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WORLD INTERNATIONAL LABOUR OFFICE  
INDIA BRANCHIndustrial and Labour Developments in December 1962.N.B. - Each Section of this Report may be taken out separately.

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## CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - DECEMBER 1962.

### 11. Political Situation and Administrative Action.

#### Defence of India Bill, 1962.

Shri Lal Bahadur Shastri, Union Minister for Home Affairs, introduced in the Lok Sabha on 16 November 1962 the Defence of India Bill, 1962, which seeks to replace with a few changes the Defence of India Ordinance, 1962 (vide pages 1-7 of the Special Report of this Office for October 1962). The principal changes introduced in the Bill relate to employment of technical personnel in the national service.

Chapter V of the Bill deals with employment of technical personnel in the national service. The term 'technical personnel' has been defined to mean all persons who possess knowledge of or skill in one or more of the notified occupations, whether or not they are employed in any establishment, and includes such persons or class of persons undergoing training in any of those occupations in any establishment as may be declared by the Central Government by notification in the Official Gazette to be technical personnel for the purposes of this Chapter. Clause 20 provides that all technical personnel, being citizens of India and not being members of the Armed Forces of the Union or members of any Reserve of any such Force who are liable, under the terms of their service in such Reserve, to be called up for service at any time and not only on partial or general mobilisation, shall be liable under this Chapter to undertake employment in the national service.

The Central Government shall constitute, for such areas and in such places as it thinks fit, National Service Tribunals to exercise the functions assigned to such tribunals by or under this Chapter.

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The Central Government may, by notification in the Official Gazette, declare any establishment, which is engaged in work which, in the opinion of the Central Government, is likely to assist the defence of India and civil defence, the efficient conduct of military operations, or the maintenance or increase of supplies and services essential to the life of the community, to be an establishment engaged in work of national importance and thereupon such establishment shall be a notified establishment and while making such declaration, the Central Government may require that establishment to make such provisions as may be specified in the notification in regard to the terms of service and conditions of work of its employees.

Every notified establishment shall be eligible to apply to a National Service Tribunal or to the Central Government for technical personnel and having so applied, shall take into its employment such technical personnel within such period and on such terms and conditions as may be prescribed.

Subject to any rules made in this behalf under this Chapter, the Central Government may require a National Service Tribunal to report what technical personnel, whether employed in an establishment or not, is available within its jurisdiction for employment in the national service and may by order in writing, -

(a) require the employer in any establishment by which such technical personnel is employed to release such personnel as may be specified in the order, for employment in the national service;

(b) direct any technical personnel to undertake such employment in the national service as may be specified in the order;

(c) direct that any technical personnel engaged in any establishment under conditions not amounting to employment in the national service shall, for the purposes of sub-section (8), be deemed to have been taken into employment in the national service; and

(d) require any notified establishment, notwithstanding that it has not made any application under section 22, to take into its employment such technical personnel within such period as may be specified in the order.

Other provisions in the Chapter deal with reinstatement of persons after release from national service, relinquishment of employment by, dismissal of, and engagement by establishment of, technical personnel, penalties and procedure, etc.

(The Gazette of India, Extraordinary,  
Part II, Sec. 2, 16 November 1962,  
pp. 938-972 ).

The Defence of India Act, 1962 (No.51 of 1962).

The Defence of India Bill (vide pages 1-3 of this Report) as passed by Parliament received the assent of the President on 12 December 1962 and has been gazetted as Act No.51 of 1962. ~~The~~ The Act repeals the Defence of India Ordinance, 1962 and the Defence of India (Amendment) Ordinance, 1962.

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 12 December 1962,  
pp. 415-446 ).



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Shri R.K. Malviya appointed Deputy Minister  
of Labour.

The President of India, on the advice of the Prime Minister appointed on 1 January 1963, Shri Ratanlal Kishorilal Malviya, at present Parliamentary Secretary to the Minister of Labour, Employment and Planning, to be Deputy Minister of Labour and Employment.

(The Statesman, 2 December 1962 ).

12. Activities of External Services.

India - December 1962.

Meetings:

On 4 December 1962, the Director met Prof. H.S. Thacker of the Planning Commission. He was accompanied by Mr. R.L. Mitchell.

Visitors:

Among visitors to this Office during the month was Mr. Denby from Headquarters.

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## Chapter 2. International and National Organisations

### 23. Employers' Organisations.

India - December 1962.

Annual Meeting of the Associated Chambers of  
Commerce of India, Calcutta, 1 December 1962:  
Full support assured to Government by Business  
Community in Emergency: Essential Programmes  
of Economic Development to be carried on .

The annual general meeting of the Associated Chambers of Commerce of India was held at Calcutta on 1 December 1962. Shri H. Mackay Tallack, President of the Associated Chambers, presided. Among others, more than 500 senior businessmen, representing not only the majority of the companies with British connections but a large number of Indian companies, and industrial and trade associations attended the conference. Shri Morarji Desai, Union Finance Minister also addressed the meeting.

Presidential address.- Addressing the meeting, Shri H. Mackay Tallack said, "Every one of us, both through our firms and individually, will do our utmost to help India during this grave crisis". At first sight, he said, it might seem that the emergency could only be an unmitigated disaster and that it must result in ~~attendant~~ attention being diverted from basic economic objectives and in scarce economic resources being dissipated and frittered away in unproductive military expenditure. Certainly that was the great danger but he firmly believed that the magnificent way in which the people in every walk of life had responded in this hour of national crisis had already demonstrated their ability to avert that danger by their solidarity and by their willingness to contribute their utmost energies to preserve the national honour and integrity. He believed too that the Government of India had acted most judiciously by announcing that, though it might be necessary to some extent to re-phase the Third Plan and increasingly to concentrate on defence production, it was still their intention to pursue the Third Plan policies and targets.

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Posing the question as to how the defence expenditure was to be met Shri Tallack said that they had to bear in mind that what was involved was not only the provision of the financial credits but also the material requirements of defence, food and clothing for the troops, transport, arms and ammunition and all the thousand and one requirements of the modern army. He thought it could be provided only by a combination of three main sources, by diversion of resources from present uses; by increasing the total of production within the country and by receiving assistance from abroad. Of these, the President of the Chambers said, the first was limited by the extent to which resources could be diverted without affecting the vital production which was essential to the building-up of the defensive forces, and foreign assistance by the extent to which their friends could spare them arms and material. But for the greater part they must rely on actual increased physical production of food, and materials manufactures within the country. "This is the main task which faces the civil population and the industrial and business interests which we represent", he emphasised.

Shri Tallack was glad that the need to prevent prices from rising had received full recognition in Government policy. He said the relative stability of prices over the last 16 months had been one of the most satisfactory achievements, particularly bearing in mind the inflationary trends always inherent in any degree of deficit financing. The recent tendency for a resumption of price increases had been disturbing and there was of course a distinct danger that in the early phases of defence reorganisation with rapidly increasing military expenditure a strong stimulus to further price increases existed. The most certain way of preventing prices from rising was to increase production, wherever that was possible.

Speaking about the structure of taxation Shri Tallack said: "I think, however, it is true to say that there are still large areas of the economy on which the tax burden falls very lightly and while individual untaxed capacity to pay is not great, collectively a considerable contribution to the national exchequer is possible either through the medium of Central taxation or by suitable State levies. Taxation may be justified on the basis of a number of sophisticated theories, but there is one situation in which it is hard to criticise it, namely when the State is threatened by external aggression. It appears that this is a time when an extension of the fiscal net in any direction where it has not fallen would be accepted and, indeed, welcomed by the country. We should of course remember that so far as income tax is concerned, its incidence is one of the highest in the world.

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"But I also trust that in the campaign for national savings endeavours will be made to ensure that industry and trade is not called on to transfer funds that are required to maintain essential economic activity or to finance development. If some means were to be found whereby temporary surplus funds could be transferred to loans on condition that they could be released quickly and easily when required for essential economic expansion, considerable support to war loans could be given."

Shri Morarji Desai's speech.- The Union Finance Minister Shri Morarji Desai addressing the annual meeting of Associated Chambers of Commerce of India, affirmed that essential programmes of development, whether in the public or private sector must go forward and that in meeting the claims of defence there would be no slackening in India's efforts to develop her economy. The basic priorities in the Third Five-Year Plan, with its emphasis on agriculture, transport, power and metallurgical and chemical industries, were well calculated to serve the long-term needs both of defence and development, he explained.

The Finance Minister said: "To meet the claims of defence today by cutting down the basic things in our Plan would amount, therefore, simply to a weakening of our defence potential over the years to come. Apart from this, the threat that the Chinese leaders have chosen to pose to our country is not merely a threat to its territorial integrity; it is a threat also to our traditional values and aspirations - to our values of democracy and tolerance and to our aspirations for better future for all our people. To cut the Plan indiscriminately with a view to making room for defence requirements would amount merely to a surrender of at least a part what the present leaders of China would like us to surrender."

This was not to ~~say~~ say, he pointed out, that the Plans and programmes for development might not have to be adjusted here and there to meet the new situation. Nor did it imply that there was no scope for economy and pruning in their Plan and non-Plan expenditure without impairing the performance of the economy. But, in the new situation that confronted them, it was even more important that the Plan in all essential respects must be carried forward; and when he said this, he was referring not only to programmes in the public sector but also to programmes in the private sector.

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Shri Morarji emphasised that the strategy of mobilising the resources required for defence, was essentially an extension of the strategy for mobilising the resources for development; and what the present situation required was an intensification of our efforts to increase production and to augment savings. Even before the present emergency, he said, they were conscious of the fact that both in industry and agriculture, their performance fell short of expectations partly as a result of shortages of power and transport and in part as a consequence of the shortages of foreign exchange. Apart from any shortcomings in planning and co-ordination proper, a large part of their difficulties in regard to power, transport and other basic supplies and services in the first year of the Plan must be attributed to the cuts they had to impose on the Second Plan on account of shortage of foreign exchange.

Speaking about additional taxation Shri Morarji said that voluntary savings, even when supported by extensive organisation and the spontaneous response of the people, could not be counted upon safely to provide all the resources required for defence and development. If for no other reasons a measure of compulsion through taxation or otherwise was unavoidable in order to ensure a measure of equity in distributing the burden among the different sections of the community; and taxation, unlike voluntary savings, could be designed to effect economy in the use of specific resources which were particularly likely to be in short supply. Referring to the suggestions made by the President in his speech, relating to the mobilisation of savings, Shri Morarji said that a measure of restraint on less essential investment was as important as avoidance of all inessential and consumption. What was essential and what was not could not be judged with reference merely to the requirements of defence, for he felt that, in the long run, defence and development were vitally linked together.

The Finance Minister emphasised that there was a clear and inescapable need for larger assistance in a form which would strengthen their ways and means position in the near future.

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"But since many of you assembled here are associated with important branches of industry, particularly those with substantial foreign collaboration, it would not be out of place for me to mention a few respects in which you can play your part in strengthening our foreign exchange position. I am sure all of you would agree that this is no time for either the Government or the business community to take a panicky attitude to repatriation of profits or capital. Associations of business must also root out all anti-national practices which lead to a leakage of our hard-earned earnings or which spoil the good name of Indian industry at large in foreign markets. In the matter of important substitution also, the greatest of ingenuity on the part of management and co-operation on the part of our foreign collaborators would be necessary." In conclusion he emphasised the importance of "Price stability in the present situation", and said: "We in India are rightly intolerant of inflation with all its consequent dislocation with and hardship on the poorer people. At this juncture, when national solidarity is more important than ever, we cannot afford to disrupt the morale of the people by allowing prices to rise. We shall take whatever steps that are necessary, in the fiscal and monetary field as well as in the field of direct controls, to prevent an upsurge in prices. And here again, it is a happy augury that associations of trade, business, labour and of consumers at large have shown the greatest sense of responsibility and vigilance in recent weeks."

Resolutions.- The following are some of the important resolutions adopted at the Conference.

Productivity.- This resolution was put up by the Bengal Chamber of Commerce and advocated in view of the emergency, a national campaign to improve productivity and to adopt systems of incentive payments in all circumstances where these were feasible. The resolution stated that higher standards of productivity which would add to the national output and make the maximum use of existing ~~resoluti~~ resources of capital, equipment and skilled manpower, were vital for the mobilisation of resources.

Agriculture.- This resolution which was placed before the conference by the Bombay Chamber of Commerce, emphasised the need for a substantial and progressive improvement in agricultural productivity as the fundamental basis of the increased production and the maintenance of price stability which were essential to successful mobilisation of resources to meet the emergency. While noting with appreciation the increase that had been achieved in the production of foodgrains in recent years, the Association suggested that, without reducing the output of foodgrains, a quick improvement in the yield of cash crops would prove especially

advantageous to the national economy. The Association, therefore, urged that the intensified cultivation of cash crops - and notably of jute, cotton and oilseeds, where the final manufactured products were among the country's staple exports - should be stimulated by such measures as the supply of fertilisers and pesticides and of improved seeds, better cultivation methods and the provision of more irrigation and plant protection facilities, and that the Central and State authorities should deal with this question as one of the most urgent economic and national importance.

Transport.- The Upper India Chamber of Commerce which moved this resolution considered the improvement of transport facilities of all types to be of the first importance and as a means of effecting a significant and urgent improvement, they recommended, among other things, such measures as substantial increase in the physical carrying capacity of all railways by an expansion of line capacity, launching of a campaign for greater administrative and operational efficiency in the railways, expansion of road haulage by proper maintenance and expansion of the road system, improvement in the capacity and efficiency of sea ports, and by encouragement to every alternative means of transport which may relieve the burden on railways.

(Amrita Bazar Patrika, 2 December 1962;  
Capital, 6 December 1962, page 832 ).



CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - DECEMBER 1962.

31. General Economic Situation.

22nd Session of Indian Agricultural Economics  
Conference held at Ahmedabad.

The 22nd session of the Indian Agricultural Economics Conference was held at Ahmedabad on 26 December 1962. Shri Tarlok Singh, Member of the Planning Commission presided. In his presidential address Shri Tarlok Singh said that one of the essential aims of economic planning in India must be to find a way to avoid a marked and continuing dichotomy in the pace and direction of development in urban and rural areas. The gap between the output per worker in villages and in towns was already appreciable and in the absence of a larger strategy of development, the forces leading to a further widening of the gap would prove too powerful to resist, he added. One of the impelling reasons for finding a way to avoid the dichotomy was the existence of a large labour surplus in villages which no amount of agricultural development could by itself absorb to the extent of providing full-time gainful employment. Moreover, beyond a point, the growth of agricultural output would be held back unless there were strong incentives towards increase in agricultural production associated with new economic opportunities and improvements in levels of living.

Shri Tarlok Singh said that under the existing conditions of agricultural organisation, the rural economy was not well placed for mobilising manpower and other resources and gaining adequately from the processes of industrial and economic development which had been initiated. There is a vicious circle inasmuch as an under-developed region cannot secure or sustain the economic and social overheads needed for rapid growth and, without these, the balance of economic advantage continues to go against it. It may need all the skills and leadership a country can muster and more. Yet it must lose the gains to regions which are developing more rapidly. There is thus a close connection between securing rapid increase

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in agricultural production, creating in the rural areas expanding opportunities for non-agricultural employment and building up an efficient rural economy along co-operative lines, he added.

It was in the measure in which these three aims were pushed as part of the same basic concept of agricultural policy that it would be possible to achieve the necessary integration between the rural and the industrial economy and to raise significantly the levels of income and living for the bulk of the people in the rural areas.

Shri Tarlok Singh described in detail the policies and programmes implemented in the agricultural sector during the first two plans and said certain weaknesses had been observed in the agricultural trends. He said planned development in India should satisfy three important tests. Agricultural economy should be developed to the extent of providing for increase in the requirements of food and raw materials in accordance with the estimates of the plan. The relative prices and other economic incentives should be as nearly equal as possible between different crops. Secondly, there should be a steady increase in production and yields in all parts of the country and in particular in areas with irrigation and assured rainfall. In the third place, through increase in yields, adoption of improved techniques and improvements in the size of cultivation, cost per unit of production should be kept down and even ~~the~~ reduced.

On these three tests, both the techniques of agricultural planning which had been actually followed and the performance of agriculture had of the whole fallen short, the gap being larger in some sectors than in others. Thus for oilseeds, which are important ~~exp~~ both for domestic consumption and exports, the yield per acre scarcely increased over a period of 10 years. In respect of food grains the goal of self-sufficiency had yet to be reached.

Shri Tarlok Singh said that there had been persistent inadequacy both in the organisation and in techniques and objectives of extension work. Lags in the utilisation of irrigation presented a more complex problem reflecting, on the one hand deficiencies in agricultural policy and administration and, on the other, existing weaknesses in the organisation of community effort and in extension methods. It was obvious that a many-sided approach had to be adopted to achieve the speedy utilisation of irrigation facilities. Shri Tarlok Singh said that since a variety of factors were responsible for what was doubtless a critical weakness in the

present agricultural situation, in addition to steps which had already been initiated, it would be desirable to take up some areas on a pilot basis with the deliberate object of evolving techniques under field conditions for eliminating the time lag between the creation of irrigation potential and its utilisation, and for promoting a higher level of agricultural technology.

The four major conclusions drawn by Shri Tarlok Singh include one suggesting that in the planning of agriculture a much more central role should be assigned to price policy and organisation of marketing than had been done so far.

Secondly, the quality and number of extension personnel and the technique of extension has to be adequate to answer the requirements of rapid development in agriculture. There must also be intimate connection between agricultural research and its application.

Thirdly, in the effort to bring up the levels of cultivation and agricultural practices to similar standards, it would be desirable to spare resources neither in man nor in money. The place of community action, particularly at village level, had to be emphasised.

A marked intensification of agricultural operations, supported by extension activities, community action and the full use of manpower and by co-operative organisations would call for a bolder and more forward-looking approach to investment in agriculture. There should be a special provision in the scheme of annual allocations under the national and State plans for additional resources beyond the customary norms for areas in which intensive agricultural operations were likely to yield significant additions to output.

(The Economic Times, 27 December 1962).

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45 Session of All India Economic Conference,  
Ahmedabad, 26 December 1962: Presidential  
Address.

The 45th session of the All India Economic Conference was held at Ahmedabad on 26 December 1962. The Conference was inaugurated by Shri Morarji Desai, Union Minister for Finance and presided over by Professor V.R. Pillai. Over 250 delegates attended the meeting.

In his presidential address, Professor V.R. Pillai said, that it was time the economists in India put their house in order so that they could effectively and efficiently meet the needs of the country. He strongly pleaded for a radical reorientation of economics education and said the amazing growth of the science demanded suitable adjustments of teaching. Secondly, in view of the increasingly important and responsible role the economists were called upon to play in the era of planning, economics education had to be adapted to the needs of a development developing economy. Thirdly, university education in India at present was passing through a critical period of transition and it behoved the economists of India to put their house in order.

Professor Pillai traced at length the recent developments in economics and their implications for teaching and said that the last three decades had been almost prolific period in the advancement of the science of economics and in the output of its literature. Before the thirties, he said it was comparatively simple and rounded system of doctrines. But today it had put on a "new look" thanks to the adoption of the language and apparatus of mathematics. An equally important methodological development of this period was the use of statistical analysis in economic research. The novelty of the new approach consisted in the use of statistical techniques for the measurement of economic activity and the empirical testing of hypothesis.

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Professor Pillai said that the market for economists was expanding in the country with the accentuated needs of a developing economy. But there was a dearth of the right type of personnel. This dearth was more acute in the higher cadres of posts. Prof. Pillai suggested a five-point programme for producing the required personnel of the required calibre.

He stressed the need for building up really good centres of economics studies and imparting all-round training to budding economists. Secondly, a large class of active workers was required for empirical research who could be drawn from the master's degree holders. Thirdly, a large number of teachers was required. Fourthly, the present under-graduate courses need had to be reorganised and fifthly, the need for general education in economics should be recognised.

(The Economic Times, 27 December 1962).

35. Productivity.

India - December 1962.

Special Committee to draw up a Scheme to give Awards for Efficiency set up.

A Resolution dated 1 December 1962 of the Ministry of Labour and Employment states that in pursuance of an announcement made by the Ministry of Labour and Employment and Planning in the Lok Sabha in June 1962 during the budget session to make a provision for giving awards to groups of workers and individuals in factories and establishments where absenteeism goes down and efficiency goes up, the Government of India has decided to set up a Special Committee to draw up a Scheme for this purpose.

The Committee consists of eight members including Members of Parliament, members representing workers and employers, and Government officials. The terms of reference of the Committee are :

- (a) to draw up a scheme for giving awards to groups of workers or individuals in factories and establishments where absenteeism goes down and efficiency goes up;
- (b) to consider and recommend whether certain other criteria like -
  - (i) attendance,
  - (ii) good house-keeping,
  - (iii) best labour welfare amenities,
  - (iv) good industrial relations,
  - (v) assessment of productivity or out-put of individuals or of industries or organisations of the same type working under similar conditions, can also form the basis of the awards;

(c) to consider whether a comprehensive scheme catering for the objects of the following draft schemes and the objects mentioned in sub-paras (a) and (b) above may be drawn up:-

- (i) National Safety Awards;
- (ii) Rewards on Safety Suggestions;
- (iii) 'Shram Pandit' National Awards;

(d) to consider whether the scheme which may be prepared should cover the various organised ~~organisation~~ industries including plantations, mines and docks.

The Convenner of the Committee is Shri N.S. Mankiker, Chief Adviser Factories.

(The Gazette of India, Part I, Sec.1, 8. December 1962, page 393 ).

36. Wages.

India - December 1962.

Minimum Wages Act, 1948, extended to Employment  
in Gypsum, Barytes and Bauxite Mines.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Central Government has added the following employments to Part I of the Schedule to the said Act, namely, -

- (a) employment in gypsum mines,
- (b) employment in barytes mines, and
- (c) employment in bauxite mines.

(Notification SO 3760 dated 4 December 1962; the Gazette of India, Part II, Sec. 3, sub<sup>7</sup>sec. (ii), 15 December 1962, page 4068).

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

INDIA - DECEMBER 1962.

41. Agriculture.

Kerala Tenants and Kudikidappukars Protection  
Ordinance, 1962 (No.8 of 1962).

The Government of Kerala promulgated on 10 December 1962 an Ordinance for the temporary protection of tenants and kudikidappukars in the State of Kerala. The preamble to the Ordinance states that whereas the Kerala Agrarian Relations Act, 1960, has been declared unconstitutional in its application to the Major portion of the lands in the State of Kerala; and whereas the Legislative Assembly of the State of Kerala is not in session, and the Governor of Kerala is satisfied that circumstances exist which render it necessary for him to take immediate action to provide for the temporary protection of tenants and kudikidappukars in the State of Kerala pending the enactment of a comprehensive legislation relating to tenancy and agrarian reforms for the State of Kerala; therefore, in exercise of the powers conferred by Clause (1) of article 213 of the Constitution of India, the Ordinance is promulgated.

The Ordinance came into force at once and would cease to have effect on 31 December 1963. During the period of operation of this Ordinance, no suit or other proceedings -

- (i) for the recognition or enforcement of any right, privilege, obligation or liability acquired, accrued or incurred under the Kerala Agrarian Relations Act, 1960 (Act 4 of 1961), or the Kerala Ryotwari Tenants and Kudikidappukars Protection Act, 1962 (Act 18 of 1962), or the Madras Cultivating Tenants (Payment of Fair Rent) Act, 1956 (Act XXIV of 1956); or
  - (ii) for the fixation of fair rent under the Malabar Tenancy Act, 1929 (Act XIV of 1930),
- shall be instituted or continued in or before any court, tribunal or other authority. The Ordinance further provides that notwithstanding anything to the contrary

contained in any other law for the time being in force, or in any custom, usage or contract, or in any decree or order of court, with effect on and from the commencement of this Ordinance, no suit or other proceedings for eviction of a tenant from his holding or of a kudikidappukaran from his kudikidappu shall lie in any court, and all suits, proceedings in execution of decrees or orders and other proceedings pending in the courts at the commencement of this Ordinance for such eviction shall be stayed.

The term 'Kudikidappukaran' has been defined to mean a person who has no homestead or land, either as owner or as tenant in possession, to erect a homestead, and -

(i) who has been permitted with or without an obligation to pay rent by a person in lawful possession of any land to have the use and occupation of a portion of such land for the purpose of erecting a homestead, or

(ii) who has been permitted by a person in lawful possession, of any land to occupy, with or without an obligation to pay rent, a hut belonging to such person and situate in the said land, but otherwise has no interest in the land; and

"kudikidappu" has means the land and the homestead or the hut so permitted to be erected or occupied together with the easements attached thereto.

Other provisions of the Ordinance deal interalia with stay of suits and proceedings for recovery of arrears of rent accrued due before 15 February 1961 and period of limitation for institution of suits, proceedings under the Ordinance.

(Kerala Gazette, Extraordinary,  
10 December 1962, pp.1-12).

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Agricultural Refinance Corporation Bill, 1962.

Shri Morarji Desai, Union Finance Minister, introduced in the Lok Sabha on 5 December 1962 a Bill to provide for the establishment of a Corporation for granting medium and long term credit by way of refinance or otherwise, for the development of agriculture and for other matters connected therewith or incidental thereto. According to the Statement of Objects and Reasons of the Bill, the question of establishing an independent statutory Corporation for facilitating the provision of term credit for agricultural development has been under consideration for some time. The new institution is intended to assist projects which cannot ordinarily be financed by established agencies such as the apex co-operative and land mortgage banks, either because the amounts involved in each individual scheme or project are very large or because the period for which credit is necessary is relatively long. The new Corporation will be predominantly a refinancing agency, providing the necessary resources for these purposes to other primary lenders.

It has been considered desirable, in view of the important role which the new corporation is expected to play in promoting the development of agriculture and other allied activities, that its duties, rights and obligations should be prescribed clearly by law. The Bill is intended to give effect to the arrangements which have been proposed in connection with the establishment of the Corporation.

The notes on more important clauses of the Bill are given below.

Clauses 5 to 7 of the Bill provide for the capital structure, the allotment of shares and the ownership of the Corporation. The authorised capital will be 250 million rupees.

A sum of 50 million rupees out of the Corporation's authorised capital will be issued and paid-up in the first instance. Fifty per cent. of the capital thus issued and paid-up will be allotted to the Reserve Bank. An amount not exceeding thirty per cent. may be allotted, on application, to State Co-operative and land mortgage banks, while an amount not exceeding twenty per cent. may be allotted to scheduled banks, the Life Insurance Corporation, insurance and investment companies and other financial institutions. Shares which are not taken up within the respective categories, by the institutions for which they are intended will be allotted to the Reserve Bank in addition to its normal fifty per cent. share, but such shares, acquired in excess of its statutory minimum holdings, may be transferred by the Reserve Bank at a later stage to the

institutions which are eligible to be, or to become, shareholders of the Corporation, within the quotas earmarked for each category, so long as the effect of such transfers is not to increase the holding of any individual institution beyond ten per cent. of the total value of the shares intended for the category to which it belongs.

Any issue of capital, after the initial amount of 50 million rupees has been allotted and paid-up, will be offered in the proportions in which the initial issue was intended to be allotted, but the ceiling for ~~share-holding~~ share-holding by any individual institution will not be enforced at this stage.

Clause 22 provides that the Corporation shall grant assistance to eligible institutions only for the purpose of promoting agricultural development. The assistance provided by the Corporation will normally be in the form of refinance against loans or advances granted by the State co-operative, State land mortgage and scheduled banks for periods not exceeding twenty-five years or in the form of subscriptions to the debentures of land mortgage banks for similar periods, but in certain exceptional cases, direct assistance to co-operative societies recognised by the Corporation for this purpose with the approval of the Reserve Bank may also be granted.

The amounts due to the Corporation from institutions which are assisted by it will be guaranteed by the State Governments concerned.

Clause 23 restricts the amount of the assistance granted by the Corporation in connection with any individual transaction to 5 million rupees.

Clauses 24 and 25 provide for the grant of powers to the Corporation to impose suitable conditions in regard to its loans or to call up its loans before the due dates, if it is considered necessary or expedient to do so.

Clause 26 provides for the investment of the surplus funds of the Corporation in securities of the Central Government and for the other funds with the Reserve Bank or with co-operative or scheduled banks approved by the Reserve Bank.

(The Gazette of India, Extraordinary,  
Part II, Sec. 2, 5 December 1962,  
pp. 1260-1287 ).

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U.P.: Working of the Plantations Labour Act, 1951  
For the Year 1960 \*.

Employment.- According to the annual report on the working of the Plantations Labour Act, 1951, in Uttar Pradesh, during 1960, the average employment decreased during the year under review as compared to the preceding year. This was due to the downward trend of average daily employment in men as well as women adult workers although there was a slight increase in the average daily employment of adolescents during the year under review. The report attributes this decline to "the usual tactics of the employers to employ less number of workers so that they may escape from certain legal obligations. They are further trying to reduce the area of their plantations by cutting down tea bushes and shade trees in spite of the workers' resentment".

The following table gives the comparative figures of total average daily employment for the years 1959 and 1960:-

Year	Total No. of plantations at the beginning of the year.	Total No. of plantations at the end of the year.	Total No. of plantations submitting returns.	Average No. of workers employed daily.
1959 ..	17	16	15	2,055
1960 ..	16	16	15	1,892

Inspections.- Fifty-nine inspections were carried out by the Inspector during the year under review. Out of 16 tea plantations, two plantations were visited six times, seven were visited four times and the rest were visited more than twice in the year. The main breaches which were noticed and on which attention of the employers was drawn, were relating to non-distribution of blankets, non-approval of the source of drinking water, non-availability of medical facilities, non-maintenance of proper leave, attendance and other records and non-compliance of the housing provisions. In order to remove these irregularities the employers were persuaded by the Inspector of Plantations to report compliance within a specified time. The defaulting employers were prosecuted for breaches of rules.

\* Annual Report of the Plantations Labour Act, 1951 For the Year 1960: Allahabad: Superintendent Printing and Stationary, Uttar Pradesh, India, 1962. Price Rs.0.50nP. pp. 27.

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A survey was also conducted by the Inspector of Plantations in the districts of Almora and Pithoragarh by contacting the local authorities as a result of which 11 tea plantations were reported in existence there. There were still certain formalities to be carried out before deciding the amenability of these plantations to the Act.

Complaints and Prosecutions.- Thirty-five complaints were received from the workers and their organisations out of which five complaints were of miscellaneous nature and as such they were filed. The remaining 30 complaints were mainly in respect of breaches of rules, concerning source of supply of drinking water, medical facilities, repairs and white-washing of the existing houses of the workers, distribution of blankets, weekly rest, payment of maternity allowance to women workers and distribution of leave books. These complaints were investigated and action taken on each complaint was intimated to the person concerned. No cases remained pending at the end of 1960.

Fifteen prosecutions were launched against some of the tea plantations for contravening the provisions of the Plantations Labour Act, 1951 and Rules made thereunder. Out of these, 7 prosecution cases were launched for contravening the provisions of rule relating to the distribution of blankets to the workers free of cost and the remaining 8 were launched for the breaches of rules, concerning the source of supply of drinking water, weekly rest, maintenance of registers and records and submission of annual and half-yearly returns prescribed under the rules. Out of these 15 cases, 4 were decided.

Out of 10 prosecution complaints of 1959, which were pending at the end of the year 1959, the judgment copies in respect of 5 cases were received during the year under review in which a total sum of 250 rupees was imposed as fine. There are still 5 cases in which judgment is awaited.

Medical Provisions.- Out of 15 tea plantations submitting returns 12 plantations were found to have been maintaining Garden Dispensaries as required under the Rules. These dispensaries are under immediate care of a qualified Medical Practitioner with the exception of one. Seven plantations had reported to be employing compounders and 3 tea plantations were providing partial medical facilities.

Welfare Provisions.- The question regarding enforcement of the provisions of rules concerning canteen, creche, educational and recreational facilities, which were not enforced alongwith other rules of the U.P. Plantations Labour Rules, 1957, were referred to the Advisory Board for Plantations Labour Housing to advise the State Government for the proper enforcement of the relevant provisions. These recommendations were confirmed by the State Government. The report adds that generally speaking the employers are taking steps to provide and maintain canteens for the workers. Three tea plantations furnished details in this behalf.

Managements of eight tea plantations furnished details in the prescribed form concerning the maintenance of a creche. The Advisory Board has accepted that if a creche is provided in the "factory side" of the plantation it would be treated common for both the purposes.

The question regarding maintenance of indoor and outdoor games was also referred to the Advisory Board and recommendations of the Board are under consideration.

Housing.- The employers of the plantations are required to provide housing accommodation to the workers in the plantations as per the standards and specifications laid down in the recommendations of the Advisory Board for Plantation Labour Housing. In view of this, the employers were given six months' time to construct the houses or to remodel 20 per cent. of the existing houses and bring them to the prescribed standard. The employers, however, put forth practical difficulties being faced by them on the subject and requested for reconsideration of these recommendations. Subsequently the whole progress achieved in this behalf was considered in the third meeting of the Advisory Board held on 14 November 1960. Certain modifications accepted in the meeting, have been incorporated in the minutes and submitted to the Chairman for confirmation.

Out of sixteen tea plantations, five plantations submitted the plans for new houses for approval. These plans could not be approved on account of defects in certain details. The remaining tea plantations did not submit their plans, for which the Advisory Board has suggested that the Secretary, Dehra Dun Tea Planters Association will use their good offices to persuade the member plantations to submit their plans at the earliest.

Sickness and Maternity Benefits.- One thousand four hundred and thirty one persons applied for sickness benefits and a sum of Rs 11,202.79 was paid as claims to 1,367 persons while the amount paid to remaining 64 persons who were also granted the sickness benefit is not available.

Claims of 174 women workers regarding maternity benefit were allowed and Rs 8,918.87 were paid.

Leave with Wages.- Out of the 3,210 persons employed during the year under report 2,046 persons were allowed leave with wages and 235 persons were granted leave for 30 days. The following table contains full details on the subject:-

	Men	Women	Adoles- cent.	Children	Total
Total number of persons employed during the year under report. ....	1,145	1,861	36	168	3,210
Granted leave with wages.	913	1,097	25	11	2,046
Granted leave for 30 days.	116	119	Nil	Nil	235

(The working of the Act for the year 1959 was reviewed at pages 67-69 of the report of this Office for August 1961).



21

Survey of Living Conditions of Tea Plantation  
Labour in Tripura.\*

The Statistics Branch of the Tea Board of India conducted during July-August 1961 a survey of social and economic conditions of tea plantation workers in Tripura, the first of the series of similar surveys proposed to be undertaken in all the tea plantation regions of India. These surveys are actually conducted simultaneously with the techno-economic surveys of tea estates, the reports on which will be published separately. A brief review of the results of the survey is given below.

Sample.- All the tea gardens in the State were divided into four categories according to their per acre yield of made tea and about 50% of each category were selected for the techno-economic survey. Of the 28 gardens, thus selected 10 gardens i.e. about one-third were further selected at random for the labour survey. Thus, the first sample of 28 gardens was drawn after the method of stratified random sampling. Care was also taken to include both big and small gardens. The planted acreage of the 10 gardens selected for the Labour Survey varied from 20 acres to 509 acres. From the list of resident labour families maintained by these 10 gardens, 10% of the labour families, subject to a minimum of 5 families for each garden, were selected at random for the survey. In all 75 families were thus selected from the 10 selected gardens and the results are based on information collected from these 75 families.

State of Origin.- Bulk of the families investigated viz. 48 or 64.00% hail from the two States of Orissa and Bihar which individually account for 28 families (37.33%) and 20 families (26.67%) respectively. Next comes West Bengal with 11 (14.67%) families. Only 9 (12.00%) families are the original inhabitants of Tripura. Out of the remaining 7 families, 3 (4.00%) have migrated from East Pakistan and the remaining 4 (5.33%) from the States of Madhya Pradesh, Uttar Pradesh and Madras. It was further found that out of the 66 immigrant families only 13 families have still some sort of family ties with or properties in their native places. The remaining 53 families have neither properties nor relatives at their so called 'homes' and they have never visited them since migration

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\* Survey of the Living Conditions of Tea Plantation  
Labour in Tripura. Issued by the Tea Board of India,  
14, Brabourne Road, Calcutta. November 1962. pp. 43.

nor intend to visit them in future. Out of the 13 families who have some sort of ties with their 'home places', only 5 families have both some property and relatives left behind and the remaining 8 families have only some relatives at their native places. Further, it was observed that, out of these 13 families only two families ever visited their homes since their migration and only three families have a desire to return to their native places at some time or other. The reasons cited by these three families in favour of return are 'To meet relations' (2 families) and 'Low wages'.

Size of the family.- A classification of the labour families surveyed according to their sizes is shown in the table below:-

Family-size.	No. of families.	No. of individuals.
One ..	3	3
Two ..	14	28
Three ..	22	66
Four ..	8	32
Five ..	13	65
Above five ..	15	107
Total.	75	301

Families consisting of 3 members were most numerous in the sample, viz. 22 in a total of 75, followed by two-member families which were 14 in number. There were 13 families consisting of 5 members each while 15 families had more than 5 members. The 75 families surveyed contained in all 301 members, so that the average size of a family works out as 4.01.

Age-distribution and employment position.-It was found age groups below 11 did not contain any worker. Even in the age-group of 12 to 14 years 10 out of a total of 16 i.e. 62.50% were employed. In the next age-group of 15 to 18 years, which comprises comprised the adolescent section of the population, all except only one were employed in the garden - the proportion of earners in this group thus works out to be 87.50%. The age-group of 18 to 55 years held 79.29% of the total working population and the proportion of workers in this group is 94.37%. Among the population aged more than 55 years, 69.23% were still gainfully employed. The overall proportion of workers among the labour population surveyed was 56.15%.

Among the adult male population almost everybody was found to be employed in all the expenditure levels the proportion of earners in this class being 97.53%. Among the few unemployed persons in this group there were some too old to work. Among women and adolescents also the proportions of earners was as high as 83.91% and 87.50% respectively, while even among children (age less than 15), 10 out of a total of 125, i.e. 8.00% were gainfully employed in the gardens. The overall employment position among members of the 75 families selected for this survey thus works out to be 56.15%. This agrees very closely with the overall employment position among the total resident labour population in the 10 tea gardens covered by this survey which was found to be 56.90%.

The age and sex-wise composition of an average labour family and the number of earners of each category are shown in the table below:-

Groups.	Total No. of persons in the average family.	Number of earners per family.	% of earners to total No. of persons in each category.
Men ..	1.08	1.06	97.53
Women ..	1.16	0.97	83.91
Adolescents..	0.11	0.09	87.50
Children ..	1.66	0.13	8.00
Total.	4.01	2.25	56.15

Literacy.- The overall literacy percentage in the sample was 15.61. Barring the group of children below 7 years the percentage of literacy was lowest viz. 12.50 among adolescents and the highest at 40.00 in the age group of '7-11' years. If out of the total number of children those of ages upto 6 years are excluded, the extent of literacy among children of what may be called the school-going age comes to 33.93%. In the three age-groups of '7-11', '12-14' and '15-18' the percentage of literacy was 40.00, 18.75 and 12.50 respectively. Thus although education is gradually spreading among the plantation workers, it is curious that there is a gradual reduction in the literacy percentage with increase in age. This is perhaps because children above 11 years did not have facilities for education when they were below 11 and did not want to avail of such facilities after they attain working age when such facilities became available. The percentage of literacy was highest in the highest expenditure level.

Although an increasing trend in the percentage of literacy is observed among the younger section of population, yet the overall literacy position among plantation workers remains quite low and needs considerable improvement. It is not very encouraging to note that only 13 out of 56 children of school-going age (i.e. 23.2%) are actually attending schools and it is still more disappointing to note that none of the adolescents are attending any school. This is no doubt distressing and social workers and all those interested in the welfare of the working class will perhaps take note of the position. There is perhaps little possibility of improvement in the literacy among the adult population, particularly the womenfolk. However, steps should be taken to improve the position in so far as children and adolescents are concerned. Since most of the guardians are illiterate, they do not fully realise the importance of providing education to their wards. In any case the situation needs making education upto a certain standard compulsory in the tea plantations. Adequate facilities for vocational and technical training, should also be provided for the adolescents, for it will be increasingly difficult with the passage of time to provide the growing number of youngsters with employment facilities within the gardens.

It may be mentioned in this connection that quite a number of children and dependents of tea gardens workers in Tripura are enjoying the facilities of Tea Board's stipend scheme. During the period between 1957-58 and 1960-61 a total sum of 4,000/- rupees has been paid by the Board towards this stipend scheme for the wards of Tripura tea garden workers only. Besides a sum of 22,000 rupees has been made available by the Board to the Tripura State Government for the establishment of two labour welfare centres at Patikcherra and Kalacherra. These centres provide recreational and educational facilities as well as vocational training to the plantation labour population.

Smoking and Addiction to Liquor.- Smoking is limited only among the adult members of the sample families and is popular only among men, 64.20% of them being habituated to it. Smoking is very limited among women, the percentage being only 3.45. Neither the adolescents nor the children are habituated to it. The overall percentage of smokers in the sample is not very high, being only 18.27%.

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Compared to smoking, addiction to liquor is found to be much higher. The drink commonly taken by the labourers is a kind of rice wine known as 'hadia'. Among men, 79.01% are addicted to this habit. Percentage of women addicted to liquor is 32.18 and the overall percentage is 31.23. None of the adolescents were found to be given to this habit. Among the children only two out of 125 are addicted to this habit, which may, however, be regarded as stray cases. Thus both smoking and addiction to alcoholic drinks are practically confined among the adult population only. Moreover, the popularity of the two habits does not reveal any association with the level of expenditure of the families in either case.

Housing.- The type of living accommodation provided by the garden managements to the resident labour families was point of investigation. All the 75 labour families surveyed were found to be living in kutchas mud built houses. Provision of the 'standard house' to the labourers, as envisaged in the Plantation Labour Act still remains unfulfilled. Out of 75 families, only one family has been provided with a quarter having three rooms with attached verandah. Fortythree families have been provided with single roomed quarters having no verandah and 24 families have been provided with single roomed quarters having attached verandah. Only 7 families have been allotted two-roomed quarters. In calculating the floor space of the labour quarters the entire floor space of the rooms and half of that of the verandah has been considered. The average floor space per family and per caput in the sample come to 257.30 sq.ft. and 64.11 sq.ft. respectively. The floor space per caput is smaller in the quarters having no verandah and larger in the quarters having attached verandah, though in computing the floor space for verandah, only-half of its area has been taken into account. The concentration of persons per room works out to be 3.58. It was also found that not a single labour quarter was provided with a separate kitchen.

Income.- The regular income of the plantation labour families has been classified into two heads viz., (i) cash income from the garden consisting of wages and allowances and (ii) other incomes consisting of subsidiary income from land, poultry, livestock, etc., and imputed value of non-cash concessions from the garden in the form of subsidised food stuffs. Besides, they get some other concessions in the form of free medical aid, free housing and fuel etc., whose value have not been computed due to the difficulties involved in finding out their exact money equivalent. These have accordingly been left out of reckoning in arriving at the income as well as

expenditure of the families. While calculating the weekly expenditure the value of the subsidised food stuffs supplied by the garden managements has been taken at the prevalent market rates. It was found that the average weekly income of a plantation labour family registered a rise from Rs. 8.24 to Rs.34.19 between the lowest and highest expenditure levels. Between the lowest and highest expenditure levels the income from other sources and total income by way of wages from the gardens also increased gradually from Rs 1.04 to Rs 9.57 and from Rs 7.20 to Rs 24.62 respectively. Considering all families in all expenditure levels, the average weekly income of a labour family came to Rs 16.67 of which Rs 13.49 or 80.9% was derived from the garden as cash wages and allowances, Re.0.29 was earned through sale of farm produce such as vegetables, eggs, milk etc., Re. 0.84 was indirect income from food and other subsidies i.e. the difference between the market value and the subsidised value of food stuffs supplied by the garden managements, and the remaining Rs 2.05 constituted the imputed value of farm produce consumed by the family in a week. Thus the total weekly income of a family was made up of (1) Wages - 80.9%, (2) Concessions from garden - 5.1% and (3) From farm produce - 14.0%.

It will be worthwhile at this stage to compare the contributions of different members of the family to the weekly family income. The income derived from other sources cannot be split up into contribution of different members and therefore it has been considered as earned jointly by all members of the family. The major portion of the cash income was earned by men, who were closely followed by the women members of the family. Contributions of the adolescents and children towards family income was negligible in comparison to those of men and women. The table below shows the overall weekly contributions of men, women, adolescents and children towards cash income with their respective percentages, the number of earners and the cash income per earner of different categories:-

Groups.	Contribution to the cash income		Average No. of earners.	Weekly cash income per earner (Rs).
	(Rs.)	%		
Men ..	7.21	53.45	1.06	6.80
Women ..	5.46	40.47	0.97	5.63
Adolescents ..	0.49	3.63	0.09	5.44
Children ..	0.33	2.45	0.13	2.54
Total.	13.49	100.00	2.25	6.00

From the above table it will be seen that the bulk of the family income comes from men and women. They jointly account for 93.92% of the total cash wage. The remaining 6.08% is contributed by the adolescents and children. The last column shows that the average earning of an adult male member is the highest viz., Rs 6.80 per week. The average earnings per week of working women and working adolescents are almost equal viz., Rs 5.63nP. and Rs 5.44nP. respectively. This is naturally so because the prevailing wage rate for women and adolescents are the same. An employed child labour earns Rs 2.54nP. per week on the average.

The variation of the earnings of working men, women, adolescents and children according to the expenditure-level-wise classification of the families is shown in the following table:-

Expenditure Levels (In Rs.)	Men	Women	Adolescents	Children	Total
0.01 - 10.00 ..	5.70	6.00	-	-	5.76
10.01 - 15.00 ..	6.38	5.57	-	1.58	5.72
15.01 - 20.00 ..	7.17	5.27	2.80	1.82	5.83
20.01 - 30.00 ..	7.22	5.99	5.23	-	6.41
Over 30.00 ..	7.60	5.87	6.08	2.80	6.36
All Combined ..	6.80	5.63	5.44	2.54	6.00

The observed variation is, of course, almost solely due to absenteeism. In the case of men and women the weekly earnings do not vary much over the expenditure levels but among adolescents the variation is quite large indicating a large fluctuation of absenteeism in their case.

Absenteeism.— The table below shows the weekly potential and actual earnings of men, women, adolescents and children separately with the index of absenteeism:—

Category of workers.	Minimum rates of daily wages at the time of the survey.	Weekly potential earnings.	Weekly wages earned by an earner.	Number of days worked by an earner in a week.	Index of absenteeism (%).
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>		
Men ..	1.25	7.50	6.80	5.44	9.33
Women ..	1.11	6.66	5.63	5.07	15.50
Adolescents..	1.11	6.66	5.44	4.90	18.33
Children ..	0.62	3.72	2.54	4.10	31.67

Weekly potential earning of an earner has been defined as the total amount of wages the earner could have earned in a week had he or she worked for all the six working days in the week. By comparing the potential and actual earnings it will be seen that the difference is much higher in the cases of adolescents and children than in the cases of men and women. The number of days worked by an earner in a week is obtained by dividing the actual wages earned by an earner in a week by the prevailing minimum rates of daily wages. The last column of the table gives an idea about the extent of absenteeism among men, women, adolescents and children. On an overall assessment in 100 working days an adult male labourer remains absent on 9.33 days, a woman labourer on 15.50 days, an adolescent on 18.33 days and a children worker on 31.67 days. In the case of children it is felt that the fact that they work only 4.10 days in a week may be partly due to there having been no work for them in certain days. Among adolescent workers also there is possibly some under employment. On the other hand, it is equally likely that the workers do not join their duties on some days of the week simply because they have other business to attend to, such as paddy cultivation to which some attach greater importance than joining duties in the garden.



Expenditure Pattern.- The weekly income and expenditure of an average family in the different expenditure groups and the difference between the two are shown in the table below:-

Expenditure levels (In Rs.)	Average weekly income. (Rs.)	Average weekly expenditure(Rs.)	Difference(Rs.) Col.(2)-Col(3).
(1)	(2)	(3)	(4)
0.00 - 10.00	.. 8.24	7.33	+ 0.91
10.01 - 15.00	.. 12.26	12.53	- 0.27
15.01 - 20.00	.. 16.80	17.04	- 0.24
20.01 - 30.00	.. 20.55	23.51	- 2.96
Over 30.00	.. 34.19	39.86	- 5.67
Overall	.. 16.67	17.74	- 1.07

It will be seen from this table that excepting the lowest expenditure level, the average weekly expenditure is in every case higher than the corresponding income and the deficit is more pronounced in the higher expenditure levels. This is particularly disquieting because the survey was conducted during the peak period of the plucking season, (July/August) when the labourers were expected to earn more than during the lean period. The only means of meeting this deficit came from the annual bonus. The bonus is also utilised for performing social functions and meeting other conventional expenses including purchase of household requisites and clothings.

The table below shows the proportion of deficit budgets in the different expenditure levels and the amount of deficit per budget considering the deficit budgets only:-

Expenditure levels. (Rs.)	No. of budgets.	No. of deficit budgets.	Proportion of deficit budgets.	Average deficit. (Rs.)	Deficit as % of average expenditure.
0.00 - 10.00	8	2	25.00	1.19	15.89
10.01 - 15.00	26	16	61.55	2.32	18.21
15.01 - 20.00	23	14	60.87	1.79	10.46
20.01 - 30.00	10	8	80.00	4.95	20.86
Over 30.00	8	6	75.00	9.74	26.08
All Combined	75	46	61.33	3.53	18.62

Among the 75 labour family budgets under study, in as many as 46 cases the weekly expenditure was found to be larger than the weekly income. The proportion of deficit budgets is highest viz. 80% in the expenditure level of 'Rs.20.01 to Rs.30.00' and the average deficit per family is at its highest viz., Rs.9.74 in the highest expenditure level.

The budget deficit is met in some cases from previous savings and in some cases from loans or purchases on credit. In this manner the labourers become indebted to the shopkeepers. Actually, among the 46 families found to have deficit budgets during the week under consideration, 20 families were involved in debt.

In all the expenditure levels the bulk of the total expenditure is spent on food items, of which, rice accounts for the lion's share. The percentage of total expenditure spent on food items among the different expenditure levels, varies between 68.65% and 77.99%. Similarly, the percentage expenditure on rice, which claims the major share of the expenditure on food items, also varies among the different expenditure levels between 47.17% and 59.09%. The percentage expenditure on fuel and lighting is very small in all the expenditure groups. This, however, represents mainly expenditure on lighting (Kerosine oil) only for fire-wood is not generally required to be purchased. The percentage expenditure on liquor is very low in the lowest expenditure group, viz., only 0.82% of the total expenditure. But in other groups the expenditure on liquor constitutes between 3.29% and 6.00% of the total expenditure, the overall percentage expenditure spent on liquor being 4.45. In absolute terms, expenditure on liquor increases from Re.0.06 in the lowest expenditure level to Rs.2.16 in the highest. The percentage of total expenditure spent on conventional necessities is almost equal in all the expenditure levels excepting the highest, where the percentage is a bit higher, viz., 9.68. On an overall assessment, expenditure on 'Conventional necessities' is 8.74% of the total expenditure. Expenditure on clothing which comes next to 'food' in magnitude also maintains very nearly the same ratio to total expenditure, in the different expenditure levels, the range of variation being from 7.51% to 8.62%.

The observed similarity in the pattern of expenditure of different groups is very remarkable. The divergence of the observed proportions of expenditures in the different expenditure levels from the percentages given in the last column of the same table has been tested by the use of the chi-square Statistic. It may be concluded from this that an average plantation worker family spends about 74.1% of its budget on food, 8.0% on clothing, 8.7% on conventional necessities and about 4.5% on liquor.

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Standard of Living.- The overall average size of a family in terms of adult consumptional units works out to be 3.09 as against the actual average of 4.01. The total weekly expenditure per adult consumptional unit increased from Rs.4.73 in the lowest expenditure level to Rs.7.12 in the highest. It has been stated earlier that families in higher expenditure groups ~~whave~~ were have larger number but not larger proportion of earners. It has also been seen that the average weekly income per earner increases with increase in expenditure. Thus, higher standard of living is not a result merely of fortuitious circumstances like a larger proportion of earners among the members, but had to be achieved by families in the higher expenditure brackets by more serious application to work.

The average weekly expenditure per adult consumptional unit on food items as a whole gradually rose from Rs 3.68 to Rs 5.14 between the lowest and the highest expenditure levels. Similarly the total expenditure per adult consumptional unit also had a rising trend with the increasing levels of expenditure showing thereby a slow and steady rise in the standard of living. Expenditure on 'Conventional necessities' and 'Liquor' also exhibited a rising tendency towards the higher expenditure groups. Expenditure on liquor per adult unit per week increased from Rs 0.04 to Rs 0.39 between the lowest and the highest expenditure levels. The proportion of liquor addicts, however, was found to exhibit no such tendency.

Indebtedness.- Out of 75 families 33 families were indebted and the average debt per indebted family varied from Rs 13.68 to Rs 104.00 within the expenditure groups. The proportion of indebted families had a rising trend with the increasing levels of expenditure. The average debt per family also rose with the increase in expenditure. On the whole, the average amount of debt per indebted family was Rs 38.97 which was 233.77% of an average family's weekly income or 53.95% of the its monthly income. The following table shows a two-way classification of the indebted families according to the purpose of taking loan on the one hand and according to the source of the loan on the other:-

Purpose	Source	Shop-keeper.	Money lender.	Friends & relatives.	Total	Average loan per indebted family (Rs.).
Purchase of articles.	..	12	7	2	21	26.52
Sickness.	..	1	3	2	6	39.83
Social & Religious rites.	..	1	2	1	4	45.00
Maternity.	..	1	-	-	1	10.00
Funeral.	..	-	-	1	1	300.00
<b>Total:-</b>		<b>15</b>	<b>12</b>	<b>6</b>	<b>33</b>	<b>38.97</b>
Average loan per indebted family (Rs.).						
		21.37	35.62	89.67	38.97	

Only 21 families, or 28.0% of all families surveyed, were found to have made some savings last year. The proportion was rather low viz., only 19.23% in the expenditure-level of Rs 10.01 to Rs 15.00 but in the remaining groups it varied between 30.00% and 37.50%. The average amount of savings, considering only the families that made savings, remained very small in the first three expenditure levels, the lowest rate of saving viz., only Rs 16.00, being recorded among families in the expenditure level of 'Rs 15.01 to Rs 20.00'. In the case of the two highest expenditure groups, however, the average amount of savings per family worked out as Rs 100.00 and Rs 153.33 respectively. Averaged over the expenditure-levels the extent of savings of an average family in a year worked out as Rs 51.52, which was only 5.04% of the total estimated annual income of this group of families.

The mode of investment of the savings of the above 21 families has been as follows:-

Mode of Investment.	No. of families.
Kept as cash to meet emergency ..	9
Purchased ornaments ..	4
Purchased utensils ..	4
Purchased cow ..	2
Lent the money ..	1
Kept in co-operative society ..	1
<b>TOTAL.</b>	<b>21</b>

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42. Co-operation.

India - December 1962.

National Advisory Board for Consumers' Co-operatives  
set up.

A Notification dated 30 November 1962 of the Ministry of Community Development, and Panchayati Raj and Co-operation states that in the present national emergency it has become necessary to devise measures on a large scale for ensuring equitable distribution of essential goods at fair prices to consumers, particularly in urban areas. One of the most important means to achieve this object is to organise a network of consumers cooperatives in all important towns and cities in the country. The Government of India has sanctioned a centrally sponsored scheme for the organisation of a large network of consumers stores in the country for the general public. Schemes have also been approved for organisation of consumers stores amongst the public and private sector undertakings and central government employees. For promotion and speedy development of integrated programme of consumers cooperatives on sound lines, it has been decided by the Government of India to set up a National Advisory Board for Consumers' Cooperatives.

The Board consists of 12 members with the Deputy Minister for Community Development, Panchayati Raj and Cooperation, as Chairman. The terms of reference of the Board are:-

- (i) to review, the progress of the programme of consumers cooperatives and suggest modifications in the programme as and when necessary;
- (ii) to suggest measures for enlisting people's participation in the programme and fostering their initiative and leadership;
- (iii) to suggest arrangements for education and training of personnel required for implementation of the programme;
- (iv) to help State Governments and wholesale societies in formulating their schemes and programmes if necessary; and
- (v) to undertake such other cognate measures as are relevant to the pursuance of the terms and reference of the Board.

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The term of the present Board will expire on the formation of a Committee for Consumers Cooperatives by the National Cooperative Development Corporation under Section 11, of the National Cooperative Development Corporation Act, 1962.

(The Gazette of India, Part I, Sec.1,  
15 December 1962, pp. 396-397 ).

Progress of Cooperatives during 1959-60\*

The Ministry of Community Development, Panchayatiraj and Cooperation has recently published a leaflet entitled "Cooperation at a Glance (1959-60)" which reviews the progress of the cooperative societies during the year 1959-60. According to the review, the number of all types of co-operativesocieties in India as on 30 June 1960 was 313,499 with a membership of about 31 million. Their total working capital amounted to about 10,830 million rupees of which about 1,850 million rupees constituted the share capital. Although the co-operatives covered many sectors, agricultural credit was the most predominant both as regards the number of societies and their finances. The number of agricultural credit co-operatives was about 65 per cent. of all co-operatives while their working capital was about 60 percent. of the total working capital. The following table gives the overall position of the progress made by the co-operative societies starting from the year 1950-51:-

Year	Number	Membership (in thousand)	Share Capital (in million Rs)	Working Capital (in million Rs)
1950-51	.. 181,189	13,715	454.6	2,758.5
1951-52	.. 185,650	13,792	490.8	3,063.4
1952-53	.. 189,436	14,316	523.5	3,271.0
1953-54	.. 198,598	15,180	590.8	3,517.9
1954-55	.. 219,288	16,021	647.3	3,905.2
1955-56	.. 240,395	17,622	771.6	4,688.2
1956-57	.. 244,769	19,373	924.6	5,676.7
1957-58	.. 287,824	21,463	1,218.9	6,964.5
1958-59	.. 283,971	24,761	1,489.2	8,795.9
1959-60	.. 313,499	30,321	1,853.8	10,834.7

Agricultural Credit.- The agriculture co-operative credit structure in the country is organised on a three-tier basis. At the base or the village level, ~~there~~ there are primary agriculture credit co-operatives. These are affiliated to central banks at district level which meet the requirements of affiliated primaries. The district banks are federated into apex banks, normally called the State Cooperative Banks. All these institutions are closely inter-related and provide a well-knit structure for meeting

\* Cooperation At a Glance (1959-60)(Revised Edition): Ministry of Community Development, Panchayatiraj and Cooperation (Department of Cooperation), Government of India, 1962. pp.25.

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short and medium term credit requirements of agriculturists for facilitating agricultural production. The apex or State Cooperative Banks are closely linked with the Reserve Bank of India which makes large funds available at 2 per cent. below the bank rate.

State Cooperative Banks.- On 30 June 1960, there were 22 State Cooperative Banks in the country. These banks had a share capital of about 150 million rupees of which a little more than 60 million rupees were contributed by central banks and a slightly lesser amount contributed by Government. Deposits in these banks amounted to more than 600 million rupees of which a little more than 1/3 was contributed by central societies while an equal amount was contributed by non-member individuals and others. The contribution of primary societies was about 160 million rupees. The banks had a total working capital of about 1,750 million rupees of which 46 per cent. was accounted by internal resources constituted of share capital, deposits and reserves and the rest was obtained as loan from the Reserve Bank.

District Co-operative Banks.- The number of district co-operative banks on 30 June 1960 was 400. The endeavour is to have one bank per district. Accordingly, action is being undertaken to amalgamate the superfluous banks and to form new banks where required. The district co-operative banks had a total share capital of about 310 million rupees of which about 210 million rupees were contributed by affiliated primary societies and about 90 million rupees by Government. The total deposits of these banks amounted to about 950 million rupees of which about 540 million rupees came from affiliated primary societies and about 490 million rupees from non-members. On 30 June 1960, the total working capital of these banks stood at about 2,470 million rupees.

The central banks have been meeting their needs largely out of their internal resources. During 1959-60 only 45 per cent. of their working capital was accounted by loans drawn from the State Co-operative Banks. During 1959-60 the central banks advanced about 2,460 million rupees to affiliated primary credit societies mainly for meeting the credit requirements of their individual members.



Primary Agricultural Credit and Multi-purpose Societies.- The number of primary agricultural credit and multi-purpose societies at the end of 1959-60 was a little more than 200,000. Among the various States the percentage coverage of villages by these societies varies from 99 per cent. (Kerala) to 42 per cent. (Assam). In Kerala, Madras and Maharashtra more than 30 per cent. of the villages stand covered.

Total membership of these societies was about 14.5 millions at the end of 1959-60. At the end of 1959-60 about 23 per cent of the rural population was covered by these societies. Kerala has the largest membership of 330 per society.

Paid-up share capital of all the societies at the end of 1959-60 was about 470 million rupees. The highest share capital per society of 9,282 rupees was claimed by Gujarat.

The deposits with the societies stood at about 120 million rupees at the end of 1959-60. Punjab claimed the highest average deposits per member with 31 rupees against the all-India figure of 8 rupees.

The increased internal resources of the societies have helped them to raise their working capital which stood at about 2,230 million rupees at the end of 1959-60. It was highest, 38,000 rupees in Gujarat and was more than 20,000 rupees in 4 other States viz., Kerala, Madras, Maharashtra and Mysore.

At the end of 1959-60 average working capital was a little less than 5 times of average share capital. There was not much of inter-State variation in this connection and in majority of the States the average working capital was about 4 or 5 times the average share capital per society.

During 1959-60 the advances made by the societies amounted to about 1,690 million rupees. In case of two States, viz., Rajasthan and Uttar Pradesh the advances have almost doubled during 1959-60 over previous year. Average loan advanced per society in 1959-60 was about 8,400 rupees. Average loan advanced per society can be better appreciated by referring to only those societies which advanced loans during the year. On the whole 78 per cent. of all the societies advanced loans during the year. In four States, viz., Andhra Pradesh, Gujarat, Madhya Pradesh and Maharashtra 90 per cent. or more societies advanced loans. The extent of efforts required in activating the societies can be judged from these figures. Average loan advanced per advancing society was about 10,800 rupees during 1959-60. Gujarat having the figure of about 33,500 rupees was the only State with a figure of more than 25,000 rupees. In 3 other States, viz., Kerala, Madras and Mysore, it was more than 20,000 rupees.

Average loan advanced per member during 1959-60 was 117 rupees. On the whole 59 per cent. of the total members received loans during the year. In only one State, viz., Uttar Pradesh more than 75 per cent. (actually 87 per cent.) of the members received loans. Average loan advanced per borrowing member was 201 rupees during 1959-60. It was the highest 405 rupees in Gujarat and was more than 250 rupees in 3 States, viz., Andhra, Gujarat and Maharashtra. In no State it was less than 100 rupees.

Percentage of overdues to outstanding loans was about 21 at the end of 1959-60. Uttar Pradesh deserves special mention in this connection as the percentage of overdues to outstandings has decreased during the year from 11 to 6 in spite of the doubling of credit operations during the same period.

In addition to the credit functions these societies are expected to undertake other functions such as supply of agricultural requisites. During 1959-60 more than 33,000 societies, i.e., about 16 per cent. of the societies, undertook the work of distribution and supplied agricultural requisites worth about 110 million rupees and consumer goods and other articles worth about 220 million rupees. Among the agricultural requisites fertilisers alone accounted for about 100 million rupees.

Land Mortgage Banks.— The organisational pattern of land mortgage banks which advance long term loans is based only on two tiers with central banks at State level and primary banks at district level. The pattern is yet not uniformly evolved in all the States. In some States such as Bihar, Orissa, and Punjab only the central land mortgage banks exist without any primaries at lower levels. In Madhya Pradesh no separate central bank exists but the State Cooperative Bank has a land mortgage banking section. Similarly at district level also a number of central cooperative banks have land mortgage banking sections.

At the end of 1959-60 there were 18 central land mortgage banks including the land mortgage banking sections of State Co-operative Banks. Their membership consisted of about 600 primary banks and societies and about 216,000 individuals and their total working capital amounted to about 570 million rupees of which about 270 million rupees were accounted by debentures. During the year they had advanced about 85.2 million rupees as long term loans. The more important purposes for which loans were advanced were land improvements (37.2 million rupees), purchase of machinery (22.8 million rupees), and debt redemption (18.5 million rupees). Out of the total advances, 49.7 million rupees were advanced to primary banks and societies and the remaining amount was advanced directly to individuals. The total outstandings at the end of the year were 285 million rupees of which 100 million rupees were outstanding with individuals and the remaining amount was outstanding with primary banks and societies.

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At the end of 1959-60 there were 408 primary land mortgage banks. Of these more than 200 were in Andhra and Mysore only. The membership of these societies consisted only of individuals numbering more than 550,000. The total working capital of the banks amounted to more than 200 million rupees of which 180 million rupees were accounted by borrowings. During the year the banks had advanced 51 million rupees. It will thus be seen that the total advances to individuals by central and primary land mortgage banks during the year amounted to 86.4 million rupees and the total outstandings with the individuals amounted to 291.7 million rupees.

Marketing Cooperative Societies.- Generally a three-tier structure has come to exist for co-operative marketing. At the base are primary marketing societies functioning at mandi level and generally covering the villages served by respective mandies. Their membership is open to the village credit societies and individual cultivators. These societies are of general type dealing in all commodities coming to the mandies for sale. At times special societies dealing in a particular crop only, say cotton, arecanut, etc., are also organised. At regional or district level, central marketing societies are organised to co-ordinate and generally help the working of primary marketing societies and to channel supplies to the constituent societies. The central societies also act occasionally as primary societies. At State level is organised a State or apex marketing society which acts as a federation of primary and central marketing societies. Inter-State and export-import trade is generally handled by the apex marketing societies. These societies also often coordinate the work relating to distribution or fertiliser etc., through cooperatives.

At the end of 1959-60 there were 2,501 societies at primary level, 511 societies at central level and 21 societies at State level. It was reported that the primary societies covered 577 out of 682 regulated markets and about 2,300 out of 4,600 unregulated markets. Thus about 85 per cent of regulated markets and 50 per cent of un-regulated markets were covered by primary societies.

Not taking into account the handling of produce by State marketing societies, which deal mainly with the marketing societies at lower levels rather than with individuals, the marketing societies at primary and central levels handled agricultural produce worth 1,090 million rupees during 1959-60. Of this foodgrains constituted the single largest portion of 270 million rupees. Cotton and jaggery accounted for 100 million rupees and 70 million rupees respectively. In addition to these marketing societies there were sugarcane supply societies, mainly in Uttar Pradesh and Bihar, and processing societies dealing in cotton and other commodities which undertook sale of agricultural commodities. Taking into consideration all such sales

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their total value during 1959-60 amounted to about 1,930 million rupees as against nearly 1,120 million rupees in 1958-59. The difference in this value and that of sale of produce by marketing societies is mainly accounted by sales of sugarcane societies (620 million rupees), value of cane purchased by co-operative sugar ~~societies~~ factories (120 million rupees) and sale of cotton by ginning and pressing societies (70 million rupees).

Marketing co-operatives, particularly at primary level are envisaged to play a key role in the integrated credit programme. Under this, they are expected to recover the short and medium term loans on behalf of the primary credit societies from out of the value of produce brought by members for sale in the mandies. The functioning of this arrangement on a large scale is conditioned by effective working of the marketing societies. Therefore, while a beginning has been made in this direction, in many areas the actual results are not significant. In 8 States 213 marketing societies were reported to have recovered an amount of more than 50 million rupees on behalf of 6,622 primary credit societies. More than half of this was accounted by Uttar Pradesh alone. In Jammu and Kashmir also, nearly 90 per cent of credit was recovered through marketing of agricultural produce.

A few of the marketing societies undertook processing activity along with their normal marketing operations. During 1959-60 the marketing societies were operating 26 cotton ginning and pressing units, 16 oilseed crushing units, 14 paddy husking units and 9 other processing units.

During the year Government continued to assist marketing societies by contributing to their share capital, by providing managerial assistance and by making available loans and subsidies for construction of godowns. By the end of 1959-60 the Government had contributed to share capital of 14 State Societies, 216 central societies and 1,100 primary societies.

Sugar Factories.— Cooperation in the field of sugar industry is of recent origin. Starting with 3 co-operative sugar factories under production during 1955-56 there were 30 sugar factories under production during the 1960-61 season.

Although only 25 sugar co-operatives were actually under production during 1959-60 the total number of sugar societies was 57 with a membership of about 131,000 individual producers and about 10,000 societies. The total share capital of these societies amounted to about 137 million rupees of which the largest share of 66 million rupees was contributed by individual producer members. The contribution to the share capital by Government amounted to about 55 million rupees.

The total borrowings of these societies amounted to more than 290 million rupees of which 120 million rupees came from the Industrial Finance Corporation and another 110 million rupees were received from the central finance agencies.

With the activities of sugar co-operatives growing rapidly it was felt necessary to have a national organisation for assisting and watching the working of these co-operatives. With this end in view the National Federation of Co-operative Sugar Factories was formed during 1959-60.

Other Processing Societies.- Cotton ginning and pressing activity on co-operative lines has developed largely in Gujarat, Maharashtra and parts of Mysore. During 1959-60 there were 120 such societies in all the States with an individual membership of 46,500 and a working capital of 0.34 million rupees. During the year the societies ginned about 226,000 tons of raw cotton and pressed about 296,000 ~~tons~~ bales. On the whole the co-operative sector handled about 11 per cent. of cotton ginning and 9 per cent. of cotton pressing in India.

Farming.- At the end of June, 1960 there were 1,759 farming societies in the country. Punjab with 613 had the largest number of joint farming societies followed by Uttar Pradesh with 535 societies. The total membership of all the joint farming societies was more than 47,000 of which about 66 per cent. were working members. The societies commanded about 380,000 acres of land of which about 85 per cent. was under cultivation. The total number of collective farming societies was 893. Maharashtra with 230 had the largest number. The total membership of these societies was about 25,600 and the area commanded by them was 122,000 acres.

Besides these societies there were about 2,000 tenant farming and 1,000 better farming societies. Since these did not conform to the officially recognised pattern of co-operative farming it was considered necessary to convert them into collective or joint farming societies.

Other Agricultural Co-operatives.- Of the other important agricultural co-operative societies mention may be made of irrigation societies, fishermen's societies and milk supply unions covering as they do important aspects of rural economy:-

(i) Irrigation Societies.- There were 1,641 irrigation societies at the end of 1959-60, with a total membership of 34,136 and a working capital of 20.6 million rupees. These societies constructed minor irrigation works for the benefit and use of their members and irrigated about 170,000 acres of land during 1959-60. Their total income from the services rendered amounted to more than 1.9 million rupees.

(ii) Fishermen's Societies.- At the end of June 1960, fishermen's societies totalled 2,111, with a membership of more than 220,000. These societies enabled fishermen to undertake fishing jointly on a larger scale and employ better methods and more capital, than was possible individually. The working capital of these societies stood at 14 million rupees. They owned fishing material worth 1.5 million rupees. The value of fish catch and sales effected during 1959-60 by them was about 7 million rupees and 9.4 million rupees respectively.

(iii) Milk Supply Societies.- Milk supply societies are spread all over the country but are particularly concentrated in Madras, Andhra Pradesh, Gujarat and Uttar Pradesh. As on 30 June 1960, there were 2,724 societies with more than 220,000 members. Their total paid-up capital amounted to 4.165 million rupees but their reserves and other funds amounted to 5.5 million rupees and the working capital resources were of the order of 13.8 million rupees. These societies purchased milk worth 40.1 million rupees and sold milk and milk products worth 47.2 million rupees and 825,000 rupees respectively during 1959-60.

Non-agricultural Credit.- There are quite a few co-operative credit societies catering to the needs of urban dwellers like artisans, government servants, traders, salaried employees, etc. Such urban banks, employees' credit societies and other special types of credit societies numbered 11,371 as on 30 June 1960. About one-third of these were in Maharashtra and Punjab. The total membership of the non-agricultural credit societies was 4.23 millions. The societies had a paid-up capital of 306 million rupees which works out to an average of Rs 30 thousand per society. They had put aside reserves amounting to 121 million rupees and held deposits worth about 850 million rupees. As on 30 June 1960, their working capital stood at 1,374 million rupees.

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Loans advanced by these societies during 1959-60 amounted to 1,174 million rupees and loans outstanding at the end of the year were 1,060 million rupees of which 7.3 per cent. constituted overdues. Loans which were advanced to little over 50 per cent. of their members were for various reasons both productive and non-productive, such as marriages, medical treatment, education, house construction, etc.

Consumers' Stores.- The consumers' co-operative movement is comparatively new in this country and is largely concentrated in a few States only. At the end of June 1960, there were 65 wholesale consumers' co-operative stores and 7,168 primary consumers' co-operatives stores. The wholesale stores had a total paid-up capital of 2.8 million rupees and a working capital of 5.8 million rupees. Of the 7,168 primary consumers' co-operative stores 1,116 were in Maharashtra, 810 in Assam, 853 in Madras and 672 in West Bengal. The total membership of the primary stores was about 1.4 millions which was nearly one-fourth of the total membership. Total paid-up capital of the consumers' stores was 22.4 million rupees of which Maharashtra accounted for 4.8 million rupees while Madras accounted for 4.3 million rupees. The working capital of the consumers' societies amounted to 88.6 million rupees and was the highest in Madras with 32.2 million rupees. Total sales effected by all the primary stores amounted to about 390 million rupees during the year. Madras alone accounted for more than 110 million rupees followed by Maharashtra with 95 million rupees.

Training.- Training of officials is organised by the central committee for co-operative training set up in 1953 jointly by Government of India and Reserve Bank of India. The training of higher personnel both institutional and departmental is conducted on an all-India basis at the Co-operative Training College, Poona, in courses of 6 months duration. The training of intermediate personnel, other than block level co-operative officers, is conducted at five centres, viz., Poona, Madras, Ranchi, Meerut and Indore. The courses are generally of 12 months duration. The block level officers are trained at 8 centres, viz., Tirupati, Kalyani, Gopalpur-on-sea, Faizabad, Kota, Hyderabad, Bhavnagar and Patiala in courses of the duration of 12 months. In case of junior personnel the arrangements are made on a State-wise basis in 62 centres and their courses run for a period of 6 months.

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Special Course.- In addition to the normal courses indicated above, special courses in marketing, land mortgage banking, industrial co-operatives, etc., are run in some intermediate training centres and their duration ranges from 4 to 6 months.

Education of non-officials.- The education programme for non-officials is conducted by the All-India Co-operative Union largely through State Co-operative Unions by setting up peripatetic teams which go from place to place for conducting 5 to 6 weeks courses for office-bearers, 10-day courses for managing committee members and 3-day courses for members and prospective members.

Reports of Special Committees.- The year 1959-60 proved to be important from the point of view of formulating policy for some of the important aspects of the movement. Two very important reports were received during the period from the committees specially appointed for the purpose. The committee headed by Shri Nijalingappa submitted the report on Co-operative Farming and on the basis of which the programme of Pilot Projects was formulated. The committee headed by Shri V.L. Mehta studied in detail the various aspects of agricultural credit movement and made valuable recommendations. Subsequently, a committee headed by Shri S.D. Misra was appointed for going into the details of training programme. Two more committees later studied processing and consumer activities. In short the year 1959-60 and the subsequent period witnessed a strong drive for laying down firm policies after carefully considering the various issues.

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43. Handicrafts.

India - December 1962.

Survey of Handicrafts in Kerala: Census Report  
published.

A Census of Handicrafts in Kerala was undertaken recently by the Department of Industries and Commerce, Kerala, under the auspices of the All India Handicrafts Board. According to the Report, the more important handicrafts of the State on the basis of number of industrial establishments and employment position of various crafts were bell metal casting, ivory, horn and wood carving, screw pine mat making, bamboo reed weaving, palmyra leaf weaving, koragrass mat making, cane and rattan work, embroidery and lace making and lapidary work. Practically all the different handicrafts practised in the State were of a perennial type. The proportion of perennial establishments to total number of establishments was above 90 per cent. in respect of nearly all major handicrafts. The following table illustrates the crafts, the number of establishments, proportion of establishments which were perennial and the proportion of establishments which were cooperatively owned:-

(Please see table on the next page)

Craft	Number of establishments.	Proportion of establishments which were perennial.	Proportion of establishments which were co-operatively owned.
1. Bell metal casting ...	556	93	1
2. Koragras mat making ...	408	95	-
3. Bamboo reed weaving ...	402	93	3
4. Lapidary work ...	347	95	-
5. Screwpine mat making...	321	100	-
6. Embroidery and lace making.	312	47	2
7. Ivory, horn and wood carving.	204	88	2
8. Cane and rattan work ...	167	90	7
9. Palmyra leaf weaving ...	137	82	2
10. Musical instruments manufacture..	32	59	3
11. Toys and dolls making...	26	50	-
12. Cotton cap making ...	23	83	-
13. Decorative modelling ...	21	71	5
14. Art metalware ...	19	95	5
15. Hand printing ...	16	75	19
16. Kathakali and Theyyam accessories making...	6	17	-
17. All others ...	33	-	-
Total. ...	3,030	87	2

Type of ownership.- There were no co-operative establishments in 21 out of the 34 handicrafts for which data are available. A significant number of co-operative units were functioning in hand printing, cane and rattan work, art metalware and decorative modelling industries. Three types of co-operatives were functioning in the State, viz., the production-cum-marketing co-operatives undertaking direct production and marketing, marketing co-operatives engaged only in purchasing and marketing articles of member-craftsmen and co-operatives undertaking only distribution of raw materials. As at the end of June 1959, there were in all 44 production-cum-marketing co-operatives, covering nearly 10 handicrafts with a fixed capital of 58,276 rupees and working capital of 113,000 rupees and employing 996 persons.

Ownership status of the craftsman.- The Report classifies the establishments according to whether they (1) were owned by the craftsmen, (2) employed hired labour, (3) were run on a "cottage industry" basis as distinct from that on a "workshop basis".

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According to the Report, almost all the important handicrafts were run on cottage industry basis and that these were predominance of units employing family workers. In fact establishments engaged in lapidary work, screwpine mat making, embroidery and lace making, palmyra leaf weaving, cotton cap making and art metalware did not employ any salary earners. As regards man-hours worked in certain handicrafts such as bamboo reed weaving, musical instruments manufacture, toys and dolls making, decorative modelling, art metalware and cane and rattan work, though there were not many workshop establishments, the man-hours worked by them were substantially large which probably reflects utilisation, on a significant scale, of hired labour.

Mode of work.- Nearly all the establishments in Koragrass mat making, bamboo reed weaving, screwpine mat making, embroidery and lace making, palmyra leaf weaving, musical instruments manufacture, cotton cap making, decorative modelling and kathakali and theyyam accessories making used materials owned by them. About 50 per cent. of the establishments under bell metal casting, art metalware and hand printing industries, however, were operated on a contract basis. Number of establishments operated on wage basis was small.

Finance.- The average capital outlay per industrial establishment was 582 rupees (working capital), 334 rupees (fixed capital) and 916 rupees (productive capital). The average working capital per establishment was below 1,000 rupees except in the case of a few industries like art metalware, hand printing, ivory, horn and wood carving and cotton cap making, where the value of material used in production was very high. In respect of koragrass mat making, bamboo reed weaving, screwpine mat making and palmyra leaf weaving, the average working capital per establishment was even below 100 rupees. The pattern of productive capital outlay was also more or less similar. As regards output, the average per establishment was 3,900 rupees. Craft-wise, the average value of output per establishment ranged between 7,000 rupees to 17,000 rupees in art metalware, handprinting, ivory, horn and wood carving, etc., where the value of material used in production was very high. The following statement indicates the financial position and value of output:-

Craft.	Average Per Establishment				
	Working capital.	Productive capital.	Annual value of output.	Value of raw materials.	Value of production.
	Rs.	Rs.	Rs.	Rs.	Rs.
1. Bell metal casting.	989	1,528	6,220	3,166	2,819
2. Koragrass mat making.	42	117	1,490	425	1,064
3. Bamboo reed weaving.	78	180	1,030	302	706
4. Lapidary work.	634	1,087	7,213	3,840	3,372
5. Screw pine mat making.	59	64	-	1,746	816
6. Embroidery and lace making.	301	970	2,808	769	2,030
7. Ivory, horn and wood carving.	1,731	2,078	7,465	1,741	4,701
8. Cane and rattan work.	891	1,087	3,120	1,101	2,018
9. Palmyra leaf weaving.	92	108	746	255	491
10. Musical instruments manufacture.	580	1,113	2,055	797	1,257
11. Toys and dolls making.	532	1,376	4,261	1,481	2,781
12. Cotton cap making.	1,574	2,459	7,090	2,004	5,087
13. Decorative modelling.	987	1,789	3,265	778	2,502
14. Art metalware.	6,368	7,410	16,460	5,059	11,402
15. Hand printing.	4,244	6,472	10,100	6,168	3,935
16. Kathakali and Theyyam accessories making.	285	513	1,740	321	1,163

Marketing.- Though the data relating to proportion of produce sold through various agencies are not given, the establishments have been classified according to the type of marketing adopted by them. Marketing of handi-crafts products was generally dominated by middlemen; direct sales to consumers were, however, reported on a sizable scale only by a few handicrafts.

Co-operative marketing was relatively insignificant. Even some of the co-operative production-cum-marketing units in such handicrafts as decorative modelling, art metalware and hand printing were dominated by middlemen. In a few other handicrafts such as koragrass mat making and toys and dolls making, although there were no co-operative units, nearly one-tenth of the establishments marketed their production through co-operatives.

To sum up, although many handicrafts of Kerala were to a large extent operated on a cottage industry basis, the dominance of private interests in production and marketing as indicated by the (1) predominance of workshop establishments in some crafts, (2) employment of salary earners, (3) procurement of raw material on contract basis and (4) insignificant role of co-operatives, brings out in proper perspective the magnitude of the problem faced by industrial co-operatives.

(Reserve Bank of India Bulletin,  
October 1962, pp. 1614-1618 ).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - DECEMBER 1962.

50. General.

Mysore Industrial Establishments (National and Festival Holidays) Bill, 1962.

The Government of Mysore published on 5 December 1962 the text of the Mysore Industrial Establishments (National and Festival Holidays) Bill, 1962, proposed to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, at present there is no uniform practice in the several industrial undertakings of the State to declare National and Festival Holidays every year. It is also likely that some of the private industrial establishments are declaring such holidays as paid holidays in spite of the fact that the Government issues Press Notes requesting all the industrial undertakings of the State, to prescribe Republic Day on 26 January and Independence Day on 15 August each year as additional paid holidays and not as substituted holidays.

As the Government of India has requested ~~that~~ that appropriate action should be taken to enforce the observance of National and Festival Holidays as holidays with wages and in view of the great importance attached to the National and some other important festivals, it is considered necessary that our State should have legislation in this behalf. Hence this Bill.

The Bill requires that every employee shall be allowed in each calendar year a holiday of one whole day on the 26 January and the 15 August, and five other holidays each of one whole day for such festivals as the inspector may, in consultation with the employer and the employees, specify in respect of any industrial establishment.

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Every employer shall send to the Inspector having jurisdiction over the area in which the industrial establishment is situated, and display in the premises of the industrial establishment, a statement showing the holidays allowed in each calendar year, in such form, within such time and in such manner as may be prescribed.

Notwithstanding any contract to the contrary, every employee shall be paid wages for each of the holidays allowed to him where an employee works on any holiday allowed under section 3, he shall, at his option, be entitled to -

- (a) twice the wages; or
- (b) wages for such day and to avail himself of a substituted holiday with wages on any other day.

An employee who is paid wages by the day or at piece rates shall be entitled to be paid wages for any holidays allowed under section 3 -

- (i) only at a rate equivalent to the daily average of his wages to be calculated in the prescribed manner;
- (ii) where he works on any such holiday, only at twice the rate mentioned in clause (i), or in lieu thereof, at the rate mentioned in that clause and to avail himself of a substituted holiday with wages at that rate on any other day: provided that no such employee shall be entitled to be paid any wages for any of the holidays allowed under section 3, other than 26 January and 15 August, if he has not completed a period of thirty days continuous service immediately preceding such holiday.

Other provisions of the Bill deal inter alia with powers of inspectors, penalties and exemptions.

(The Mysore Gazette, Extraordinary,  
Part IV, Sec. 2A, 5 December 1962, pp. 1-7).

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Emergency Risks(Factories)Insurance Bill,1962.

Shri Morarji Desai, Union Finance Minister, introduced in the Lok Sabha on 5 December 1962 a Bill to make provisions for the insurance of certain property in India against danger by enemy action during the period of emergency. According to the Statement of Objects and Reasons of the Bill, in view of the present emergency, it is considered desirable that provision should be made for the ~~de~~ insurance of factories and inland vessels against the risk whic of loss or damage as a result of enemy action. As the degree of risk which may be involved is necessarily uncertain, it will not be possible for the established insurance to cover it in the normal course, and the Scheme will have to be formulated, brought into force, and operated on behalf of the Central Government.

The Bill seeks to provide for a Scheme of insurance based on premium rates which can be varied within certain limits with reference to the actual nature or extent of the risk as it may exist from time to time. The various provisions are explained in detail in the notes on clauses.

Notes on Clauses.- Clause 3 provides for a scheme of insurance of factories within the scope of the provisions of the bill to be prepared and brought into force by notification at an appropriate stage by the Central Government. It is clarified for the avoidance of any doubt that persons interested in any property insurable under the Act may insure that property on their initiative, in lieu of the persons who as the owners for the purposes of the scheme may be bound or compelled to insure the property in the normal course.

The Central Government's liability as the insurer will be limited in each case to eighty per cent of the insurable value of the property and may be discharged either by payment in cash or by reimbursement of the cost of restoring the factory or other insured property to the condition in which it was before the damage. In the event of a factory being reconstructed, the Central Government may provide, as a condition of such restriction, that the factory shall be removed to some other locality. The policies of insurance will be issued for periods, the duration of which will be determined by the Central Government, but the periods of validity of the policies may be extended from time to time. The premiums will be charged at a variable rate which will be determined from time to time by the Central Government, after taking into account the actual degree of risk which may be involved.



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Factories in the course of construction will be eligible to protection under the scheme, in the same manner and to the same extent, as completed factories which are working normally.

Clause 4 provides for the appointment of an agent to administer the scheme on behalf of the Central Government.

Clause 5 provides that when a scheme of insurance is notified and brought into force, the owner of a factory, or where the owner is not himself the occupier, the occupier acting on his behalf, will be compelled to insure the factory and other properties to the extent that they are insurable under the scheme.

In the event of a change in the ownership of a factory during the currency of a policy of insurance issued in relation to it, the policy, along with the rights and liabilities thereunder, will be transferred to the new owner.

Clause 6 prohibits private insurers from competing with the Central Government in regard to the coverage of the abnormal emergency risks for which provision is made in the bill.

Clause 7 provides for the establishment of an Emergency Risks (Factories) Insurance Fund. The Fund is intended to be self-sufficient, but provision is being made for the Central Government to advance to the Fund, if it is temporarily in deficit, any amount which may be needed for meeting the expenditure which may be chargeable to the Fund. If there is ultimately a surplus in the Fund after providing for all the obligations to the policy-holders, appropriate provision in regard to the utilisation of the surplus will be made by the Central Government.

Clauses 8 and 9 .- Clause 8 provides for the grant of power to the Central Government to obtain information or to carry out such inspections as may be necessary and Clause 9 provides for penalties for furnishing any false information.

Clause 10 provides that if the Central Government requires any factory to be removed to any other locality, the cost of such removal will also be paid out of the Emergency Risks (Factories) Insurance Fund.

Clause 11 provides for the recovery of any amount due to the Central Government which may remain outstanding, either because the payment has been evaded ~~or~~ or because it has been in arrears.

Clause 12 to 14 contain the usual provisions in regard to the limitation of prosecutions the composition of offences and bar of legal proceedings in respect of action taken in good faith under the relevant provisions of the bill.

Clauses 15 and 16.- Clause 15 provides for the grant of power to the Central Government to exempt factories belonging to any particular class, if it is considered necessary or expedient to do so, while Clause 16 provides for a proportionate refund of the premiums in such cases.

Clauses 17 and 18 provide for the extension of the scheme of insurance so as to cover the plant and machinery and other similar equipment of mines, including all mines, and the properties of gas and electricity supply undertakings, and inland vessels.

Clause 19 provides for the grant of power to the Central Government to remove difficulties, if any.

(The Gazette of India, Extraordinary,  
Part II, Sec. 2, 5 December 1962,  
pp. 1223-1241).

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

India - December 1962.

Annual Report on Activities Financed from the Coal Mines Labour Welfare Fund for the Year 1961-62\*.

The following information about welfare activities in coal mines is taken from the annual report of the Coal Mines Labour Welfare Fund, for the year 1961-62, issued by the Ministry of Labour and Employment.

Income and expenditure.- The levy of a cess on all despatches of coal and coke is the main source of income of the Fund and the rate thereof continued to be at 50 nP. per ton (49 21 nP. per metric tonne). The total income during the year amounted to 25.481 million rupees and it was apportioned between the General Welfare Account and the Housing Account of the Fund in the ratio of 50:50. The share of the General Welfare Account was 12.125 million rupees and that of the Housing Account was 13.356 million rupees, the increase in the latter account being due to rent realised on account of the houses already provided. The total expenditure was 17.596 million rupees - 10.620 million rupees in the General Welfare Account and 6.976 million rupees in the Housing Account. These figures are subject to revision, the final figures of adjustment for the year having not been received at the time of the publication of the report.

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\* Government of India, Ministry of Labour and Employment: Coal Mines Labour Welfare Organisation: Report on the Activities of the Coal Mines Labour Welfare Fund, 1961-62: pp.32.

Medical Facilities and Hospitals: (a) Central Hospital, Dhanbad.— A well-equipped modern hospital of 250 beds has been functioning at Dhanbad since 1951 for providing specialised treatment to colliery workers and their dependents free of all cost. The average daily number of in-patients treated in different departments of the hospital during the year under review was 321. During the year under report, 2,974 operations were performed as against 2,238 operations during the previous year. Plaster of paris was applied in 1,349 cases. Anaesthesia was given in 1,870 cases and the number of pathological investigations done during the year was 53,729. The number of patients X-rayed was 9,511 and that screened 377 as against 8,560 and 208 respectively in the preceding year.

(b) Central Hospital, Asansol.— The second Central Hospital in the Raniganj coalfield is at Kalla, Asansol. It also has 250 beds and was started in 1955. The average daily number of in-patients treated in the hospital during the year was 304, against 228 during the preceding year. The additional wards attached to this hospital were completed and put into commission during the year under report. Similarly, the work of extension to Nurses' Hostel was very nearly completed. A total of 3,203 operations were done at this hospital during the year as against 2,867 performed during the preceding year. Plaster of paris was applied in 962 cases. The number of Pathological investigations done was 51,165. The number of patients who were X-rayed and screened during the year were 9,421 and 997 as against 9,492 and 1,274 respectively in the preceding year.

A blood bank on modern lines under the direct charge of a qualified Blood Transfusion Officer for the benefit of the colliery patients needing blood transfusion which was set up during 1960-61 continued to function at the Central Hospital, Asansol.

At the Rehabilitation Centre attached to the two Central Hospitals, a total number of 13,583 patients were treated. The treatment given included active exercises, infra-red and ultra-violet rays, electrical stimulation, massage, paraffin bath, radium heat bath and occupational therapy.

Consequent on the influx of patients to the two Central Hospitals, their capacity proved to be inadequate to meet the demand and the question of increasing the bed strength at both the hospitals from 250 to 300 was, therefore, taken up. Government agreed to the proposal and further necessary action to obtain the requisite expenditure sanction in this regard was in progress.

Regional Hospitals.- For attending to minor cases, seven Regional Hospitals were functioning in different parts of the Coalfields in the country, two each in Jharia and Hazaribagh Coalfields and one each in Raniganj, Pench Valley and Vindhya Pradesh Coalfields. The work of construction on the Regional Hospital at Phusro in the Bokaro Coalfield was nearing completion. The male ward of the hospital was also occupied in addition to the out-patient department that had already been completed, and occupied earlier. The construction of the Regional Hospital building in Korea Coalfield reached roof level and roofs of some of the rooms were also cast.

Proposals for construction of 5 Regional Hospital in the Raniganj Coalfield and 4 in the Jharia Coalfield were approved by Government and further necessary action to arrange for administrative approval and expenditure sanction was taken. Sanction for the construction of a Regional Hospital in the Andhra Pradesh Coalfield was also accorded by Government during the year under report, and all preliminaries in this regard having been completed, the construction of the above hospital is expected to be taken up immediately on getting possession of the requisite plot of land. Proposals for increasing the bed strength of the Regional Hospitals at Katras, Tisra, Chora, Haisarai and Jamai from 30 to 50 beds having already been approved by Government, further necessary action towards implementing the same was also taken.

Maternity and Child Welfare Centres.- A Maternity and Child Welfare Centre is attached to each Regional Hospital. The Organisation has also established 7 such centres, two each in Madhya Pradesh, Andhra Pradesh and Orissa Coalfields and one in Assam which are independent units under the charge of a qualified Lady Health Visitor. Fifty one similar centres were being run by the Jharia and Asansol Mines Boards of Health and Hazaribagh Mines Board under the annual grants-in-aid scheme by this Organisation.

T.B. Treatment.- Sixty two beds were provided by the Fund for treatment of colliery T.B. patients (12 beds at Katras in the Jharia Coalfield and 50 at Searsole in the Raniganj Coalfield). Further necessary action for increasing the bed strength by another 25 at the T.B. Clinic, Katras was taken.

Besides the above, 91 beds were also reserved by the Fund in ~~various~~ various Sanatoria.

In order to further augment the facilities for indoor treatment of T.B. patients on an extensive scale, two 100-bedded T.B. blocks, as adjuncts to Central Hospitals at Dhanbad and Asansol, were under construction in full-swing. The out-patient block and one of the three wards attached to the Central Hospital, Dhanbad, had reached roof level. Mosaic flooring in out-patient block was in progress. Similarly, out of the 3 wards of the T.B. wing of the Central Hospital, Asansol, one was roofed over and the other two were at 10' height. The out-patient block reached the plinth level. Necessary action to arrange for the requisite sanction for the construction of T.B. Clinics with 12 bedded wards with the necessary ancilliary buildings attached to the different Regional Hospitals was also taken.

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

Since August 1958 when the scheme of Domiciliary treatment of T.B. patients was introduced, 3,849 patients suffering from T.B. from all the coalfields of the country were treated till the end of the year under report. All the patients were provided with the requisite medicines free of cost; besides each patient was also paid a monthly allowance up to Rs 50/- per month to a maximum period of six months to enable him to take nourishing diets. The result achieved from this extensive scheme of domiciliary treatment continued to be very satisfactory. It was proposed to extend the above scheme of treatment so as to bring 1000 more patients under its scope.

T.B. Workers admitted at the Convalescent Home at Bhuli from different collieries were given free supply of necessary medicines, training in the crafts of garment making and basket making and a monthly stipend at the rate of Rs 30/- perhead per month for three months.

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Dispensaries.- The two State Dispensaries at Bhuli and Mugma treated a total number of 13,365 patients during the year.

The two mobile medical units provided by the Fund in the Damua area of the Pench Valley Coalfield and the Karanpura-Rangarh Coalfield were maintained and they rendered valuable services to colliery workers residing in the interior, away from any medical institution. Action to add one more such mobile unit for use in the coalfields of Assam was also taken.

Sanction for the establishment of six Health Promotion Centres, two each in the Bihar and West Bengal Coalfields and one each in the Andhra Pradesh and the Madhya Pradesh Coalfields for regular check-up of the health of the colliery workers was also obtained from Government during the year under review. Non-availability of suitable accommodation for the purpose was, however, the bottleneck for opening the centres. This having been overcome in a few cases, the centres at those places were expected to be opened shortly.

Thirteen Ayurvedic Dispensaries were maintained by the Organisation in the various coalfields for the benefit of colliery workers. Establishment of more such dispensaries was under consideration.

X'ray Facilities.- At both the Central Hospitals and also at some of the Regional Hospitals of the Fund, X'ray plants had already been provided. Necessary action was taken to provide such plants to other Regional Hospitals also where installation of the same had not been done so far. Besides these, eight X'ray plants were also supplied to colliery hospitals, one each at Giridih Colliery in the Hazaribagh Coalfield, Nowrozabad and Barkul Collieries in the Madhya Pradesh Coalfields, Singareni Colliery in Andhra Pradesh Coalfield, Assam Railway & Trading Co. Ltd., Margherita in the Assam Coalfield and Jamadoba Central Hospital, Leena Maccra Memorial Hospital, Bhowra and Central Hospital, Kustore in the Jharia Coalfield. Proposals for giving X'ray plants each to Bachra Colliery Hospital (N.C.D.C.), Sripur (Raniganj) and Lodna Colliery Hospital (Jharia) were under consideration.

Ambulance Vans.- The Fund had provided ambulance vans at the Central and Regional Hospitals for carrying patients.

Family Counselling.- In recognition of the importance of "Family Planning" amongst the colliery population, for providing adequate facilities for the same, the Organisation has attached family counselling centres to each of the Central and Regional Hospitals of the Fund. In all 7,572 cases were attended to and necessary advices given during the year under report. As an incentive, the scheme of Payment of Rs 15/- in the case of each male and Rs 25/- in the case of each female undergoing legation for sterilization from amongst the colliery employees continued to be in operation. Under the auspices of the Coal Mines Welfare Organisation, a day in December, was observed as Family Planning Day in all the Medical Institutions of the Organisation. Meetings, exhibition, screening of documentaries etc., were arranged on the occasion.

For organising and supervising family planning work, a Family planning Officer has been appointed.

Leprosy relief.- For treatment of cases suffering from leprosy amongst the colliery workers, wards were provided at the cost of the Fund at the Tetulmari and Asansol Leprosy Hospitals, which were run by the Dhanbad District Leprosy Relief Association and the Asansol Leprosy Board respectively. Twenty two beds have been provided at the former and 24 at the latter. The wards were equipped and electrified at the Fund's cost. Recurring grant was paid to the Association for treatment of cases. Besides, provision of eight beds continued to be made in the Raniganj field at the hospital run by the Asansol Leprosy Relief Association, Kulti Division.

Residential Homes for Children.- For segregating the children whose parents were suffering from infectious diseases like T.B. and Leprosy, a Residential Home was set up at Bhuli Township on the 6 September 1960. Nutritious food, facilities for education, indoor and out-door games and for recreation continued to be provided for the children admitted in the Home.

Treatment of Cancer, etc.- Arrangements continued to be in existence for payment of an allowance at the rate of Rs 5 per day per patient to the colliery workers suffering from Cancer and other ailments requiring radium or deep X'ray treatment at the Patna Medical College Hospital.

Arrangement also existed for treatment of colliery workers suffering from mental diseases at the Indian Mental Hospital, Ranchi, at the cost of the Fund.



Anti-Malaria Operations.— The Anti-Malaria Unit attached to the Coal Mines Welfare Organisation which has been making all-out efforts for eradicating the scourge of malaria from the colliery population, completed the 16th year of its existence of organised operations in the coalfields. During the year, under the National Malaria Eradication Programme, along with spraying surveillance work also was started.

The number of collieries and villages controlled and the approximate population protected during the year are given in the below table below:—

Name of Coalfield.	No. of collieries under control.	No. of villages under control.	Approximate population protected.
Jharia	430	210	428,258
Raniganj	219	147	374,321
Hazaribagh	66	81	196,766
Fench Valley	30	1	61,059
Chanda	7	3	38,446
Koria	10	3	44,096
Margherita	9	37	28,974
Total -	771	482	1,171,920

The anti-larvel work in the form of canalising clean weeding draingge and oiling was carried out in all the coalfields before commencement of residual insecticidal spraying. The spraying operations in the coalfield areas were conducted from 15-6-61 to 30-11-61 except in Margherita Coalfield where it started from the 17 April 1961 owing to earlier monsoon there.

The malaria morbidity rate continued to be low in all the areas.

During the year under review, filaria survey was conducted in Raniganj, Talcher, Sambalpur and Hazaribagh Coalfields. Altogether 8,681 persons were examined out of whom filaria infection was detected in 639 persons and 448 persons showed evidence of the disease. A total of 6,504 culex mosquitos were dissected out of which 153 were found infected.

Educational and Recreational Facilities.- Miners' Institutes each comprising of an adult education centre and a women's welfare centre with a children's section have been established in the various coalfields for providing educational and recreational facilities to the colliery workers and their families. The total number of Miners' Institutes functioning in the various coalfields during the year was 56-fifty in regular Institute buildings constructed by the Fund and 6 in the accommodation provided at the colliery company concerned. The foundation of another Multipurpose Institute building to be constructed by the Organisation at Ningha colliery in the Raniganj Coalfield was laid on the 2 September 1961 and the construction reached roof level.

During the year under review, 59 women's welfare-cum-children's education centres were functioning in Multipurpose Institute and in accommodation offered by the colliery owners. Fifteen Women's Feeder Adult Education Centres functioned during the year. The centres continued to provide elementary education to colliery workers' children up to Class II Standard. The children attending the centres are bathed and clothed in garments supplied free of cost by the Organisation. Healthy games were also played at all the centres. Free supply of milk and tiffin continued to be distributed amongst the children attending the centres. Periodical medical check up of the children's health continued to be done at all the centres by the medical officers of the organisation.

In addition to training in handicrafts like sewing tailoring embroidery, repair of garment, etc., literacy classes were held for women at all the centres as usual. The total number of women who became literate up to March 1962 was 1685 as against 1146 in the preceding year.

The total number of Adult Education Centres functioning in the different coalfields during the year under review was sixty one. A total of 2363 adults became literate during the year as against 1816 in the previous year, making the total number of adults made literate at the close of the year under review 11,621.

Study tours and excursion to places of interest were arranged.

Primary Schools.- Monthly grants-in-aid continued to be paid to three schools in Talcher, four schools in Andhra Pradesh and one school each in Korea, Assam and Darjeeling coalfields. Besides, non-recurring grants-in-aid amounting to 16,649 rupees were sanctioned for payment to eight schools situated in the coalfields for the purpose of purchasing furniture and other educational equipments.

To encourage deserving children of colliery workers to prosecute higher studies, both general as well as technical the scheme for granting scholarships (100 general and 22 technical), from out of the Coal Mines Labour Welfare Organisation was continued during the year. A sum of 43,781 rupees was paid as scholarship during the year under report. A proposal to raise the general scholarship from 100 to 125 was considered and approved.

Under the scheme of training camps which has been in existence since September 1959, more than 330 children of colliery workers were trained. Camps were organised in Jharia, Hazaribagh, Raniganj, Andhra Pradesh and Madhya Pradesh Coalfields. These camps are held for the benefit of the coal miners' children attending the Multipurpose Institutes and are intended for imparting training in physical education, leadership and discipline.

For use of the children of colliery workers studying in High Schools far away from their places of residence, two boarding houses-one each in West Bengal and Madhya Pradesh Coalfields-were opened during the year. Opening of two more Boarding Houses one each in the Andhra Pradesh and Assam Coalfields was also approved in principle.

Games, Sports, etc.- A total sum of 58,020 rupees - was spent on organising games and sports for colliery workers in the various coalfields of the country as against 50,900 rupees spent for the purpose during the last year. The Second All India Coalfield Football Tournament was held at Kothegudium Sports Stadium on 12 November 1961. A sum of 14,000 rupees was sanctioned to meet the expenditure on the tournament.

Other activities included the holding of the Third Meet of the All-India Coalfields Sports, organising Health and Welfare weeks, exhibition of films, physical efficiency tests and teaching of yogic exercises.

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Enforcement of Statutory Provision.- The Coal Mines Pithead Bath Rules, 1959 administered by the Organisation enjoin on the management the output of whose colliery exceeded 600 tons during the previous year to provide a Pithead Bath at the mine for use of the workers. Exemption from the provision of Pithead Bath Rules as provided for in the Rules was granted in case of those mines, the resources of which were likely to be exhausted within the next three years. The total number of collieries where Pithead Baths had been completed was 238 and where they were under construction was 80.

Creches in Coal Mines.- The Mines Creche Rules 1959 have been amended by the Mines Creche (Amendment) Rules 1961. Under these rules, the Owner, Agent or Manager of every mine where in any women are employed or were employed on any day of the preceding twelve months was required to provide Creche. Supply of diet to children at the creches is now compulsory. On account of the introduction of diet, attendance of the children and popularity of the creches increased. The number of collieries where creches had been completed was 400 and where they were under construction was 6.

Prosecution.- For contravention of the Coal Mines Pithead Bath Rules and Mines Creches Rules, 99 prosecutions were launched during the year under report.

Maternity Benefit.- The Mines Maternity Benefit Act and the Rules made thereunder continued to be administered by the Coal Mines Labour Welfare Organisation. During the year Mines Maternity Benefit was paid by the employers in a total number of 1792 cases.

Workmen's Compensation.- Administration of the Workmen's Compensation Act is not in the charge of the Coal Mines Welfare Organisation. However, in order that the workers concerned got their dues and the settlement was expedited, the members of the Inspectorate staff of the Organisation followed up the cases of accidents in coal mines which involved payment of compensation. Out of a total of 5,845 cases reported, 4,418 cases were followed up during the year. Claims in 4,268 cases were admitted. Payment was made in 2,804 cases till the end of the year and the rest were outstanding.

Housing.- ~~Payment of~~ Of all the schemes introduced by the Coal Mines Labour Welfare Organisation for better housing of colliery workers, establishment of miners' township has been the 'pioneer'. Under this scheme, the Organisation constructed in all 2,153 houses.

Payment of subsidy to colliery managements for construction of houses for their workers to the extent of 20% of the prescribed ceiling cost of construction was the next scheme introduced by the Organisation. Under this scheme 1,638 houses were constructed in all.

Subsidy-cum-loan Scheme.- This scheme envisaged payment of subsidy of 25% of the prescribed ceiling cost and a loan of 37½% of the cost of construction or 1102.50nP. per house. A total of 2,060 houses were constructed and 103 houses were under construction at the end of the year. So far, a sum of Rs 183,451.59nP. has been paid as subsidy under this scheme and another sum of Rs 159,131.00nP. was paid as loan to colliery managements.

New Housing Scheme.- This scheme envisaged construction of 30,000 houses in various coalfields in India by the Fund at a cost of more than 100 million rupees. Under this scheme the colliery owners are paid the entire cost of construction of the houses subject to prescribed ceiling limit. All the houses have been allotted to different colliery owners in the various coalfields in India. At the close of the year under report, 18,513 houses were either completed or were in different stages of construction at 383 collieries. An expenditure of Rs 21,180,191/- was incurred on this account upto the end of 31 March 1962.

Kutchha Houses.- Government sanctioned a sum of Rs 6,000/- for construction of 30 kutchha houses in Assam Coalfield and allotment of the same had already been made to Messrs Assam Mining and Trading Co.Ltd. (Thangjinath colliery). Construction of those houses was in progress. Government also sanctioned construction of 50 kutchha houses for construction in the Pench Valley Coalfield and those 50 houses were also allotted to the different colliery owners.

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Low-cost Housing Scheme.- This scheme envisaged construction of 100,000 Low-cost Houses 20% of which would be constructed as barracks for bachelor workers in the different coalfields in India during the Third Five Year Plan period. The entire cost for construction of houses and barracks subject to the maximum of Rs 3,300 rupees - per house and 2,600 rupees - per barracks will be paid to the colliery owners by the Coal Mines Welfare Organisation. For the year 1961-62 construction, of 25,000 houses and 417 barracks at a total cost of 33,920,242 rupees was sanctioned by Government. All the 25,000 houses and 417 barracks were also allotted for construction to colliery owners in the various coalfields. At the close of the year under report,

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1,810 houses and 43 barracks were under construction at various stages in 30 collieries. It has to be mentioned here that although allotment in each case was done only at the specific request of the colliery owners in certain cases even less number than what they actually demanded was allotted - their actual performance so far has obviously been not upto expectations.

Build your own House Scheme for Coal Miners.- This scheme was under consideration. The scheme is intended to relieve to some extent the acute housing conditions amongst the workers in the coal mining industry. Under this scheme a sum of Rs 325/- would be paid as subsidy in each case to the workers who intended to build their own house on land owned by them in the neighbouring villages. The main feature of this scheme was that the workers would be the owners of the houses even after they ceased to be colliery workers. Persons employed in the coal mining industry normally for a period of not less than 10 years would be eligible for the grant of subsidy under this scheme.

Scheme for repair of Workers' Houses.- A scheme for payment of grant-in-aid to ~~collieries~~ collieries for providing incentive for effecting improvements including repairs to existing quarters to bring them upto the minimum living standard was under consideration.

Other Amenities.- The scheme for affording financial relief to the widows and school-going children of colliery workers who died as a result of colliery accidents continued to be in operation during the year under review. A total sum of 29,280 rupees was sanctioned during the year for payment to 101 widows and 27 school-going children.

Co-operative Societies.- Vigorous drive for organising Co-operatives in coalfields has been launched since 1958 by the Organisation and as a result, 90 societies were organised and registered during the year under report, raising the total number of societies functioning in the various coalfields at the close of the year to 238. The number awaiting registration at the end of the year was 21. Non-recurring grant @ Rs 67/- per society for meeting the preliminary expenses after registration was paid to 82 Co-operative Societies of coal miners. Against 450,000 rupees sanctioned out of the Coal Mines Labour Welfare Fund for extending credit facilities at a low rate of interest to colliery employees Co-operative Societies through the Co-operative Banks in the States of Bihar, Madhya Pradesh, Andhra Pradesh and Maharashtra, a sum of 100,000 rupees was advanced to the Societies in the Giridih and Bokaro Coalfields.

Rehabilitation and Convalescent Home.- In addition to the facilities provided at the Rehabilitation Centres of the two Central Hospitals, the centre opened at Jamadoba for the benefit of the partially disabled colliery workers continued to function during the year.

Supply of artificial limbs.- The arrangement made with the Artificial Limbs Centre, Poona for the supply of artificial limbs to colliery workers whose limbs had to be amputated due to colliery accidents worked very satisfactorily. Twentyone amputees were provided with artificial limbs at the cost of the Organisation during the year.

Welfare of the Visually Handicapped.- The Organisation paid recurring grants-in-aid to the Dhanbad District Blind Relief Society for running the school at Bhuli Township for the benefit of the visually handicapped children of colliery workers.

Excursion-cum-Study Tour for Coal Miners.- Since the year 1959, Special Train was arranged every year by the Coal Mines Labour Welfare Organisation for excursion-cum-study tour and visit to important places for the colliery workers of the country. The fourth special train of about 500 colliery workers including 55 women left Dhanbad on the 16 December 1961 and returned on 3 January 1962 after completion of 16 days tour in South India.

Holiday Home for Coal Miners.- The Holiday Home for colliery workers set up at Rajgir continued to be very popular amongst the workers. Continuance of the scheme on a permanent basis was sanctioned by Government and necessary action was initiated for acquisition of land for constructing the requisite buildings. For transport of workers to and from the Home, conveyance was provided by the Organisation free of cost. Arrangement to start another Holiday Home at Pachmarhi on temporary basis for the colliery workers in the Madhya Pradesh area was also finalised during the year. A proposal to open two more Holiday Homes, one each at Puri and Tirupathi for the benefit of colliery workers in the Orissa and Andhra Pradesh Coalfields was considered and approved by the Advisory Committee of the Organisation.

Protective footwear, uniform and Miners' Hostels.-

The All India Industrial Tribunal (Colliery Disputes) decided that all manual workmen whose normal total emoluments were less than Rs 100/- per month should be supplied with one pair of footwear and 2 sets of uniform at a concessional rate of 50% of the cost once in every year. Following the above decision and the recommendations of the Miner's Boots Committee, a Joint Purchase Advisory Committee with the Coal Mines Welfare Commissioner as its Chairman was set up for laying down the general procedure and directions and making arrangements to ensure that footwear and uniforms of the requisite quality and of reasonable prices were supplied to the workers.

Till the end of the year, 43,406 pairs of footwears were supplied to different collieries for issuing to their workers.

The C.R.O. Labour Camps in the coalfields ceased to exist since June 1961 and in their place Miners' Hostels were started. These hostels to administer which local Hostel Committees were formed, were open to all workers in the collieries without any distinction. A Central Hostel Committee with the Coal Mines Welfare Commissioner as Chairman was also set up to secure implementation of the above change-over and to lay down instructions for the guidance of the Local Committees for the administration of the hostels.

During the year under report, 70 hostels were functioning having a total strength of 18,546 inmates on an average.

(The report of the Activities of the Organisation for the year 1959-60 was reviewed at pages 32-39 of the Report of this Office for July 1961 ).



Working Conditions of Labour in Chemical Industry: A Study undertaken by Labour Bureau\*

With a view to bringing up-to-date the information contained in the Report of the Labour Investigation Committee published in 1947 on the conditions of workers employed in the Chemical Industry, the Labour Bureau conducted field investigations, during June 1961 to October 1961 and collected data on the various aspects of the labour conditions in the industry for the period May 1960 to April 1961. The following is a brief review of this enquiry.

Sampling data.- The sampling design adopted for the enquiry was stratification by region-cum-size-groups. In view of concentration of units in the States of Maharashtra and West Bengal, the two States were treated as separate Strata. Units falling in the remaining States were grouped together to form the 'Rest of India' region. Factories located in these regions were stratified on the basis of employment into three size-groups, viz., 0-100, 101-500 and above 500. Within the strata, the units were selected on a random sampling basis in accordance with varying sampling fractions. Details regarding the total number of units, the sampling fraction used and the number of units sampled are given in the following statement:-

Size group	Maharashtra		West Bengal		Rest of India		'All-India'	
	No. of units.	No. of sampled units.	No. of units.	No. of sampled units.	No. of units.	No. of sampled units.	No. of units.	No. of sampled units.
0-100 (I)..	92	9	54	6	182	18	328	35
101-500 (II).	26	6	22	6	27	7	75	19
501 & above (III)	4	2	4	2	9	4	17	8
Total.	122	17	80	14	218	29	420	60

\* Labour Conditions in Chemical Industry, Indian Labour Journal, Vol. III, No. 11, November 1962, pp. 927-960.

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The Enquiry relates to only the three main groups namely, Artificial Manures, Heavy Chemicals and Fine and Pharmaceutical Chemicals.

Employment.- The total number of workers in the selected groups of the Chemical Industry, as estimated on the basis of data collected in the sampled units during the enquiry was about 55,000 comprising 50,900 males (92.6 per cent.) and 4,100 females. Of the total number of workers employed in the industry, roughly 3,900 (7.1 per cent.) were employed ~~direct~~ and paid through contractors; the rest were employed directly by employers. Contract labour constituted 4.4 per cent. of the total labour in Maharashtra, 2.5 per cent. in West Bengal and 11.1 per cent. in the 'Rest of India' region, taking all the employment groups together into consideration. Contract labour was not engaged in big units (employing more than 500 workers) located in Maharashtra and West Bengal and in the medium-sized factories (101-500 group) in West Bengal and 'Rest of India' regions. They were mainly employed in small units.

Among the contract labour, 20.8 per cent., were females who were employed only in the smaller units (employing less than 100 workers). Female labour engaged by contractors in such smaller units formed as much as 48.9 per cent., in Maharashtra, 13.9 per cent. in West Bengal and 41.3 per cent. in the 'Rest of India' region. Contract labour was generally employed for loading, unloading, packing, mixing and weighing operations, filling and sealing of ampules, etc., as it was found convenient and economical to employ contract labour in view of the seasonal nature of work. The managements were generally not in favour of abolition of contract labour. In the units employing contract labour, they were engaged and paid through contractors. In six out of thirteen units (employing contract labour), the managements exercised control over the timely payment of wages in respect of contract labour. Contract labour did not get the wages benefits of provident fund, gratuity, bonus, national and festival holidays and leave with pay, which were enjoyed by direct labour.

Permanent, Temporary, Casual and Badli Labour.- Nearly 77.9 per cent. of the direct labour were permanent - 68.9 per cent. were permanent in units located in the 0-100 group, 87.7 per cent. in the 101-500 group and 73.0 per cent. in the 501 and above group. About 80.7 per cent. of direct labour in Maharashtra, 89.4 per cent. in West Bengal and 69.8 per cent. in the 'Rest of India' region were declared permanent.

Temporary labour formed 11.5 per cent. of the total direct labour, 14.8 per cent., in the 0-100 group, 7.5 per cent. in the 101-500 group and 13.8 per cent. in the 501 and above group. Roughly, 12.5 per cent. of the direct labour in Maharashtra, 7.0 per cent. in West Bengal and 13.3 per cent. in the 'Rest of India' region were temporary. It is significant to note that hardly 1.7 per cent. of direct labour in the big factories in West Bengal and 2.2 per cent. of direct labour in medium-sized factories in the 'Rest of India' region, were temporary.

Casual labour constituted 8.7 per cent. of the total direct labour for all-India (16.3 per cent, 4.7 per cent., and 8.4 per cent., respectively in the small, medium-sized and big units) forming 6.7 per cent. in Maharashtra, 3.5 per cent. in West Bengal and 12.8 per cent. in the 'Rest of India' region. No casual labour was engaged by the small units in West Bengal. However, casual workers formed as much as 26.8 per cent. of direct labour employed in the 0-100 group in the 'Rest of India' region.

The proportion of badli labour employed was quite small, being 1.9 per cent., for the industry as a whole varying from 0.1 per cent. in West Bengal to 4.1 per cent. in the 'Rest of India' region. Such labour was engaged mainly by big units in the 'Rest of India' region.

Male and Female Labour.- Of the labour employed directly by employers, 6.4 per cent. were women - 5.0 per cent. in the 0-100 group, 11.3 per cent. in the 101-500 group and 2.2 per cent. in the factories employing more than 500 workers. Practically, no women labour were employed in the West Bengal units. Similarly, women labour employed in big units in the 'Rest of India' region were quite small in number. They, however, formed 23.2 per cent. of the total direct labour employed in units employing 101-500 workers in Maharashtra.

Women were generally employed for cleaning, washing, packing and sealing of bottles, labelling and pill-making, stencilling and stitching of bags, grinding, filling ampules, sweeping and feeding of bones into machines and laboratory work. Women were engaged on these operations in view of their suitability for these jobs.

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Piece-rated and Time-rated Workers.- The workers were mostly time-rated, hardly 1.2 per cent. of the workers in the whole industry being paid on piece-rate basis. The proportion of piece-rated workers varied from 0.7 per cent. in the 'Rest of India' region to 12.0 per cent. in West Bengal, taking all the employment groups together into consideration. Workers employed in small factories in Maharashtra and the 'Rest of India' region as also the workers employed in big factories in all the regions were paid wages on time-rate basis only. Females were also not engaged on piece-rates.

Length of Service.- In the industry as a whole, 15.1 per cent. of the workers had below 1 year's service, 41.1 per cent. between 1-5 years' service and 43.8 per cent. with more than 5 years' service. Nearly 36.4 per cent. of workers in Maharashtra, 64.8 per cent. in West Bengal and 36.3 per cent. in the 'Rest of India' region had more than 5 years' service to their credit in West Bengal, only 4.0 per cent. of labour in medium-sized units and 3.3 per cent. in large units had less than 1 year's service.

Absenteeism.- The rate of absenteeism worked out to 12.1 per cent. for the year 1960-61, 11.6 per cent. in units under 0-100 group, 12.1 per cent. in the 101-500 group and 12.5 per cent. in the 501 and above group. Taking all the groups together into consideration, the absenteeism rate was 12.9 per cent. in Maharashtra, 10.8 per cent. in West Bengal and 12.5 per cent. in the 'Rest of India' region. Absenteeism was generally higher during the months of April and May. The workers absented themselves on account of sickness, domestic and personal affairs, religious and social ceremonies and agricultural work.

Labour Turnover.- Figures The annual rate of accessions/separations was low being 2.12 and 1.54 per 100 workers respectively, all the employment groups put together. The accession rate was 3.71 in Group 'A' factories, 1.93 in Group 'B' and 1.43 in Group 'C' while the separation rates for the three groups were 3.37, 1.43 and 0.63 respectively.

Lay-off.- During the year ending 30 April 1961, workers in 5 units were laid-off for small periods for want of coal/raw material, break-down of machinery or high stock of finished products.

Recruitment.- Workers were generally recruited directly by the managements. Besides, they were recruited in 26 units through employment exchanges, through existing workers in 21 units and in 9 units by advertisement in newspapers.

Schemes of Apprenticeship and Training.- Schemes of apprenticeship and training were in existence in 10 sampled units (2 each in Group I and II and 6 in Group III).

Wages and Earnings.- Data relating to basic wages/scales of pay and total earnings of workers in selected occupations in the industry were collected during the course of the enquiry. The occupations studied here are more or less homogeneous categories. For example, plant operator and machine operator attending to machines/plants of different types have been grouped together to form a homogeneous category. Further, it was found that there were several grades/scales of pay in the same occupation and as such, workers employed in different grades of an occupation have been grouped together. The following table gives total earnings of the lowest paid male and female workers in Chemical Industry during April 1961:-

State/Group.		Male Total earnings.	Female Total earnings.
		<u>Rs.</u>	<u>Rs.</u>
Maharashtra -			
Group I	...	2.12	1.62
Group II	...	2.69	-
		2.88	2.88
Group III	...	3.00	3.00
West Bengal -			
Group I	...	1.85	-
Group II	...	2.00	-
Group III	...	1.99	-
Rest of India -			
Group I	...	0.75	0.65
Group II	...	0.69	-
		2.30	2.30
Group III	...	1.50	-
		3.88	1.00

Wages were paid according to time-rates to most of the categories of workers. Only fillers and labellers in Group II units in Maharashtra and Group I units in West Bengal were paid wage-rates on a piece-rate basis. Similarly, packers employed in the medium-sized factories were paid piece-rates. Mazdoors engaged for stitching and stencilling the bags filling fertilisers were also paid wages on a piece-rate basis in Group II units in Maharashtra.

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Taking all the groups together into consideration, the average daily earnings of boilermens ranged from Rs 4.22 in the 'Rest of India' region to Rs 5.44 in Maharashtra and from Rs 2.50 in Group I units in West Bengal to Rs 7.17 in Group II units in Maharashtra. Earnings of plant operator/machine operator varied from Rs 4.32 in the 'Rest of India' region to Rs 5.35 in Maharashtra, taking all the employment groups together into consideration. Earnings of Fitter/Mechanic ranged from Rs 5.34 in the 'Rest of India' region to Rs 6.24 in Maharashtra, taking all the groups together into consideration. The earnings varied from Rs 3.32 in one unit in Group III to Rs 7.59 in Group II units in Maharashtra.

Dearness Allowance.- The system of paying dearness allowance in addition to basic wages existed in 39 units (7 in Group I, 16 in Group II and 6 in Group III). The Dearness Allowance was paid at a flat rate in 12 units (8 in Group I, 3 in Group II and 1 in Group III); the allowance varied with income groups in 15 units (7 each in Groups I and II and 1 in Group III); it was linked to the consumer price index numbers in 12 units (2 in Group I, 5 in Group II and 5 in Group III).

Dearness allowance was paid upto Rs 50 per month in the case of units paying the allowance at a flat rate. In one unit, it was paid at the rate of Re.1 per day. It was granted at the rate of Rs 1.12 to Rs.1.87 per day in another unit to daily-rated workers.

In the factories paying Dearness Allowance which varied with income-groups, the actual amount of Dearness Allowance ranged from Rs 10 onwards. In 2 Central Sphere Undertakings, it was allowed at the rates applicable to Government of India employees prior to the implementation of the Second Pay Commission's Recommendations.

Cash Allowances and Concessions.- In one unit, foodgrain allowance of Rs 8 per month was paid to those drawing up to Rs 100 per month and at the rate of Rs 10 per month to those getting Rs 101 and above per month. In two units, tiffin allowance of Rs 6 per month and 30 NP. per day respectively were given. In another unit, Re. 1 per month was paid to workers for washing purposes while in one unit, free tea was given to the workers twice a day. In one more unit, Rs 14 per month were paid as foodrelief allowance which was raised to Rs 17 per month with effect from May 1961. Uniforms were allowed to certain categories of workers in 36 units.

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Bonus.- Details regarding the different types of bonuses paid to workers in 1960-61 in the sampled units are given below:-

Profit Bonus.- Profit bonus was paid in 23 units (11 in Group I, 8 in Group II and 4 in Group III). The amount of bonus varied from 15 days' basic salary in one unit in Group I to 6 months' basic wages in a unit in Group III.

Production Bonus.- Production bonus was paid in 3 units (one in Group I, and 2 units in Group III). In the unit coming under Group I, workers in the manufacturing department were paid bonus at the rate of Rs.1 to 4 per gross bottles produced. In one unit in Group III, ex-gratia bonus was paid at the rate of 1-1/5 to 1-2/5 times basic pay and Dearness Allowance to those with service of one year and more on 1-7-60; 50% of the ~~to~~ to 75% of the above amount was paid to regular employees who joined service on or after 1 July 1959 but not later than 31 December 1959, and a lumpsum amount of Rs 50 each was paid to casual daily-rated workers with 240 days' attendance between 1 April 1959 and 31 March 1960 and were actually working at the time of payment of bonus. In the second unit in Group III, the production bonus was paid as follows:-

Ammonia Alum Plant.- Rupees 19.70 per metric ton over the basic production of 91 metric tons; Caustic Soda Plant.- for every additional cell (over and above 100 cells assembled) Re.0.40nP. (Rs.8 for the first 100 cells); Brine House and Evaporator House.- Rs.5 to Rs.8 for every additional metric ton produced (over and above 600 metric tons); Chlorine bottling.- Re. 0.34nP. for every additional metric ton over and above 300 metric tons - 6.80nP per worker for the first 300 metric tons.

Attendance Bonus.- Attendance bonus was paid in three units only, two in Group II and one in Group III. In the former group, it was paid at the rate of 1 day's basic wage and Dearness Allowance to all workers for full month's presence in one unit and at the rate of Re. 0.19nP. per day to permanent and temporary workers in the other unit. In the latter group (one unit), attendance bonus was paid at the rate of one day's basic pay for each day of casual leave unutilised, provided that such unutilised period was less than 5 days in a calendar year.

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Incentive Bonus.- Incentive Bonus was granted in 4 units (2 each in Group II and Group III). In the Group II factories, the bonus was allowed to workers engaged in the production department for more than 50% efficiency attained in one unit and at the rate of 1 month's salary per worker in the second unit. In the Group III units, it was given at the rate of Re. 0.75nP. to Rs. 1.25nP. per 1,000 vials for production above 1,700,000 (inspected, tested and passed) vials to be distributed as follows:-

Helpers - 40%; Operators (Fitters, Grade I and Grade II) - 35%; and Chargemen (Grade I and Grade II) - 25%. In the second unit, bonus was paid at the rate of Re. 0.61nP. to Re. 0.27nP. per day to persons working in the manufacturing department.

Working Conditions.- Hours of Work.- The hours of work were generally 8 hours a day and 48 hours a week. The rest-interval varied from  $\frac{1}{2}$  hour to 1 hour.

Shifts.- Out of 60 sampled units, 22 units had three shifts each. The period of changeover was weekly in the case of 18 units, fortnightly in the case of one unit, and monthly in the case of one unit. In one unit, the workers were changed after every two days. In the remaining unit, the changeover was weekly in the case of workers engaged in Copper sulphate plant and after every two days for others. Two shifts were worked in 5 units.

Of the 22 units having three shifts each, only 4 units paid special allowance to workers engaged in night shifts. In one unit, workers who worked beyond midnight got Re. 0.20nP. extra plus a cup of tea and bun costing Re. 0.19nP. while in another unit, workers were given a shift allowance of Re. 0.3 $\frac{1}{2}$ nP. per hour of work. Of the remaining two units, one unit provided free tea to workers engaged in night shift and also gave Rs. 6 per month as shift allowance while another unit paid annas 2 more for each night shift worked and also supplied two cups of tea free of cost at the work-site.

Weekly-Off with Pay.- Weekly-Off with pay was allowed to certain categories of workers in 53 units. It was allowed to all workers in 24 units, to monthly-rated workers in 11 units, to permanent workers in 12 units and to certain categories of workers in the remaining units.

Leave and Holidays with Pay.- Details about the different types of leave granted to workers in the various units are given below:-



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Casual Leave.- Casual leave was allowed to workers in 44 units. It varied from 5 days to 24 days. In two units, it was allowed at the discretion of the management to monthly-rated workers. The casual leave was allowed to all workers in 9 units. In most of the units, it was granted to permanent workers only.

Sick Leave.- Sick leave was granted in 34 units. In one unit, sick leave was granted according to the Government of India rules. In one unit, it was allowed at the discretion of management to monthly-rated workers. The sick leave varied from 5 days to 19 days. In eight units, sick leave was given according to the Employees' State Insurance Corporation's rules. Sick leave was granted to all workers in 4 units. It was allowed to permanent workers in 13 units.

Earned Leave.- Earned leave was granted to workers in 56 units. In 27 units, it was given according to the provisions contained in the Factories Act, 1948. In one unit, it was granted according to the Government of India Rules. The number of days of earned leave varied from 10 days to 30 days. In one unit, 15 days were granted as earned leave for all except Watch and Ward staff who were granted earned leave varying from 14 to 28 days. In another unit, it was allowed at the rate of 1 day for every thirty days during the first year of service, 1 day for every twenty-two days for subsequent years and 1 day for 16 days for every twenty after 10 years' service and according to Factories Act, 1948, for casual workers. In another unit, it was allowed according to Factories Act, 1948 for temporary workers and was 21 days for other workers. In still another unit, it was given to workers according to the Factories Act, 1948 during the first year of their service and was 21 days for permanent and temporary workers. In one unit, it was allowed for 20 days to all except Watch and Ward staff who were granted 30 days. In another unit, it was 2 weeks' leave during the first year of service and 3 weeks' leave thereafter. In one unit, it was given at the rate of 2 days per month for permanent workers with one year's service and 1 day per month for temporary workers for completed months. In one unit, it was allowed for 1/12th period of duty to all workers other than casual and badli workers and according to the Factories Act, 1948 for the casual and badli workers.

National and Festival Holidays.- National holidays were allowed to workers in 47 units while festival holidays were granted in 32 units. The number of national holidays allowed was either 1 or 2. The number of festival holidays varied from 1 to 24. These holidays were given to all workers generally in a few units while these were allowed to permanent workers only in certain units.

Drinking Water.- Drinking water facilities were provided to the workers in all the sampled units.

Latrines and Urinals.- Latrines and urinals were provided in almost all the factories.

Welfare: Housing.- Houses were provided to the workers in only 17 units to hardly a few workers employed in the industry. The rent charged varied from 8 As. to Rs.55 per month. It was at the rate of 10 per cent. of salary in one unit and 10 per cent. of basic wage plus half Dearness allowance in two units. The houses were provided rent-free in a few units. In one unit, Rs.7 each were paid to those workers who were not provided with quarters.

Medical Facilities.- Medical facilities in some form or the other existed in 58 units. Of these, first-aid boxes alone were maintained in 14 units. Twenty-seven units were covered by the Employees' State Insurance Scheme. There were dispensaries in 14 units. In one unit, free samples of medicines produced were supplied to the workers on demand while medicines were supplied at concessional rates in another unit to its workmen. Free medical aid was given to the workers in 11 units. In one of these units, medical expenses were reimbursed in the case of permanent workers.

Educational Facilities.- There were hardly any education facilities for workers in most of the sampled units. Arrangements for schooling of workers' children were available in the case of 7 units only. In one unit, the management contributed some amount to a school run by a big unit. There were primary schools for children of workers employed in two units. There was a nursery school for the benefit of workers' children in another unit. The management of one unit gave scholarships to workers' children. In one unit, the management ran a school (upto Vith Class) with the aid of Government. There was a higher secondary school for children of workers employed in another unit.

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Co-operative Societies.- Co-operative societies existed in 16 units. Co-operative credit societies were in existence in 11 units. There were co-operative stores in 3 units. In two of these units, these were co-operative credit societies as well as co-operative stores.

Canteens.- According to the Factories Act, 1948, canteens are required to be maintained by units employing above 250 workers. There were 17 such sampled units in the industry. Twenty-three units had canteens serving tea, snacks, etc., to workers.

Recreational Facilities.- Recreational facilities for workers existed in 23 units. There were arrangements for indoor and outdoor games, theatrical performances, puja celebrations, etc., in these units.

Rest Shelters.- According to the provisions contained in the Factories Act, 1948, rest shelters are required to be maintained in factories employing over 150 workers. There were 24 such sampled units in the industry. Twenty units had rest shelters for the benefit of their workers.

Creches.- Creches existed in one unit only. Only one unit employed more than 50 women workers.

Accidents.- During 1960-61, there were 1,210 accidents (out of which 3 were fatal), 52 in Group I, 470 in Group II and 688 in Group III factories. The Accident rate (per 1,000 workers employed) worked out to 46 for Group I factories, 92 for Group II factories and 73 for Group III factories. An amount of 3,389.94 ~~was~~ Rupees was paid by the employers as compensation in respect of 2 fatal accidents. The other fatal accident was compensated by the Employees' State Insurance Corporation. An amount of 11,994.61 rupees was paid by the employers as compensation for 158 accidents. The Employees' State Insurance Corporation paid compensation in respect of 208 accidents. The amount of compensation paid by the Employees' State Insurance Corporation in respect of these cases as well as by the employers in 152 cases is not known. Compensation was paid by the employers as well as the Employees' State Insurance Corporation in respect of 9 cases.

Maternity Benefits.— Female workers were employed in 19 units (6 in Group I, 8 in Group II and 5 in Group III) out of 60 sampled units. Of these, 3 units were covered by the Employees' State Insurance Scheme. Of the remaining 16 units employing female workers, only in 6 units (2 in Group I, 1 in Group II and 3 in Group III) maternity benefits were paid to eligible female workers by the managements. Such benefits allowed to eligible female workers were 2 months' leave with full wages in the case of two units, (one each in Group I and Group III). In one unit in Group I, eligible female workers were allowed 90 days' leave with pay whereas, in another unit in Group III, such workers were allowed 12 weeks' leave with ~~pay~~-full wages. One unit in the 'Rest of India' region falling in Group III ~~mate~~ allowed maternity benefits to its eligible female workers according to the provisions of the State Maternity Benefit Act. In the remaining one unit falling in Group II, though no claim had been made so far, there were provisions for the payment of maternity benefits to the eligible female workers. Arrangements for the treatment of maternity cases existed in 2 units falling in Group III.

Provident Fund.—

Provision for Future—~~Provident Fund~~ facilities existed in 47 sampled units (21 in Group I, 19 in Group II and 7 in Group III). Of these, 39 units (17 in Group I, 17 in Group II and 6 in Group III) were covered by the Employees' Provident Fund Scheme 1952 and the remaining 8 units (4 in Group I, 3 in Group II and 1 in Group III) had provident fund schemes of their own. Among the units having their own provident fund schemes, the scheme was applicable to workers having one year's service in the case of 6 units (3 units in Group I (direct employees only in 1 unit), 2 in Group II and one in Group III). It was allowed to permanent workers only in 2 units, one each in Group I and Group II. The rate of contribution was 8-1/3 per cent. of wages (by employer as well as employees) in 4 units (2 units in Group I and one each in Groups II and III). In one unit in Group I, the rate of contribution was 7 1/2 percent. in the case of durwans and 10 per cent. in the case of others. In another unit in this Group, the contribution was made at the rate of 8-1/3 per cent. of wages by the employers and 4 per cent to 24 per cent. in the case of workers. In one unit in Group II, the rate of contribution was 10 percent. of gross earnings. In one unit in Group III, the workers were allowed to contribute upto 12 per cent. and the employers' contribution was at the rate of 8-1/3 per cent. of wages.

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Gratuity.-Gratuity was paid to workers in 18 units (5 in Group I, 6 in Group II and 7 in Group III), on death, retirement, physical or mental disability, resignation, termination of service by Company etc. The rate of gratuity varied from 10 days' basic wages to 1 month's salary for each completed year of service, subject to a maximum of 15 months' salary.

Labour/Welfare/Personnel Officers.- The Factories Act, 1948, stipulates that in any factory wherein 500 or more workers are ordinarily employed, the occupier should employ in the factory such number of Welfare Officers as may be prescribed. Out of a total of 60 sampled units, there were only 9 units (1 in Group II and 8 in Group III) employing 500 or more workers. But Labour/Welfare/Personnel Officers were appointed in 17 units (2 in Group I, 7 in Group II and 8 in Group III). A unit in Group I in West Bengal had appointed a part-time Labour Officer. These Officers generally dealt with the welfare measures for the workers and in some cases they attended to the recruitment of workers, personnel management and conducting conciliation proceedings also.

Trade Unions.- Workers in 31 units (8 in Group I, 15 in Group II and 8 in Group III) had organised themselves into as many as 48 registered trade unions. Of these, 28 unions were recognised by the management. Workers in two units (1 each in Group I and Group II) were members of trade unions functioning in the localities though they had not organised themselves into separate trade unions in the respective units. An analysis of the affiliation of these registered trade unions to all-India Trade Union Congress unions showed that 12 unions were affiliated to Indian National Trade Union Congress, 9 unions to All-India Trade Union Congress, 3 unions to Hind Mazdoor Sabha and one union to United Trade Union Congress.

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Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - December 1962.

Industrial Disputes (Mysore Amendment) Bill, 1962.

The Government of Mysore published on 6 December 1962 the text of the Industrial Disputes (Mysore Amendment) Bill, 1962, proposed to be introduced in the Legislative Assembly of the State. According to the Statement of Objects and Reasons of the Bill, according to the provisions of section 7A of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), only a person who is or has been a Judge of a High Court or has held the office of Chairman or other member of a Labour Appellate Tribunal constituted under the Industrial Disputes (Appellate Tribunal) Act, 1950, or of any Tribunal, for a period of not less than two years can be appointed as Presiding Officer of an Industrial Tribunal.

Considerable difficulty has been experienced in securing persons possessing these qualifications and willing to serve as Presiding Officers of Industrial Tribunals in this State. In order to overcome this difficulty it is considered necessary to amend the provisions so as to permit District Judges or Retired District Judges being appointed as Presiding Officers of Industrial Tribunals.

It is also proposed to amend the First Schedule to the principal Act by adding after item 10 the Industry Manufacturing 'Oxygen and Acetylene.' These two industrial products which are being manufactured in this State are vital to the needs of the Defence and Heavy Industries as well as other commercial undertakings. Hence this Bill.

(The Mysore Gazette, Extraordinary,  
Part IV, Sec. 2A, 6 December 1962, pp. 1-3).

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Opening of Third Shift to raise Production:  
Supreme Court Disallows Workers' Objection  
on grounds of Emergency.

In a dispute relating to the opening of a third shift between Messrs Pfizer Private Limited and their workmen, in the Supreme Court, Mr. Justice Gajendragadkar allowed the appeal made by the Company on 1 December 1962 and ~~that that~~ "in dealing with the merits of the dispute in the present appeal it was essential to bear in mind that in the face of the present national emergency, the complexion of the problem had changed completely." The whole country was now being put on a war ~~basis~~-basis and, inevitably, industrial production must be geared up to meet the requirements of the nation. There could be no doubt that at present, capital, labour and industrial adjudication alike ~~and industrial~~ must be sensitive and responsive to the paramount requirements of the community which was faced with a grave danger, and so all legitimate efforts made by the employer to produce more and more of the goods required for the community must receive the co-operation of the employees - of course on reasonable terms.

In the appeal by the Company the only question in dispute was whether the company was justified in changing the existing pattern of work in the factory and introducing a third shift. The tribunal had rejected this claim. In appeal the company submitted that a third shift was necessary to enable it to increase production. The workmen were against the change on the ground that it would increase their workload and convert the existing five-day week into a six-day week.

The court held that in view of the country's need to increase production the introduction of a third shift should be permitted. At the same time it was desirable that the workmen should be compensated for any additional work they would have to do. In order to determine the extra amount which should be paid to the workmen as a result of the changed working hours the matter was referred to the Industrial Tribunal.

The workmen had also preferred an appeal from the direction of the Tribunal in the same award whereby the number of existing paid holidays had been reduced from 27 to 10. The workmen submitted that if the tribunal had permitted a third shift it would not have granted this drastic reduction in the number of paid holidays. This argument was accepted by the court and the number of paid holidays was increased to 16.

(The Statesman, 1 December 1962).



CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - DECEMBER 1962.

71. Employees and Salaried Intellectual Workers.

Payment of Gratuity and Powers to Appoint Wage Boards: Working Journalists (Amendment) Bill adopted.

Both the Houses of the Parliament adopted during December 1962, the Working Journalists (Amendment) Bill. The Bill, seeks to appoint a wage board from time to time to review the wage structure; provides for payment of gratuity on voluntary resignation after 10 years, or resignation on grounds of conscience after three years of service. It also empowers the State Governments to appoint inspectors to enforce the Act properly.

Explaining the main provisions of the Bill in the Lok Sabha on 5 December 1962, Shri Pattabhiraman, Deputy Minister of Labour said the provision relating to payment of gratuity on resignation on grounds of conscience was justified in view of the peculiar nature of the profession. Explaining the provision for the constitution of a new wage board, he said that as against one independent member on the first wage board, provision had been made for three, of whom one would be the chairman. This had worked very well "in other cases". Government servants were excluded from the operation of the Act, he said, because they enjoyed all the benefits of Government service rules.

Shri H.N. Mukerjee (Com.) wished the Government had introduced more comprehensive legislation. He criticised the delay in the appointment of inspectors. He said the payment of gratuity on resignation should be given retrospective effect at least from 1 July 1961. (Members belonging to all parties have given notice of amendments for this purpose). He said there should be no qualifying period of service for payment of gratuity.

Shri D.C. Sharma(C) said the Government machinery had moved too slowly in implementing the recommendations of the Press Commission, specially on setting up a Press Council. The qualifying period under the gratuity scheme should be reduced, and the three-year period under the conscience clause waived. The new wage board should be smaller. Referring to the I.E.N.S. pamphlet opposing the Bill, circulated among members of Parliament, Shri Sharma said the Society had no case since the revenues of newspapers had increased and circulation had gone up in spite of the newsprint shortage.

Replying to the debate in the Rajya Sabha Shri Pattabhiraman said the delay in the constitution of a Press Council was due to the "serious differences" among the various sections of the Press, namely editors of newspapers and working journalists, in regard to the structure of the Council.

(The Statesman, 6 December 1962;  
The Statesman, 13 December 1962).

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 - December 1962.

Punjab: Salary Scales of Policemen Raised.

The Government of Punjab decided at Chandigarh on 5 December 1962 to increase the pay scales of the police personnel up to the sub-inspector level. This will mean an immediate monthly gain of Rs 20 to Rs 25 in addition to an increase in allowances. The new grades are as follows:

The constable, now in the Rs 45-1-60 grade (plus Rs 30 as dearness allowance) will straightaway get an ad hoc increase of Rs 20 and an increment of Rs 7.50 in the succeeding four years when he starts in the new grade Rs 125-125-125/128-1-150. There will be no selection grade. The fresher will start at Rs 95 a month (consolidated).

The head constable, now in the Rs 60-3-90 (plus Rs 40 dearness allowance) will get an ad hoc increase of Rs 20 right now and Rs 7.50 in each of the succeeding four years after which he will be fitted in the new grade of Rs 150-3-165/3-180.

The assistant sub-inspector, now in the grade of Rs 80-4-11/5-120 grade (plus Rs 40 dearness allowance) will get Rs 20 immediately and Rs 5 in each of the succeeding four years to be in the new grade of Rs 160-5-200.

The sub-inspector, now in the Rs 120-5-160/5-180 grade (plus Rs 45 Dearness Allowance) will get an immediate ~~and~~ ad hoc increase of Rs 25 per month.

The final decision about the scales of pay will be taken later.

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Also, the various allowances relating to house rent, ration and maintenance of horse have been liberalised. So far, these categories of police personnel were not entitled to travelling allowance while on tour within their jurisdiction. Now, they have been put at par with other employees. They will be paid Travelling Allowance and daily allowance at the usual rates if they go out of five miles of their place of postings and the duration of stay exceeds eight hours.

The horse allowance has been increased from Rs 37.6 to Rs 50 in the case of Assistant Sub-Inspectors and from Rs 67.50 to Rs 75 in the case of Sub-Inspectors.

Similarly, they will be entitled to house rent up to 10 percent of the salary. At present, this allowance, was ~~more of a joke~~ ranging between Rs.1 to Rs 4 for constables, between Rs 2.50 and Rs 5 for head constables and Assistant Sub-Inspectors and between Rs 6 and Rs 18 for Sub-Inspectors.

In the case of border police the ration allowance of the personnel up to the rank of sub-inspector will go up from Rs 20 to Rs 35 a month.

All non-gazetted ranks will get in future 10 days casual leave every year in addition to what they are entitled to under the existing rules.

The increase in pay scales will take effect from 1 October 1962 while the raise in allowances will be effective from the date specific orders are passed.

(The Hindustan Times, 6 December 1962).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - DECEMBER 1962.

81. Employment Situation.

Rationalisation Scheme to be introduced in  
Coimbatore Textile Mills: Agreement concluded.

Representatives of the managements and workers of the textile mills in Coimbatore excluding the eleven new mills discussed with Shri M. Bhaktavatsalam, Minister in charge of Labour, Madras State, matters relating to the rationalisation scheme and reached an agreement on 26 December 1962. The terms of agreement were later ratified before the Labour Commissioner.

The agreement sets out in detail the settlement on points arising out of the introduction of rationalisation in mills and relates to spinners and doffing boys. The clauses of the agreement relate to wage structure and work assignments and provide for arbitration of disputes by committees and umpires.

According to the agreement, all workers who were in the employment of mills in any of the manufacturing process as defined in the Factories Act on or prior to 30 September 1961, and were continuing in employment on 14 November 1962, shall be entitled to guarantee against retrenchment and loss of earnings as stipulated in the report of the Textile Wage Board. But this guarantee will not apply to workers recruited on or after 1 July 1960, on specific written contracts as a temporary measure.

Those denied employment subsequent to 14 November 1962, for reasons other than misconduct and superannuation will also be deemed, the Agreement states, to be workers in service entitled to guarantee provided in the Agreement without claim for back wages. The Agreement will be in force for three years from 16 January 1963.

In respect of mills where high work assignments prevail, it was agreed that the wages payable for existing work assignments in the said mills shall be submitted for arbitration to the Minister for Labour.

This Agreement brings to an end a dispute which was long pending settlement and is considered an achievement helping largely in the promotion of cordial relationship between management and labour.

As regards the eleven new mills the Minister has been asked to arbitrate and it was agreed that the managements and the representatives of the workers of these mills would submit separate memoranda to him for study and arbitration.

(The Hindu, 28 December 1962 ).

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Mobilisation of Manpower Resources during  
Emergency: Volunteer Labour Corps and Land  
Army to be organised.

The Government of India has decided on a massive programme of labour mobilisation to harness the energies released by the people's response to the emergency created by the Chinese aggression. It has been decided to organise a volunteer labour corps and a land army and there will also be women's corps corps to take over small technical jobs like motor driving, telephone exchange work, wireless training etc. According to the scheme, both men and women will be enlisted in the volunteer labour corps for short durations for specific jobs, which will help to tackle the labour bottleneck quickly and decisively. The land army or 'Bhumi Sena' will be organised in every National Extension Service Block. It will mainly be entrusted with the jobs of village defence and increased production. Urgent construction work will also draw hands from this force. There will also be a volunteer service corps corps to harness the professional skills. The medical practitioners, for example, can attend to the families of the jawans and also man the casualty service in the ARP. The women's volunteer corps is to pool the offers from women for motor driving, telephone operation, wireless training, first aid and running of canteens.

All those people who own motor vehicles and are willing for their full or partial use in extraordinarily-ordinary circumstances will be grouped together in the volunteer transport corps.

At a meeting held in Madras on 20 December 1962, the Ministers in charge of Community Development, Panchayati Raj and Co-operation, in the Southern States of Madras, Mysore, Andhra Pradesh and Kerala and the Chief Commissioner of Pondicherry agreed to implement the Government of India's scheme for the constitution of village volunteer force and defence labour bank in their respective States with effect from 26 January 1963. The aim of the village volunteer force is to organise rural defence, increase production and expand education with particular reference to the defence policy of the Government of India. The object of the defence labour bank is to supply free labour by able-bodied persons at a minimum rate of one day a month for economic development of villages.

(The Economic Times, 10 and 22  
December 1962).

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83. Vocational Training.

India - December 1962.

Output of Trained Craftsmen to be expanded  
in view of Emergency.

Short-term training programmes for meeting technical manpower requirements, particularly connected with the defence effort, will be introduced soon in industrial training institutes, engineering colleges, polytechnics and selected secondary schools. The Labour, Scientific Research and Education Ministries are associated in drawing up ~~schemes~~ schemes for accelerated training programmes in pursuance of the directions given by the Technical Manpower Committee headed by Prof. M.S. Thacker, member of the Planning Commission.

The Technical Manpower Committee, inter alia, considered that full use should be made of all available training capacity in railway establishments and in other public and private enterprises for the training of technicians and skilled craftsmen. It was decided that the Ministry of Labour and Employment should immediately undertake the expansion of training facilities for craftsmen particularly in categories in which persistent shortages have been reported from Employment Marketing Information Centres (e.g. fitters, electricians, machinists, machine tool operators etc.) or in other categories where the demand was expected to increase significantly in the present emergency. The Committee desired that consideration should be given to the introduction of accelerated training programmes for craftsmen generally and for introducing, where necessary, programmes for training of craftsmen for specific jobs through special short-term courses.

It is understood that the following lines of action will be taken in pursuit of these objectives:



It is absolutely essential to utilise to the maximum extent possible the training facilities available in Industrial Training Institutes/Centres, Engineering Colleges, Polytechnics, Technical High Schools and similar other Institutes for organising short-term training programmes.

Training will have to be arranged in important basic engineering trades normally required by industrial undertakings. As it will not be possible to wait until fully skilled craftsmen are trained, the aim should be to turn out persons who could be appointed in the industry as semi-skilled workers and engaged on repetitive operations. They cannot obviously acquire diverse skill in an accelerated programme of this nature.

The Industrial Training Institutes/Centres which are already working two shifts.

It will be possible to utilise fully the facilities available in the engineering colleges and industrial schools for arranging short-term training programmes. As regards polytechnics, proposals are already under consideration in the Ministry of Scientific Research and Cultural Affairs to utilise a portion of the available facilities for the training of technicians and that only the remaining facilities could be made available for the proposed short-term training programmes.

For organising short-term training programmes in Industrial Training Institutes/Centres, engineering colleges and other Institutes, use will be made of the existing buildings and equipment. It will, however, be necessary to provide in accordance with standards approved for the Craftsmen Training Scheme instructional and other staff, hand tools to the trainees and shop-out-fit for the third shift as in the case of the second shift and raw materials including workshop clothing, etc., and facilities for recreation, medical assistance, etc. (where additional facilities for lighting etc. are required these should also be provided).

As the trainees who pass out of the short-term courses may have to work in conditions which may not be normal, the selection should be confined to adults only as far as possible.

There will be progressive trade tests and a final test at the end of the course. The results of both the progressive and final tests will be taken into consideration while declaring the trainees successful. The representatives of the defence and other establishments should be requested to associate themselves with the progressive and final trade tests. The successful candidates will be issued by the National Council for Training in Vocational Trades with such certificates as will distinguish them from the National Trade Certificates awarded to those who complete 18 months institutional and 6 months in-plant training.

To start with, the scheme may provide for the training of 60,000 trainees during the course of one year. The training should commence from February, 1963.

As the entire expenditure on the short-term courses will be sharable between the Centre and the States in the ratio of 60:40 immediate steps will have to be taken to provide adequate funds in the budget estimates of both the States and the Centre.

As buildings and equipment of the existing training institutes or centres are to be utilised and as hand tools are readily available, the main difficulty in the organisation of this programme is in respect of instructors. It is obviously not possible to get trained instructors immediately. The following decisions are, therefore, taken -

- (1) Such of the Industrial Training Institute boys as have completed inplant training should be recruited immediately by Directors dispensing, wherever necessary, with the requirement of making recruitment through the Public Service Commissions.
- (2) All the required instructors and supervisors and foremen should join the institutes/ colleges, etc. on 1 January 1963 positively. Such of the supervisors and foremen who have already undergone Refresher Courses should be posted to these special training units. They should give intensive training in principles of teaching to the instructors only for a month.

- (3) The dates of starting of Central Training Institutes for Instructors (i.e. April 1964) at Hyderabad and Ludhiana should be advanced to February 1963 and training of instructors at the said Institutes commenced by utilising the facilities of the Industrial Training Institutes already existing at these places. Necessary arrangements for the purpose should be made with the State Governments immediately.
- (4) Where more than one unit in certain trades have been sanctioned for craftsmen training in the Industrial Training Institutes attached to Central Training Institutes the possibility of converting one unit for instructors-training should be examined.
- (5) As the instructors have to be taken trained to meet urgent requirements, the period of training should be reduced from nine months to six months.
- (6) In the Central Training Institutes which have already been established, arrangements should be made for starting a "late-shift" for instructor Training as proposed in the case of Instructors Training Institutes.

It was also agreed that the schemes for short-term training should be placed for consideration by the Craftsmen Training Sub-Committee of the N.C.V.T. as soon as the syllabi for the various trades have been drawn up. But, in no case, should the starting of the training programme be held up pending consideration of the scheme by the Sub-Committee. Any changes which the Sub-Committee may suggest could be carried out in due course.

(The Hindustan Times, 23 December 1962; Information received in this Office from the Government. )

Chapter 9. Social Security

92. Legislation.

India - December 1962.

Employees' Provident Funds Act, 1952, extended to certain Establishments employing 50 or more Persons.

In exercise of the powers conferred under the Employees' Provident Funds Act, 1952, the Central Government, after making necessary enquiry into the matter, has specified every establishment which is a factory engaged in the manufacture of (i) cigarettes, or (ii) electrical, mechanical or general engineering products, or (iii) iron and steel, or (iv) paper, other than hand-made paper, and in which 50 or more persons are employed, as an establishment to which the provisions of the Act shall apply.

(Notification SO 3793 dated 13 December 1962; the Gazette of India, Extraordinary, Part II, Sec. 3, sub-sec. (ii), 13 December, 1962, page 2335).

Workmen's Compensation (Amendment) Bill, 1962.

Shri Gulzarilal Nanda, Minister for Labour and Employment, introduced in the Lok Sabha on 19 November 1962 a Bill to amend the Workmen's Compensation Act, 1923. According to the Statement of Objects and Reasons of the Bill, the Workmen's Compensation Act, 1923, has been amended several times; it was last amended in 1959.

The question of revising the rates of compensation has long been under consideration. The present rates of compensation for workmen drawing monthly wages up to Rs 300 were fixed in 1933. In 1946 when the wage limit for coverage was increased from Rs 300 to Rs 400, suitable rates of compensation were provided for workmen drawing monthly wages more than Rs 300. The existing rates of compensation for death vary from a minimum of Rs 500 for workmen in the lowest wage-group to a maximum of Rs 4,500 for workmen in the highest wage-group. For permanent total disablement the rates vary from a minimum of Rs 700 to a maximum of Rs 6,300. In view of the considerable rise in the cost of living these rates require revision and are now proposed to be doubled as recommended by the Study Group on Social Security (1958) and the Sub-Committee of the Indian Labour Conference (17th Session). Compensation for temporary disablement is paid in the shape of half-monthly payments for a maximum period of 5 years, the rates of payments varying from a minimum of Rs 5 to a maximum of Rs 30. These rates are also proposed to be revised so that they can be brought as near as possible to the corresponding rates of disablement benefit admissible under the Employees State Insurance Act, 1948.

The Sub-Committee of the Indian Labour Conference (17th Session) had also recommended that the wage limit for coverage should be increased from Rs 400 to Rs 500. This is being done and suitable rates of compensation are being prescribed for workmen drawing monthly wages more than Rs 400.

Opportunity is also being taken to make a few minor and consequential amendments, which mainly relate to -

(i) clarifying that the first six injuries specified in Schedule I to the Act shall be deemed to result in permanent total disablement because they result in 100 per cent. loss of earning capacity;

(ii) enabling a workman to claim compensation -

(a) if he contracts an occupational disease mentioned in -

(1) Part C of Schedule III in less than the period prescribed;

(2) Part B or Part C of Schedule III at any time other than the prescribed period;

(b) within two years from the date notice of disablement is given in case of partial disablement due to an occupational disease where he is not forced to absent himself from work;

(c) within two years from the date the symptoms of an occupational disease are detected if the symptoms develop after leaving employment;

(d) even if he is employed outside the premises or normal place of work but is employed for the purposes of the employer's trade or business;

(iii) launching of prosecution within six months from the date on which the commission of an offence under section 18A comes to the knowledge of the Commissioner;

(iv) modifying the description of certain employments in the list of occupational diseases in Schedule III so as to bring them in line with I.L.O. Convention No.42 and adding manganese poisoning and folidol poisoning in the list of occupational diseases in Part B of Schedule III.

The Bill seeks to give effect to the above proposals.

(The Gazette of India, Extraordinary, Part II, Sec.2, 19 November 1962, pp. 1014-1022).

Personal Injuries (Emergency Provisions) Bill, 1962.

Shri Gulzarilal Wanda, Minister for Labour and Employment, introduced in the Lok Sabha on 3 December 1962 a Bill to make provision for the grant of relief in respect of certain personal injuries sustained during the period of the emergency. According to the Statement of Objects and Reasons of the Bill, the War Injuries Ordinance, 1941 was promulgated during the last war in order to provide for grant of relief in respect of certain personal injuries sustained in the course of hostilities during that period. Although the Ordinance still continues to remain in force its provisions cannot be invoked for the purpose of granting relief in respect of personal injuries sustained or that may be sustained during the period of the present emergency. This has necessitated separate legislation.

The Bill seeks to empower the Central Government to formulate any scheme for grant of relief in respect of -

(a) personal injuries sustained by gainfully occupied persons and by persons of such other classes as may be specified; and

(b) personal service injuries sustained by civil defence volunteers.

Persons suffering a personal injury or a personal service injury will not be entitled to any relief under the Workmen's Compensation Act, 1923 or the Employees' State Insurance Act, 1948. The interests of workers covered by these two enactments will be protected either by amending the War Injuries (Compensation Insurance) Act, 1943 or undertaking separate legislation on the lines of this Act, which provides for payment of compensation to the injured person roughly equal to the difference between the amount paid under the War Injuries Scheme and the amount payable under the Workmen's Compensation Act, 1923. Provision has also been made in the Bill for powers to call for information regarding the earnings and financial circumstances of injured persons, for medical attention of injured persons in dispensaries and hospitals, and for penalties for making false statements or claims.

(The Gazette of India, Extraordinary,  
Part II, Sec. 2, 3 December 1962, pp. 1206-1213)

The Personal Injuries (Emergency Provisions) Act,  
1962 (No. 59 of 1962).

The Personal Injuries (Emergency Provisions) Bill (vide page 67 of this Report ) as passed by Parliament received the assent of the President on 19 December 1962 and has been gazetted as Central Act No.59 of 1962. The Act makes provision for the grant of relief in respect of certain personal injuries sustained during the period of the emergency.

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 20 December 1962, pp.587-593).



The Employees' Provident Funds (Amendment) Act,  
1962 (No.48 of 1962).

The Employees' Provident Funds (Amendment) Bill (vide page 89 of the report of this Office for August 1962) as passed by the Parliament received the assent of the President on 6 December 1962 and has been gazetted as Act No.48 of 1962. The Act states that in sub-section (1) of section 6 of the Employees' Provident Funds Act, 1952, in the proviso, for the words "~~Provident Fund~~" "Provided that", the following shall be substituted, namely:-

"Provided that in its application to any establishment or class of establishments which the Central Government, after making such enquiry as it deems fit, may by notification in the Official Gazette specify, this sub-section shall be subject to the modification that for the words 'six and a quarter per cent', the words 'eight per cent' shall be substituted:

Provided further that".

(The Gazette of India, Extraordinary,  
Part II, Sec.1, 6 December 1962, page 393).

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR DECEMBER 1962.

INDIA - DECEMBER 1962.

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

Defence of India Act, 1962 (No. 51 of 1962)  
(Gazette of India, Extraordinary, Part II,  
Sec. 1, 12 December 1962, pp. 415-446).

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

Kerala Tenants and Kudikidappakars Protection Ordinance, 1962 (No. 8 of 1962) (Kerala Gazette, Extraordinary, 10 December 1962, pp. 1-12).

CHAPTER 9. SOCIAL SECURITY.

- i) Personal Injuries (Emergency Provisions) Act, 1962 (No. 59 of 1962) (Gazette of India, Extraordinary, Part II, Sec. 1, 20 December 1962, pp. 587-593).
- ii) Employees' Provident Funds (Amendment) Act, 1962 (No. 48 of 1962) (Gazette of India, Extraordinary, Part II, Sec. 1, 6 December 1962, page 393).

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- \*(b) "Speech of Shri Jagjiwan Ram Introducing the Railway Budget for 1961-62 on 15-2-1961": Government of India: Ministry of Railways: Printed by the General Manager, Government of India Press, New Delhi, 1961; pp. 32.
- \*(c) "Family Planning Research Project - Acceptance of ~~and~~ Family Planning Methods as A Function of the Nature and Intensity of Contact (May 1961)": ~~Planning Commission~~ Research and Action Institute: Planning Department: Uttar Pradesh: P.R.A.I. Publication No.277: Printed by the Superintendent, Printing and Stationery, Uttar Pradesh, Lucknow: Published by the Director, Planning Research and Action Institute, U.P., Kalakankar House, Lucknow. pp.67.

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- \*(d) "Cooperation at a Glance (1959-60)": (Revised Edition): Ministry of Community Development, Panchayati Raj and Cooperation, (Department of Cooperation): Government of India, 1962: Printed in India by the Manager, Government of India Press, Faridabad, 1962. pp.25.
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- \*(f) "Report on the Working of the Plantations Labour Act, 1951 in the State of Madras for the Year 1960": Government of Madras, 1962: Printed by the Controller of Stationery and Printing, Madras, on behalf of the Government of Madras 1962: Price Rs.1.5nP. pp. 30+2.

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- \*(b) "Proceedings - Fourth Human Relations Conference, SITRA 1962": July 7th and 8th 1962: The South India Textile Research Association, Coimbatore. pp.135.

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