on a workcharged basis got leave for only 15 days in a year, which was not regulated according to the provisions of Section 79 of the Act. This leave, not availed of during one calendar year, was not carried forward to the next calendar year as provided in the Act. No leave book was issued to the workers, nor were other leave rules contained in Chapter 7 of the Act followed. "Since the inception of the project regular attendance and other services records of these categories of workmen have not been kept, as it were, with a view to depriving these employees of their retrenchment benefits, leave with wages, overtime wages, maternity benefits and so on", the report said.

No effective arrangement had so far been made for adequate supply of "wholesome drinking water" in the various production units and at other places at the plant site, the report said. Workmen employed in the blast furnace depot, which comprised three units, the pig casting machine, the blast furnace and the gas clearing plant, were not provided with suitable goggles to avoid the risk of injury to their eyes. They were also not supplied with protective clothes or boots.

Dealing with industrial relations the report pointed out that inadequate implementation and enforcement of labour laws, awards and agreements was one of the reasons for the recent strike at the plant. A joint consultative committee, which could have effectively reduced industrial unrest, had not been created, and it was time that Hindusthan Steel Limited realised that "labour is not commodity but a factory in industrial production."

The report said: "The management's apathetic attitude towards the States conciliation machinery has resulted in the failure of almost all conciliation proceedings so far undertaken. Instead of satisfying the workers' urge for self-expression, leading to industrial peace, a sense of frustration and an absence of confidence have been created in the State conciliation machinery."

The report regretted that the plant authorities had on each occasion declined reference of industrial disputes to arbitration in the event of failure of conciliation proceedings. "Since the expansion of the public sector envisages increasingly greater responsibility for the workers, and when it is desired that conditions of work in public undertakings are expected to set an example to the private sector, administrators handling such undertakings have to be specially watchful of labour interests".

(The Statesman, 3 August 1960).

57. Family Budgets Including Nutrition.

India - July - August 1960.

Central Statistical Organisation Survey of Lower Middle Class Families: Deficit Budgets, a Common Feature.

Deficit budgets appear to be a common feature with lower middle class families, according to a survey conducted under the sponsorship of the Central Statistical Organisation of the Cabinet Secretariat.

The survey covers 1958-59 and was considered necessary because of the need for middle class cost-of-living index numbers "in connection with the revision of emoluments and adjustments of allowances of salaried employees in the public as well as private sectors".

In the selection of urban areas for this study "administrative requirements" were kept in mind and priority was given to national and State capitals, seats of High Courts and other important cities with populations exceeding 400,000.

Middle class was defined for the purposes of the survey as "families of non-manual employees of the non-agricultural sector". Employers and "owned-account" workers were excluded because in these cases adjustment of salaries and allowances was not involved. Mining, manufacturing and construction employees were excluded as they would be covered by the working class cost-of-living index numbers.

After these eliminations no lower limit in terms of income was ~~mandated~~ considered necessary and upper limits were left to be determined at the tabulation stage.

What was aimed at was a social class standing midway between the working class and the upper class.

The results show that the bulk of the families are concentrated in the income range of Rs.60-750 per month; families with an income range of Rs.750 or above were only 2.7 per cent, and those below Rs.60, 2.6 per cent; the highest frequency, 24 per cent, was in the Rs.100 to 150 group, while the Rs.150-200 and Rs.200-300 groups were 19 percent to 20 per cent of the total. The Rs.500-750 groups accounted for 4-1/2 per cent.

(7)

Families with incomes of Rs.750 or above were 8-1/2 per cent in the 'A' class cities of ~~Madras~~, Calcutta, Delhi, Bombay and Madras, against 2-1/2 per cent in 'B' class cities (over 400,000 in population) and 1-1/2 per cent (in 'C' class towns that is the rest).

Families with incomes of less than Rs.60 were 1 percent in 'A' class cities and 3 to 4 per cent in the smaller centres. The Rs.60-100 class was 4.75 per cent in 'A' class cities and 17 per cent in the smaller centres.

The data collected for the survey were obtained by pooling the material sampled from all the centres.

Average Expenditure.— The average expenditure per family was found to be Rs.280 per month. In the lower income groups "~~the lower income groups~~" the average family expenditure exceeds even the upper limit of the class interval".

Of the total family expenditure, 44.7 per cent was on food, etc., 4.2 per cent on fuel and light, 13.2 per cent on housing, household requisites and services, 11.8 per cent on clothing and 28.1 per cent on miscellaneous. Miscellaneous expenditure was made up of education and reading (one-fifth), transport and communication (one-sixth), medical care (one-seventh), personal care and personal effects (one-seventh). Recreation and amusement accounted for 5 to 6 per cent of the miscellaneous expenditure and 1.5 per cent of the grand total.

The rest of the expenditure was incurred on interest on loan, litigation, subscription, and taxes. About 1 per cent was accounted for by taxes, the breakdown being 0.1 per cent in the lowest income group and 6.5 per cent in the group above Rs.749.

This should be the first all-India survey concerning the middle class about whose economics not much is known as yet. There have been a number of limited or Statewise surveys, including one confined to diet and health in Bombay.

In the present survey apart from the CSO, the NSS and the ISI were involved as also the Labour Bureau.

(The Statesman, 13 August 1960).

Chapter 6. General Rights of Workers.

63. Individual Contracts of Employment.

India - July - August 1960.

Uttar Pradesh: Industrial Employment (Standing Orders) Act, 1946, extended to Industrial Undertakings employing more than 50 Workmen.

In pursuance of the provisions contained in the Industrial Employment (Standing Orders) Act, 1946, the Government of Uttar Pradesh has specified the following classes of industrial undertakings in the State employing more than 50 workmen to which the provisions of the said have been made applicable with effect from 22 June 1960.

- (1) All textile mills.
- (2) Ginning and pressing mills.
- (3) All engineering works.
- (4) All flour, dal and rice mills.
- (5) All tanneries.
- (6) All shellac factories.
- (7) All printing presses.

(Notification No. 1350(LL)/XXXVI B-232(LL)-56, dated 22 June 1960; Uttar Pradesh Gazette, Part I, 2 July 1960, page 992).

59

Madras: Non-Official Bill to regulate Termination of
Persons in Industrial Establishments introduced in the
Assembly.

Shri M. Kalyanasundaram, Member, Madras Legislative ~~Assembly~~ Assembly, introduced on 19 August 1960, in the Assembly a Bill to regulate the termination of persons in industrial Establishments in the State.

According to the Statement of Objects and Reasons of the Bill, the Madras High Court in W.P. No. 184 of 1958 has held that it is open to an employer to terminate the services of an employee with one month's notice, giving no reasons whatsoever and that Order of the employer will be held to be valid in the eyes of the law and that an Industrial Tribunal cannot interfere with an Order of such termination. The Madras Industrial Establishments (Regulation of Termination of Employment) Bill, is intended to provide for security of service to a workman and in the interests of Industrial Peace to prevent workmen from being discharged without any reasons being given for such discharge.

It may be stated ~~xxxxxx~~ here that both under the Madras Shops and Establishments Act, the Madras Beedi Industrial Premises Act and the Madras Catering Establishments Act, provision is made for security of service to workmen. Provision in the proposed Bill is only intended to give security of service to all workmen.

The Bill provides that no employer shall dispense with the services of an employee employed continuously for a period of not less than six months, except for a reasonable cause and without giving such employee at least one month's notice or wages in lieu of such notice, provided however that such notice shall not be necessary where the services of such employee are dispensed with on a charge of misconduct supported by satisfactory evidence recorded at an enquiry held for the purpose.

Any employee discharged, dismissed or retrenched may appeal to the Labour Court or to such authority and within such time and in such manner as may be prescribed.

The decision of the appellate authority shall be final and binding on both the parties, not be liable to be questioned in any Court of Law and be given effect to within such time as may be specified in the order of the appellate authority.

(The Fort St. George Gazette,
Part IV-Sec.3, 24 August 1960,
pp. 103-108).

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

India - July - August 1960.

Andhra Pradesh: Working of the Payment of Wages Act, 1936
for the Year 1957.

Application.- The provisions of the Payment of Wages Act, 1936 are applicable to all factories covered by the Factories Act, 1948 and to motor Omnibus Services in the eleven Andhra Districts in this State. Proposals for extending the same to the Motor Omnibus Services in Telangana Districts, are being sent to the Government so as to maintain uniformity, through out the State.

Annual returns.- Only 2,530 out of 3,956 factories (excluding 7 Government Factories exempted from submitting returns) which were in commission during the year under report, submitted the returns in time. As such, particulars are available only in respect of 78.1 per cent of the factories that were in commission during the year. Out of 751 motor Omnibus Services in the Andhra Districts, returns were submitted only by 274 establishments.

Wages.- The average number of persons employed during the year in all factories from which returns were received in time was 138, 172 and in other industrial establishments, namely Motor Omnibus Services, was 3,170. The total amount of wages paid in these establishments in the year including deductions was ~~Rs. 81,059,403.28 nP~~ Rs. 81,059,403.28 nP in factories and Rs. 2,091,222.14 nP. in motor Omnibus Services, amounting to an average earnings of 49 rupees and 55 rupees per month per worker in factories and motor omnibus services respectively. In some cases wages paid to the workers include the money value of concessions given in cash.

Payment of Wages.- Wages were generally paid on or before the due dates. In case of delayed payments of wages, paymasters were warned and directed to observe the provisions of the Act strictly. In other cases the parties concerned were advised to apply to the Authority for direction under Section 15 of the Act, when amicable settlement of the claims failed. There were 68 claims pending at the beginning of the year. One hundred sixtysix claims were filed under Section 15 of the Act during the year making a total of 234 of which 51 claims were allowed and 85 dismissed, leaving a balance of 98 cases at the end of the year. There were 5 claims arising out of delay in payment of wages and deductions from payment of wages in respect of Railways of which 2 were allowed and 2 dismissed leaving a balance of one.

Wage period.- The provisions of Section 4 of the Act relating to fixation of wage periods were complied with practically in all cases. In case where the wages were not paid on the dates prescribed the attention of the paymasters was drawn to the provisions of the Act for compliance and necessary action taken in such cases.

Deductions.- Deductions from wages of workers were all authorised and was in accordance with the provisions of the Act. A sum of Rs. 6,742.17 nP. was deducted from the wages of workers as detailed below:-

	<u>Rs. nP.</u>
1. Deductions under fines -----	1,172.31
2. Deductions for breach of contract -----	1,809.49
3. Deductions for damage or loss -----	3,760.37
Total.	<u>6,742.17</u>

Inspection.- As usual inspections under this Act were made along with the inspections under the Factories Act. Special visits were also made by the Inspectors of Factories in some cases to enquire into complaints regarding non-payment, delay in payment of wages and or illegal deductions from the wages of workers.

Prosecutions.- Three prosecutions were taken up during the year. Convictions were obtained in all the three cases and a total sum of 50 rupees was imposed as fine.

(Government of Andhra Pradesh,
Notification No. G.O.Ms. 2635,
dated 13 November 1958).

77

66. Strike and Lockout Rights.

India - July - August 1960.

Essential Service Maintenance Ordinance, 1960(No.1 of 1960).

The President of India promulgated on 8 July 1960, an Ordinance to provide for the maintenance of certain essential services and the normal life of the community. The Ordinance which came into force at once empowers the Central Government to prohibit by general or special order, strikes in any essential service specified in the order. The Order so made shall be in force for six months but the Central Government may extend the order for any period not exceeding six months.

The term 'essential services' have been defined to include: (i) any postal, telegraph or telephone service; (ii) any railway service or any other transport service for the carriage of passengers or goods by land, water or air; (iii) any service connected with the operation or maintenance of aerodromes, or with the operation, repair or maintenance of aircraft; (iv) any service connected with the ~~operation~~ loading, unloading, movement or storage of goods in any port; (v) any service connected with the clearance of goods or passengers through the customs or with the prevention of smuggling; (vi) any service in any mint or security press; (vii) any service in any defence establishment of the Government of India; (viii) any service which the Central Government, being of opinion that strikes therein would prejudicially affect the maintenance of any public utility service or would result in the infliction of grave hardship on the community may, by notification in the Official Gazette, declare to be an essential service for the purposes of this Ordinance.

Upon the issue of an order prohibiting strikes no person employed in any essential service to which the Order relates shall go on remain on strike; and any strike declared or commenced, whether before or after the issue of the Order, by persons employed in any such service shall be illegal.

Penalties are provided for illegal strikes, for instigation or incitement or acts in furtherance of a strike and for giving financial aid to illegal strikes.

(The Gazette of India, Extraordinary, Part II, Sec.1,
8 July 1960, pp. 389-372).

Chapter 7. Problems peculiar to certain categories
of workers.

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

India - July - August 1960.

Madhya Pradesh: Pay Committee's Recommendations
accepted.

The Madhya Pradesh Government announced on 13 August 1960, its decisions on the recommendations of the Pay Committee for State Government employees appointed last year.

For details, please see Section 37, pp.37-38 of this Report.



Central Government Employees' Strike, 12-16 July 1960.

A strike by employees of Central Government offices took place from the midnight of 11-12 July 1960 till 16 July 1960, when it was called off. The strike was joined only by sections of Government employees. The strike was in response of the call from a Joint Council of Action, which was instituted in April 1960 commonly by the various Central Government Employees' Unions and Associations. The Joint Council of Action was set up by the following participating organisations: All-India Railwaymen's Federation; All-India Defence Employees' Federation; National Federation of P. & T. Employees; Civil Aviation Department Employees' Union; All-India Non-Gazetted Audit and Accounts Federation; All-India Income Tax (Non-Gazetted) Employees' Federation; Central Public Works Department Workers' Union; All-India Customs Employees' Federation; Indian Meteorological Workshop Union; and P. & T. Industrial Workers' Union.

Demands of employees.- This concerted action, which owed its origin to dissatisfaction over the Government's decisions on the Pay Commission's recommendations. The specific demands as listed in the strike notice served on Government on 25 June 1960 were the following:-

- (1) Payment of dearness Allowance on the basis of the first Pay Commission's recommendations.
- (2) The grant of a national minimum wage for Central Government employees in the light of the principle enunciated by the 15th Labour Conference, and the determination of differentials between Classes IV, III, II and I, as well as between un-skilled, semiskilled, skilled and highly skilled categories on a national and equitable basis.
- (3) The appointment of a standing board consisting of equal representation of organised labour and the concerned ministries, with a neutral chairman, to settle disputes relating to scales of pay, and other service conditions commensurate with the diversity of occupation, responsibilities, risks and hazards, connected with the duties of various categories in different Departments and Ministries.
- (4) No curtailment of any existing amenities, rights and privileges.
- (5) Reference to arbitration of disputes referred by either parties and the recognition of one union in one industry by determination of the representative character of a union through referendum held bi-annually.
- (6) Withdrawal of rule 148 and proviso Rule 1708 of State, Railway Establishment Code, Vol. I and Rules 4(a) and 4(b) of C.C.S. Conduct Rules and a judicial enquiry into all cases of arbitrary removal from service under the above rules.

Pre-Strike Developments.- A hectic period of negotiation and mobilisation of resources by both the parties preceded the strike. The Government, on its part, made it clear that it is not prepared to go beyond the Second Pay Commission's recommendations and that it would only consider, within this limit, any reasonable demands of the employees. Of the Central trade union, the India National Trade Union Congress and its affiliated industrial federations dissociated themselves from the strike, while the other three, viz., All-India Trade Union Congress, Hind Mazdoor Sabha and the United Trade Union Congress endorsed it.

Talks between the Government and the members of the Joint Action Council, called at the initiative of Shri G.L. Nanda, Union Labour Minister, failed. Talks between the representatives of the Government and those of the Central Government employees having failed, the standing committee of the Joint Council of Action of the Central Government Employees, on 3 July, issued a statement in New Delhi calling upon the employees to go ahead with the preparations for a general ~~strike~~ indefinite strike from the midnight of 11 July, if their demands were not met meanwhile. The main demands were: (i) linking of the dearness allowance with the cost of living index, as recommended by the first Pay Commission; (ii) basing of the minimum wages on the recommendations of the fifteenth session of the Indian Labour Conference held in Delhi in December 1957; and (iii) no curtailment of existing rights and benefits.

In a broadcast talk to the nation on 7 July 1960, the Prime Minister strongly condemned the threatened strike and appealed to the employees to give up their decision and to realise that any general stoppage of work might well deal a dangerous blow to the country. He described the proposed strike as an "attack on our people and our country", and said no argument could justify it at the present moment of "trial and danger" even if the Government was "wrong in any decisions" it might have taken. While pleading for the adoption of "methods of peaceful consultation" to settle such problems as may arise, the Prime Minister firmly reiterated the Government's decision not to go beyond the Pay Commission's recommendations. He warned that if the strike succeeded, it would lead only to chaos in the country and would do no good to anyone. He also pointed out that the strike was "not a normal industrial dispute but something different in quality and different in intent". He said that the strike was irresponsible and harmful and would let destructive forces loose on the country.

On 8 July 1960, the President promulgated an Ordinance providing for the maintenance of essential services in the country in the event of the proposed strike materialising. The Ordinance, which came into force immediately, provided for punishment of persons going or continuing on an illegal strike, as also punishment of those instigating employees to go on an illegal strike or aiding such strikes monetarily. The Ordinance authorised police officers to arrest without warrant any person reasonably suspected of committing any offence under the Ordinance. The next day, the Union Government completed arrangements on the civil and military levels to meet the strike threat and to maintain the essential services. By a notification, the Government declared that six services of vital importance to the community, including

97

the Railways, the Posts and Telegraphs, mints and security presses, and movement of goods at ports, could be serviced and manned by Defence personnel under the Armed Forces Emergency Duties Act. Strikes in services connected with the movement and distribution of foodstuffs in the country were prohibited under the provisions of the Ordinance promulgated by the President. Strikes were also prohibited in services manning the supply and distribution of water or of sewage system ~~with~~ and the disposal of sewage, services connected with the maintenance of electric sub-stations or installations. Meanwhile, instructions were issued by ~~the~~ the Government to all departmental heads to take prompt disciplinary action against defaulting staff. A number of trade union leaders and strike instigators were arrested on 11 July just before the commencement of the strike. Among them were Shri S.M. Joshi and Shri Nath Pai, two prominent members of the Joint Council of Action, who were taken into custody in Bombay under the Preventive Detention Act, while defying ban on meetings in Bombay.

The Strike.- The strike was only partially successful, normally being disrupted only in certain parts of the country, due to the emergency measures adopted by the Government. The strike was called off unconditionally on the midnight of 16 July 1960. A decision to this effect was announced by Shri S. Guruswamy of All-India Railwaymen's Federation on behalf of the Joint Council of Action of the Central Government employees after he had held prolonged consultations in New Delhi with a number of union leaders representing Posts and Telegraphs, Defence, Civil Aviation and other Central Government employees. Shri Asoka Mehta, leader of the Praja Socialist Party, who played a prominent part in the negotiations to call off the strike, in a statement after the end of the strike, hoped that ~~now~~ "now that the strike has been withdrawn, the concessions offered before will not be sought to be varied" and would be implemented in the spirit in which they were offered. He added that a few hundreds of thousand of workers and it appeared that about 15,000 people had been arrested in the course of the last few days.

Action regarding strikers.- The decisions of the Government of India on how to deal with various categories of strikers, were officially announced on 22 July 1960. While there is to be no wholesale dismissal or penalisation of Central Government employees involved in the strike, those who instigated it or indulged in violence, sabotage or intimidation are to be removed from service. The Government also directed the heads of departments to terminate the services of those strikers who had been convicted in courts of law, and suspend and launch disciplinary proceedings against those guilty of sabotage, violence, intimidation or gross misbehaviour.

Proceedings against Government servants who were under trial for offences under laws other than the Essential Services Maintenance Ordinance were to continue according to these instructions. Similarly, Government servants arrested or prosecuted under Section 5 of the Ordinance for instigating or inciting the strike would also have to face prosecution.

The total number of people arrested during the strike was 16,399. Of these, 12,440 were Government employees. The number of Government employees dismissed from service so far is 401.

Shri Deven Sen, president of the Hind Mazdoor Sabha, told newsmen in Delhi on 27 July 1960, that his organisation would appeal to the I.L.O. and the I.T.W.F. to send a Commission to study the post-strike situation in India and take steps to safeguard the rights of the working class. Such an inquiry, he felt, was necessary as many fundamental rights of the working class today were in jeopardy.

In a resolution, adopted on 31 July 1960, after three days of deliberations in New Delhi, the Joint Council of Action of the Central Government Employees' Unions urged the Government to take back all its employees, including those convicted in connection with the recent strike. The Council viewed with "grave concern" Government's general attitude towards the strikers and said that the relaxations announced so far were "very inadequate".

For other developments allied to the strike, please see the following references:-

	<u>Section.</u>	<u>Pages.</u>
Essential Services (Maintenance) Ordinance	66	93
Government's Decisions Pay Commission's Recommendations.	- 37	39-44
Lok Sabha debate on the Strike.	- 73	99-107

Lok Sabha approves Government Measures in regard to
Employees Strike: Strike to be Banned in Central
Services: Home Minister's Declaration.

After a debate on 8 and 9 August, the Lok Sabha adopted a resolution approving the stand and the action taken by the Government of India on the recent strike by Central Employees.

Opening the debate Shri Naushir Bharucha (Ind-Bombay) moved a resolution urging the House to disapprove the Essential Services Maintenance Ordinance, promulgated by the President to deal with the strike. Shri Bharucha said that the Ordinance was meant to circumvent the judgments of High Courts which had declared that strike by workers in an essential service was not illegal. "The Government's momentary victory over labour must not lead ~~it~~ it to the conclusion that the matter will end now", Shri Bharucha said.

The strike decision was not taken in a hurry. "Today the Prime Minister says that strikes are outmoded in essential services, and that in Russia strikes have been banned. I do not know since when the Prime Minister has become so very much enamoured of the labour policy of Russia. To deprive workers of the strike weapon without building up any safeguard of arbitration, which automatically comes into operation, would amount to reducing the position of employees to that of bonded slaves", Shri Bharucha said.

Shri Bharucha criticised the Government for using its police powers to suppress the strike, humiliate strike leaders, arrest thousands of employees and dismiss temporary hands.

Government's policy regarding its employees.- Pandit Gobind Ballabh Pant, Minister for Home Affairs, speaking next stated that the Government had decided to ban strikes in essential services like the Railway and the Posts and Telegraphs. It was also proposed to prohibit outsiders from holding office in trade unions of Government employees.

The Government, Pandit Pant said, would set up some machinery in every branch of the services for settlement through negotiations or for reference for arbitration of the demands of Government servants.

161

He said the Government was agreeable to a review of the position regarding dearness allowance whenever there was a rise of 10 points in the index of prices during 12 months. It was possible that the Government would decide that at least half of such rise should be neutralised automatically. As for the rest, the matter could be referred to an impartial body, if necessary, he said.

The Home Minister justified the promulgation of the Essential Services Maintenance Ordinance. He said there would have been chaos and anarchy if it had not been promulgated. The ordinance was an "inescapable necessity", he said. "When it was issued the situation was really grave".

Pandit Pant said Government servants should not be linked to industrial workers. They were the trustees of the nation and whatever step they took should be for the benefit of the people and the country as a whole.

The Home Minister contended that an ordinary Government servant was much better off than his counterpart elsewhere. If the Government had to pay more to their employees, it had to tax the people, the condition of some of whom was more pitiable. "Do you have to take away from Peter who has no clothes on - not even a loin cloth - to give the other man a tie," he asked.

Giving an idea of the bill that the country had to pay because of the strike, Pandit Pant said that Government lost more than 40 million rupees in their earnings. There had been a national loss in various ways. The workers lost more than 7 million rupees in wages.

During the strike, the Home Minister said, there were at least 135 cases of sabotage and more than 200 cases of intimidation, ~~there were 228 cases of~~ obstruction and so on. Abusive language was used.

"If the Government had not taken the steps they did", the Home Minister said, "we would have lost all that we have gained since the achievement of independence. That is not my judgment. That is the judgment of the entire country".

Analysing the Ordinance, Pandit Pant said that it embodied only the provisions of the Bill that was passed by the Lok Sabha in 1957, when there was a threat of strike only in one of the essential services, the posts and telegraphs. The Bill was now before the Rajya Sabha.

The Home Minister recalled the promulgation of an Ordinance in 1957 to meet the threat of strike by P. & T. employees and the passing of a Bill to replace it, and said: "If an Ordinance like this was permissible and necessary in 1957, it is much more so today".

Justifying the promulgation of the Ordinance, Pandit Pant said: "Here in 1960 we are concerned not with the threat by one but by a very large number of unions. Moreover, there is the joint committee for action - in a way it was not called joint conspiracy for us". The committee was dominated mostly by people who did not belong to the services and such people inciting the services to go on strike did not look proper.

If the strike had succeeded, Pandit Pant added, thousands and thousands would have starved to death in some ~~cities~~ cities as food stocks there were only for three or four days. Waterworks and industries depended for their working on coal supply. If coal had not reached them for three or four days there would have been no water to drink in cities; there would have been no light and there would have been nothing but anarchy and chaos.

The Home Minister recalled the appointment of the Second Pay Commission and the passing of the resolution of the 15th Labour Conference recommending a need-based minimum wage.

The Home Minister said that what the basic pay which used to be Rs.30 or Rs.35 had been raised to Rs.70 and there was also the Dearness Allowance of Rs.10. There were annual increments now which were double of what they used to be. The real scale of emoluments would now vary between Rs.80 and Rs.85. Moreover, there was the guarantee of pension, security of service, and "I venture to think that anyone who outside the Government is getting Rs.150 a month will be quite glad to exchange his place with a Government servant getting Rs.80 to Rs.90".

Analysing the effect of the acceptance of the Pay Commission's recommendations on the Central finances, Pandit Pant said that during the third Plan period an additional expenditure of 2,500 million rupees would have to be incurred. ~~Ru~~

Pandit Pant said that the way in which the public offered their services and the manner in which they supported those who were working showed their real attitude to the strike.

Apart from the merits of the question there was a fundamental issue, Pandit Pant said, and asked: "How can we justify any departure from the recommendations made by such a high-power committee (Pay Commission) after such a commission had given full opportunity to everyone?"

Keeping Price Line.- Pandit Pant said: "We have to raise the per capita efficiency and the per capita productivity of the country. Therein lies the real key to the maintenance of the proper price line too. If everyone can produce more there can be no difficulty in maintaining the price line."

102

The question arose as to who was responsible, or would be responsible, for all that had happened. "I do not think that we have no responsibility so long as we are here. But in these matters it must be understood that others also have certain responsibilities."

The Home Minister quoted a communication addressed by President Roosevelt to the National Federation of Federal Employees in the USA that there was no place for militancy among the Government servants in the USA.

Pandit Pant said that before the strike was formally called off, most of the unions had withdrawn their notices and there was hardly any possibility of the strike dragging on for another day or more. There was no question of victory (for Government). When the news of the withdrawal of the strike was received there was a certain amount of relief.

Pandit Pant said that the Government had adopted a policy of leniency towards those who took part in the strike.

But that did not solve matters finally. "We have to devise means so that there should be no strike. Strikes are going to be banned in the public services. Neither the Railways nor the Posts and Telegraphs could indulge in such sort of suicidal and dreadful activity. We have to have a different sort of industrial code for them so that they have their unions. But the unions should consist of the services themselves and no outsider."

The Home Minister said that the Government also proposed to have some machinery in all branches of the services for conciliation, negotiations and settlement of demands and, where necessary, reference to arbitration so that matters might be pursued harmoniously and justice could be done to all.

The Government had accepted the proposal, he said, for reviewing the position of dearness allowance when there was a persistent rise of 10 points in the index of prices during 12 months. It was possible, that the Government might take a decision that at least half of such rise or the loss and hardship due to it, should be neutralised automatically. If necessary, reference would be made to impartial body for the rest.

From all this, he added, it would be evident what the Government wanted to do for its services and, at the same time, to do what was due to the people to whom it owed primary responsibility.

102

Shri A.K. Gopalan, leader of the Communist group, who followed Pandit Pant, said that the conduct of the Government before, during and after the strike had shocked the "conscience of every honest man in the country". In spite of the Government's efforts to "suppress" the employees and belittle the magnitude of their action, the strike did take place. But the speech of the Home Minister showed that instead of understanding the situation Government had not taken any lesson from it. Shri Gopalan criticised the Government's attitude towards the report of the Pay Commission. While the Government insisted on treating the report of the Commission as an award, Shri Gopalan asked why it did not treat the reports of Commission like the SRC, Bank Commission and the Chagla Commission as awards.

Seth Govind Das (C-M.P.) said that there were two reasons for the strike. One was the activity of the Communist Party and the other, the liberal policy of Shri Nehru. The role of the Praja Socialist Party was "pitibale", he said.

Shri A.P. Jain (C-U.P.) criticised the strike as a political strike. The strike was not an industrial dispute but a political one. It had to be dealt with, therefore, in an effective manner. "It was a strike against the people of India", Shri Jain said.

Shri Asoka Mehta, deputy leader of the Praja Socialist group, appealed to the Prime Minister and his party colleagues to utilise the present situation in straightening industrial relations and ~~was~~ creating an atmosphere of goodwill and trust.

He regretted that a situation which needed careful handling was sought to be made more difficult by some senior Congress members.

Shri Mehta said that the question of industrial relations had not been tackled properly during the last 13 years. Not only had the real wage not gone up even by one naya Paisa during that period, but it had actually gone down. The two important issues relating to calculation of dearness allowance and machinery for settlement of disputes had not been solved. In 1948 the shortfall in real wages amounted to Rs. 5 minimum and Rs. 12 maximum and nothing had ~~had~~ been done to check that erosion in real wages.

Shri Kashinath Pande (C-U.P.) ~~defended~~ defended the role of the Indian National Trade Union Congress during the strike.

Shri M.R. Masani (Swatantra-Bihar) put the blame for the situation squarely on the Government. The demand for better emoluments in view of the rising prices was justified. But the price trend was mainly due to the policy of the Government in following a pattern of planning which led to inflation. Government had ignored several warnings against these at the outset. Shri Masani regretted that the trade union leadership did not take advantage of the concessions offered by the Government during the talks.

174

Shri Masani welcomed the acceptance by the Government of the principle of arbitration. He also favoured measures to bar trade unions of Government employees to outsiders. But care should be taken to see that the fundamental rights of association and right of the worker to deny labour were not encroached upon, he said.

Shri Ramsingh Bhal Verma (C-Madhya Pradesh) said that the strike had political intentions. Shri Verma praised the Government's labour policy and the way it had been implemented.

Prime Minister's views: Strike was "political".- Shri Jawaharlal Nehru, Prime Minister, speaking on 9 August 1960, declared that every general strike was a political strike and no general strike could be a general strike without being a political strike and without having far-reaching consequences. The general strike called in ~~the~~ India was a political strike. In the nature of things a general strike had all these consequences inherent in it regardless of what its sponsors in their naivete or its simplicity might or might not see.

~~Shri~~ Shri Nehru said: "I do say with all the strength at my command that the general strike must essentially have far-reaching political consequences and, therefore, it is a ~~political~~ political strike in that respect, and you cannot escape from that conclusion.

"If that (strike) succeeds it has tremendous political consequences. If it fails, it has not that type of political consequences, but still there are political consequences and far-reaching economic consequences causing loss to the nation and to those unhappy persons who had been incited to go on strike".

Shri Nehru, who spoke sharply against the sponsors of the strike, said that they had treated the whole thing in a lighthearted way and tried to "ride a tiger when they could not ride a donkey". "It just amazes me, this irresponsibility of the whole thing is astounding".

The Prime Minister said that this action to call the strike was "fundamentally wrong and a vicious act".

Shri Nehru said that the most amazing part of it was that the sponsors of the strike had not shown any element of repentance over a wrong act and had brazenly praised the strike. "The least they could do was to perform 'prayashchit' (penance) for all the sins that they performed".

Shri Nehru said that one could conceive of the strike succeeding although it was difficult to happen. If the strike had succeeded and Parliament was in session, then "somebody else would be sitting here (Treasury benches) and we would be somewhere else".

115

Immature Riders.- Shri Nehru added: "Therefore, I venture to say that this was an act - I am putting my case at the highest - of utterly irresponsible and immature persons who somehow got on the back of this tiger (general strike) and did not know what to do with it and could not get off it. It is always difficult when immature people who do not know riding got on the back of animals".

The Prime Minister said that whatever might have been the provocation for the strike, it was a wrong thing. Yet what was the provocation? It was that the Pay Commission had not done justice in certain things. But the fact remained that the Pay Commission consisted of eminent people outside party politics who took two to three years to consider the whole matter. It did not mean necessarily that members of the Pay Commission or Supreme Court judges on it were right. But it did create a very strong presumption that they were likely to be right.

"I am venturing to say that the least that could be done was to show respect to the Pay Commission. There could be some difference of opinion over its recommendations. On the one side you put the decisions of the Pay Commission with the Supreme Court judge and all that and on the other side your view. Your view may perhaps be right, but ~~may~~ does that give you the right of upsetting your country, a right to call for some action like the general strike with all its grave consequences which at the same time puts an end practically to any future procedure of a Pay Commission and the like? No decent man is going to serve on a Pay Commission if its decisions were to be thrown overboard".

The Prime Minister took to task the sponsors of the strike for choosing the time they did to call the strike - just when the draft of the third Five Year Plan had been published. There was the frontier situation too, Shri Nehru added.

Shri Nehru said that it had been said that the strike was only of 25 per cent of the Government employees. One wondered whether the sponsors of the strike had thought out that it should be only 25 per cent and no more and no less.

Referring to a "relatively smaller matter", Shri Nehru said that when the Pay Commission's report and the Government's decisions on it were announced, there was a measure of disappointment among Government employees.

He could understand this because conditions in India being what they were, most people lived with pressures and difficulties. This was a matter which had to be separately dealt with ~~in~~ in other ways. Anyhow there was no talk or mention of a strike for ~~several~~ several months.

100

The only question that was raised was about Saturday holidays which was not a major question on which there should be a general strike. "I do not wish to express any opinion for or against Saturday holidays except that broadly, I think that there are far too many holidays in this country and far too little work done by everybody at all stages and grades and unless we work much harder than we do, we shall not produce the results we aim at".

The Prime Minister said that there was a demonstration of the issue of Saturday holidays and nothing else. Perhaps seeing the large number of people who participated in the demonstration the idea of having a larger demonstration or even a strike arose. The idea of a strike was not a sudden reaction. "It was a coldly thought out thing months after the reaction should have taken place".

"The fact of the matter is, strike is inevitably a concomitant of the capitalist system".

Shri Masani interrupted to ask: "What~~the~~ about the strike of workers of Poznan in Communist Poland"?

Shri Nehru: "Strikes may occur and do occur I believe in Communist systems, not in that big way because they are suppressed. But they do occur, but I say, in theory, a socialist structure has no room for strikes. In practice it may fall, it may not be perfect. But the capitalist structure is based on strike, the theory of it".

In modern capitalist society, Shri Nehru said, an attempt was being made to get out of lockouts and strikes because people realized that strikes and lockouts were completely out of date and were foolish methods.

Shri Nehru said that he agreed with the Home Minister that strikes should particularly be avoided in essential services because of their far-reaching consequences. If Government employees went on strike, the "steel structure" broke down and the result was likely to be chaotic. But Shri Nehru emphasised it was essential to devise means which could "progressively solve difficulties".

The Prime Minister said that procedure to settle things might vary. For instance, in the case of Secretariat employees there was one procedure. It was broadly referred to as Whitley procedure which was practised in England and might be adopted to suit Indian conditions and not copied as such. "But we must take the full consequences of it", he said.

156

The only question that was raised was about Saturday holidays which was not a major question on which there should be a general strike. "I do not wish to express any opinion for or against Saturday holidays except that broadly, I think that there are far too many holidays in this country and far too little work done by everybody at all stages and grades and unless we work much harder than we do, we shall not produce the results we aim at".

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167

Speaking after the Prime Minister, Shri Nath Pai (PSP), one of the leaders of the strike, said that in spite of the ridicule and the contempt the Prime Minister had poured on those "who tried to learn something from his own experience" the tragedy of the whole situation was the "tragedy of the miscalculation - we took his teachings too seriously and tried to act by them". Shri Pai said the employees believed that their action was good for democracy. ~~Shri~~ He refuted Shri Nehru's allegation that the first demonstration was against curtailment of Saturday holiday. Shri Pai said that the Government did not have a consistent attitude towards implementing the recommendations of the Pay Commission.

Justifying the main demand of linking the dearness allowance with the cost of living index, he said the employees were not asking the Government to do any injustice to other sections of the community. Was it anti-national to say that "at least give us what we were getting in 1947". It was only the adamant attitude of the Government and its determination to "teach us a lesson" that brought about the strike, he said.

Dr. G.S. Melkote (C-Mysore), said the demands of the Central Government employees were no doubt legitimate. But a good cause was lost by the tactics adopted by the trade union leadership.

Dr. Melkote attacked the Communist Party and said they withdrew from the strike to hit the PSP back for the latter's role in Kerala while the Communists were in office. But if the strike had succeeded the leadership would have passed on to the Communists which would have been a national tragedy. He urged the Government to deal sternly with those responsible for the strike.

Labour Minister's view.- Shri G.L. Manda, Labour Minister, who intervened in the debate, said that the measures proposed to be taken by the Government to prevent strikes by Government employees in the future and to exclude "part-time trade unionist and larger-time politicians" from Government employees' unions were "entirely for the good of the working class and the country".

Shri Manda, said there was no question of banning strikes. What was being aimed at in the proposed legislature was to make strikes superfluous by providing for adjudication.

Shri Manda, who gave an account of the crucial negotiations with members of the Joint Action Council, said that everything that could be done to satisfy them had been done but yet they had chosen the course of the strike. "I still have a lurking suspicion ^{in my} ~~my~~ mind that at that stage certain other considerations, extraneous considerations, entered", he said.

The House then rejected by 258 votes to 38 Shri Bharucha's resolution disapproving the Essential Services Ordinance. It passed the Home Minister's motion, as amended by Shri Jagannath Rao (Congress). The motion, as amended, approved the stand and the action taken by the Government in regard to the recent strike.

(The Statesman, 9 and 10 August 1960).

Joint Consultation Machinery for Central Staff:
Minister's indication.

Answering a question in the Lok Sabha on 17 August 1960, the Home Minister, Pandit G.B. Pant said that the model of the Whitley Councils in the United Kingdom would be kept in view when joint consultative machinery was set up in India to settle disputes between the Government and their employees.

The Home Minister said that there would be three parallel councils, one for the railways and its workshops, another for other workshops and the third for the services. Details of the councils had not yet been worked out.

All matters relating to the welfare of the services would be settled through processes of consultation, negotiations and where necessary of reference to arbitration.

Asked whether the decision of the councils would be treated as awards, Pandit Pant said that unless the Government considered it necessary to bring these matters before Parliament, they would accept them as awards.

He said that while the Whitley Councils would serve as a model, the circumstances in which the joint consultative machinery had to function would have to be borne in mind.

Asked whether the members of the joint machinery would be elected or nominated, the Home Minister said that representatives of the Staff might be "elected in some form or other".

(The Hindustan Times, 18 August 1960).

109

74. Indigenous Labour.

India - July - August 1960.

Nagaland, separate State for Tribal Areas in Assam to be
Constituted.

The Prime Minister, Shri Jawaharlal Nehru, announced in the Lok Sabha on 1 August 1960, the Government's decision to establish within the Indian Union "Nagaland" comprising the territory of the existing Naga Hills and the Tuensang Area. The same person will be appointed as the Governor of Assam and Nagaland the Governor of Nagaland and the existing jurisdiction of the Assam High Court over the area comprising the new State would continue.

There will be a transitional period during which an interim body will be constituted with representatives from every Naga tribe to assist and advise the Governor in the administration of Nagaland. The Governor will have special responsibility for law and order during this transitional period and for so long as the law and order situation continues to remain disturbed on account of hostile activities.

Since the financial resources of the new State will be extremely limited, and large grants from the Central Government may be necessary, not only for the development schemes, but also to maintain the efficiency of the administration, the Governor will have general responsibility for ensuring that the funds made available by the Government of India are expended for the purposes for which they are approved by the Central Government.

There will be a Legislative Assembly to which the Council of Ministers of the new State will be responsible. Certain safeguards, as in the existing Sixth Schedule of the Constitution, will be provided for the religious and social practices of the Nagas, Naga customary laws and procedure and the ownership and transfer of land.

110

Otherwise, the existing laws relating to the administration of the civil and criminal justice will continue to remain in force. Jurisdiction of the High Court of Assam will also continue.

Special provision will be made for the administration of the Tuensang district in accordance with the wishes of the people inhabiting that district. There are some other matters of relatively lesser importance on which also full understanding has been reached between the Government of India and the Naga leaders.

This decision followed talks between the Prime Minister and a delegation of 15 Naga leaders led by Dr. Imkongliba Ao, President of the Naga People's Convention. This Convention, meeting in October 1959, adopted a 15-point memorandum, the chief of which related to the constitution of a separate State within the Indian Union to be known as Nagaland, under the Ministry of External Affairs, with a Governor and administrative secretariat, a Council of Ministers and a Legislative Assembly.

(The Statesman, 2 August 1960).

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111

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY - AUGUST 1960.

81. Employment Situation.

Employment Exchanges: Working during April 1960.

General employment situation.- According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of April 1960, the number of fresh registrations at employment exchanges was 210,341. The number of applicants on the Live Register at the end of the month was 1,405,510 as against 1,387,525 during March 1960; a small increase of 17,985 which offset the decline in March. The number of employers using the exchanges was 8,352 as against 7,832 in the last month. A large number of vacancies were notified; 43,605 as against 35,759 during March 1960. This was the highest figures for 10 months and was partially due to a seasonal rise of 7,846. The number of placements effected during the month was 21,052 as against 22,430.

Employment The employment situation in general is reported to have improved in the States of Madhya Pradesh, Mysore, Tripura, Uttar Pradesh, and West Bengal and remained static in the States of Maharashtra and Madras, but deteriorated in the States of ~~Andhra~~ Andhra, Assam, Bihar and Rajasthan.

Shortages and Surpluses.- Shortage was reported in respect of typists, stenographers, overseers, compounders, qualified doctors, accountants, librarians, skilled turners and moulders. On the other hand widespread surpluses were reported in respect of clerks, unskilled office workers, labourers, motor drivers, chowkidars, carpenters, tailors and sweepers.

Employment Market Information.- Six The collection of employment market information in both the public and private sectors is now in progress in 60 areas in different States.

Employment returns are being collected at quarterly intervals from all establishments in the public sector throughout the country. A quarterly review on Employment in the public sector, April- June 1959 was issued.

Vocation Guidance and Employment Counselling Section.- Two more Vocational Guidance Sections have been opened at Dhanbad and Jamshedpur bringing the total to forty-two.

Deployment of retrenched workers.- The Central Coordinating Unit rendered employment assistance to the following retrenched workers in various projects and establishments during the month of April 1960:-

	No. Retrenched.	No. Placed.	No. Awaiting assistance.
Damodar Valley Corporation -----	-	104	717
Bhakra Nangal Project -----	-	-	32
Special Cell of the Ministry of Home Affairs -----	577	302	2,496

Employment Exchange Procedure.- Instructions on the undermentioned subjects connected with Employment Exchanges policy and procedure were issued during the month of April, 1960.

Employment Assistance to persons having neural leprosy.- The question of employment assistance to persons having neural (non-infective) leprosy was discussed with the Ministry of Health. That ministry stated that their policy in this regard was obtained in their Office Memorandum issued on 24 October 1957 wherein it was stated that persons having neural leprosy which is benign, self-healing, of no danger to the public and not likely to develop into that type of leprosy which is either infective or deforming, should not be regarded as physically unfit for public services. The conditions governing employment of such persons were also mentioned in that Office Memorandum.

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Recruitment of Staff through Employment Exchanges - prompt reporting on the results of submissions.- Employment exchanges statistics have been revealing that quite a large number of Central Government vacancies have been outstanding because employing authorities failed to report results of submissions. This question was taken up with the Ministry of Home Affairs who issued an Office Memorandum pointing out the difficulties arising from delay in making selections from amongst candidates sponsored by employment exchanges and requesting all Ministries of the Government of India to issue instructions to the Offices under their control emphasising the necessity of expeditious action in this regard and informing employment exchanges as quickly as possible results of submissions made.

Introduction of National Classification of Occupations(ECO) in Employment Exchanges.- The new National Classification of Occupations has been adopted at exchanges in place of the existing Guide to Occupational Classification hitherto in use.

Vocational Advice for ex-servicemen at Employment Exchanges.- A general reluctance on the part of ex-servicemen to accept jobs other than those of ~~paramilitary~~ peons and chowkidars has been noticed. Appropriate vocational advice to be given to ex-service applicants and the manner in which it is to be done has been conveyed to Employment Officers.

Employment Exchanges(Compulsory Notification of Vacancies Act 1959) - enforcement of.- The decision of Government that the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 shall come into force with effect from 1 May 1960, was notified.

Re-employment of disabled ex-servicemen.- Discussions with the Ministry of Defence revealed that approximately 2,000 disabled ex-servicemen leave the service annually. Special instructions were issued requiring Employment Officers to make special efforts with a view to providing suitable employment assistance to these persons.

Age and fee concessions to displaced persons from Pakistan and from unliberated areas of Jammu and Kashmir State.- It was decided by the Government of India, Ministry of Home Affairs that the concessions in regard to age limits and fee concessions admissible to displaced persons from Pakistan and from unliberated Jammu and Kashmir State should continue upto 31 December 1960.

(Review of the activities of the Directorate-General of Resettlement and Employment during the month of April 1960; Ministry of Labour and Employment, Government of India, New Delhi).

114

Employment Exchanges: Working during May 1960.

General employment situation.- According to the Review of work done by the Directorate-General of Resettlement and Employment during the month of May 1960, the number of registrations was 214,528 as against 210,341, and the number of vacancies notified was 48,104 as against 43,605 in the previous month. The increase in the vacancies notified was partially due to seasonal factors. The number of candidates placed also increased to 23,113 as against 21,052. The number of applicants remaining on the live register at the end of the month was 18,100 more than the figure at the end of April 1960 and stood at 1,423,700. The number of employers utilising the services of employment exchanges increased from 8,332 to 8,527.

The employment situation in general is reported to have improved in the States of Bihar, Delhi, Madras, Kerala, Punjab, West Bengal, Rajasthan and remained static in Andhra, Maharashtra and Uttar Pradesh but to have deteriorated in the other States.

Shortages and Surpluses.- Shortages were reported in respect of draughtsmen, trained teachers, engineers, electricians, skilled turners, fitters, and sanitary inspectors. On the other hand widespread surpluses were reported in respect of clerks, unskilled workers, automobile drivers, untrained teachers, peons and chowkidars.

Employment Market Information.- A quarterly review on employment in the public sector for the quarter ended September, 1959 was issued. The upward trend continued.

The sixth Training Course for Employment Officers in the collection of Employment Information was held at Madras from 17 to 25 May 1960 which was attended by 21 officers from the States of Madras and Kerala.

Vocational Guidance and Employment Counselling.- One more Vocational Guidance Section was opened at Jorhat in Assam, bringing the total of such sections to 43.

Deployment of Retrenched Workers.- The Central Coordination Unit rendered employment assistance to retrenched workers in various projects and establishments during the month of May 1960 as shown below:-

	No. Retrenched.	No. Placed.	No. Awaiting assistance.
1. Damodar Valley Corporation.	122	123	587
2. Special Cell of the Ministry of Home Affairs:			
(a) In Delhi	---	73	2,967
(b) Outside Delhi	---	21	887

Employment Exchange Procedure.— Instructions on the under mentioned subjects connected with employment exchanges policy and procedure were issued during the month of May 1960.

Recruitment to Clerical and Allied Cadres in the P. & T. Department.— The question of using employment exchanges for recruitment to clerical and allied cadres in the Post and Telegraph Department has been under discussion for some time. It has now been agreed that recruitment to these cadres will be canalised through the employment exchanges. In the advertisements issued by the Posts and Telegraph Department, it will be mentioned that applications should be submitted through employment exchanges. Copies of application forms will be sold at employment exchanges.

Recruitment to Hindustan Steel Limited.— The procedure for recruitment in the Steel Plants was discussed with the Chairman, Hindustan Steel Limited, the General Managers of the steel plants and it has now been agreed to recognise the Employment Service as the normal channel of recruitment to the steel plants. So far as non-gazetted personnel are concerned, the recruitment would be invariably through the employment exchanges. If the exchanges are unable to meet the requirements then the projects would be at liberty to advertise. In such advertisements, the intending candidates would be asked to register themselves at the nearest employment exchange and send their application through the employment exchanges. If any fees are payable for submission of applications, candidates who send their applications through exchanges would be exempted from these fees.

Age and fee concessions to Displaced persons from and Pakistan and from unliberated area of Jammu and Kashmir State.- The Government of India, Ministry of Home Affairs have decided that age and fee concessions to displaced persons from Pakistan and from unliberated areas of Jammu and Kashmir should remain in force for a further period of one year i.e. upto 31 December 1951. This decision was notified to all employment exchanges for information and guidance.

Opening of New Employment Exchanges.- One additional employment exchange was opened in the State of Mysore during the month under report bringing the total number of employment exchanges functioning to 273.

(Review of the activities of the Directorate-General of Resettlement and Employment during the month of May 1950; Ministry of Labour and Employment, Government of India, New Delhi).

83. Vocational Training.

India - July - August 1960.

Labour Ministry's Training Scheme: Working during April 1960.

According to the Review of the activities of the Directorate-General of Resettlement and Employment during the month of April 1960, there were 161 institutes for the training of craftsmen, 5 orientation centres for educated unemployed, 62 undertakings imparting apprenticeship training and 11 centres holding evening classes for industrial workers. The total number of seats in all these centres and undertakings was 39,792 whereas the total number of persons undergoing training was 54,090.

Stores and equipment.- Russian equipment worth Rs. 94,908.15 was reported as received under the U.N.T.A.A. (I.L.O.) aid programme during April 1960 raising the total value of aid received upto 30 April 1960 to 1,489,500 rupees.

(Review of the activities of the Directorate-General of Resettlement and Employment during the month of April 1960; Ministry of Labour and Employment, Government of India, New Delhi).

Labour Ministry's Training Scheme: Working during May 1960.

According to the Review of the activities of the Directorate General of Resettlement and Employment during the month of May 1960, there were 153 institutes for the training of craftsmen, 5 orientation centres for educated unemployed, 85 undertakings imparting apprenticeship training and 11 centres holding evening classes for industrial workers. ~~and~~ The total number of seats in all these centres and undertakings was 40,342, whereas the total number of persons undergoing training was 34,235.

Stores and Equipment.- Under the T.C.A. Aid Programme no further receipts were reported during the month under review. Russian equipment worth Rs.57,500 was reported to have been received under the U.N.T.A. (I.L.O.) Aid Programme. The total value of aid received upto the end of May 1960 was 1,547,000 rupees.

(Review of the activities of the Directorate-General of Resettlement and Employment during the month of May 1960; Ministry of Labour and Employment, Government of India, New Delhi).

92. Legislation.

India - July - August 1960.

Employees' State Insurance Act, 1948, extended to
Certain Areas in Rajasthan and Andhra Pradesh
States.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed 14 August 1960, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) Chapter V and Chapter VI (except sub-section (1) of Section 76 and sections 77, 78 and 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Rajasthan and the State of Andhra Pradesh.

Rajasthan

- I - The areas within the Municipal limits of Udaipur City and the revenue village of Purohiton-ki-Madri, in Tehsil Girwa, district Udaipur.
- II - The areas within the Municipal limits and Kaswa Bharatpur in Bharatpur tehsil, district Bharatpur.

Andhra Pradesh

- I - (A) The areas within the limits of the following revenue villages of:-
 - (a) Madira;
 - (b) Isvi;
 - (c) 104 Basapuram; and
 - (d) Kallubavi - in the taluk of Adoni, Kurnool district.
- (B) The areas within the limits of the revenue villages of:-
 - (a) Nagarur and
 - (b) Danapuram - in the taluk of Alur, Kurnool district.
 - (c) The entire area included within the Municipal limits of Adoni Municipality, Kurnool district.

- II - (A) The areas within the limits of the following revenue villages of:-
- (a) Kakinada;
 - (b) Kakinada Medaling;
 - (c) Jagannaiokpur and parts of;
 - (d) Ramanayyapeta (Village No.19);
 - (e) Suryaraopeta (Village No.32);
 - (f) Turangi (Village No.37);
- comprised in the Municipal areas of Kakinada and in the non-Municipal areas of Ramanayyapeta, Suryaraopeta and Turangi revenue villages.
- (B) The areas within the limits of the following revenue village of:-
- (a) Achutapuratriam (Village No.27);
 - (b) Cheediga (Village No.31);
 - (c) Repuru (Village No.30);
 - (d) Kovvada (Village No.29);
 - (e) Ganganapalli (Village No.28) on the West and
 - (f) Kovvuru (Village No.35);
 - (g) Endakuduro (Village No. 33);
 - (h) Penuguduru (Village No.46);
 - (i) Karapa (Village No.41) on the South West and
 - (j) Sarpavaram (Village No. 21);
 - (k) Madhavapatnam (Village No.22);
 - (l) Tirmapuram (Village No.16);
 - (m) Panasapadu (Village No. 20) on the North and
 - (n) Vakalapudi (Village No.18) on the North East and
 - (o) Gurajampalli (Village No. 47);
 - (p) Chollangi (Village No. 48); and
 - (q) Chollangipeta (Village No. 49) on the South in the Municipal area and in the revenue taluk of Kakinada.

(Notifications S.O. 2018 and 2019 dated 9 August 1960; the Gazette of India, Part II, Sec.3, Sub-Sec. ii; 13 August 1960, pp. 2298-2299).

121

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JULY - AUGUST 1960.

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

Bihar Economiser Rules, 1960.

The Government of Bihar published on 31 August 1960 the text of the Bihar Economiser Rules, 1960, made in exercise of the powers conferred under the Indian Boilers Act, 1923. The rules deal inter alia with the procedure for registration of economisers, procedure for inspections, investigation of accidents to economisers, and procedure for appeals.

(Notification No. II/B 1-101/60-L-5985,
dated 12 August 1960; the Bihar Gazette,
Part II, 31 August 1960, pp. 3592-3601).

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LIST OF XXXX PRINCIPAL LAWS PROMULGATED DURING THE
PERIOD COVERED BY THE REPORT FOR JULY - AUGUST 1960.

INDIA - JULY - AUGUST 1960.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Essential Services Maintenance Ordinance, 1960
(No. 1 of 1960) (The Gazette of India, Extraordinary,
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- * (f) "Financial Statement (Revised Budget) for the year 1960-61": Government of Maharashtra, Bombay. Printed at the Government Central Press, 1960. Price Rs.0.89. pp. 25.
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126

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11

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