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INTERNATIONAL LABOUR OFFICE SEP 1964
INDIA BRANCH

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Industrial and Labour Development in
July-August 1964.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY-AUGUST 1964.

11. Political Situation and Administrative Action.

Constitution (Seventeenth Amendment) Act, 1964.

The Government of India gazetted on 20 June 1964 the Constitution (Seventeenth Amendment) Act 1964, which received the assent of the President on 20 June 1964.

According to the Statement of Objects and Reasons appended to the Bill, Article 31A of the Constitution provides that a law in respect of the acquisition by the State of any estate or of any rights therein or the extinguishment or modification of any such rights shall not be deemed to be void on the ground that it is inconsistent with, or takes away or abridges any of the rights conferred by article 14, article 19 or article 31. The protection of this article is available only in respect of such tenures as were estates on the 26th January, 1950, when the Constitution came into force. The expression "estate" has been defined differently in different States and, as a result of the transfer of land from one State to another on account of the reorganisation of States, the expression has come to be defined differently in different parts of the same State. Moreover, many of the land reform enactments relate to lands which are not included in an estate. Several State Acts relating to land reform were struck down on the ground that the provisions of those Acts were violative of articles 14, 19 and 31 of the Constitution and that the protection of article 31A was not available to them. It is, therefore, proposed to amend the definition of "estate" in article 31A of the Constitution by including therein lands held under ryotwari settlement and also other lands in respect of which provisions are normally made in land reform enactments.

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It is further proposed to provide that whether where any law makes a provision for the acquisition by the State of any estate and where any land comprised therein is held by a person under his personal cultivation, it shall not be lawful for the State to acquire any such land as is within the ceiling limit applicable to him under any law for the time being in force or any building or structure standing thereon or appurtenant thereto, unless the law relating to the acquisition of such land, building or structure provides for payment of compensation at a rate not less than the ~~makr~~ market value thereof.

It is also proposed to amend the Ninth Schedule by including therein certain State enactments relating to land reform in order to remove any ~~uncertainty~~ or uncertainty or doubt that may arise in regard to their validity.

The Amendment Act achieves these objects.

The Act makes the following amendment to the Constitution.

In Article 31A of the Constitution,-

(i) in clause (1), after the existing proviso, the following proviso shall be inserted, namely:-

"Provided further that where any law makes any provision for the acquisition by the State of any estate and where any land comprised therein is held by a person under his personal cultivation, it shall not be lawful for the State to acquire any portion of such land as is within the ceiling limit applicable to him under any law for the time being in force or any building or structure standing thereon or appurtenant thereto, unless the law relating to the acquisition of such land, building or structure, provides for payment of compensation at a rate which shall not be less than the market value thereof".;

(ii) in clause (2), for sub-clause (a), the following sub-clause shall be substituted and shall be deemed always to have been substituted, namely:-

'(a) the expression "estate" shall, in relation to any local area, have the same meaning as that expression or its local equivalent has in the existing law relating to land tenures in force in that area and shall also include -

(i) any jagir, inam or muafi or other similar grant and in the States of Madras and Kerala, any janmam right;

(ii) any land held under ryotwari settlement;

(iii) any land held or let for purposes of agriculture or for purposes ancillary thereto, including waste land, forest land, land for pasture or sites of buildings and other structures occupied by cultivators of land, agricultural labourers and village artisans'.

The ninth Schedule to the Consitution after entry 20 items 21 to 64 listing the Acts are added.

(The Gazette of India, Extraordinary,
Part II, Sec.1, 20 June 1964,
pp. 273-277).

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Twenty-second Session of the Indian
Labour Conference, 29 July 1964.

The 22nd session of the Indian Labour Conference was held at Bangalore on 29 and 30 July 1964 under the Chairmanship of Shri D. Sanjivayya, Union Minister of Labour and Employment. The Conference was inaugurated by Shri S. Nijalingappa, Chief Minister of Mysore. Shri V.K.R. Menon, Director of the I.L.O. New Delhi Office, attended the Conference by special invitation.

The following was the agenda of the Conference:-

1. Action taken on the conclusions of the 21st Session of the Indian Labour Conference held at New Delhi on the 13th July 1963.
2. The Punjab Industrial Establishment (National and Festival Holidays and Casual and Sick leave) Bill.
3. Introduction of the Pay Roll Savings Scheme.
4. Classification of misconduct like "Go-slow", "Malingering" and "Sleeping on duty" as minor misconduct by some Tribunals.
5. Suggestions for staggering of weekly holiday and for a 54-hour week in the textile industry.
6. Recognition of category-wise or department-wise unions in an establishment/industry under the Code of Discipline and the rights of unrecognised unions.
7. Review of the Progress of the Scheme for setting up Cooperative Societies/ Fair Price Shops in Industrial Establishments.

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Item 1: Action taken on the Conclusions of the 21st Session of the Indian Labour Conference held at New Delhi on the 13 July 1964.— There was a general discussion on this item and no conclusions as such were adopted.

Item 2: The Punjab Industrial Establishment (National and Festival Holidays and Casual and Sick Leave) Bill.— The memorandum on this item was prepared by the Government of Punjab. The proposed Bill seeks to regulate the grant of various kinds of holidays to the persons employed in Industrial Establishments in the State. These facilities are at present being granted only in few establishments under some awards/settlements or standing orders. The proposed enactment would extend the facilities even to those establishments where such awards, settlements or standing orders have not come into being. It is hoped that the proposed enactment if passed by the Legislature would reduce industrial disputes and friction between workers and employers on account of grant of national and festival holidays and casual leave and sick leave, demands regarding which are very commonly raised by the workers from time to time.

Item 3: Introduction of the Pay Roll Savings Scheme.— The memorandum on this topic was prepared by the Ministry of Finance, Department of Economic Affairs. The Pay Roll Savings Scheme envisages a voluntary arrangements between the employers and the employees to facilitate regular investment of the savings of the employees in Small Savings securities and accounts. Deductions, for the purpose of making such investments, may be made by the employers from the wages or salaries of their employees, with the consent of the latter, in terms of Section 7(2)(k) of the Payment of Wages Act. The Scheme was evolved after discussion with various associations of employers and employees and was placed before the 17th Indian Labour Conference held at Madras in July 1959. It was unanimously approved by the conference subject to two changes regarding collection charges and keeping pass books, which were subsequently incorporated in the scheme. The memorandum also discussed certain problems confronted in the working of the pay roll savings groups.

Item 5: Suggestions for staggering of weekly holiday and for a 54-hour week in the textile industry.- A memorandum on this subject was prepared by the Ministry of Commerce and Industry. During discussions which the Textile Commissioner had with the representatives of the industry about the measures that could be taken to step up production the latter pressed for positive measures of assistance by way of, among other things, better cooperation of the labour to work longer hours. The industry's representative also suggested certain measures, namely, increasing working hours from 8 to 9, staggering of recess hours, adoption of relay system of working and working on Sundays which, if adopted, would increase machine activity and result in increased production of cloth. These measures have recently been examined by Government and the consensus of opinion was that for the present the measures, namely, staggering of recess hours and relay system of working need not be pursued but that the proposals for increasing the working hours from 8 to 9 and also staggering of weekly holiday should be broached with labour leaders.

Item 6: Recognition of category-wise or department-wise unions in an establishment/industry under the Code of Discipline and the rights of unrecognised unions.- The memorandum on this item brought out the following points for consideration of the Conference and decide whether -

(i) only one union which represents the majority of workers in an establishment or industry should be recognised under the Code of Discipline, or whether category-wise or department-wise unions wherever they exist in the establishment or industry, should also be recognised under the Code;

(ii) an unrecognised union, including a category-wise or department-wise union, should have the right to represent individual grievances of its own members and the management will be ~~its~~ required to look into them and correspond with the union in these matters, provided the issues involved do not fall within the exclusive rights of a recognised union laid down by the Indian Labour Conference at its 20th Session in August, 1962, i.e., whether unrecognised unions should have all rights not exclusively given to the recognised unions; and

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(iii) office bearers of a recognised union should have the right to get leave to the extent mutually agreed upon, for attending meetings, general elections, seminars, collecting union subscriptions, meetings with the management and for attending conciliation, arbitration and adjudication proceedings and for such other purposes as may be agreed to by the management.

Item 7: Review of the Progress of the Scheme for setting up Cooperative Societies/ Fair Price Shops in Industrial Establishments.-

A memorandum submitted to the Conference pointed out that the scheme for setting up consumers' cooperative stores in all industrial units employing 300 or more workers as adopted by the 20th Session of the Indian Labour Conference was forwarded to all State Governments and the Central Organisations of Employers and Workers in October 1962. So far as the general consumers in the country are concerned, the programme for setting up a large net work of consumers' cooperative societies is being implemented by the Ministry of Community Development and Cooperation. The two schemes are being implemented in an integrated manner. The wholesale societies are common for cooperative stores set up under both the schemes. There is also a Coordination Committee of the two Ministries to consider common problems. A statement indicating the number of consumers' cooperative societies now functioning in the country is given below:-

(Please see table on the next page)

Ministry of Labour
and Employment.

Position
as on
13.7.63.

Position
as on
25.6.64.

Cooperative societies for industrial workers in the States and Union Territories.	318	970 (including 55 Br.)
Cooperative societies for industrial workers in the Central Government undertakings.	247	356 (including 68 Br.)
Cooperative societies in coal mines:-	100	166
Wholesale store in Jharia.	-	1
Raniganj.	-	1
Madhya Pradesh.	-	1
Cooperative societies in mica mines:-	19	12
Total:-	684	1,507
No. of Fair price shops in:		
Private sector.	-	260
Public sector.	-	149
Total:-	-	409
GRAND TOTAL:-C.C.S. and F.P.S.:	<u>684</u>	<u>1,916</u>

Since the holding of the last Indian Labour Conference in July 1963, the following meetings were held for the purpose of reviewing the position of consumers' cooperative stores/fair price shops and considering measures for expediting the setting up of such stores/shops.

The first meeting of the Standing Labour Committee on Industrial Truce Resolution held at New Delhi on 5 August 1963, took an important decision that as a measure of immediate relief to the industrial workers against the rise in prices, the industrial undertakings should open fair price shops within 4 weeks, to be converted into consumers' cooperatives as soon as possible wherever there was likely to be delay in setting up cooperative stores. In so far as controlled commodities are concerned, Government would ensure their supply to the fair price shops.

The Labour Minister also addressed a letter to all State Governments emphasising the need for setting up consumers' cooperatives, fair price shops in as large numbers as possible and to take firm action against profiteers and black marketeers.

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The position was again reviewed by the 21st Session of the Standing Labour Committee held in New Delhi on 27 December 1963. Various difficulties in implementation of the scheme represented by the employers' organisation, such as accommodation, transport, financial difficulties, credit facilities, etc. were considered. As not much progress had been made, it was decided that consumer stores/fair price shops should be set up by the employers in at least 95 per cent. of the establishments employing 300 or more workers within a period of two months. It was also decided that these shops/stores should cater for at least 50 per cent. of the consumer articles required by the workers. If the stores were not set up by the 29th February 1964, Government would consider a legislation making the setting up of such stores a statutory requirement as in the case of canteens under the Factories Act.

Again in March 1964, the second meeting of the Standing Committee on Industrial Truce Resolution recommended that the decision already taken to set up fair price shops and consumers' cooperatives should be implemented with the utmost expedition.

The time limit for setting up consumers' cooperatives/fair price shops has already expired on 29 February 1964. Since the progress made has not been very satisfactory, amendment of the relevant Acts to make this a statutory obligation would appear to be unavoidable. Representations have, however, been received from the Central Organisations of Employers about the difficulties in setting up of consumers' cooperatives/fair price shops and suggesting at the same time not to make it a statutory obligation to set up fair price shops. Some of the points urged by them against such statutory provision are:-

- (i) Unless the prices charged by the wholesale producers or suppliers are controlled, cooperative and fair price shops which function merely at the distributing end cannot offer much relief to the workers.
- (ii) The existing fair price shops and consumer stores in factories have not been taken full advantage of by industrial workers. It is, therefore, doubtful whether the need for more such shops has been really felt by workers.

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(iii) The State Governments operate a wide net work of their own fair price shops for general public and in view of the shortage of essential foodgrains especially rice, some State Governments are unable to ensure steady supply to the fair price shops to be set up by the employers.

(iv) The establishment of consumers (co-operative stores in which the workers will have a direct interest and stake, is preferable to the employers' setting up fair price shops.

The Conference may like to review the progress made under the scheme and consider what further steps should be taken in the matter.

Chairman's Speech.— In his address to the Conference, Shri D. Sanjivayya, Union Minister of Labour and Employment, dealt with the problem of rising prices. He criticised the suggestion of automatic adjustment of dearness allowance with the cost of living index and a hundred percent neutralisation of rise in the cost of living. He said that unless there is more production, mere pouring in of more money will not help. In fact, such a remedy might prove worse than the disease. It might very well accelerate the spiral of rising prices. There is, of course, every point in suggesting that dearness allowance should be adjusted in a suitable manner to the cost of living index. In fact, this is being done by the Industrial Tribunals and the Wage Boards.

Shri Sanjivayya attacked the threats of "direct action" and said that "direct action" in the sense of stoppage of work was absolutely illogical in the situation in which we are placed. What was needed was an ampler flow of goods and he could not understand how prices could be brought down by stopping the wheels of production. Direct action, if any, should be action to produce more. Holding up production would not only cause great hardship and suffering to workers but also to all other sections of the community. Shri Sanjivayya pleaded that in spite of the stress and strain that labour was passing through along with the rest of the people, resort to work stoppages should be avoided by all means. He also pleaded with the employers to see that they should give a fair deal to the labour and act in the true spirit of the Code of Discipline.

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Referring to the setting up of consumers' cooperatives in industrial undertaking, Shri Sanjivayya admitted that although all that was necessary might not have been done, yet ~~was~~ this was one direction in which some headway had been made. He also assured that Government's decision on the recommendations of the Bonus Commission would not be long delayed. Speaking about the appointment of more wage boards, he said that the Government stood by the wage board method of settling the wage question in organised industries and would proceed to appoint such boards where necessary after a careful study of each case.

Main conclusions.- (i) Price Situation.-
The Conference discussed in detail the current price situation and came to the following conclusions:

"Considering the hardship caused by high prices of essential commodities; and recognising the imperative need for ensuring the supply supply of these commodities to the industrial workers at reasonable prices: The Indian Labour Conference agrees, in principle, that a part of their wages may be made payable in kind, if necessary, by legislation. The payment in kind should consist of the supply of rice, wheat or wheat substitutes, sugar, pulses, one or two popular varieties of cloth and cooking medium. Government should supply to the employers rice, wheat or wheat substitutes and sugar at controlled prices for distribution to the industrial workers through Fair Price Shops. The employers should distribute the other three commodities, namely, textiles, pulses and cooking medium at prices equivalent to the wholesale prices, the cost of distribution being borne by the employers. The Standing Committee on the Industrial Truce Resolution should work out the details of the Scheme".

(ii) Setting up of Fair Price Shops.- The Conference reviewed the position concerning the setting up of Fair Price Shops and Consumer stores. It was considered that the progress in this regard had not been quite satisfactory. Establishments which had not yet set up such stores/fair price shops should do so without further delay. The Chairman concluded that legislation as already agreed to at the meeting of the Standing Labour Committee in December, 1963, was now inevitable.

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(iii) Linking of D.A. with C.P.I.- The Conference reiterated the decision reached at the Standing Committee on Industrial Truce Resolution that dearness allowance should be suitably linked with the cost of living index.

(iv) Report of the Bonus Commission.- The Conference recommended that Government should take a quick decision on the Report of the Bonus Commission.

(v) Labour Policies and Programmes for the Fourth Plan.- Organisations of workers and employers should send to the Ministry of Labour and Employment and Planning Commission their proposals concerning labour policies and programmes for consideration for inclusion in the 4th Five Year Plan.

Item 1: Action taken on the conclusions of the 21st Session of the Indian Labour Conference held at New Delhi on the 13th July, 1963.- Representatives of the workers referred to voluntary arbitration and pointed out that hesitation on the part of some of the employers still remained. The employers' representatives pointed out that they had been doing their best to persuade their affiliates to accept voluntary arbitration as a means for settlement of industrial disputes. It was explained that difficulties, if any, standing in the way of employers in this regard would be gone into in detail at the next meeting of the Central Implementation and Evaluation Committee.

Item 2: The Punjab Industrial Establishments (National and Festival Holidays and casual and sick leave) Bill.- The It was agreed that this legislation was a matter for the State Government.

Item 3: Introduction of the Pay Roll Savings Scheme.- Employers and Trade Unions should give wider publicity to the Scheme and extend their fullest cooperation to ensure satisfactory working of the Scheme.

Item 4: Classification of misconduct like 'go-slow', 'malingering' and 'sleeping on duty' as minor misconduct by some Tribunals.

Item 5: Suggestions for staggering of weekly holidays and for a 54-hour week in the textile industry.- The above two items were earlier deleted from the agenda.

Item 6: Recognition of category-wise or department-wise unions in an establishment/industry under the Code of Discipline and the Rights of unrecognised unions.- The consensus of opinion was that the recognition of category-wise/department-wise unions should not be encouraged. Unions not recognised under the Code of Discipline should, however, have the right to represent individual grievances relating to dismissal and discharge or other disciplinary matters affecting their members. The question of other rights of unrecognised unions was deferred for future consideration.

Item 7: Review of the progress of the scheme for setting up Cooperative Societies/Fair Price Shops in Industrial Establishments.- This item was considered in the general discussion on the question of prices.

A set of documents of the 22nd Session of the Indian Labour Conference has been sent to Geneva vide F.2/4298 /64 dated 17 September 1964.

(Text of Memorandum and Conclusions of the 22nd Indian Session of Indian Labour Conference, received from the Ministry of Labour and Employment, Government of India, New Delhi).

New Punjab Ministry Formed.

Consequent upon the acceptance of resignation of Shri Partap Singh Kairon, Shri Ram Kishan was elected unanimously on 30 June 1964, the leader of the Punjab Congress Legislative Party. Shri Ram Kishan, the Chief Minister has entrusted the portfolio of labour to Shri Razak Ram.

(The Hindustan Times,
8 July, 1964).

12. Activities of External Services.

India - July-August 1964.

Conferences:

The Director of this Office attended by special invitation the 22nd Session of the Indian Labour Conference, held at Bangalore on 29th and 30th July 1964.

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13. Press and Opinion.

India - July-August 1964.

In addition to the attached clippings the following reference to the work of the ILO appeared in Indian Journal received during the period under review:

The 3 August 1964 issue of "The Indian Worker" publishes a news-item about a statement submitted by the ICFTU to the Chairman of the Fact-Finding and Conciliation Commission on Freedom of Association of the ILO expressing the ICFTU's views on the trade union situation in Japan.

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14. Conventions and Recommendations.

India - July-August 1964.

Madras Compulsory Labour (Amendment) Bill, 1964:
Measure to give effect to Convention No.29.

The Government of Madras published on 10 July 1964 a Bill to amend the Madras Compulsory Labour Act, 1858, so as to bring the provisions of the Act into accord with Article 11 of International Labour Organisation Convention No.29 concerning Forced Labour. (For details of the Bill please pp. of this Report).

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Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - July-August 1964.

Maharashtra: Annual Report on the Working
of the Indian Trade Unions Act 1926 for
the Year 1962-63*.

According to the annual report on the working of the Indian Trade Unions Act 1926, in the State of Maharashtra during the year ending 31 March 1963, there were 1,446 registered trade unions in the State of Maharashtra on the 31st March 1962; during the year under review 247 unions were registered. Thus there were in all 1,693 unions on the register during the year 1962-63. Out of these 1,693 unions the registration of 185 unions was cancelled during the year 1962-63 for failure to submit their respective annual returns of accounts. The registration of one union was cancelled on a request made by the union. Similarly dissolution of one union was registered during the year under report. Thus there were 1,506 registered trade unions at the end of the year 1962-63.

Of these 1,506 unions, 1,239 unions submitted their returns for the year 1962-63 by due date. After scrutiny only 920 returns which were in order in material particulars have been accepted for the purpose of the report. The registration of 137 unions was cancelled for failure to submit annual returns for the year 1962-63 as required under section 28 of the Act.

Letters and memorandum of instructions for filling in Annual Return Forms by specified date were sent to all the 1,506 unions.

* Government of Maharashtra: Annual Report on the Working of the Indian Trade Unions Act 1926 (For the Year 1962-63): Printed by the Manager, Government Central Press, Bombay 1964: Price Re. 0.35 or 7d: pp.61.

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The statistical information contained in 920 annual returns found to be in order have been accepted for the purposes of the report. Out of the 920 unions 889 are State Unions (including 7 Federations) and 31 (which includes 4 Federations) are Central Unions.

Membership.- The total membership as reported by 909 unions (excluding 11 Federations) included in the report was 577,659 at the beginning of the year and 641,028 at the end of the year 1962-63. The number of members who joined the unions during the year was 170,899 while the number of members who left the unions during the year was 107,530. Thus the net increase in the membership of these unions is 63,369. The average membership of the unions which stood at 1,080 in the year 1951-52 considerably declined in the last few years and was 705 at the end of the year 1962-63. The total membership of all the 1,489 unions (excluding 17 Federations) at the end of the year 1962-63 was 994,625 as compared with the total approximate membership of 922,865 of 1,430 unions (excluding 16 Federations) at the end of the year 1961-62.

Income.- The total income of 909 unions (excluding 11 Federations) during the year under report was 638,460 rupees with a balance of 578,536 rupees at the beginning of the year, while the total expenditure for the year was 553,299 rupees with the balance of 663,697 rupees at the end of the year. Six unions maintained political funds and collected 2,072 rupees during the year under review. They had an opening balance of 10,663 rupees in their political fund accounts and did not incur any expenditure. They had a closing balance of 12,735 rupees at the end of the year under review.

The total income of 11 Federations (7 State and 4 Central) was 72,614 rupees during the year under report with a balance of 42,159 rupees at the beginning of the year, while their total expenditure during the year was 42,662 rupees with a balance of 72,111 rupees at the end of the year.

Growth of Trade Unions and their Membership.— Two hundred and forty-seven unions were registered during the year under report bringing the total number of registered trade unions to 1,506 at the end of the year as against 1,446 trade unions on the register at the end of the previous year. It will thus be observed that the number of registered unions under the Act showed an increase during the year under report. The following table gives information regarding the growth in the number of registered trade unions in the State since 1951-52:—

Year ending 31st March.	No. of registered unions at the beginning of the year.	No. of unions registered during the year.	No. of unions whose registra- tion was cancelled or withdrawn during the year.	No. of registered unions at the end of year.
(1)	(2)	(3)	(4)	(5)
1951-52	635	158	121	672
1952-53	672	145	105	712
1953-54	712	197	97	812
1954-55	812	211	111	912
1955-56	912	270	114	1,068
1956-57	1,068	*665	134	1,599
1957-58	1,599	353	253	1,699
1958-59	1,699	317	267	1,749
1959-60	1,749	343	231	**1,861
1960-61	***1,861	272	225	1,417
1961-62	1,417	199	170	1,446
1962-63	1,446	247	***187	1,506

* This number includes 423 registered unions from the merged areas of Vidarbha, Marathwada, Saurashtra and Kutch brought on the register of this State, as a result of the reorganisation of States in November 1956.

**This number includes 488 registered unions whose records are transferred to New Gujarat State on 1 May 1960.

***This number includes 491 registered unions whose records are transferred to Gujarat State.

****This number includes one cancellation under section 10(a) of the Act and one dissolution of the union.

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Of the 247 trade unions registered under the Act during the year under review, 95 were from "Manufacturing" group, 59 from "Services" group, 26 from "Activities not Adequately Described" group, 24 from "Commerce" group, 20 from "Transport and Communication" group, 8 from "Electricity, Gas, Water and Sanitary Services" group, 7 from "Mining and quarrying" group, 5 from Agriculture "Construction" group, and 3 from "Agriculture, Forestry, Fishing" etc. group.

The following table gives the classification of 1,489 registered trade unions (excluding 17 Federations) and their membership according to industrial groups as on 31 March 1963:-

Group. (1)	No. of registered unions. (2)	Membership (latest available). (3)
0- Agriculture, Forestry, Fishing, etc.	35	8,014
1- Mining and Quarrying.	19	8,347
2-3- Manufacturing.	535	341,811
4- Construction.	12	3,666
5- Electricity, Gas, Water & Sanitary Services.	49	13,922
6- Commerce.	174	53,384
7- Transport and Communication, (other than Workshops).	135	362,026
8- Services.	323	91,741
9- Activities Not Adequately Described.	207	111,714
	<u>1,489*</u>	<u>994,625</u>

* Excludes 17 Federations.

The available information regarding the geographical distribution of trade union membership in the State shows that the unions in Greater Bombay had 71.44 per cent. of the total membership of the total membership of 1,489 unions while Poona, Nagpur, Ahmednagar and Thana Districts accounted for 5.15, 4.56, 2.33, and 2.02 per cent. of the total membership respectively.

Out of the 1,489 registered trade unions (excluding 17 Federations) shown in the following table 538 unions were in Greater Bombay, 156 unions were in Poona district, 123 unions in Nagpur district, 95 unions were in Kolhapur district and 77 unions in Ahmednagar district and the remaining 500 were from other districts in the State of Maharashtra State.

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The table below gives the number of registered trade unions and their membership classified according to Districts in the State of Maharashtra as on 31 March 1963:

Serial No.	Name of the District.	No. of registered unions.	Membership (latest available).
(1)	(2)	(3)	(4)
1.	Bombay.	538	710,561
2.	Thana.	55	22,209
3.	Kolaba.	5	2,373
4.	Ratnagiri.	6	479
5.	Nasik.	65	13,251
6.	Dhulia.	28	7,622
7.	Jalgaon.	64	17,669
8.	Ahmednagar.	77	23,183
9.	Poona.	156	51,278
10.	Satara.	32	11,567
11.	Sangli.	23	4,213
12.	Sholapur.	44	18,098
13.	Kolhapur.	95	15,065
14.	Aurangabad.	25	7,938
15.	Parbhani.	5	518
16.	Bhir.	4	236
17.	Nanded.	9	6,225
18.	Osmanabad.	6	352
19.	Buldhana.	16	1,501
20.	Akola.	19	6,201
21.	Amravati.	26	5,978
22.	Yeotmal.	7	551
23.	Wardha.	28	6,497
24.	Nagpur.	123	45,305
25.	Bhandara.	17	10,962
26.	Chanda.	16	4,793
		<u>1,489*</u>	<u>994,625</u>

*This excludes 17 Federations.

Of the 1,506 registered trade unions at the end of the year under review 1,459 unions (including 11 Federations) were State unions and 47 unions (including 6 Federations) were Central unions. The following table shows the variation in the membership of the registered unions in the State since 1951-52:-

Year	No. of registered unions.	No. of unions included in the report.	Total Membership of Unions (shown in the column 3)			Average membership per unions included in report.	Percentage of Female members to total membership.
			Males	Females	Total		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1951-52.	672	408	411384	26876	*440507	1080	6.10
1952-53.	712	448	510131	31123	541254	1208	5.75
1953-54.	812	481	384893	31163	*416696	866	7.48
1954-55.	912	518	360969	33928	*395597	764	8.58
1955-56.	1068	607	371312	32760	404072	666	8.10
1956-57.	1599	859	443180	37364	480544	559	7.78
1957-58.	1699 **	1030	553354	47298	601964	584	7.86
1958-59.	1749	1031	564661	48804	613465	595	7.96
1959-60.	1373 **	825	568913	48370	617283	748	7.83
1960-61.	1417 **	833	532615	45458	578073	694	7.86
1961-62.	1464 **	841	551861	48934	600795	714	8.02
1962-63.	1506 **	909	598404	42624	641028	705	6.65

* Details regarding sex are not available in certain cases.
 ** This number excludes Federations.

It will be seen from the above table that the average membership during the year under report stood at 705 which shows decreased as compared to the average membership of 714 for 1961-62.

Frequency distribution of unions according to the rate of subscription.- The following table shows the distribution of membership of trade unions according to the rate of subscription per month:-

Rate of subscription per month.	No. of members.	Percentage of total membership.
12 nP. or less.	5,118	0.80
More than 12 nP. but up to 25 nP.	323,592	50.48
More than 25 nP. but up to 50 nP.	276,164	43.08
More than 50 nP. but up to Re.1.	31,376	4.89
Over Rupees one.	4,778	0.75
Total.	<u>641,028</u>	<u>100.00</u>

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It will be seen from the above table that out of the total membership of 641,028 of 909 unions 323,592 members paid membership fees of more than 12 nP. but up to 25 nP. per month and 276,164 members paid subscription of more than 25 nP. but up to 50 nP. per month while only 4,778 members paid monthly subscription over Rupee one.

State Unions.- There were in all 998 State unions in Private Sector, 332 unions in the State Sphere of Public Sector and 89 unions in the Central Sphere of Public Sector on the register during the year under report. Out of which the returns of 608 unions in the Private Sector, 194 unions in the State Sphere of Public Sector and 63 unions in the Central Sphere of Public Sector have been accepted for the purpose of the report.

Female membership.- The number of unions having female membership was 298 in the Private Sector, 141 in the State Sphere of public sector and 34 unions in the Central Sphere of Public Sector with a membership of 29,060, 10,252 and 1,882 respectively.

Income of State Unions.- The total income of 608 State Unions in the Private Sector, 194 unions in the State Sphere of Public Sector and 63 State unions in the Central Sphere of Public Sector amounted to 2,663,854 rupees and 446,943 rupees and 226,711 rupees respectively whereas the corresponding figures of total expenditure were 2,272,321 rupees, 442,894 rupees and 142,694 rupees respectively. The general fund of these unions which was 2,677,788 rupees, 585,703 rupees and 229,276 rupees respectively at the beginning of the year stood at 3,069,321 rupees, 489,752 rupees and 313,293 rupees respectively at the end of the year under review.

The table below gives the break-up of income by subscriptions, donations, etc.:-

Item of Income.	Private Sector		State Sphere of Public Sector.		Central Sphere of Public Sector.	
	Amount of income.	Percentage to total income.	Amount of income.	Percentage to total income.	Amount of income.	Percentage to total income.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Contribution from Members.	2,916,327	71.94	353,309	79.05	105,944	46.73
Donations.	394,828	14.82	57,992	12.98	104,344	46.03
Sale of Periodicals, books, rules, etc.	20,250	00.76	1,831	00.41	250	00.11
Interest on Investment.	37,556	01.40	1,891	00.42	5,368	02.37
Income from Miscellaneous Sources.	294,893	11.08	31,920	07.14	10,805	04.76
Total.	2,663,854	100.00	446,943	100.00	226,711	100.00

Expenditure of State Unions.— The table below gives the distribution of the aggregate expenditure of the State Unions in the Private Sector, State Unions in the State Sphere of Public Sector and the State unions in the Central Sphere of Public Sector over various items:—

(Please see table on the next page)

Item of Expenditure.	Private Sector.		State Sphere of Public Sector.		Central Sphere of Public Sector.	
	Amount of Expenditure incurred.	Percentage to total expenditure.	Amount of Expenditure incurred.	Percentage to total expenditure.	Amount of Expenditure incurred.	Percentage to total expenditure.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Salaries, allowances and expenses of Officers.	442,815	19.49	86,104	19.44	24,553	17.20
2. Salaries, Allowances and expenses of establishment including rents, rates, taxes and stationery, printing postage.	730,598	32.15	91,027	20.55	35,204	24.67
3. Auditor's Fees.	12,026	00.53	2,218	00.50	1,055	00.74
4. Legal Expenses.	121,807	05.37	23,148	05.23	5,953	04.17
5. Expenses in conducting trade disputes.	65,514	02.88	16,776	03.79	618	00.44
6. Compensation paid to members for loss arising out of trade disputes.	29,149	01.28	169	00.04	230	00.16
7. Funeral, old age, sickness, unemployment benefits, etc.	34,484	01.51	1,101	00.25	1,186	00.84
8. Educational, Social & religious benefits	24,661	01.09	4,978	01.12	1,654	01.16
9. Cost of publishing periodicals.	22,580	00.99	3,851	00.86	177	00.12
10. Expenses incurred under section 15(j) of the Act.	128,655	05.66	5,633	01.27	24,384	17.08
11. Other Expenses.	660,032	29.05	207,889	46.95	47,680	33.42
Total.	2,272,321	100.00	442,894	100.00	142,694	100.00

State Federations.— There were eleven State Federations. Of these federations returns of seven federations which were found to be in order have been accepted for the purpose of the report.

The assets of the two federations whose returns are found to be in order in the "Commerce" group were made up of cash amounting to 194 rupees and other assets amounting to 1,439 rupees. The federation had a general fund of 1,266 rupees and other liabilities amounting to 367 rupees. Out of the total income of 3,158 rupees during the year under report the federations collected 647 rupees by way of subscription, 1,024 rupees by way of donations and 523 rupees by way of income from miscellaneous sources while amount of 964 rupees remained as subscription in arrears. The federations incurred an expenditure of 3,152 rupees during the year. Out of which 2,702 rupees alone were spent on administration.

The assets of five federations in the "Services" group, were made up of cash amounting to 17,488 rupees and other assets amounting to 13,028 rupees. The federations had a general fund of 14,697 rupees, loans taken by the federations amounted to 1,396 rupees and other liabilities amounted to 14,423 rupees. The main source of income of the federations was income from miscellaneous sources which amounted to 14,728 rupees. The subscription collected from members amounted to 6,522 rupees out of the total income of 24,113 rupees. The federations incurred total expenditure of 17,964 rupees of which an amount of 15,997 rupees was spent on administration only.

Affiliation of State Unions. - Available information regarding the affiliation of the State unions to All India Organisations of Labour shows that out of the 608 State unions in the Private Sector 69 unions were the affiliated to the Indian National Trade Unions Congress, 30 unions to All India Trade Union Congress, 35 unions to Hind Mazdoor Sabha, 39 unions to Bharatiya Mazdoor Sangh, 3 unions to the United Trade Union Congress, and 2 unions to Hind Mazdoor Panchayat. Out of the 194 State Unions in the State Sphere of Public Sector, 22 unions were affiliated to the Indian National Trade Union Congress, 15 unions to Hind Mazdoor Sabha, 10 unions to All India Trade Union Congress, 4 unions to Bharatiya Mazdoor Sangh, and 2 unions to Hind Mazdoor Panchayat. Of the 63 unions in the Central Sphere of Public Sector, 3 unions were affiliated to the Indian National Trade Union Congress, and 10 unions to Hind Mazdoor Sabha.

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Central Unions.- The Central Unions are classified in three parts namely (1) Central Unions in the Private Sector, (2) Central Unions in the State Sphere of Public Sector, and (3) Central Unions in the Central Sphere of Public Sector.

Out of the 41 Central Unions (excluding 6 Central Federations) 23 unions are classified in the Private Sector and 18 unions in the Central Sphere of Public Sector. There is however, no Central Union registered so far under the State Sphere of Public Sector.

Out of the 23 unions in the Private Sector, the statistics of 17 unions have been included in the report. Similarly, out of the 18 unions in the Central Sphere of Public Sector the returns of 10 unions are accepted for the purposes of the report.

The membership of the unions in Private Sector which was 14,628 at the beginning of the year decreased to 13,534 at the end of the year under report. The membership of the unions in the Central Sphere of Public Sector which was 125,221 at the beginning of the year increased to 131,393 at the end of the year under review.

The decrease in the membership of the Central unions in the Private Sector was mainly due to the decrease in the membership of "Manufacturing" and "Transport and Communications" groups. The decrease in the membership of "Manufacturing" group was due to the decrease in the membership of the Petroleum Workmen's Union, Bombay. All the unions in the "Transport Communications" group showed decrease in the membership. The total decrease in this group stood at 1,011 membership.

Out of the 17 unions in the Private Sector 10 unions reported female membership of 321 at the end of the year under report. In the Central Sphere of Public Sector, 5 unions out of the 10 unions reported female membership which stood at 1,061 at the end of the year under report.

Income of Central Unions.- The total income of the 17 Central unions in the Private Sector was 242,049 rupees and the total expenditure was 209,639 rupees with the result that the general fund of the unions which was 298,575 rupees at the beginning of the year increased to 330,985 rupees at the end of the year under report. The total income of 10 unions in the Central Sphere of Public Sector was 396,411 rupees and the total expenditure amounted to 343,660 rupees. The

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general fund of the unions which was 279,961 rupees at the beginning of the year increased to the 332,712 rupees at the end of the year under review.

The main source of income of the unions in the Private Sector was subscription from members. Out of the total subscription of 185,285 rupees, an amount of 138,793 rupees was actually received from the members. 1,696 rupees were in arrears for three months or less, 7,374 rupees were in arrears for more than three months but not more than six months, and 37,422 rupees were in arrears for more than six months. The donation received by the unions amounted to 25,038 rupees of the total income while the income from miscellaneous sources was 23,072 rupees. The main source of income of the unions in the Central Sphere of Public Sector was also subscriptions from members which amounted to 328,398 rupees. Out of the total subscription of 256,885 rupees was actually received from members, 28,492 rupees were in arrears for three months or less, 26,927 rupees for more than three months but not more than six months, and 16,094 rupees were in arrears for more than six months. The donations received by the unions amounted to 26,863 rupees and the income from miscellaneous sources was of 39,230 rupees.

Expenditure of Central Unions.— Out of the total expenditure of 209,639 rupees the unions in the Private Sector spent an amount of 131,152 rupees on salaries, allowances and expenses of officers and establishment representing 62.57 per cent. of the total expenditure. Other miscellaneous expenses which included expenses on meeting and propaganda, irrecoverable subscription and depreciation written off amounted to 39,925 rupees or 19.04 per cent. of the total expenditure. Thus the total expenditure on administration amounted to 171,077 rupees or 81.61 per cent. of the total expenditure. An amount of 20,243 rupees or 9.66 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act while 6,873 rupees were spent on funeral, old age, sickness and unemployment benefits, etc.

The total expenditure incurred by 10 unions in the Central Sphere of Public Sector amounted to 343,660 rupees. Out of the total expenditure an amount of 171,639 rupees was spent on salaries, allowances and expenses of officers and establishment representing 49.94 per cent. of the total expenditure. Other miscellaneous expenses which included meeting and propaganda expenses, irrecoverable subscription and depreciation written off amounted to 134,871 rupees or 39.25 per cent. of the total expenditure. Thus the total expenditure

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on administration amounted to 306,510 rupees or 89.19 per cent. of the total expenditure. An amount of 21,407 rupees or 6.23 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act while 10,225 rupees were spent on legal expenses.

Central Federations.— There were six Central Federations viz.— (1) Federation of Bank Employees, Bombay, (2) Federation of Banks of India Staff Union, Bombay, (3) All India Federation of New India Assurance Co. Ltd. Employees Union, Bombay, (4) Federation of Press Trust of India Employees' Union, Bombay, (5) All India Voltas and Volkart Employees' Federation, Bombay, and (6) Samyukta Kamgar Sangh (Federation), Lasalgaon on the register during the year under report.

These federations are classified according to revised classification. Of the six federations three federations viz. (1) Federation of Bank Employees, Bombay, (2) Federation of Banks of India Staff Union, Bombay and (3) All India Federation of New India Assurance Co. Ltd. Employees Union are classified in "Commerce" group. The remaining three federations, namely (1) Federation of Press Trust of India Employees Union, (2) All India Voltas and Volkart Employees' Federation, and (3) Samyukta Kamgar Sangh (Federation) are classified in the group "Activities not adequately Described". Of these federations returns of four federations are accepted for the purpose of the report.

The assets of the federations in "Commerce" groups comprised of cash amounting to 56,734 rupees, unpaid subscription due to 7,992 rupees and other assets to 3,332 rupees. The federations had a general fund of 56,506 rupees and other liabilities amounted to 11,552 rupees. The main source of income of the federations was subscription from members which amounted to 12,986 rupees out of the total income of 44,243 rupees. The expenditure of the federations was 20,253 rupees during the year under report. Of the total expenditure 12,034 rupees was spent on administration.

The one federation in the "Activities not Adequately Described" group had cash in hand or in banks of 268 rupees and other assets amounting to 1,462 rupees. The federation had a general fund of 404 rupees and other liabilities amounting to 1,326 rupees. The source of income of the federation was only the subscription from members which amounted to 1,100 rupees. The total expenditure of the federation was 1,295 rupees.

Affiliation of Central Unions.-Available information regarding affiliation of the Central Unions in the Private Sector and the Central Unions in the Central Sphere of Public Sector to the All India Organisations of Labour is given in the following table:-

Name of the Central Organisation of Labour.	Private Sector.		Central Sphere of Public Sector.	
	No. of unions reporting as on 31st March of the year mentioned in Column No.2.	Total strength as on 31st March of the year mentioned in Column No.2.	No. of unions reporting as on 31st March of the year mentioned in Column No.4.	Total strength as on 31st March of the year mentioned in Column No.4.
(1)	(2)	(3)	(4)	(5)
Indian National Trade Union Congress.	1	1,431	1	30
Hind Mazdoor Sabha.	2	1,775	2	116,032
All India Trade Union Congress.	1	3,594	-	-
Bhartiya Mazdoor Sangh.	-	-	-	-
Not affiliated.	8	3,879	7	15,331
Affiliation not known.	5	2,855	-	-
Total.	17	13,534	10	131,393

(The Report on the Working of the Act for the Year 1961-62 was reviewed at pages 3-16 of the Report of this Office for September 1963).

Membership of Trade Unions Verified:
Largest Number Claimed by INTUC.

According to the results of verification of membership of trade unions for the year 1962-63, conducted by the Government of India, the Indian National Trade Union Congress (INTUC) has registered a big gain in membership and also in becoming representative in the Engineering Industry and local bodies.

The comparative verified memberships figures of the four Central Trade Union Organisations for the year 1962-63 are as follows:-

	Claimed by Organisation.	Verified by Government of India.
Indian National Trade Union Congress (INTUC).	1,828,783	1,268,339
All India Trade Union Congress (AITUC).	1,037,884	500,967
Hind Mazdoor Sabha (HMS).	584,851	329,931
United Trade Union Congress (UTUC).	182,643	108,982

(The Indian Worker, 11 May 1964, page 10)

Eighth Annual Convention of the National Federation of Indian Railwaymen, Calcutta, 18 July 1964.

The eighth annual Convention of the National Federation of Indian Railwaymen was held at Calcutta on 18 July 1964. The Convention was inaugurated by Shri P.C. Sen, West Bengal Chief Minister. Shri S.R. Vasavada, the President, presided over the meeting. Among others, the Convention was attended by Dr. Ram Subhag Singh, Deputy Minister for Railways.

Presidential Address.- Addressing the Convention, Shri S.R. Vasavada, expressed his grave concern at the unprecedented rise in prices and called on the Government to take concrete steps immediately on war footing to curb the rise in prices. Otherwise, Shri Vasavada warned, "our entire economy is bound to be disturbed. Plan would fail and the efforts made during last thirteen years would come to naught".

He asked the Government, to put down with firm hand profiteering and hoarding and also stop speculation in foodgrains to have a fresh look into its programme of agricultural production and re-examine its export policy. Stressing the gravity of the situation and the urgency with which it had to be tackled, Shri Vasavada urged the Government to supply the employees with essential commodities at subsidised rates. Such a step, he said, would give immediate relief to the people and help to stabilise the economy of the country.

Real Wages Down.- Tracing the movement of wages of a minimum wage-earner on the Railways, Shri Vasavada said that the standard of living of the minimum wage-earner had fallen by thirty-one per cent. in the course of the last five years. This was so because his wages have not kept pace with the prices. Even with the ad hoc increments in dearness allowance the percentage of neutralisation had gone declining, widening the gulf between the real and the nominal wages. The Government must accept the principle of cent percent neutralisation of the rise in the cost of living at least in the case of minimum wage-earner, Shri Vasavada said.

Truce Resolution.- Regarding the question of settlement of disputes on the Railways, Shri Vasavada said that the present permanent negotiating machinery was "not adequate to secure justice for the workers". The machinery, he said, provided them with "an opportunity only to talk out their grievances". About the proposed joint consultation machinery, Shri Vasavada said that there was no need to go in search of such a machinery. The Industrial Disputes Act was applicable to the Railways industry, but its benefits had not been made available to the railway workers.

Continuing, Shri Vasavada said that officers' hostile attitude towards the trade union movement did not promote discipline. He, however, counselled the employees to continue to do their duty conscientiously. He also appealed to the delegates to evolve for themselves moral code of conduct and assure the Government that they will keep away from corruption and immoral practices.

Shri Vasavada congratulated the Government for having introduced the revised Family Pension Scheme, "a landmark in the history of social security in this country".

Secretary's Report.- Presenting the Annual Report to the delegates, the General Secretary of N.F.I.R., Shri A.P. Sharma, MP., demanded appointment of a wage board exclusively for the railway industry to determine afresh pay scales, allowances and incidental matters. Shri Sharma stated that even after two pay commissions, emoluments and working conditions of employees had remained without having been satisfactorily settled.

On the joint consultation machinery proposed by the Government, Shri Sharma said that so far as the industrial labour like railwaymen were concerned, the scheme was inconsistent with and at places repugnant to the rights and privileges already enjoyed by the staff; the provision of the Industrial Disputes Act already applicable to the railwaymen and the labour policy evolved by the Government for the public sector.

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Criticising the attitude of the administration and individual officers towards trade unions, Shri Sharma said, "It has become virtually impossible to carry on lawful trade union activities without incurring displeasure of the officers and facing its consequences."

Discipline Code.- Regarding the Code of Discipline, Shri Sharma disclosed that the Railway Ministry was not prepared firstly for specific inclusion of the provision of arbitration in the code and secondly, for consultation with organised labour before increasing the workload. These two were most important, provisions in the Code of Discipline, Shri Sharma said.

Of the Railway Accidents Committee's report, Shri Sharma said that the recommendations made by the committee regarding staff matters such as increased percentage of direct recruitment, modifications in the present procedure for selection, vesting officers with summary powers for termination of service of the employees were not only derogatory to the interests of the employees but they were capable of endangering safety instead of promoting it.

Deputy Minister's Speech.- Dr. Ram Subhag Singh, Deputy Minister for Railways, stressed the need to keep a watch on the quantitative aspect of railways' performance by a qualitative improvement in services. Dr. Singh said that the public liked to be, and had a right to be, treated politely and helpfully by every railway employee. He said that it was the duty of railwaymen to give the travelling public the satisfaction that was their due, and to earn their goodwill by setting up a high standard of service and courtesy.

On the question of safety in railway travel, the minister said, "The human element plays a crucial part in the safety of train operation and it should be possible to avoid many accidents by greater vigilance on the part of the staff". He said the federation had an important role to play in infusing a sense of devotion and discipline among the staff in the performance of their duty".

He said the "interest of the railwaymen will be uppermost in our mind and we shall spare no pains in properly safeguarding ~~judar~~ that".

Both Shri S.R. Vasavada and Shri A.P. Sharma, were re-elected as President and General Secretary, respectively for the next term.

(The National Herald,
20 July, 1964).

United Trades Union Congress Meeting,
Bombay, 28 August 1964.

A meeting of the United Trades Union Congress was held at Bombay from 28 August to 30 August 1964. The meeting adopted the following resolutions.

The resolution on unity said that the Government and the employers were "increasingly trying to curb even the existing limited rights of the working and middle classes" under the pressure of deteriorating economic conditions. It was, therefore, essential that all trade unions should come under one banner if possible or at least unite on various issues to fight the employers and the Government.

By another resolution the session condemned the Government for modifying the Bonus Commission's Report and said that even the original report itself was not satisfactory. The modifications resulted in the employers benefitting the most while only a small portion of the profits going to the workers.

Another resolution adopted at the session expressed concern over the "growing tendency of the Government and the police" to intergene in labour disputes in favour of employers and the use of extermment powers, usually meant to be used to curb criminal elements ~~to be used to curb~~ against trade union workers.

A resolution on the food situation and the prices called upon the Government to take over food grains trade, grant an immediate rise of 25 per cent. in the wages of all workers, including Government servants to meet the situation.

The session also formulated a charter of demands to improve the conditions of services which included the appointment of a high-power wage commission; fixation of living wage for all categories of workers; abolition of the contract system of labour; nationalisation of banks and other key industries; introduction of social security and old age pensions; and allowing union representatives to appear at departmental inquiries.

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28. Employers' Organisations.

India - July-August 1964.

Eleventh Conference of Planters' Association
of Madras State held at Coonoor on 12 August
1964.

The 11th Conference of the Planters' Association of Madras State was held at Coonoor on 12 August 1964. The Conference was inaugurated by Shri Jayachamaraja Wadiar, Governor of Madras and presided over by Shri M.R.M. Punja, Chairman of the Association.

Inaugural Speech.- In his inaugural address, Shri Jayachamaraja Wadiar, urged on planters to devote increasing attention to improving the quality of plantation products, particularly tea. He wanted the Indian tea to be enabled to hold its own amid the stiff competition in the world markets. Quality improvement was even more important than stepping up production. He said he had no doubt that the association, with its record of service and experience, would contribute in an ample measure not only to the further development of the plantation industry in the State but also to the building up of the national economy. The Governor said, "It is gratifying to find that though this association suffered reduction in tea acreage under its membership consequent on the realignment of State boundaries, it was not a heavy loser, having gained an increase in production to the extent of 42 per cent. last year and secured the rubber estates in Kanyakumari with the highest yields."

He referred to management-labour relations in the planting industry, and said, "Harmony and understanding between labour and management are essential for the prosperity and the progress of our nation in this important sector." He congratulated the association for devising social security measures, pursuing housing programme and providing medical facilities for plantation workers. Thus it was striving to bring about overall improvement in their conditions, he said.

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For its part, he said, the State Government had granted exemption to the industry from land reforms legislation and the association was represented on several Government committees and boards.

As regards difficulties experienced by the industry in the enforcement of laws relating to preservation of forests, the Governor said the industry should appreciate the anxiety of the Government to preserve the scanty forest area from further diminution. It was recognised, he said, that the implementation of the relevant laws should not interfere with the extension and growth of plantation crops.

Chairman's Speech.— Shri M.R.M. Punja, chairman, Association of Planters of the State of Madras, requested the Government to allow depreciation and replanting expenditure or development rebate in plantations. He said the field assets in the form of stands of tea, coffee and rubber were in no way different from the plant and machinery in other industries, and were, therefore, entitled to depreciation.

Shri Punja said while the Government's awareness and interest in the plantation industry and its future were "most encouraging", the various institutional credit difficulties which existed or were proposed could only supplement and not substitute the inherent financial soundness of the industry itself. It should be obvious that, unless the industry had the capacity of generating and ploughing back substantial resources of its own, credit would not be forthcoming and loans could not be serviced. Before one thought of facilities for credit, one should ensure the credit-worthiness of the industry, Shri Punja said, adding "It is from this point of view that the tax strain on resources should be viewed in its proper perspective".

Shri Punja said just as the abolition of export duty on tea had a beneficial influence on exports, a positive gesture on the part of the State Government was bound to produce good results. The increase of the tax burden on a static industry must in due course result, in the reduction of revenues from a long-term point of view. Therefore, it would be fiscal prudence to aim at increasing the gross tax revenues by ensuring the expansion of production. Rationalisation of the excise duty on tea was also overdue, he said.

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CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - JULY-AUGUST 1964.

31. General Economic Situation.

Progress of Cloth Textile Industry in
India in 1962-63, Annual Statement of
Millowners' Association, Bombay.

The following statistical information relating to the Progress of the Cotton Textile Industry in India is taken from the Annual Statement issued by the Millowners' Association, Bombay.

Number of Mills.- The total number of cotton spinning and weaving mills in India on 31 August 1963 was 540 (excluding 25 mills in course of erection or recently registered). The total number of mills in Maharashtra State was 99 of which 62 were in Bombay City and Island. In Gujarat there were 112 mills of which 72 were in Ahmedabad. The number of mills in the rest of India was as follows:-

<u>Region</u>	<u>No. of Mills</u>
Rajasthan.	15
Punjab and Delhi.	16
Uttar Pradesh.	29
Andhra Pradesh.	17
Madhya Pradesh.	20
Bihar.	2
Orissa.	6
West Bengal.	41
Madras.	144
Kerala.	15
Mysore.	20
Assam.	1
Pondicherry.	3

Twentytwo mills remained idle during the year of which three were in Maharashtra, five in Gujarat, five in Uttar Pradesh, two in Rajasthan, four in West Bengal and one each in Madras, Kerala and Madhya Pradesh.

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Number of Spindles and Looms.— There were 14,469,280 Spindles and 208,117 Looms in India on 31 August 1963. The number of Spindles and Looms in the different regions of India during this period were as follows:—

Place Where Situated. (1)	Number of Spindles Installed. (2)	Number of Looms Installed. (3)
Bombay City and Island.	3,235,928	62,186
Other Mills in Maharashtra(a).	968,960	18,872
Ahmedabad(b).	2,204,742	43,364
Other Mills in Gujarat (c).	698,344	11,331
Mills in Saurashtra(d).	188,096	3,553
Rajasthan (e).	247,292	3,273
Punjab.	183,154	2,053
Delhi.	201,400	4,032
Uttar Pradesh(f).	861,856	13,739
Andhra Pradesh.	243,996	1,381
Madhya Pradesh(g).	532,216	12,557
Bihar.	29,572	757
West Orissa.	59,548	1,466
West Bengal (h).	662,566	11,389
Madras(i).	3,364,716	8,586
Kerala(j).	205,884	1,823
Mysore.	482,026	5,676
Pondicherry.	86,484	2,079
Assam.	12,500	—
Grand Total: INDIA.	14,469,280	208,117

- | | |
|--------------------------|--------------------------|
| (a) 3 mills not working. | (b) 1 mill not working. |
| (c) 2 mills not working. | (d) 2 mills not working. |
| (e) 2 mills not working. | (f) 5 mills not working. |
| (g) 1 mill not working. | (h) 4 mills not working. |
| (i) 1 mill not working. | (j) 1 mill not working. |

Number of Operatives.— The average number of operatives employed daily in India was 772,603.

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Cotton Consumed.- The total consumption of raw cotton by the mills in India during the period was 19,935,307 cwts. or 5,695,802 bales of $3\frac{1}{2}$ cwts.

(Summarised from the Statement relating to the Progress of Cotton ~~Mills~~ Textile Industry in India in 1962-63, issued by the Millowners' Association, Bombay).

34. Economic Planning, Control and Development.

India - July-August 1964.

All-India Rural Debt and Investment Survey,
1961-62* Undertaken by the Reserve Bank.

Introduction.— The Reserve Bank of India appointed a Committee of Direction to conduct an All-India Rural Credit Survey during the year 1951-52 with the object of collecting such facts and statistical information as would assist the Government of India, the State Governments and the Reserve Bank in the formulation of an integrated policy in the sphere of rural credit. In their Report, the Committee of Direction suggested the need for a constant review of all the main features of the credit situation in the rural sector through annual investigations in the nature of sample enquiries of moderate scope; they also recommended that in particular years when the situation demanded, more elaborate enquiries could be undertaken. The Reserve Bank had accordingly conducted four annual follow-up rural credit surveys in selected districts, commencing from 1956-7. In 1962, a decade after the All-India Rural Credit Survey, 1951-52, it was thought desirable to conduct another All-India Survey since substantial changes had taken place in the economy in the context of development programmes on a large scale through the successive five year plans. Accordingly, the Reserve Bank conducted the All-India Rural Debt and Investment Survey, 1961-2; this survey was statistically designed to yield estimates of debt, borrowings, capital formation, etc., in the rural household sector for all-India and for individual States.

* Reserve Bank of India Bulletin, Vol. XVII,
No. 12, December 1963, pp. 15-18 1512-1520.

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The processing of the material collected during the Survey is now under way. However, in view of the considerable interest in the estimates of important items covered in the Survey, provisional estimates have been worked out for cultivators, non-cultivators and all rural households for the items mentioned below for the different States and all-India:

1. Value of total assets as on 31 December 1961.
 2. Net outstanding debt on cash loans as on 30 June 1962.
 3. Borrowings on cash loans during 1 July 1961 to 30 June 1962.
 4. Repayments towards cash loans during 1 July 1961 to 30 June 1962.
 5. Fixed capital formation in farm business during 1 July 1961 to 30 June 1962.
 6. Fixed capital formation in non-farm business during 1 July 1961 to 30 June 1962.
- ~~Expen~~
7. Expenditure on major alterations, additions and new construction of residential houses during 1 July 1961 to 30 June 1962.

Scope and Method of Approach.— The Survey covered the rural household sector of all the States and Union territories in the country except (i) North East Frontier Agency, (ii) Naga Hills - Tuensang Area, (iii) Andaman and Nicobar Islands, and (iv) Lacadive, Minicoy and Amindivi Islands. The period of reference for the Survey was the year ended 30 June 1962 and the scope of the Survey was restricted to estimate (i) transactions of a capital nature which took place during the year under reference, (ii) suitable explanatory information regarding these transactions, for example, information regarding the purpose, agency, etc., in the case of loan transactions, amount financed through borrowings in the case of capital expenditure, etc., (iii) the important assets and liabilities at the end of the reference year, and (iv) gross receipts from farm and non-farm activities.

Plan of Enquiry.- The Reserve Bank of India carried out investigation in a sample of 1889 villages distributed among the different States and Centrally administered areas. In addition, the State Governments of Assam, Gujarat, Orissa, Punjab and Rajasthan undertook investigation on a matching basis. The present estimates are obtained by combining the Reserve Bank and the State Matching Samples.

The following table gives distribution of sample villages among different States:-

State.	No. of Sample Villages	
	Reserve Bank of India Sample.	State Matching Sample.
(1)	(2)	(3)
Andhra Pradesh.	152	-
Assam.	75	24
Bihar.	216	-
Gujarat.	80	60
Jammu & Kashmir.	84	-
Kerala.	72	-
Madhya Pradesh.	136	-
Madhya Pradesh and Pondicherry.	128	-
Maharashtra.	144	-
Mysore.	88	-
Orissa.	82	42
Punjab.	80	20
Rajasthan.	80	22
Uttar Pradesh.	320	-
West Bengal.	136	-
Delhi.	2	-
Himachal Pradesh.	6	-
Tripura.	5	-
Manipur.	3	-
All-India.	1,889	+ 168 = 2,057

The data were collected in two rounds, the first round covering the period 1 July 1961 to 31 December 1961 and the second round covering the period 1 January 1962 to 30 June 1962. During each round, information was collected through the following four schedules:

- Schedule No.1 - Inventory of assets and liabilities.
- Schedule No.2 - Expenditure on specified items and sale or loss of physical assets.
- Schedule No.3 - Loan transactions and purchase and sale of financial assets.

Schedule No. 4 - Gross farm and non-farm receipts and important items of non-farm expenditure.

Results of the Survey.- According to the Survey, nearly three-fourths of the rural households were cultivators, the proportion varying from 59 per cent. in Punjab to 91 per cent. in Jammu and Kashmir. Cultivators were predominant in the States of Bihar, Madhya Pradesh, Rajasthan, Kerala, Uttar Pradesh, and Jammu and Kashmir while non-cultivators accounted for a sizeable proportion of the rural community in Madras, Andhra Pradesh, Gujarat, West Bengal and Punjab.

The average value of recorded assets per rural household ranged from 3,115 rupees in Assam to 10,482 rupees in Punjab, the all-India average being 5,358 rupees per rural household. In Orissa the value of assets per household was 3,461 rupees; in West Bengal and Madhya Pradesh, the value of assets was around 4,000 rupees while in the other States it ranged between 5,000 rupees and 7,000 rupees per rural household. The average value of assets owned by non-cultivators (1,678 rupees per household for all-India) was much lower than that of cultivators (6,696 rupees per household for all-India) as artisans and other low income groups formed a large proportion of the non-cultivating households. This disparity was particularly marked in Kerala and Maharashtra.

The Survey showed that quite a large percentage (nearly 62 per cent.) of the rural households reported outstanding loans at the end of June 1962, as will be seen from the table given below:-

Outstanding debt					
Proportion of households reporting.	Amount per reporting household.	Amount per household.	Value of assets per household.	Amount outstanding as per cent- age of value of assets per household.	
(per cent.)	Rs.	Rs.	Rs.		
Cultivators.	65.8	719	473	6,696	7.06
Non-Cultivators.	52.1	429	223	1,678	13.29
All Rural households.	62.1	654	406	5,358	7.58

The proportion of households reporting outstanding loans was more than 50 per cent. in all the States except Assam and Orissa. In Mysore, Rajasthan, Madras and Punjab, the proportion exceeded 70 per cent. The proportion was higher among cultivators than among non-cultivators in all the States.

The average debt per reporting household for the country as a whole was about 654 rupees, the incidence being more among cultivators (719 rupees per reporting household) as compared to non-cultivators (429 rupees per reporting household). The level of debt per reporting household was markedly high in Punjab, Rajasthan, Gujarat, Andhra Pradesh, Madras and Kerala. Mysore and relatively low in West Bengal, Kerala, Orissa, Assam and Jammu and Kashmir. Barring a few States, the level of debt per reporting household was lower among non-cultivators than among cultivators.

An examination of the outstanding debt of cultivators in relation to their cultivated holdings revealed that the incidence of debt per acre was highest in Madras State followed by Kerala, Andhra Pradesh and Bihar. In all these States, debt per acre of cultivated holdings exceeded 100 rupees. At the other extreme, debt per acre of cultivated holdings was very low in Madhya Pradesh, Rajasthan, Maharashtra, Orissa and Assam.

The incidence of outstanding debt, measured in relation to the value of recorded assets, was less than 5 per cent. of the assets in Assam, Orissa, Jammu and Kashmir and Kerala. In Madras, Rajasthan, Mysore and Andhra Pradesh, the proportion of outstanding debt to value of recorded assets exceeded 9 per cent. thereby indicating the comparatively high incidence of debt in these States.

The following table gives for all-India the proportion of household reporting, average per reporting household and average per household in respect of borrowings and repayments.

(1)	Borrowings			Repayments		
	Proportion of household reporting. (Per cent.) (2)	Average per household. Rs. (3)	Average per household. Rs. (4)	Proportion of household reporting. (Per cent.) (5)	Average per household. Rs. (6)	Average per household. Rs. (7)
Cultivators.	52.1	393	205	36.0	282	102
Non-Cultivators.	41.1	270	111	24.1	245	59
All rural households.	49.1	365	180	32.8	275	90

Nearly 50 per cent. of the rural households reported borrowings during the period covered by the Survey. Among individual States, the proportion was relatively low in Assam and Orissa around 20 per cent.; at the other extreme, the proportion was highest in Rajasthan where it exceeded 70 per cent. In other States, the proportion varied between 40 and 60 per cent. Average amount borrowed per rural household was about 180 rupees, the averages for cultivators and non-cultivators being 205 rupees and 111 rupees respectively.

Repayments during the year averaged to 90 rupees per household, which was about half of the amount borrowed during the year. The proportion of repayments to borrowings in the different States was around the all-India figure except in Kerala and Assam where it was comparatively high and in Jammu and Kashmir where it was very low.

The estimates of fixed capital formation in farm business, non-farm business and house construction are shown in the following table:-

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(In Rupees per Household)

(1)	(2)	(3)	(4)	(5)
	Fixed capital formation in farm business.	Fixed capital formation in non-farm business.	Major alterations, additions and new construction of residential houses.	Total
Cultivators.	32	4	27	63
Non-Cultivators.	1	4	9	14
All rural households.	24	4	22	50

Fixed capital formation of rural households, as estimated in the Survey, was about 50 rupees per household. It took place mostly in farm business and house construction, the two sectors being roughly of equal importance. Fixed capital formation in non-farm business was very small at 4 rupees per rural household. Fixed capital formation per rural household was comparatively low in the States of West Bengal (25 rupees), Bihar (30 rupees), Madhya Pradesh (30 rupees), Orissa (26 rupees), and Assam (26 rupees), while in all the remaining States it was above 40 rupees per household. Fixed capital formation in farm business was comparatively high in Gujarat, Madras, Mysore and Maharashtra and very low in West Bengal, Bihar and Madhya Pradesh while fixed capital formation in house construction was more important in Punjab, Rajasthan, Kerala and Jammu and Kashmir. Fixed capital formation among non-cultivators was, in general, much lower than that among cultivators.

The estimates of fixed capital formation presented above represent the expenditure excluding that on repairs and replacement in the case of plant and machinery, repairs and annual replanting in the case of orchards and plantations and repairs in the case of other items. No allowance has been made in regard to accidental damage to fixed capital in the present estimates. Allowance has also not been made for expenditure on reclamation of land which had temporarily gone out of use, although it is clearly a replacement expenditure. Nevertheless, the estimates presented in the note, arrived at as they are after allowing for maintenance and replacement or capital consumption expenditure in the case of most of the items, are expected to be nearer to net than to gross capital formation.

U.S. Credit worth Rs. 180 Million given
to Automobile Industry.

Three credits totalling 37.8 million dollars have been authorised by ~~Indian~~ the U.S. Government to help the Indian automobile industry to expand its production. These credits will be used by the recipient companies for the purchase of machinery required for the modernisation of their production methods.

Two of the loans will go to Hindustan Motors Ltd., in Calcutta and the third to the Tata Engineering and Locomotive Company in Jamshedpur.

(The Times of India, 8 July, 1964).

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Panel to Advise on Labour Problems to be
Constituted.

A labour panel will be constituted shortly to advise the Planning Commission on the programmes relating to labour and employment to be included in the Fourth Five-Year Plan. The panel, which will be under the chairmanship of Dr. V.K.R.V. Rao, member in charge of Labour and Employment in the Planning Commission is expected to consider these programmes within the framework of the allocation proposed by the Commission and suggest the order of priorities. It will be a tripartite body with representatives of Government, the employers and employees and also include economist and others connected with industrial relations.

(The Hindu, 25 July, 1964).

4.3 Per Cent Rise in National Income
estimated during 1963-64 by Central
Statistical Organisation.

According to the 'Quqik' estimates prepared by the Central Statistical Organisation, the national income in India in real terms is estimated to have recorded a rise of 4.3 per cent. in 1963-64 against 2.4 per cent. and 2.6 per cent. in 1962-63 and 1961-62 respectively. Of this overall rise, 0.5 per cent. is from agriculture, whereas the other sectors contributed the remaining 3.8 per cent.

These estimates, being based on partial data, are provisional and are subject to revision when more data become available. The increase of 4.3 per cent. in national income in 1963-64 is appreciably higher than the rate of increase of about 2.5 per cent. per annum during the first two years of the Third Plan. This higher growth rate is due to the somewhat improved performance of the agricultural sector in 1963-64.

There was an estimated increase in the value of the output of rice by about 14 per cent., but a fall in the value of the output of all other food grains by about 9 per cent., giving an overall rise of 0.7 per cent. for all food grains. Added to the higher rate of increase in the output of commercial crops, the overall rise in the agricultural sector is estimated at 1.5 per cent.

The organised sectors, e.g., 'mining and factory establishments', 'communications', 'railways' and 'banking and insurance' continued to make good progress at the level of about 8 or 9 per cent.

(The Economic Times, 26 August 1964).

Jute Textiles Consultative Board set up.

A Jute Textiles Consultative Board with Shri Manubhai Shah, Minister of Commerce, as Chairman, has been set up by the Union Government. The Deputy Minister of Commerce, Shri S.V. Ramaswamy, will be the vice-chairman. The Board will have 12 members, including the chairman and the vice chairman.

According to a Resolution setting up the Board, the Government will endeavour as far as possible to consult the Board generally on important matters concerning the jute industry, particularly on production, distribution and exports of jute goods, imports and exports of raw jute and matters relating to the development of jute industry, research in jute industry, procurement of raw materials, machinery and accessories required for the industry.

The Board has been nominated for two years from today, 23 August 1964.

(The Times of India, 24 August, 1964).

Textiles Committee set up to increase
Production.

The Union Government has set up a 30-member textiles committee with Shri R.G. Saraiya as its chairman to ensure the production, internal marketing and export of standard quality textiles.

The committee may also, among other things, undertake, assist and encourage, scientific, technological and economic research in the textile industry and textile machinery, promote the export of textiles and textile machinery and carry on propaganda for that purpose.

(The Times of India, 25 August 1964).

36. Wages.

India - July-August 1964.

Wage Commission for IAC and Air India
Appointed.

The Union Government decided on 2 July 1964 to set up a high powered Commission to evolve a rational wage structure for the employees of two air corporations - Air India and Indian Airlines.

A retired high court judge has been appointed chairman of the commission, with two other members on the commission, one with extensive knowledge of labour matters and the other with necessary background of financial matters.

The commission will also look into such demands of the unions as may be pending when the commission starts functioning. It will also be open to the commission to recommend interim relief in appropriate cases. Due regard will be paid to all relevant factors, such as nature of duties, skills, qualifications, experience, service conditions etc., of the various grades of employees.

The commission is expected to commence functioning from 1 August 1964, and to complete its work in about six months.

(The Hindustan Times, 3 July, 1964).

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Interim Wage Rise for Tea Labour Recommended
by Central Wage Board.

The Central Wage Board for tea plantation industry has recommended a second interim increase for all the tea plantation areas in the country. The interim wage increase will benefit nearly 700,000 tea plantation workers in north-east India alone involving an additional expenditure of 20 million rupees per annum.

The Board, which met at Calcutta last month, also considered the complaints received by it on increased absenteeism in plantations and has advised the unions to make efforts in reducing absenteeism and in improving labour productivity.

(The Economic Times, 15 July, 1964).

Punjab: Minimum Wages for Textile Labour
fixed.

The Punjab Government announced on 5 August 1964 the fixation of minimum wages for textile workers. The rates are:

Unskilled - Rs.72 a month or Rs.2.75 per day; Semi-skilled(A) - Rs.85 per month; semi-skilled (B) - Rs. 95 per month; skilled (A) - Rs. 110 per month; skilled (B) - Rs. 120 per month; apprentices - first two months Rs. 50 per month; next two months - Rs.60 per month and Rs.72 in the last two months of the six-month term.

The new rates of wages will be in force from 4 August 1964, and will not apply to the Khadi and cotton-handloom workers.

(The HindustanTimes, 6 August, 1964).

Recommendations of Bonus Commission
accepted by Government.

The Union Government accepted on 27 August 1964, the recommendations of the Bonus Commission (vide Report for the Month of May 1964, section 36, pp.17-28) of this Office) with some modifications.

The Government has accepted the main recommendation regarding the payment of a minimum bonus. Under this every employee is assured of getting at least 4 per cent. of his annual basic wages and dearness allowance or Rs.40, whichever is higher.

He may get more, for 60 per cent. of the "available surplus" in a firm has to be given to its employees, subject to a maximum of 20 per cent. of their annual basic wages and dearness allowance.

Any industry or unit is free to pay a higher bonus if it wants to. But the Government feels that beyond a certain limit the bonus paid should be in the form of securities or investment instead of cash.

As recommended by the Commission, where industry-wise agreements exist in regard to bonus the parties concerned will be at liberty to renew these agreements and not to apply the Bonus Commission's recommendations. Where in particular undertakings, employers and units have adopted or may adopt in future an annual bonus linked with production or productivity in substitution of bonus based on profits, the Commission's formula will not be applied.

The main modifications introduced by the Government are:

All direct taxes in force for the time being will be deducted as a prior charge in calculating the "available surplus". Tax concessions given to industry to provide reserves for development will also be accepted as a prior charge.

Steps will be taken to ensure by law that the amounts involved in such concessions are used only for the purposes for which they are given.

An incidental modification relates to the retrospective effect of the recommendations. Where ~~fixed~~ the retrospective date has been fixed between the parties by agreement, it will prevail.

But where a dispute has been raised or is pending, it will be related to the accounting year ending on any day in 1962. In all other cases it will be related to the accounting year 1963.

(The Statesman, 28 August 1964).

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Second Wage Board for Textile Industry
set up.

The Government of India has constituted a second wage board for the textile industry to consider further revision of the wage structure.

The Board of which Shri K. Bhimasankaram, a retired Judge of the Andhra Pradesh High Court, is the Chairman, will have its headquarters at Hyderabad.

(The Hindu, 15 August 1964).

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

INDIA - JULY-AUGUST 1964.

41. Agriculture.

Conference of State Ministers of
Community Development and Panchayati
Raj, New Delhi, 24 July 1964.

The Conference of State Ministers of Community Development and Panchayati Raj was held at New Delhi on 24 July 1964. The Conference, among other things, decided that community development and panchayati raj institution will make all-out efforts to step up agricultural production in the Fourth Plan. The Conference also decided that the task should be achieved by maximum use of rural manpower. It was also decided that community development institutions should help in preparing and executing integrated block and district plans.

The Conference discussed in detail measures to assist the weaker section of the community and suggested that assistance could be provided through rural works and industries programme and by organising labour co-operatives and co-operative farming societies.

It felt that panchayati raj institutions and co-operatives should come closer to meet the requirements of increased agricultural production.

The Conference considered the report of the study team on gram sabhas and suggested that panchayat samitis must take active interest in convening meetings of gram sabhas in their jurisdiction. Panchayat samitis should draw up in advance a schedule of meetings for gram sabhas, earmark officers or members of the samiti for each gram sabha and associate other social workers in the meetings of gram sabhas.

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Santhanam Report.- Another report discussed was that of the Santhanam study team on panchayati raj finances. The view was expressed that expenditure on staffing village panchayats should be shared equally by the Central and the State Governments. Alternatively, the conference suggested implementation of the recommendations of the Santhanam study team for a provision of 1 rupee per capita per annum for village panchayats to be shared equally by the Central and the State Governments.

It reviewed steps taken by the State Governments to give incentives to panchayati raj bodies for fulfilling the agricultural production targets, maintaining completed works and raising resources; also the arrangements made for giving them matching grants.

In the execution of the rural works programme, preference should invariably be given to labour co-operative's, and in no case should contractors be employed. It was also agreed that panchayati raj institutions should invest their surplus funds in co-operatives as deposits and so on. Service societies and Central Co-operative Banks should be fully associated with the preparation of production plans so that there might not be subsequent bottlenecks in the free flow of credit. The extension agency and members of panchayati raj institutions should assist village co-operatives in recovering their duties. dues.

(The Hindustan Times, 27 July, 1964).

42. Co-operation.

India - July-August 1964.

Target of 1000 Transport Cooperative Societies suggested in Fourth Plan: Recommendations of a Study Group.

A target of 1,000 transport co-operative societies for the entire country during the Fourth Plan has been proposed by an official study group in its report to the Union Government.

On finance, the group recommends Government participation in the capital of these societies to the extent of 50 per cent. The societies should be able to repay the loan capital in five years and operate with their own resources by the end of this period.

Since cooperation can serve as a satisfactory adjunct to nationalisation, the group observes, the State Governments should consider the feasibility of encouraging passenger transport co-operatives to supplement the services provided by the public sector undertakings.

It also advises existing operators to organise themselves voluntarily into co-operatives, "if they want to hold their own against the tide of nationalisation".

(The Times of India, 4 July, 1964).

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44. Merchant Marine and Fisheries.

India - July-August 1964.

Contract Labour in Bombay Docks abolished:
Unloading of Imported Food Grains to be
Undertaken by Government.

Shri C. Subramaniam, Union Food Minister announced in Bombay on 27 June 1964, that the Government of India has decided to abolish the contract labour engaged in unloading of imported food grains in Bombay Docks. Shri Subramaniam said, that in future the handling of food grains in Bombay harbour would be done departmentally by the Union Food Ministry through its regional food directorate.

The Union Minister also said that the Government had decided to extend the incentive scheme to matadi workers also. The Bombay Port Trust authorities would submit a scheme to this regard to the Government of India after consulting the labour organisations. So far this scheme was applicable to dock workers other than the matadi workers.

Shri Subramaniam expressed the hope that these decisions would help to speed up the clearance of food grains.

(The Economic Times, 28 June, 1964).

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CHAPTER 5. WORKING CONDITIONS AND LIVING
STANDARDS.

INDIA - JULY-AUGUST 1964.

50. General.

Working Conditions of Labour in West Bengal:
Report of the Committee of the Bengal Chamber
of Commerce and Industry for the Year 1963*.

The Report of the Committee of the Bengal Chamber of Commerce and Industry for the year 1963, published recently, contains a chapter on labour which deals with general labour situation in the West Bengal and the role of the Bengal Chamber of Commerce in the various labour field. The following is a brief review of this chapter.

General Labour Situation.- Following the declaration of the national emergency and promulgation of the Defence of India Act in October 1962, the labour situation on the whole was quiet and the labour leaders generally followed constitutional means in the settlement of disputes. Acceptance of the seriousness of the emergency seemed to decline from April and May and reports of work stoppages and demonstrations by workers were received from a few industrial concerns. Workers of nine flour mills resorted to an illegal strike from 4 to 8 April as a protest against the arrest of workers of a flour mill for riotous and disorderly conduct; the Government of West Bengal, however, adopted a strong attitude in dealing with the illegal strike.

* Report of the Committee of the Bengal Chamber of Commerce and Industry for the year 1963, Vol.I, Calcutta, 1964.

The situation seemed to have deteriorated further in August and September when reports were received from various industries regarding strikes, go-slow, demonstrations, etc., by workers. The growing signs of indiscipline were particularly noticeable in the engineering industry where the incidence of sectional strikes and go-slow was high. The work stoppages and other coercive tactics adopted by workers were reported to Government as breaches of the Code of Discipline and the Industrial Truce Resolution. The Employers' Federation of India was also requested to bring the incidents to the notice of the Government of India.

In March and April, the trade union organisations affiliated to the AITUC, HMS and UTUC started a campaign against the Compulsory Deposit (Employees') Scheme, organised meetings in industrial areas exhorting workers to oppose the scheme and criticised Government for rising prices. The AITUC also started collecting signatures from workers to protest against the Scheme and advised them to refrain from collecting wages for a day. The INTUC did not openly criticise the scheme but the West Bengal Branch of the organisation suggested that, in lieu of compulsory deposits, the rate of provident fund contributions for employers and employees should be raised to 10 per cent. from 6½ per cent. The agitation subsided in July after Government had restricted the scope of the term "salary" and introduced qualifying conditions of 240 days' work.

Inter-union rivalry continued to be the cause of labour trouble in many places. In some cases the settlement reached with a recognised union was challenged by a rival union, while in others agitation over terms and conditions of employment, bonus, etc. by unrecognised unions resulted in rowdy demonstrations or strikes by workers. The work of most of the boating companies was completely dislocated for four days in December on account of the strike and intimidation resorted to by the followers of a rival union.

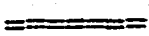
Although the bonus issue was under consideration by the Bonus Commission during the year under review, a number of disputes arose over the question of bonus payments.

In some cases the dispute was settled at a bipartite or tripartite level, while in others ad hoc arrangements were made for paying advances to workers, the amount so paid to be adjusted against future bonus payments. In a number of cases the agitation over bonus led to demonstrations and other coercive activities including stay-in strikes and hunger strike by workers. Employees of some firms put up posters and wore badges during office hours demanding a higher quantum of bonus.

During the year under review the employees of banks and general insurance companies organised meetings and processions claiming nationalisation of banks and the insurance industry. There were protests by the All-India Bank Employees' Association against the declaration of the banking industry as a "public utility service" under the Industrial Disputes Act as they alleged that the decision was taken by Government mainly to restrict the trade union activities of bank employees.

During 1963 Wage Boards were set up for three industries: iron and steel; limestone and dolomite mining; and iron ore mining. The Wage Board for the coal mining industry recommended an interim wage increase for workers. The unanimous recommendations of the Jute Board were implemented by the mills. The workers of the engineering industry continued their agitation for a Wage Board to be set up and the matter is under consideration by Government.

The Report has also referred to the 21st Session of the Indian Labour Conference, the 21st Session of the Standing Labour Committee, the Emergency Production Committee, Workers' participation in Management and the working of the Joint Management Councils, opening of the fair price shops and consumers' cooperatives, and the working of the Employees' State Insurance Scheme and the Employees' Provident Fund Scheme in the State.



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51. Hours of Work.

India - July-August 1964.

Madras Industrial Establishments
(National and Festival Holidays)
Amendment Bill, 1964.

The Government of Madras published on 21 July 1964 a Bill further to amend the Madras Industrial Establishments (National and Festival Holidays) Act, 1958. According to the Statement of Objects and Reasons of the Bill, sub-clause (ii) of clause (b) of sub-section (2) of section 5 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958), provides that where an employee works on any holiday allowed under section 3, he shall at his option be entitled to wages for such day and to avail himself of a substituted holiday with wages on any other day. A similar provision is also contained in clause (ii) of sub-section (3) of the said section 5. There is no provision in the Act stipulating the time-limit within which a substituted holiday should be allowed to an employee who is required to work on a holiday. It has been brought to the notice of the Government that the benefit of the substituted holiday is being indefinitely postponed by the employer till the end of the year and that the Inspector can initiate proceedings against the employer only, if in the meantime the latter had not allowed to the employee the substituted holiday. It is considered that the employee should have the benefit of the substituted holiday within a reasonable time under the Factories Act, 1948 (Central Act LXIII of 1948) and that section 5 of Madras Act XXXIII of 1958 should be amended suitably.

The Bill provides that in sub-clause (ii) of clause (b) of sub-section (2), and in clause (ii) of sub-section (3) of section 5 of the Madras Industrial Establishments (National and Festival Holidays) Act, 1958 (Madras Act XXXIII of 1958), for the words "on any other day", the words "on one of the three days immediately before or after the day on which he so works" shall be substituted.

(The Forst St. George Gazette, Extraordinary,
Part IV, Sec. 3, 21 July 1964, pp. 281-282).

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

India - July-August 1964.

Commission appointed to review Education
System.

The Union Government of India announced on 16 July 1964, the appointment of a 16-member education commission to survey the entire field of educational development and to review the country's education system. The Commission will be headed by Dr. D.S. Kothari, Chairman of the University Grants Commission and will include five eminent educationists from abroad. It has been asked to advise the Government on the general pattern of education and on the general principles and policies for the development of education at all stages and in all its aspects.

(The Hindu, 17 July, 1964).

Mysore Labour Welfare Fund Bill, 1964.

The Government of Mysore published on 10 July 1964 a Bill to provide for the constitution of a Fund for financing and conducting activities to promote welfare of labour in the State of Mysore. According to the Statement of Objects and Reasons of the Bill, the Bombay Labour Welfare Fund Act, 1953, which provides for the constitution of fund for the financing of activities to promote welfare of labour, is in force in the Bombay Area of the State. It is considered desirable to have a uniform law in the whole State for the purpose. Hence the Bill. The Board proposed to be established under this Bill will take over the Labour Welfare Centres now under the control of the Government. The Board will promote the welfare of labour and of their dependents, and in particular incur expenditure in respect of the matters specified in clause 8(2).

The Bill provides that the State Government shall constitute a Fund called the Labour Welfare Fund and the Fund shall consist of -

- (a) all fines realised from the employees;
- (b) all unpaid accumulations transferred to the Fund under section 7;
- (c) any voluntary donations;
- (d) any fund transferred under sub-section(5) of section 8; and
- (e) any sum borrowed under section 9.

The sums specified above shall be collected by such agencies and in such manner and the accounts of the Fund shall be maintained and audited in such manner as may be prescribed.

The State Government shall, by notification in the official Gazette, constitute the Board for the whole of the State of Mysore for the purpose of administering the Fund, and to carry on such other functions assigned to the Board by or under this Act. The Board shall consist of the following members nominated by the State Government, namely:-

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

The number of members of each category shall be such as may be prescribed provided that both employers and employees shall have equal representation on the Board.

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

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

Provided that the Fund shall not be utilised in financing any measure which the employer is required under any law for the time being in force to carry out, provided further that unpaid accumulations and fines shall be paid to the Board and be expended by it under this Act notwithstanding anything contained in the Payment of Wages Act, 1936, or any other law for the time being in force.

The Board may, with the approval of the State Government, make a grant out of the Fund to any employer, any local authority or any other body in aid of any activity for the welfare of labour approved by the State Government.

Other provisions of the Bill deal inter alia with appointments and powers of welfare commissioner and inspectors, mode of recovery of sums payable into Fund, power to make rules, transfer of Government Labour Welfare Centres to the Board and repeal and savings.

(The Mysore Gazette, Extraordinary,
Part IV, Sec.2A, 10 July 1964,
pp. 1-18).

Labour Welfare activities at the Hindustan Aircraft Factory.

The following information about welfare activities in the State-owned Hindustan Aircraft Ltd., Bangalore is taken from an article published in the "Hindu" dated 28 July 1964. The article points out that the Labour Welfare Fund of the undertaking is a fine example of joint action by the Government and labour.

According to the authorities who administer the Fund only the fringe of the problem had been touched so far. The beginning was made ten years ago and has come to cover now about 15,000 of the nearly 22,000 employees. While the members pay a rupee a year, the H.A.L. management pays Rs.1.50 per member besides a donation of Rs.10,000 every year. The Committee of management is composed of eight members, four elected from among the members and the other four nominated by the management - including the chairman. The Committee is reconstituted every two years. The present chairman is the General Manager. It has been acknowledged that had it not been for the encouragement and support of the management the Fund would be in a bad shape today.

The Fund runs a network of 18 welfare centres, lays stress on recreational part, because, the Fund feels they would give the worker physical fitness. The Fund has expanded its activities in the last two years. Notable among the additions to the impressive list are literary classes for adults, dance classes for the young, tailoring and music lessons for women, community radio parks and playgrounds, creche and orchestra. The literary programme has opened up a new world for adults and as many as 150 employees are at present undergoing instruction in English. The histrionic section has lent a helping hand to the Fund members as its talented orchestra troupe in Carnatic, Hindustani, and light music is available for hire by members for private functions such as marriages at a nominal fee.

The sick employees are not forgotten either by the Fund. The members visit hospitals regularly and distribute fruits to employee-patients. Children secure a lot of attention at the hands of the Fund. The library serves as a nucleus to provide educational and cultural facilities to them. Two parks with play equipment are provided in the open space around H.A.L. for their benefit. The Fund has also undertaken several programmes to help a substantial addition to the family income of its members, as for instance, the Ambar Charka training centre for girls and women. Another programme consists of basket-making and cane-work by relatives of diseased employees as a cottage industry.

The canteen run by the Fund not only provides an essential amenity to the worker, but also helps fill the coffers of the Fund to an extent. The Fund extends to the members the benefit of purchasing woollen and cotton cloth goods on instalment basis upto a maximum of Rs.80 at a time from well known shops in the City through pay-roll reduction.

A campaign of selling National Savings Certificates is undertaken by the Fund. There is encouraging response from the members. About 5,000 employees are contributing in the cumulative time deposit accounts aimed at an investment of over 2.7 million rupees for different periods of Rs.5, 10 and 15 years. The monthly contribution towards savings from the employees from their salaries is about Rs.31,000.

The active participation of members in the various programmes is considered to be an encouragement to the Fund to fulfil its objectives in a greater measure in the years to come.

(The Hindu, dated 28 July 1964).

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Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - July-August 1964.

Important Awards and Agreements relating to Basic Wages, Dearness Allowance and Bonus during the Year ending 31 December 1963*.

The Labour Bureau has been making periodical studies of the awards of Adjudicators, Industrial Tribunals and Industrial Courts, etc., published in the Official Gazettes of the Central and States Governments and important agreements arrived at by the parties concerned before the Adjudicators, Tribunals and Courts or between the employers and employees themselves, with a view to collecting up-to-date information on principal changes in basic wages, dearness allowance and profit bonus paid to workers in the country. This study relates to the year 1963 and the following is its brief review which has been published in the 'Indian Labour Journal, July 1964.

Number of Awards/Agreements classified Industry-wise.- During the year 1963 there were 471 awards (including 266 agreements) on the aspect of Basic Wages, Dearness Allowance and Bonus. Of these 471 cases, 154 (including 80 Agreements) related to basic wages only, 27 (including 5 Agreements) to dearness allowance only, 75 (including 36 Agreements) to both basic wages and dearness allowance, 183 (including 124 Agreements) to bonus only, 20 (including 15 Agreements) to both basic wages and bonus and the remaining 12 (including 6 Agreements) relating to basic wages, dearness allowance and bonus. While 32.7 per cent. of the awards (including Agreements) were on the issue of basic wages, 5.73 per cent. related to dearness allowance, 15.92 per cent. related

* The Indian Labour Journal, Vol.V, No.7, July, 1964, pp. 565-579.

to basic wages and dearness allowance, 38.85 per cent. related to bonus, 4.25 per cent. related to basic wages and bonus and the remaining 2.55 per cent. related to basic wages, dearness allowance and bonus. As many as 266 cases (56.48 per cent.) out of the total number of 471 awards/agreements were settled mutually between the parties concerned.

An analysis of the awards/agreements as per industrial groups shows that 71 (15.07 per cent.) cases were in Food and Beverages industry, 59 (12.53 per cent.) were in the Textiles industry, 50 (10.62 per cent.) were in Machinery (except Electrical but including Engineering), 31 cases (6.58 per cent.) in Basic Metal industries and 28 (5.94 per cent.) cases in Transport and Transport Equipment. Out of these, 471 awards/agreements, nearly 55 per cent. of the awards/agreements were made in the States of Maharashtra and Uttar Pradesh.

A few noteworthy decisions. - (a) The Central Wage Boards for Tea and Rubber Plantations have recommended the following grant of interim relief:-

Tea Plantation: Mysore:

- (i) All estates except Kadamane and Goomenkhan - 13 nP. per day for Grade I adult male workers.
- (ii) Kadamane and Goomenkhan Estates - Rs. 1.75 per day revised wage for Grade I adult male workers.

Madras: 15 nP. per day for Grade I adult male workers.

Kerala: 15 nP. per day for Grade I adult male workers.

Rubber Plantation: Mysore: 3 nP. per day per adult male worker.

(b) The Central Wage Board for Jute Coal Mining Industry has recommended an interim wage increase, over the existing wages, of 37 nP. per day's attendance to the daily-rated (time-rated and piece-rated) workmen and off Rs 9.75 per month to the monthly paid workmen.

(c) The Central Wage Board for Jute Industry, in addition to the increase of Rs. 8.33 in minimum wage, has recommended a standardised basic wage of Rs.40.17 for all the mills. (In case of certain mills this standardised basic wage has been recommended to be given gradually). The amount of WageBoard increment of Rs.8.33 includes the amount of the interim relief recommended by the Board earlier. As regards the dearness allowance the Board has recommended that it is to be a variable one and the rate of increase or decrease is to be 20 pP. per point of rise or fall in the average Working Class Consumer Price Index Number concerned (Calcutta in case of mills situated in West Bengal, Bihar and Madhya Pradesh, Visakhapatnam in case of all mills (except two mills) and Eluru in case of these two mills and Kanpur in case of mills in Uttar Pradesh). Further, dearness allowance is to be revised every six months in the months of February and August on the basis of the average Working Class Consumer Price Index Number of the previous half years July to December and January to June respectively. These recommendations of the Wage Board were to come into force from 1 July 1963 and will remain effective upto 31 December 1967.

(d) The Industrial Tribunal (Government of West Bengal), Calcutta fixed the following wages for the workers employed in 402 units of Leather and Leather Products industry of Calcutta, represented by (1) Chinese Tannery Owners' Association, Calcutta, (2) Chinese Co-operative Tanners' Society Ltd., Calcutta, and (3) Calcutta Leather and Allied Products Marketing Co-operative Society Ltd., Calcutta:-

Category of Worker.	Basic Scale.		Dearness Allowance.
	Rs.	Rs.	
Unskilled.	35-1-45	30	
Semi-skilled.	43-2-63	32	
Skilled.	53-3-83	34	

In respect of dearness allowance it was further awarded that for every 10 points' rise or fall in the Consumer Price Index Number of 400 the rate of variation would be Rs.1.25, Rs.1.35 and Rs.1.45 respectively in the case of unskilled, semi-skilled and skilled workers.

Dearness Allowance paid to Cotton Textile Workers.- In the case of several industries in the country, dearness allowance forms a major component of the total emoluments of the industrial workers. The Bureau collects regularly data on dearness allowance paid to the Cotton Textile Workers in certain selected centres. The average monthly dearness allowance paid in the industry during the years 1961, 1962 and 1963 is given in the following table:-

Serial No.	Centre/State.	Average Monthly Dearness Allowance* for the year		
		1961	1962	1963
(1)	(2)	(3)	(4)	(5)
		Rs. nP.	Rs. nP.	Rs. nP.
1.	Ahmedabad.	86.95	88.52	85.15
2.	Baroda.	78.26	78.99	76.63
3.	Bombay.	91.79	95.76	96.08
4.	Delhi.	70.95	74.76	75.60
5.	Indore.	63.66	65.67	66.98
6.	Kanpur.	61.57	65.43	66.69
7.	Madras.	75.85	79.09	83.05
8.	Nagpur.	64.77	64.09	67.36
9.	Sholapur.	66.17	73.02	72.84
10.	West Bengal.	37.35	44.01	50.53

* This includes 3/4th of the average.

Dearness Allowance paid to the workers in the first half of 1959 which was to be merged with basic wages as per recommendations of the Central Wage Board for Cotton Textile Industry.

It would be noticed therefrom that there is an upward trend in case of all these centres, except in case of Ahmedabad and Baroda.

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Interim Relief for Employees of Hindustan
Antibiotics, Pimpri: Agreement Reached.

At a meeting held at Poona on 11 July 1964, between Prof. Humayun Kabir, Union Minister for Petroleum and Chemicals and the executive Committee of the Hindustan Antibiotics Mazdoor Sangh, the dispute regarding the payment of interim relief to the employees of Hindustan Antibiotics, Pimpri, was amicably settled.

According to an understanding arrived at between the two sides, the company will pay 25 rupees per month to all employees covered by the Industrial Tribunal Award with effect from January 1964.

About 1,600 workers of HAL will be benefited by the settlement. The arrears will amount to about 240,000 rupees and the monthly additional expenditure involved will be about 40,000 rupees.

The Union Minister also proposed to refer to a committee the cases of those employees who had lost their wages during the strike period owing to inadequate leave to their credit and also whether the lost wages could be adjusted against the leave to be earned in the future.

(The Economic Times, 12 July, 1964).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - JULY-AUGUST 1964.

71. Employees and Salaried Intellectual Workers.

Increase in Dearness Allowance of Bank
Employees: Agreement concluded.

At a tripartite conference held in New Delhi on 18 August 1964, an agreement was signed between the All-India Bank Employees' Association and the North India Banks' Association providing for an ad hoc increase of 6 per cent. of basic wage for the clerical staff and 8 per cent. for the subordinate staff. The additional dearness allowance is equivalent to two slabs, i.e., eight points in the All-India Consumers Price Index over and above what is due under the Desai Award and is to be calculated on the basic pay of an employee. It will be payable with retrospective effect from 1 August 1964.

Along with the additional dearness allowance, the agreement also provides for the abolition of Area IV.

The agreement between the All-India Bank Employees' Association and the Northern India Banks' Association in addition to the above benefits, also provides for payment of provident fund and gratuity on full pay, 33 1/3 per cent. increase in the medical aid together with extension of the medical aid to the employees' families, and an annual increment of 2 rupees instead of 1 rupee for subordinate staff.

(The Hindu, 26 August, 1964).

Dearness Allowance for Central Government
Employees: One-man Committee appointed.

Shri S.K. Das, a former judge of the Supreme Court, has been appointed to examine and report on the question of dearness allowance payable to Central Government servants.

According to the terms of reference, the body will examine the question of dearness allowance subject to the recommendations and general observations made by the Second Pay Commission in its report and having regard to the various causes of the rise in prices, the state of the economy, the impact of the increased pay on prices and other relevant circumstances. It will report to the Government as soon as practicable on whether the compensation already granted in the various pay ranges is adequate and recommend changes.

(The Times of India,
28 August 1964)

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74. Indigenous Labour.

India - July-August 1964.

Madras Compulsory Labour (Amendment) Bill, 1964:
Measure to give effect to Convention No.29.

The Government of Madras published on 10 July 1964 a Bill to amend the Madras Compulsory Labour Act, 1958. According to the Statement of Objects and Reasons of the Bill, the Madras Compulsory Labour Act, 1958 (Central Act I of 1958) makes lawful compulsory labour for the prevention of mischief by inundation caused by sudden breaches of the embankments of tanks, rivers and canals, and of anicuts and other like works and provides for the enforcement of customary labour on certain works of irrigation in this State. According to section 1 of the Act, it shall be lawful for the officer in charge of the work or, in his absence, the tahsildar, to require the head or heads of the village or villages in the vicinity to call upon all able-bodied male persons in such village or villages to co-operate in the work necessary for preventing or repairing such breaches.

Article 11 of the International Labour Organisation Convention No.29 concerning forced labour lays down that only adult able-bodied males who are of an apparent age of not less than 18 years and not more than 45 years may be called upon for forced or compulsory labour. The Government have decided that the said Act should be amended so as to bring the provisions of the said Act into accord with Article 11 of the said Convention.

The Bill seeks to give effect to the above object.

The Bill seeks to make the following amendments to section 1 of the Madras Compulsory Labour Act, 1958. In section 1 of the Madras Compulsory Labour Act, 1958 (Central Act I of 1958) (hereinafter referred to as the principal Act), -

(i) in the marginal note for the words "Able-bodied male persons", the words "Adult able-bodied male persons" shall be substituted;

(ii) in the first paragraph, for the words "all able-bodied male persons in such village", the words "all adult able-bodied male persons of an apparent age of not less than eighteen years and not more than forty-five years in such village", shall be substituted;

(iii) in the third paragraph, for the words "all able-bodied male persons" and "the able-bodied male persons", the words "all such able-bodied male persons" and "such able-bodied male persons" shall respectively be substituted.

Amendment of Section 2, Central Act I of 1958.— In section 2 of the principal Act, for the words "Any male persons", the words "Any such able-bodied male person" shall be substituted.

(Fort St. George Gazette, Extraordinary, Part IV, Sec. 3, 10 July 1964, pp. 139-142).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY-AUGUST 1964.

81. Employment Situation.

Employment Exchanges: Working during
May 1964.

According to the Review of the principal activities of the Directorate-General of Employment and Training for the month of May 1964, the following is the position with regard to registration, placement, live register, vacancies notified and employers using the employment exchanges:-

Item	April 1964	May 1964	(Increase (+) or Decrease (-))
Registration.	326,329	300,013	- 26,316
Placements.	42,782	40,217	- 2,565
Live Register.	2,457,806	2,473,020	+ 15,214
Vacancies Notified.	76,835	79,272	+ 2,437
Employers using Exchanges.	13,406	13,701	+ 295

Shortages and Surpluses.- Shortages were reported during the month under report in respect of engineers, doctors, nurses, midwives, overseers, draughtsmen, compounders, fitters, electricians, accountants, trained teachers, fast typists and stenographers and surpluses were reported in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Deployment of Surplus

Collection of Employment Market Information.-At the end of May 1964, employment market studies were in progress in 236 areas in different States.

All India Report on Employment in the Public Sector, Quarterly Employment Review and Report on shortage occupations relating to the quarter ended December 1963, and report on employment aspect of works programme for utilising rural manpower in selected Community Development Blocks were issued during May, 1964.

Deployment of Surplus and Retrenched Personnel.- During the month under review 5 persons were retrenched from the various river valley projects, 123 were registered and 405 placed in employment. A detailed statement showing the number of persons retrenched, number registered, placed and the number of persons awaiting employment assistance is given below:-

Name of Project.	No. awaiting assistance at the end of April 1964.	No. retrenched during the month.	No. of retrenched person- nel (including those left voluntarily registered during the month for employment assistance.	No. placed during the month.	No. left indi- cat- ing no de- sire for assist- ance.	No. awaiting assistance at the end of the month.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Damodar Valley Corporation.	191	5	3	-	-	194
2. Bhakra Nangal Project.	42	2	2	1	-	43
3. Bhilai Steel Project.	1,415	-	117	405	269	861
4. Durgapur Steel Project.	163	-	-	2	80	81
5. Special Cell of Ministry of Home Affairs.	340	-	-	-	6	*334
Total.	2,151	5	122	406	355	1,513

* Class II - 57; Class III & IV - 277.

Gorakhpur Labour Organisation.- During the month of May 1964, the Gorakhpur Labour Depot despatched 1,372 workers to various work sites.

(Review of the Principle Activities of the Directorate-General of Employment and Training for the Month of May 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi)

Employment Exchanges: Working during
June 1964.

According to the Review on the Principal activities of the Directorate-General of Employment and Training for the month of June 1964, the following was the position of registration, recruitment, live register, vacancies notified and employers using employment exchanges.

Item (1)	May 1964. (2)	June 1964 (3)	Increase(+) or decrease (-) (4)
Registrations.	300,013	385,906	+ 85,893
Placements.	40,217	45,442	+ 5,225
Live Register.	2,473,020	2,542,283	+ 69,263
Vacancies Notified.	79,272	87,362	+ 8,090
Employers using Exchanges.	13,701	14,503	+ 802

Shortages and Surpluses.- Shortages were reported during the month in respect of doctors, engineers, compounders, nurses, midwives, draughtsman, overseers, fitters, turners, electricians, accountants, trained teachers, fast typists, and stenographers, while surpluses were reported in respect of clerks, untrained teachers, unskilled office workers and skilled unskilled labourers.

Deployment of Surplus and Retrenched Personnel.- During the month under review 5 persons were retrenched from the various river valley projects, 275 were registered and 325 were placed in employment. A detailed statement showing the number of persons retrenched, number registered, placed and the number of persons awaiting employment assistance is given below:-

Name of Project.	No. awaiting assistance at the end of May 1964.	No. retrenched during the month.	No. of retrenched person- nel (including those left voluntarily) registered during the month for employment assistance.	No. placed during the month.	No. left indicating no desire for assistance.	No. awaiting assistance at the end of the month.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Damodar Valley Corporation.	194	2	2	-	24	172
2. Bhakra Nangal Project.	43	-	-	-	-	43
3. Bhilai Steel Project.	861	3	273	310	-	824
4. Durgapur Steel Project.	81	-	-	1	17	63
5. Special Cell for Ministry of Home Affairs.	334	-	-	14	5	315*
Total.	1,513	5	275	325	46	1,417

* Class II - 51 and Class III and Class IV - 264.
 Note:- Total of Columns 2 and 4 is equal to the total of Columns 5, 6 and 7.

Vocational Guidance and Employment Counselling: Ford Foundation Research Project.- A paper on 'Educational and Training Needs of Entry Occupations' has been printed and distributed.

The 8th Training course in Vocational Guidance had been in progress during the month under report.

Work in regard to the modification of the Aptitude tests to be used for recruitment in February 1965 was completed.

Gorakhpur Labour Organisation.- During the month of June, the Gorakhpur Labour Depot despatched 1,570 workers to various worksites.

Opening of Additional Employment Exchanges.- Seven new Employment Exchanges were opened during the month under report - 5 in Madhya Pradesh, 1 in Assam and 1 in Orissa - bringing the total number of Employment Exchanges functioning in the country to 38 at the end of June 1964.

(Monthly Review on the Principal Activities of the Directorate-General of Employment and Training for the Month of June 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

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Bombay Relief Undertakings(Special Provisions)
(Amendment) Bill 1964.

The Government of Maharashtra published on 9 July 1964 a Bill further to amend the Bombay Relief Undertakings (Special Provisions) Act, 1958. According to the Statement of Objects and Reasons of the Bill, sub-section(1) of section 3 of the Bombay Relief Undertakings (Special Provisions) Act, 1958, empowers the State Government to declare an industrial undertaking by notification to be a relief undertaking for the purposes of the Act. Under sub-section(2) of that section the notification can have effect for a maximum period of five years. This period in the opinion of the State Government is inadequate for the reason stated below. It is, therefore, proposed to extend to ten years the maximum period for which an industrial undertaking should remain a relief undertaking.

The State Government had taken over the Narsinggirjee Mills, Sholapur on lease from the Official Liquidator, High Court, Bombay, and is running it since January 1958. Government has ~~decided~~ declared it as a relief undertaking and the period of five years upto which it can be run ~~it~~ as a relief undertaking was to expire on 14 April 1964. The Mill, however, is not yet sold by the Official Liquidator and it was necessary to continue to run it as a relief undertaking in order to avoid unemployment of labour. It was, therefore, necessary to extend the period for which it should be run as a relief undertaking.

The State Legislature being not in session, it was necessary to take immediate action to amend the Bombay Relief Undertakings(Special Provisions) Act, 1958, by an Ordinance. Accordingly, the Governor of Maharashtra made the Bombay Relief Undertakings(Special Provisions)(Amendment) Ordinance, 1964 (Mah. Ord. III of 1964). The Ordinance was published in the Gazette on the 13 April 1964. This Bill seeks to replace the said Ordinance by an Act of the Legislature.

The Bill provides that in section 3 of the Bombay Relief Undertakings(Special Provisions) Act, 1958 (hereinafter referred to as "the principal Act"), in sub-section(2), for the words "five years" the words "ten years" shall be substituted.

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Provision also is made that the Bombay Relief Undertakings (Special Provisions) (Amendment) Ordinance, 1964, will be repealed; and any thing done or any action taken under the principal Act as amended by the Ordinance so repealed, shall be deemed to have been done or taken under the principal Act as amended by this Act, as if this Act had commenced on the 13th day of April 1964.

(Maharashtra Government Gazette,
Part V, 9 July 1964, pp. 154-156).

83. Vocational Training.

India - July-August 1964.

Labour Ministry's Training Schemes:
Working during May 1964.

According to the Review of the principle activities of the Directorate-General of Employment and Training for the month of May 1964, there were 294 institutes for training craftsmen and 21 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 89,361 and the total number of persons undergoing training was 80,465.

Sanction of seats under the Training Scheme.- During the month of May 1964, only 360 seats under the Craftsmen Training Scheme and 60 seats under the Part-time Classes for Industrial Workers were sanctioned for introduction during the Third Five Year Plan. The progressive total number of seats sanctioned so far is given as below:-

	<u>Seating Capacity as at the end of</u>		
	<u>April 1964.</u>	<u>May 1964.</u>	<u>Additions during the month.</u>
1) Craftsmen Training Scheme.	63,194	63,554	360
2) National Apprenticeship Scheme.	4,337	4,387	50
3) Part-time Classes for Industrial Workers.	3,645	3,696	51
4) Number of Industrial Training Institutes.	154	154	-

National Council for Training in Vocational Trades.- Sixth meeting of the National Council for Training in Vocational Trades, was held at New Delhi on the 19 May 1964 under the Chairmanship of the Minister of Labour and Employment. The Council gave approval to the various syllabi which were formulated in consultation with the experts from industry.

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A significant feature of the meeting was the consideration given by the Council to changes in the training programmes for instructors in the Fourth Plan.

Equipment.— The Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay, are being assisted by foreign aid programmes. The Projects functioning under Crafts Instructors Training Scheme are being aided by the Special Fund Programme of the United Nations Organisation except the one at Bombay which is being assisted by the Agency for International Development of the United States. The progressive receipt position of equipment upto May 1964 is tabulated below:—

Name of Centre.	Value of Aid in Millions. Rupees.	Receipt upto April 1964.	Receipt during May 1964.	Total receipts upto May 1964.
(1)	(2)	(3)	(4)	(5)
Central Training Institute, Kanpur.	1.390	1.311	nil	1.311
Central Training Institute, Madras.	1.390	1.364	0.04	1.368
Central Training Institute, Hyderabad.	1.390	1.309	nil	1.309
Central Training Institute, Ludhiana.	1.390	1.303	nil	1.303
Central Training Institute, Bombay.	1.704	1.495	nil	1.495

The Central Training Institute, Calcutta has received all the equipment indented for. Out of the saving of previous Project Indent Orders, two fresh Project Indent Orders amounting to \$ 28,000 have been issued but the equipment are still awaited.

Apprentices Act, 1961.— The number of apprentices undergoing training under the Apprentices Act was 8,529 at the end of March 1964 of which 6,361 were full-time apprentices and 2,168 short-term apprentices.

(Review on the Principal Activities of the Directorate-General of Employment and Training for the Month of May 1964: Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi)

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Labour Ministry's Training Schemes:
Working during June 1964.

According to the Review on the principal activities of the Directorate-General of Employment and Training for the month of June 1964, there were 298 institutes for training craftsmen and 22 centres holding part-time classes for industrial workers. The number of seats introduced was 91,835 and the total number of persons undergoing training was 83,308.

Sanction of Seats under the Training Schemes.- During the month of June 1964, only 128 seats were sanctioned under the Craftsmen Training Scheme for introduction during the 3rd Five Year Plan. The progressive total number of seats sanctioned so far is given below:-

	<u>Seating Capacity as at the end of</u>		
	<u>May 1964</u>	<u>June 1964</u>	<u>Additions during the Month.</u>
1. Craftsmen Training Scheme.	64,554	64,682	128
2. National Apprenticeship Scheme.	4,387	4,387	-
3. Part-time Classes for Industrial Workers.	3,695	3,695	-
4. Number of Industrial Training Institutes.	154	154	-

Equipment.- Central Training Institute for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programme. These projects functioning under Crafts Instructors Training Scheme are being aided by Special Fund Project of the United Nations Organisation except the one at Bombay which is being assisted by the Agency for International Development of the United States. The progressive receipt position of equipment upto June 1964 is tabulated below:-

Name of Centre	Value of Aid (in Millions)	Receipt upto May 1964.	Received during June, 1964.	Total receipts upto June, 1964.
(1)	(2)	(3)	(4)	(5)
C.T.I., Kanpur.	1.390	1.311	nil	1.311
C.T.I., Madras.	1.390	1.368	nil	1.368
C.T.I., Hyderabad.	1.390	1.309	0.005	1.314
C.T.I., Ludhiana.	1.390	1.303	0.003	1.306
C.T.I., Bombay.	1.704	1.495	nil	1.495

It may be mentioned that C.T.I., Calcutta, has received all the equipment indented for. Out of the saving of previous Project Indent Orders, two fresh Project Indent Orders amounting to \$ 28,000 have been issued but the equipment are still awaited.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 8,529 at the end of March 1964 of which 6,361 were full-term apprentices and 2,163 short-term apprentices.

(Monthly Review on the Principal Activities of the Directorate-General of Employment and Training for the Month of June 1964: Issued by the D.G.E.& T., Ministry of Labour and Employment, Government of India, New Delhi).

CHAPTER 9. SOCIAL SECURITY.

INDIA - JULY-AUGUST 1964.

91. Pre-Legislation Measures.

Madras: Minimum Pension fixed at Rs.20.

The Government of Madras announced on 1 July 1964, that all categories of Government pensioners who are now drawing a pension of less than Rs.20 per mensem shall in future be entitled to a minimum pension of Rs.20 per mensem. If the existing pension drawn is less than Rs.20 per mensem, the quantum of increase in the pension will be the equivalent of the difference between the existing pension drawn and Rs.20. The order will take effect from 1 April, 1964.

(The Hindu, 2 July 1964).

92. Legislation.India - July-August 1964.Report of the Coal Mines Provident Fund Scheme during 1962-63*.

Introduction.- The Coal Mines Provident Fund Scheme framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948 completed 14 years of its existence on 31 March 1963. The scheme is in force in all the coal mines situated in the States of Bihar, West Bengal, Madhya Pradesh, Andhra Pradesh, Assam, Orissa, Maharashtra and Rajasthan.

Administration and Finances.- The employees whose basic salary exceeded Rs. 300 per month were covered under the scheme in the past, provided they were employed in coal mines in such of the States as were having major coalfields. For the sake of uniformity this benefit has now been extended to employees in coal mines in the States of Assam, Andhra Pradesh and Rajasthan and the erstwhile States of Rewa, Korea and Talchar.

The Fund is administered by a tripartite Board of Trustees consisting of equal number of representatives of Government employers and employees, and on 31 March 1963 it consisted of 18 representatives with Joint Secretary, Ministry of Labour and Employment as the Chairman of the Board.

The rate of compulsory contribution both by employers and employees which was previously at the uniform rate of 6½ per cent. of the total emoluments of a member was raised to 8 per cent. thereof with effect from 1 October 1962.

* Indian Labour Journal, Vol. V. No. 7, July 1964, pp. 579-581.

Towards the end of the year a policy decision was also taken to permit the members of the Fund to make voluntary contribution to the Fund in excess of their compulsory contribution. It was, however, implemented next year. Up to 31 March 1963, a sum of Rs.5,672,199.41 nP. was realised on account of initial contribution, whereas a sum of about Rs.1,500 was estimated to be outstanding on this account for the recovery of which legal action had been initiated. A total sum of Rs.53,365,239.75 nP. was realised on account of Provident Fund Contribution in cash during the year under review as against Rs.42,986,903.66 nP. during the year 1961-62. A total sum of Rs.17,483,179.34 nP. was estimated to be outstanding on account of unrealised Provident Fund contributions from the various coal mines on the 31 March 1963. Out of this, sums aggregating to Rs. 9,714,505.91 nP. had been realised and certificate cases involving a total sum of Rs. 6,795,470.28 nP. were pending realisation with the various courts on 30 July, 1963. The total amount of bonus forfeited due to participation in illegal strikes and credited to the Reserve Account of Fund came to Rs. 140,239.03 nP. at the end of 31 March 1963. Out of this a total sum of R.711.54 nP. had been refunded to various coal mines for disbursement among workers after obtaining sanction from the Central Government and Rs. 305.06 nP. was still lying in Suspense Account pending verification. The net balance standing to the credit of this account came to Rs. 139,222.43 nP. A sum of Rs.500,000 was transferred to the Special Reserve Fund out of the Reserve Account Forfeiture for the purpose of making refunds to outgoing members and/or heirs of deceased from whom contributions had actually been recovered but not deposited or only partly deposited by their employees. The Fund is to be operated upon as an imprest and amount is refunded to it as soon as the arrears of contributions are realised from the defaulting employers. During the year under report i.e. from December 1962 to March 1963 a total sum of Rs.15,049.25 nP. was withdrawn from this account.

With the enhancement of the rate of Contribution to 8 per cent. the rate of administrative charges which the employers pay to meet the cost of administration of the Scheme underwent a corresponding reduction from 3 per cent. to 2.5 per cent. thereof. There had been an element of higher rounding off in this rate and consequently the rate was further reduced to 2.4 per cent. to bring it in exact proportion to the rise in the rate of contribution. Thus the rate was 3 per cent. of total emoluments till 30 December 1962, 2.5 per cent. from 1 October to 31 January 1963 and 2.4 per cent. thereafter. During the year under report a total sum of Rs. 1,558,275.85 nP. was deposited on account of administrative charges as against Rs.136,6319.12 nP. realised during the previous year.

The Revised Budget Estimates for the year 1962-63 were not prepared and only reappropriation of funds out of savings under various heads were made with the approval of the Central Government and of the Board of Trustees. The account of the year closed with a revenue surplus of Rs.4,547,097.34 nP. as against Budgetary balance of Rs. 3,557,240. The total investment of the Fund as at the end of the year under report came to Rs.352,956,401.44 nP. in various securities of the face value of Rs. 360,273,800.

During the year under review, 37,911 claims were received as against 34,580 during the previous year. The total number of claims settled during the year came to 34,268 involving payment of Rs.11,807,857.53 nP. as against 31,807 claims involving payment of Rs.9,442,141.36 nP. during the previous year. Every possible effort was made to settle the claims as expeditiously as possible and to help the members to get relief from avoidable harassment. The claims of the sick, disabled members and foreign nationals were accorded top priority. The claims of retrenchees and other employees employed on fixed term contract were also dealt with on priority basis. In certain cases arrangements were made for cash payments at the collieries office/sites and the Coal Mines Provident Fund office, if this course was found convenient for both the employers and employees. At times members of the staff or Inspectors were deputed to obtain particulars from collieries in urgent cases.

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The rate of interest payable to members on their accumulations was fixed at 4 per cent. per annum for the year 1962-63 and 4½ per cent. for the year 1963-64.

Enforcement.— The Inspectors paid visits to the collieries for checking records/accounts and to explain the benefits of the Coal Mines Provident Fund Scheme to the colliery workers and to remove their misapprehensions, if any. During the year, 2,498 inspections were carried out by the officers and inspectors. During the year, 871 show-cause notices were issued to defaulting coal mines as against 712 during the previous year. Two hundred and thirty two prosecutions were launched while 293 cases were disposed of. The corresponding figures for the year 1961-62 were 259 and 176. A sum of Rs.34,477.50 nP. was awarded as compensation by courts and Rs. 10,420.81 nP. were realised as compensation out of court in respect of cases of withdrawals as against Rs.26,400 and Rs.9,314.76 nP. respectively during the previous year.

(The Report on the Working of the Scheme for 1961-62 was reviewed at pages 102-105 of the report of this Office for April 1963).

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Bombay Maternity Benefit, Hyderabad Maternity
Benefit and Central Provinces and Berar Maternity
Benefit (Repeal) Bill, 1964.

The Government of Maharashtra published on 23 July 1964 a Bill to repeal the Bombay Maternity Benefit Act, 1929, the Hyderabad Maternity Benefit Act, and the Central Provinces and Berar Maternity Benefit Act, 1930, as applicable ~~applied~~ to factories. According to the Statement of Objects and Reasons of the Bill, with a view to providing maternity protection to women workers in the country, on a uniform basis, the Government of India have passed the Maternity Benefit Act, 1961 (53 of 1961) which extends to the whole of India. The Government of India have urged upon the State Governments to bring the Central Act into force by repealing the existing State Maternity Benefit Acts. As the Central Act is more comprehensive, it is proposed to bring it into force in this State by repealing the laws relating to maternity benefit in force in the State.

The Bill accordingly provides that on the application of the Maternity Benefit Act, 1961 to factories in this State, the Bombay Maternity Benefit Act, 1929, the Hyderabad Maternity Benefit Act and the Central Provinces and Berar Maternity Benefit Act, 1930 as applicable to factories shall, subject to the provisions of section 27 of the Maternity Benefit Act, 1961, stand repealed.

(The Maharashtra Government Gazette,
Part V, 23 July 1964, pp. 219-221).

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

In exercise of the powers conferred under by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948, the Central Government has appointed 2 August 1964 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the Revenue village of Bhuli Chhotakharikabad in Revenue Thana Jhari (Thana No. 54), in the district of Dhanbad in the State of Bihar.

(Notification SO 2647 dated 24 July 1964, the Gazette of India, Part II, Sec. 3, sub-sec. ii, 1 August 1964, page 3065).

Madras Maternity Benefit (Repeal) Bill, 1964.

The Government of Madras published on 17 July 1964 a Bill to provide for the repeal of the Madras Maternity Benefit Act, 1934. According to the Statement of Objects and Reasons of the Bill, maternity protection is not at present provided under three Central Acts, namely, the Mines Maternity Benefit Act, 1941 (Central Act XIX of 1941), the Employees' State Insurance Act, 1948 (Central Act XXXIV of 1948) and the Plantations Labour Act, 1951 (Central Act LIX of 1951) and under the different State Acts on the subjects. There is considerable diversity in their provisions relating to qualifying conditions, period and rate of benefit, etc. In order to reduce as far as possible the existing disparities in this respect, the Government of India have enacted the Maternity Benefit Act, 1961 (Central Act 53 of 1961). Central Act 53 of 1961 will come into force in the State (except in relation to mines) only on a date to be notified by the State Government. Again, it is the State Government who are competent to make rules in relation to all establishments other than mines under that Act. When the Central Act comes into force, the provisions thereof ~~thereof~~ thereof will have effect notwithstanding anything inconsistent therewith contained in any other law - See sub-section (1) of section 27. The Madras Maternity Benefit Act, 1934 (Madras Act VI of 1935) is the law now in force regarding the maternity benefit. After the commencement of the Central Act, the provisions of the Madras Act in so far as they are inconsistent with the Central Act will cease to have effect. But, the Central Act does not contain any provision for the repeal of the Madras Act. Hence, the Government of India have requested the Government of ^{State} to undertake necessary legislation for repealing the Madras Act and for bringing the Central Act into force simultaneously.

The Bill accordingly seeks to repeal the Madras Act.

The Bill provides that on and from the date notified in that behalf in the Official Gazette by the State Government under clause (b) of sub-section (3) of section 1 of the Maternity Benefit Act, 1961 (Central Act 53 of 1961), as the date on which that Act shall come into force in relation to establishments (other than mines), in the State, the Madras Maternity Benefit Act, 1934 (Madras Act VI of 1935), shall stand repealed.

The repeal of the Madras Maternity Benefit Act, 1934 (Madras Act VI of 1935), by section 2 shall not affect, -

(a) the previous operation of the said Madras Act or anything duly done or suffered thereunder; or

(b) any right, privilege, obligation or liability acquired, accrued or incurred under the said Madras Act; or

(c) any fine, penalty, forfeiture or punishment incurred in respect of any offence committed against the said Madras Act; or

(d) any investigation, legal proceeding or remedy in respect of any such right, privilege, obligation, liability, fine, penalty, forfeiture or punishment as aforesaid; and any such investigation, legal proceeding or remedy may be instituted, continued or enforced, and any such fine, penalty, forfeiture or punishment may be imposed, as if this Act had not been passed.

(The Fort St. George Gazette, Extraordinary, Part IV, Sec. 3, 17 July 1964, pp. 257-258).

Orissa Workmen's Compensation
(Occupational Diseases) Rules,
1964.

The Government of Orissa gazetted on 17 July 1964 the text of the Orissa Workmen's Compensation (Occupational Diseases) Rules, 1964, made in exercise of the powers conferred under the Workmen's Compensation Act, 1923. The rules provide for the Constitution of Pneumoconiosis Medical Board, for the conduct of medical examinations, submission of medical reports and the grant of medical certificates in pursuance of these rules; provided that with respect to workmen employed in mines, the State Government may recognise any Medical Board for the purpose of these rules. The Board shall consist of three qualified medical practitioners of whom one shall be a radiologist. The rules prescribe the following radiological and clinical conditions for entitlement to compensation in the case of silicosis and coal miners' pneumoconiosis viz.:

(a) The radiological examination of the workmen must reveal - (i) the appearance of generalised micronodular or nodular fibrosis covering a considerable part of both lung fields whether accompanied or not by signs of pulmonary tuberculosis, or (ii) in addition to a marked accentuation of the pattern of both lungs, the appearance of one or several pseudotumoral fibrotic formation, whether accompanied or not by signs of pulmonary tuberculosis, or (iii) the appearance of both of these types of fibrotic lesions at once whether accompanied or not by signs of pulmonary tuberculosis;

(b) Serial radiological pictures taken over a period during periodical medical examination shall, as far as possible, be considered in making definite diagnosis in cases where doubt exists;

(c) Radiological interpretation shall be based on the Standard International classification laid down by the International Labour Organisation (Geneva classification);

(d) The clinical examination of the workman concerned must reveal a decrease or deterioration of the respiratory function or cardiac function or a deterioration of the state of general health, caused by the pathological processes specified above.

The evaluation of disablement shall be made by reference to the physical (anatomical, physiological and functional) and mental capacity for the exercise of the necessary functions of a normally occupied life which would be expected in a healthy person of the same age and sex. For such assessment, recognised cardio-respiratory function tests shall be used to assess the degree of cardio-respiratory function impairment.

It shall be determined whether the disablement is temporary or permanent and also the percentage loss of function as it pertains to the loss of working capacity for receiving compensation.

Assessment of disablement shall be proportionate to the loss of earning capacity, ~~shall be~~ total disablement being taken to be 100 per cent. loss of earning capacity.

Explanation: For the purpose of this rule "permanent disablement" shall mean such disablement as is certified to be permanent by the Medical Board.

The claims for compensation of any workmen contracting a disease specified in Part C of Schedule III of the Act shall be supported by a certificate issued by a qualified medical practitioner; provided that where the contracting of such disease has resulted in permanent disablement, such claim shall be supported by a certificate issued by the Medical Board.

(Orissa Gazette, Part III, 17 July 1964, pp. 1093-1094).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR JULY-AUGUST 1964.

INDIA - JULY-AUGUST 1964.

CHAPTER I. INTERNATIONAL LABOUR ORGANISATION.

Constitution (Seventeenth Amendment)
Act, 1964. (The Gazette of India, Extraordinary,
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