

INTERNATIONAL LABOUR OFFICE  
BRANCH OFFICE, NEW DELHI

Industrial and Labour Developments in  
November-December 1967

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

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CHAPTER I. INTERNATIONAL LABOUR  
ORGANISATION

INDIA-NOVEMBER-DECEMBER 1967

12. Activities of External Services

1. Lectures

a) On 22nd November, on the invitation of the Director of the Indian School of International Studies, the Director of the Branch Office addressed a batch of Indian Foreign Service Probationers. The subject of his address was "The ILO".

b) On 12 December 1967, on the invitation of the Director of the Asian Institute of Educational Planning and Administration (a project of the Government of India which is run in collaboration with UNESCO) the Director of this office addressed the participants on their current course. The subject of his talk was "Training for Industry". The participants are senior Govt. Officials drawn from different Asian countries. During his talk he also explained the part played by I.L.O. in rendering assistance in the training of craft Instructors, development of Apprenticeship Scheme, Productivity and Management Development etc. through various Technical Assistance and Special Fund Projects in this country.

2. Meetings

a) The Director represented the ILO at the Fifth Indian Cooperative Congress held at New Delhi from 2-4 December 1967.

b) The ILO was represented by the Director of this office at the Sixth Session of the Governing Board of the International Institute for Educational Planning held in New Delhi on 8-9 December 1967.

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CHAPTER I. INTERNATIONAL LABOUR  
ORGANISATION

INDIA - NOVEMBER - DECEMBER 1967

13. Press and Opinion

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

1. The 2nd October 1967 issue of 'Indian Worker' (Gandhi Jayanti Number) publishes an article on 'Gandhiji's immortal Role in the emancipation of Labour'. The article makes an incidental reference to the ILO.
2. The September 1967 issue of 'Bank Karmachari', reviews the First World Conference on Education in the Labour Movement, held in Montreal from 24 August. There is an incidental reference to the ILO.
3. The November-December 1967 issue of 'Bank Karmachari', publishes an article on 'ILO and Workers' Education'.
4. The Same issue of the journal publishes a report on the ICFTU World Conference on education in Labour Movement. The report contains references to the ILO.
5. The October 1967 issue of 'All India Organisation of Industrial Employers' Labour News' under its 'foreign news' column, publishes a news-item concerning the signing of an agreement for the establishment of the Cyprus Productivity Centre with ILO as the Executing Agency.
6. The September 1967 issue of 'Asian Labour' publishes an article on 'Non-Manual Employment'. The article discusses the ILO's role in the field and concludes: "This constant watch and careful study of national prospects and policies are what led the ILO Director-General to choose the role of the non-manual worker in economic and social development as the main theme for discussion at the 51st session of the International Labour Conference held in Geneva in June this year."

7. The July-September 1967 issue of 'Oceanite' editorially writes about the 'technological revolution in maritime industry and the role of the ILO'. After commenting on the ILO's maritime work the editorial concludes:

"The 50th Anniversary (Diamond Jubilee) of the setting up of the ILO will be due in 1969. Let us hope there will be world-wide celebrations of the historic event. A special Maritime Session of the ILO will be held in that year to give it the most fitting recognition as a wing of the United Nations that has done such a lot for all the seafarers of the world."

8. The October 1967 issue of 'Asian Labour' contains the following references to the ILO:

a) A write up on 'Buiter - the new ICFTU General Secretary': mention is made of his association with the ILO's Metal Trades Committee.

b) A summary of a paper by the Education Officer, USDAW, Great Britain submitted to the ICFTU World Conference on Education in the Labour Movement held in Montreal: Mention is made of the ILO's valuable contribution to growing documentation on the subject.

c) An article on 'The United Nations and Human Rights'. There is an incidental reference to the ILO.

d) A news item about the appointment of Dr. Vladimir Velebit as Chief of the Research and Planning Department of the ILO.

9. The October 1967 issue of 'Workers' Education' contains the following references to the ILO:

a) A news-item regarding the distribution of certificates to the trainees of the 21st Worker Teachers' Training Course at the Delhi Centre. The prizes were distributed by the Director of this Office who also delivered the valedictory address.

b) A news-item about a talk on 'India and the ILO' broadcast by Regional Director of the Alway Centre

c) A select bibliography on workers' education. The list includes ILO publications.

10. The October 1967 issue of 'Labour Gazette' Bombay, publishes two brief items concerning (a) 51st Session of the International Labour Conference; and (b) new Chairman of the Governing Body.

11. The December 1967 issue of 'Asian Trade Unionist' contains:

a) A summary of the conclusions of the first ICFTU World Conference on Education in the Labour Movement held in Montreal. Incidental references are made to the ILO.

b) A news-item about the First Asian Trade Union Economic Conference. There is an incidental reference to the ILO.

c) A list of important decisions on labour laws collected from the 'International Labour Review' and published under the heading 'Important Cases Noted by ILO'.

12. The December 1967 issue of 'AIOIE Labour News' publishes a news-item about the setting up of a special employment exchange for the physically handicapped persons. The item refers to the ILO's suggestions for improvement of job opportunities for disabled persons.

13. The December 1967 issue of 'Asian Labour' publishes -

a) a note on the First ICFTU Asian Trade Union Conference to be held in Delhi. There is an incidental reference to the ILO.

b) a note about the ICFTU's protest to the ILO against mass arrests and trials of workers of Spain.

c) a note about the ILO meeting of Experts on Programmes of Adjustment to Automation and Advanced Technological Change

d) A note about the appointment of Mr. Kaplansky as "ILO Jubilee Celebration" Coordinator.



14. The December 1967 issue of "Insurance Worker" publishes the inaugural speech of the Labour Minister in the United Front Government (since dismissed) of West Bengal at the Second National Convention Against Automation held at New Delhi in December 1967. In the course of his address, the Minister *said*: observed: "Has not the ILO observed that as a result of automation "displacement" among the clerical employees doing book-keeping, filing, accountancy, invoicing works "will be very high" (Effects of "Mechanisation and Automation Page 22),"

15. An article on 'Personnel Management in Asian Countries' is published in the November-December issue of 'Social Action'. The article observes: "Labour legislation in some of the countries also gives varied connotation to these terms and hence a very useful service to industry would be for the ILO to constitute a select committee which would recommend to industries in all member countries standard terminology and functional descriptions in the field of labour-management relations."

16. Indian Labour Journal, dated November 1967 publishes a news-item about the 51st International Labour Conference.

17. November 1967 issue of 'Labour Gazette' publishes an article on 'Promotion of social Justice and Development of Human Resources by the Director of the Office. The article dealing with the work of the ILO was sent to the UNIS in connexion with the U.N. day celebrations.

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CHAPTER 2. INTERNATIONAL AND  
NATIONAL ORGANISATIONS

INDIA-NOVEMBER-DECEMBER 1967

25. Wage-Earners' Organisations.

Maharashtra: Indian Trade Unions and  
Bombay Industrial Relations (Amendment)  
Bill, 1967. \*

The Government of Maharashtra published on November 16, 1967 the text of the Indian Trade Unions and Bombay Industrial Relations (Amendment) Bills 1967 which was introduced in the Maharashtra Legislative Assembly on 9 November 1967.

According to the Statement of Objects and Reasons of the Bill the Indian Trade Unions Act, 1926, provides for the registration of Trade Unions, and in certain respects defines the law relating to registered Trade Unions. The Act, however, does not contain any provision for deciding internal disputes in a registered Trade Union. These disputes, which are at present decided by civil courts take a long time to decide with the result, that pending the decision of the dispute, the work of the registered Trade Union, which cannot function, is paralysed. To tide over this difficulty, it is proposed to ~~take~~<sup>em</sup> power ~~to~~ members of Trade Unions with the consent of the Registrar of Trade Unions to refer such disputes to the Industrial Court constituted under the Bombay Industrial Relations Act, 1946, and to bar the jurisdiction of civil courts from entertaining such disputes. It is also proposed to empower the Industrial Court to pass interim orders, and its decisions are to be made final and binding on parties. The Bill seeks to achieve these objects.

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\* (Maharashtra Gazette, Part V, 16 November 1967, pp. 299-310)

Fift<sup>e</sup>enth Convention of National  
Federation of Petroleum Workers  
held at Baroda, 11 November 1967 \*

The 50th Convention of the National Federation of Petroleum Workers was held at Baroda on 11 November 1967. The Convention was inaugurated by Shri Jaisukh Lal Hathi, Union Minister for Labour, Employment, and Rehabilitation. Shri Hathi in his address called for a "radical readjustment of trade union strategy in India as the country was developing on a planned basis with the public sector emerging as the biggest employer. Just as public-sector employers should strive to be model employers, trade unions in the public sector should strive to be "model unions". A model union need not be a tame body, it should be a strong organisation with self-confidence but should always avoid "trial of strength through work stoppages". Referring to the current economic difficulties, Shri Hathi said "If we lose confidence in ourselves and in our plans, the path of recovery will be more difficult. I have every hope that your organisation will have the level-headedness to consider the general economic situation in an objective way and extend its help in restoring to the economy the momentum it seems to have lost". Dealing with the progress of the oil industry, he said the Oil and Natural Gas Commission had created new history in exploration, oil production by ONGC, which now stood at three million tonnes a year, would be doubled in the next few years. By the end of the Fourth Plan, ONGC and Oil India would together produce about 9.5 million tonnes.

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\* Times of India,  
13 November 1967.

Fourteenth National Convention of  
the Hind Mazdoor Sabha held at  
Baroda, 2 - 5 December 1967

The 14th National Convention of the Hind Mazdoor Sabha was held at Baroda from 2-5 December 1967. Shri Devan Sen presided over the Session. Among others, the Convention adopted resolutions on wage freeze, trade union activity, bonus, social security and wage boards. The resolution on wage freeze adopted by the Convention alerted all trade unions in the country against the efforts of the Central as well as the State Governments to impose under the pressure of big business, a policy of wage freeze on the country. The resolution on trade union unity reiterated that unified movement of the working class representing the biggest organised force in the society could play a decisive role not only in defending workers interest and in promoting social justice but also in preserving and further strengthening the cause of democracy.

The resolution on bonus adopted by Hind Mazdoor Convention called upon the Government of India to bring before Parliament a bill to amend the payment of Bonus Act with a view to

- 1) enhance the rate of minimum bonus payable;
- 2) to clarify that tax as a prior charge is not the national tax payable but the tax payable after taking into account the bonus payable as was the original intention according to the statement of the Labour Minister in Parliament, during the debates on the said bonus law;
- 3) to ensure, through a more carefully worded provisions of the law that past levels of Bonus, determined under the Labour Appellate Tribunal formula or by long standing practice, should not be adversely affected;
- 4) that the rate of return on paid-up capital and reserves should be at rates lower than stipulated in the said Act; and
- 5) Confer the benefits of the Act on employees of Government undertakings too.

Resolution on Social Security. The resolution on social security adopted by the Convention demanded, among other things, that the Government should take immediate steps to

i) implement the recommendations of the Study Group on Social Security about the integration of the Provident Fund and ESI Scheme and introduction of additional benefits, after discussing them in the Indian Labour Conference,

ii) to implement the recommendations of the Employees' State Insurance Scheme Review Committee;

iii) to finalise and enact a scheme for unemployment benefit in consultation with the Central Organisations of workers; and

iv) provide a suitable death/disablement/retirement gratuity scheme for all workers.

Resolution on Wage Boards. The resolution on wage boards urged that

i) the practice of appointing sitting judges of High Courts or the Supreme Court, as Chairmen of Wage Boards should be adopted

ii) the Wage Boards should be required to submit their decisions expeditiously, and in every case within a time limit of not more than two years;

iii) it should also be laid down that the date of effect of the wage revision recommended should be from the date of appointment of the wage board or from the date of expiry of the previous wage board's recommendations; and

iv) the terms of reference to the wage board shall be settled in consultation with the representatives of trade union organisations.

28. Employers' Organisation

Annual Meeting of the Associated  
Chambers of Commerce and Industry  
held at Calcutta, 18 December 1967

The annual meeting of the Associated Chambers of Commerce and Industry was held at Calcutta on 18 December 1967 under the Chairmanship of Mr. C.A. Pitts, the Chamber's President. Among others, the meeting was addressed by Shri Morarji Desai, the Deputy Prime Minister and Finance Minister.

Presidential Address.- In his presidential address Mr. C.A. Pitts pinpointed agricultural failures, over ambitious planning and the ineffectiveness of devaluation as the three major causes of recession and said what was needed was to determine how to take advantage of the bountiful harvests to overcome recession.

Mr. Pitts said that in the short term good ~~harvests~~ investments would result in some increase in demand for consumer goods and easier food prices would have a lowering effect on the cost of living, and on the balance of payments situation through a decrease in food imports.

In this context, Mr. Pitts suggested, despite the Finance Minister's opposition to it, that if some measure of deficit financing was necessary, then "it should be accepted".

Mr. Pitts felt that a beginning to new investment in projects which were vital to the economic growth of the country was essential if a real and lasting recovery from economic recession was to be put in train. And if some measure of deficit finance was necessary for this, this should be accepted.

Mr. Pitts suggested a lowering of the rates of direct taxation on companies and on individuals. In the present situation such a suggestion might "smack of irresponsibility", but Mr. Pitts averred that he was doing so, not because of a desire for relief for a privileged sector of society, but because the Chamber was convinced that such a step would have a stimulating and expansionist effect ~~effect~~ on savings and investment out of all proportion to the immediate loss of revenue.

Other suggestions made by Mr. Pitts were better returns from public sector investments, the utilization of the knowledge and experience of organized private sector industry and commerce in the formulation of national plans, the mobilization of rural resources and intensification of exports and import substitution.

Mr. Pitts also criticized the provisions of the Patents Bill and the Monopolies Bill, now before Parliament. He felt that the Government would be more apt, if it concentrated on restrictive trade practices, and shelved for some years its proposals on the concentration of economic power.

On labour, Mr. Pitts was happy that, leaving aside West Bengal, there was little unrest in the rest of the country. The labour administration was one area in which no accusing finger could be pointed to the Government. He was glad that "gheraos" had come to an end. Its continuance would have spelt the death-knell to any expansion of industry in West Bengal, and perhaps an end even to established industry.

Deputy Prime Minister's Speech: The Deputy Prime Minister and Finance Minister, in his address to the Associated Chambers of Commerce and Industry underlined increased food production, mobilization of resources and promotion of exports as the three major problems facing the country. He pointed out that it would not be right for the private industry to say that Government policies were responsible for all this; nor would the Government be right in putting the blame on the people or the private sector. The main question was how to resume the momentum of growth without jeopardizing the chances of a return to economic stability.

In the context of resource mobilization and the need to stimulate investment, Shri Morarji Desai said that the present tax structure had to be given a close look. He agreed with Mr. Pitts that the scope for further simplification and rationalization of the tax structure must be examined. The Government would consider concrete suggestions in this regard. A simple tax system would certainly reduce the burden on the honest tax-payer.

While the Government recognized the role of the private sector the latter would also appreciate that its role in development had a wider social purpose. The legislative action, which might appear to restrict the freedom of action of private enterprise, would also have to be viewed in the larger perspective. In this connexion, he mentioned the Patents Bill and observed that the grant of "everlasting monopoly" of the results of research to any individual or organization would go against the social purpose.

Mr. Desai again reminded his audience of the need to maintain the advance on the agricultural front on the one hand, and to develop industries with export potential on the other.

Mr. Desai declared that no economic progress was possible unless law and order was preserved. The enthusiasm of the few - whether misguided or otherwise - should not be allowed to disrupt the quiet but steady endeavours being made by many.

Resolutions. The following are some of the important resolutions moved in the meeting:

1) Resolution on agriculture

Moving the resolution on agriculture, Mr. D. Hogg said it was not fully appreciated that ceilings and scientific land management did not go together, for large-scale farming was a prerequisite to scientific management. In view of the fact that cooperative farming had not made much headway and recent trends even in the collectivist countries were towards "de-collectivization" an effective breakthrough in the semi-stagnant sector could be through a policy of establishing joint stock companies to undertake large-scale farming.

The resolution pleaded for an energetic campaign to promote efficient water conservation through major projects but particularly through minor irrigation, including the sinking of wells. It said agro-industries, including those units which provided agricultural inputs and those which processed and marketed agricultural produce, should be given a high degree of priority in such matters as the supply of capital, credit and raw materials and in the grant of tax concessions.



2) Resolution on Direct Taxation

Moving the resolution on direct taxation, Mr. John K. John pointed out that an income-tax rate of 70% could hardly enthuse overseas investors to invest in India. The Chambers would, therefore, plead for a reduction in the high rate of tax to create conditions for further foreign investment.

The Chambers recommended that excise duties, which formed the greatest part of indirect taxes, be used by the Government as a more positive and flexible instrument of economic policy. A rationalization of the existing system of collection of excise duties should be made to reduce the inordinately large and costly machinery, reduce the number of resident and supervisory staff, simplify the rules and forms, eliminate procedural delays and reduce the cost of collection. The Chambers also suggested evolution of a suitable machinery whereby manufacturers could obtain a rebate on excise duties paid on constituent items of cost for goods exported to enable exporting manufacturers to compete in world markets; and an effective system of granting rebates on excise duty in return for increased beyond specified levels.

In a tersely worded resolution, keeping in view the "deterioration in labour relations in some of the most industrialized parts of the country", it said the situation was seriously "damaging national prosperity and economic growth". The resolution also condemned gheraos. The resolution laid equal emphasis on "inter-union" rivalry being the most important single cause of failure of labour relations. It stressed the urgent need to speed up existing legal machinery for settling disputes by appointing additional tribunals and putting time limits for them.

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\* The Hindustan Times,  
19 December 1967  
The Statesman  
20 December 1967.

CHAPTER 3. ECONOMIC QUESTIONS

INDIA-NOVEMBER-DECEMBER 1967

34. Economic Planning Control  
and Development

Meeting of the National Development  
Council held at New Delhi. 1.12.1967  
Proposal of Agricultural Income-tax  
opposed \*

At a meeting of the National Development Council held at New Delhi on 1 December 1967, the Chief Ministers of States rejected the Centre's proposal for an agricultural tax (see pp. 30 of this report)

During the discussion the Chief Ministers expressed their own difficulties about raising resources. Mr. Sukhadia said that his State had reached the saturation point in taxation. He opposed the proposal for an agricultural income-tax and said that there should be uniform irrigation charges in Rajasthan, Punjab, Haryana and U.P.

Mr. Brahamananda Reddy felt that the idea of an agricultural income-tax had relevance only for States where cash crops and plantations existed in large areas. He felt it was wrong to imagine that all States had a uniform capacity for resource mobilization.

Mr. V.P. Naik felt that not only would the yield from the proposed agricultural income-tax be small, but would also lead to much harrassment of the farmer.

Mr. S. Nijalingappa was also of the same view. He felt that this tax could be levied only on cash crops.

Mr. C.N. Annadurai felt this was not the time to consider new tax proposals.

The Gujarat Chief Minister, Mr. Hitendra Desai said that while a "bold attempt" would have to be made to raise resources the Plan should be related to realities. What shape mobilization of resources from the agricultural sector should take should be left to the States.

Fourth Plan put off by another year and begin from 1969: Economy to be stabilised during 1968-69 \*

The Union Government endorsed on 28 November 1967 the proposal of the Planning Commission to put off the finalisation of the Fourth Plan by one more year in view of the continuing uncertainty about the resources, internal and external. It was also decided that the three years between the Third Plan and the postponed Fourth Plan be treated as consolidation <sup>of</sup> annual plans.

In deciding to postpone the beginning of the Fourth Plan to 1969-70, the Union Cabinet considered in detail the present economic situation, the likely impact of the measures taken to over-come the current recession, the possible beneficial effects of the bumper harvest this year and the prospects for external assistance. The consensus was that the 1968-69 plan should also be an annual affair mainly to stabilize the economy. This will provide a firm base to make reasonably realistic long-term projections for the formulation of the Fourth Plan. It was also recognized that even this would not be possible unless immediate efforts were made to hold the price line, mobilize savings and channelize investments to priority spheres.

The extremely unsatisfactory resources position generally and that of the States in particular also came up for consideration. The Commission's suggestion for the imposition of an agricultural income-tax so as to mop up the enormous gains expected from the bumper harvest found general support. Since agricultural income is essentially a State subject, it was decided that the proposal should be placed before the NDC.

No precise estimates of the likely yield from agricultural income-tax have yet been made. But there have been unofficial estimates that about Rs.1,000 crores of additional income might be generated in the agricultural economy as a result of bumper food and cash crop production this year.

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\* The Hindustan Times  
29 November 1967.

Study of Economic and Scientific  
Research Foundation Published:  
Inflation responsible for recession \*

According to a study entitled "Recession and After" published by the Economic and Scientific Research Foundation, the research wing of the Chambers of Commerce and Industry, the main reason for the present recession in manufacturing activity was not the drought but inflation. The foundation says the strategy of demand-induced growth, which maintains as a matter of deliberate policy a level of aggregate demand substantially in excess of the aggregate supply mainly through the creation of paper money to finance excessive Government expenditure and investment, has led to the present "squeeze" in manufacturing activity.

The fact that a large proportion of this expenditure has been generally wastefully used has further aggravated the inflationary situation.

The only effective long-term solution to the recession is a re-casting of the planning strategy to promote and expand real output rather than attempt to lure the economy forward through excess demand.

The foundation cautions that it will be wrong to dismiss the current recession or squeeze as a passing phase or to think that the situation will correct itself automatically as soon as there is an improvement in the food supply. It is also wrong to think that a bigger Plan would remove the squeeze.

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\* The Times of India  
1 November 1967.

Study on Performance of Indian Companies  
Published by Economic and Scientific Re-  
search Foundation: Profitless Expansion  
of Public Undertakings.

According to a recent study entitled "Top 200 Companies" published by the Economic and Scientific Research Foundation, public sector undertakings are expanding in size more rapidly than the private companies but their growth has been unprofitable in terms of returns.

In fact, the leading companies are going through a phase of profitless growth, "which does not augur well for the future of Indian industry, since it is the top companies which set the pace for growth. When they falter the entire industrial sector falters.

The study shows that not a single manufacturing company in the public sector is included among the first 20 according to return or net assets.

According to the study, Indian Oil Corporation, a public sector undertaking, has pushed ahead from 17th place in 1964 to fourth place in 1965 and is surging forward so rapidly that it may soon displace at least one of the private sector steel companies".

The three steel companies continued to lead in the field headed by the State-owned Hindustan Steel which had a sales turnover of Rs.205 crores, followed by TISCO (Rs.123 crores) and Indian Iron Rs.79 crores. The annual turnover of Indian Oil Corporation was Rs.78 crores. The six other companies among the first ten by sales turnover were Hindustan Lever (Rs.71 crores), MMYC (Rs. 68 crores), TELCO (66 crores) Imperial Tobacco (Rs.59 crores), Delhi Cloth Mills (Rs.53 crores) and ACC (Rs.52 crores)

The study points out that while the sales turnover of the top 200 companies increased by 14 per cent during 1965, their net profits actually declined by nearly five per cent from Rs.121 crores in 1964 to Rs.115 crores in 1965.

The foundation's study is in contrast to a Reserve Bank study which had stated that the net profits of the corporate sector as a whole increased by 4.5 per cent during the same period, along with a nine per cent increase in sales.

Comparing its own study with that of the Reserve Bank, the Foundation says: "The conclusion is inevitable that while the bigger companies are increasing in size - a wholly desirable development reflecting international trend in business growth - the growth has been unprofitable in terms of returns.

Engineering companies form largest group (58) in the list of top 200 companies, followed by textiles (52). The petroleum companies are the largest in unit size in terms of sales, each with an average turnover of Rs.45 crores and the paper companies the smallest

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\* The Hindustan Times,  
18 December 1967  
The Statesman  
19 December 1967.

50th Session of Indian Economic  
Conference held at Madras 27 December  
1967 \*

The 50th Session of the Indian Economic Conference was held at Madras on 27 December 1967. Shri L.K. Jha, Governor of the Reserve Bank inaugurated the Conference. Among others the Conference was addressed by Shri M.V. Mathur, Vice-Chancellor of Rajasthan University. Shri Mathur in his address advocated the constitution of a standing finance commission and an inter-State planning and finance council. Prof. Mathur also said that State-level planning and finance boards should be set up. These steps, he said, would strengthen the planning process, raise additional resources and regulate the flow of Central Funds to the States for Plan and non-Plan purposes.

Prof. Mathur said that the postponement of the Fourth Plan the worsening of the financial position of the States and the altered political complexion of the State Governments necessitated an immediate review of outstanding Union-State financial issues by a Presidential commission. He proposed that the Governor of the Reserve Bank ~~Governor~~ be treated as an ex-officio member of the Planning Commission and a panel of 15 or 20 best brains in the business and professional spheres should be appointed to advise the commission.

Shri L.K. Jha, Governor of the Reserve Bank who inaugurated the Conference said that in underdeveloped countries a chronic shortage of capital coupled with shortage of foreign exchange meant that very few industries were exposed to competition, internal or external. In the absence of free competition, he said, economists had to find out what alternative spur to efficiency could be devised. Another problem, Mr. Jha said, was how to prevent the growth of monopoly in such a situation.

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\* The Statesman  
28 December 1967.

National Credit Council to be set  
up for assessing credit needs \*

The Government of India is considering the formation of a National Credit Council with 20 members. The Council will be a consultative Advisory Body which will assess the credit needs of different sectors of the economy and laying down credit priorities.

The Council will advise the Government and not the Reserve Bank. In that sense the Council's authority will not impinge on the Reserve Bank's powers. Even so, the functions of the Council relating to credit requirements would tend to overlap those of the Reserve Bank. Similarly, the Council's role in working out credit priorities would involve consultation with the Planning Commission.

Both bodies are, therefore represented on the Council to be headed by Mr. Morarji Desai. The Reserve Bank will have on the Council its Governor, Mr. L.K. Jha, as its vice-Chairman and the Deputy Governor in charge of agricultural finance Mr. P.N. Damry, as a member. The Secretary of the Reserve Bank Central Board, Mr. Narasimham, will be its Secretary. The Vice-Chairman of the Planning Commission Mr. D.R. Gadgil and the Chairman of the State Bank, Mr. V.T. Dahejia, will also be its members.

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\* The Statesman  
3 December 1967.



Rise in National Income Estimated  
by Central Statistical Organisation:  
37.8 increase in per capita income \*

According to a brochure brought out by the Central Statistical Organisation, the net national product at factor cost also known as national income, increased from Rs.13,453 crores in 1960-61 to Rs.20,424 crores in 1964-65.

The per capita income at current prices increased from Rs.310 in 1960-61 to Rs.427.1 in 1964-65. This shows an increase of 37.8% as against an increase of 9.4% at 1960-61 prices.

The gross national product at current market prices increased from Rs.15,137 crores to Rs.23,308 crores during the same period.

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\* The Statesman  
6 November 1967.

Computer Centre opened at New Delhi.  
7 November 1967 \*

A computer Centre comprising of two computer units was opened at New Delhi on 7 November 1967 which marks the beginning of electronic data processing in Government record. The Centre was inaugurated by the Deputy Prime Minister, Shri Morarji Desai. The Units are medium sized in operative capacity and are designed for a variety of business and scientific application. The Computer Centre will operate mainly as an open shop for public undertakings and Government departments to get their records organised to expedite routine operations. The operating offices will make their own arrangements for programming, preparation and transfer of data to punch cards that will be fed into the computers for specific operations.

Nearly 30 organisations are ready to use the new facility.

Inaugurating the Centre, Shri Morarji Desai said the experience of advanced countries showed that the use of computers had increased the employment potential. The Government had assured the employees that no unemployment would be caused by the use of computers and those rendered idle would be provided alternative jobs

He said that in the present world there was no escape from use of electronic devices for processing data. The human mind could do a lot but circumstances were bound to enter into calculations leading to subjective judgments. This could be easily avoided by using machines which arrived at conclusions based on facts devoid of emotions.

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\* The Hindustan Times  
18 November 1967.

Cotton Textile Companies (Management of undertakings and Liquidation or Reconstruction)  
Bill, 1967

Shri Dinesh Singh, Commerce Minister, Government of India, introduced in the Lok Sabha on 20 November 1967 a Bill to provide in the public interest for the liquidation of cotton textile companies while keeping the undertakings as running concerns or for the reconstruction of cotton textile companies in certain cases and for matters connected thereunder.

According to the statement of Objects and Reasons of the Bill The cotton textile industry provides one of the basic necessities of life and affords gainful employment to millions of people. Over the last few years, this vital industry has been passing through difficult times. Some mills have already had to close down and the continuing economic operation of many others is beset with serious difficulties. These difficulties have been aggravated in many cases by the heavy burden of past debts. The taking over of the management of these mills for a limited time and then restoring them to the original owners has not remedied the situation. Steps, are, therefore, necessary to bring about a degree of rationalisation of the financial and managerial structure of such units with a view to their rehabilitation, so that production and employment may not suffer.

While keeping such financially weak textile mills in operation, the provisions contained in the Bill enable Government to consider their compulsory liquidations or their reconstruction.

Where liquidation is called for, provision has been made for the sale of the undertaking concerned as a running concern at or above a reserve price which will be fixed by Government after taking into account the financial condition of the companies and other relevant factors. If no satisfactory offer is received, the undertaking will be purchased by Government at the reserve price fixed by it.

Where reconstruction is appropriate Government would prepare a suitable scheme for the purpose. Such a scheme may, inter alia, provide for the appointment of a new Board of Directors, the reduction of the

interests or rights of the members and creditors and for the acquiring of controlling interest in the company by Government. Any loans and advances made to the Company after the Government has started running the undertaking would not however be subject to reduction.

The Bill seeks to give effect to the above proposals.

The Bill was passed by the Lok Sabha on 28 November 1967. During the debate Mr. Dinesh Singh said the Government contemplated to set up a textile corporation. The object was to create under the Government an agency with expertise for running the textile industry.

The corporation would also set up textile mills in the public sector.

Mr. N.K. Somani (Swa-Raj) accused the Government of failing to come to the aid of the faltering mills at the right time.

He said representatives of the Government never provided any positive answers to the problems of the textile industry.

He said that a heavy excise duty combined with decline in the purchasing capacity of the consumer had hit the industry hard. To add to it the prices of cotton had gone up and so had wages.

He was doubtful that the Government would be able to muster necessary expertise to run the mills it proposed to take over.

Mr. P. Ramamurti (CPI (M) - Madras) expressed disappointment with the Bill and said what was needed in the present-day conditions of the textile industry was complete nationalisation.

The second best thing for the Government to do would have been to bring a Bill to confiscate the "sick" mills as a punishment for mismanagement.

Mr. Bedabrata Barua (C - Assam), supporting the Bill, said the Government should come into the textile in a big way.

Mr. Brij Bhushan Lal (JS-U.P.) said existing laws gave the Government ample powers to step in if a mill was mismanaged. The present Bill was really an attempt to nationalize the industry by the back door.

The Commerce Minister, Mr. Dinesh Singh assured the House that both production and employment in the textile industry would be maintained at all costs. The Minister told the House that the Corporation to run the "sick" mills taken over by the Government would consist of experts and not bureaucrats. Labour would be associated with the running of these mills whose boards of management would be reconstructed.

The Rajya Sabha passed the Bill on 11 December 1967. Winding up the debate, Deputy Minister for Commerce, Mohammed Shafi Qureshi said the Bill was intended to safeguard the interests of cotton growers, consumers, management and labour. It was a step towards modernization and "towards achieving a revolution in cotton textile industry."

The Deputy Minister assured that the workers of mills under liquidation proceedings would not be rendered jobless since they would be kept as "running concerns".

The Bill as passed by Parliament received the Assent of the President on 26 December 1967 and was gazetted as Act No.29 of 1967.

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\*(The Gazette of India, Extraordinary, Part II, Sec.2, 20 November 1967, pp. 1103-1117; Gazette of India, Extraordinary, Part II Sec.1, 26 December 1967, PP 363-373)  
The Hindu 28.11.67. The Statesman (DeDelhi) 29.11.67 and the Hindustan Times 12.12.1967.)

35. Productivity

Meeting of the Heads of Public Undertakings held at New Delhi, 19 December 1967: Incentive Scheme to be Introduced. \*

At a meeting of the heads of public undertakings held at New Delhi on 19 December 1967, Shri M. Chenna Reddy, Union Minister for Steel, Mines and Metals said that several remedial measures were now under preparation to improve relations between management and workers. The present unsatisfactory relations which were causing serious losses in production must end, he felt. The Government proposed to associate labour with the management at all levels in public sector undertakings.

While the Government was now planning a scheme of incentives to all staff of public sector undertakings, including their chairmen, it also proposed to provide deterrent punishment to those whose performance fell below certain levels.

Mr. Reddy said that he favoured the idea of providing a "statutory set-up" for these undertakings as this would help define the "precise relationship" between Parliament, Government and the project concerned. When the limits of accountability of each project were thus defined, there would be no danger of work being hampered by unnecessary interference in its day-to-day work.

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\* The Statesman  
20 December 1967.

36. Wages

Meeting of the Central Minimum Wages  
Advisory Board held at New Delhi, 26  
December 1967: A Compromise Minimum  
Wage proposed by Union Labour Minister \*

A meeting of the Central Minimum Wages Advisory Board was held at New Delhi on 26 December 1967. Addressing the meeting Shri Jaisukh Lal Hathi Union Labour Minister said that the minimum wage will have to be an ad hoc compromise for quite some time to come. He also felt that the minimum wage would have to be fixed with reference to the region and the industry, implying thereby that a statutory minimum wage for the entire country would not be possible in the immediate future. Mr. Hathi said at present there had to be a compromise between needs and the translation of such needs into a statutory minimum wage. Thus what "we can attempt to do right away is to fix what will seem a compromise minimum wage which takes care of the various essential considerations" he added.

Mr. Hathi said the Minimum Wages Act did not spell out the contents of the minimum wage nor did it outline the various elements that should make up the minimum wage.

Mr. Hathi said a minimum wage should not lead to serious unemployment because of the employer's inability to pay. However, he added "we should make it quite clear that if an employer wishes to engage labour he must be prepared to pay a certain minimum wage, as laid down from time to time".

The Board was also told to make concrete proposals to fix a minimum wage for agricultural labour and to ensure that such a wage is paid in all the States.

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\* The Statesman,  
27 December 1967.

Recommendations of Second Wage Board  
for Cement Industry: Higher Wages  
suggested \*

The second wage board for the cement industry has recommended a minimum wage of Rs.164.60 less Rs.3 for amenities provided, against the present wage of Rs.152.47. It has also increased the minimum house rent allowance from Rs.7.50 to Rs.13 for one category of workers and provided an allowance ranging from Rs.15 to Rs.19.50 for another.

The Wage Board has also suggested guaranteed increments ranging from Rs.10 to Rs.12 for lower grade workers and from Rs.27.50 to Rs.30.50 for higher grade employees.

While the employees' representatives had demanded 100 percent neutralization of the increase in the cost of living, the wage board has recommended only 90 per cent neutralization. It has linked DA to the consumer price index and has suggested a fluctuation of Rs.1.49 for every rise or fall of two points in the price index.

The date of operation of the recommendations is April 1, 1967. The board has exempted new factories from the provisions of its report for a period of 18 months from the date they start production. It has however stipulated that these factories will have to bear the additional cost to the extent of 75 per cent of the revised wages.

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\* The Hindustan Times,  
29 November 1967.



Air India Staff to get Bonus:  
Agreement Concluded with Management.\*

An agreement was concluded on 11 November 1967 between Air India and the Air Corporation Employees' Union over the 1966-67 bonus issue which had been under negotiations since some time past. Under the terms of the agreement a bonus equal to half the monthly salary for March 1967 will be paid to the employees in addition to the bonus payable under the Payment of Bonus Act, as ex gratia payment.

A month's salary as bonus was paid to the employees for the past three years.

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\* The Times of India  
12 November 1967.

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

INDIA- NOVEMBER-DECEMBER 1967

41. Agriculture

Rs.31.9 million Sanctioned for  
Agriculture in Fourth Plan \*

The Union Government has approved recently a co-ordinated research and development plan for soils, irrigation, agronomy and engineering.

Sponsored by the Indian Agriculture and Research Institute, the plan is being implemented in co-operation with the universities and agricultural institutes of State Governments. Over Rs.3.19 crores have been sanctioned for the scheme during the Fourth Plan.

Under the scheme of simple fertilizer trials 75 centres have been planned all over the country. Over Rs.2.26 crores have been sanctioned for the scheme which aims at obtaining scientific information on growth factors in different soils with emphasis on the newly introduced high-yielding crop varieties.

The national demonstration on major food crops is to cost Rs.10 lakhs for the current year over 2,000 demonstrations have been planned. The main object of the scheme is to demonstrate convincingly the modern techniques of obtaining maximum production for the whole year by taking multiple cropping, best varieties of seeds and best agronomic soil and water management practices over plots of one to two acres.

The scheme for research in irrigation in river valley projects areas is aimed at finding out water requirement of crops, to evolve a suitable cropping pattern and to study the inter-relationship of irrigation to other farm practices and properties of soils.

Three centres are to be opened in different parts of the country under the scheme for which Rs.21 lakhs have been approved.

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\* The Statesman  
13 November 1967.

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

INDIA - NOVEMBER - DECEMBER 1967

44. Merchant Marine and  
Fisheries

Dock Workers (Regulation of Employment)  
Amendment Bill, 1967 \*

Shri Jaisukh Lal Hathi, Minister of Labour, Employment and Rehabilitation, Government of India, introduced in the Rajya Sabha on 20 November 1967 a Bill to amend the Dock Workers (Regulation of Employment) Act, 1948.

According to the Statement of Objectives and Reasons of the Bill Dock Workers (Regulation of Employment) Act, 1948, provides mainly for reducing the hardship caused to dock workers on account of the casual nature of their employment. The Act empowers the Central Government, in relation to any major port, and the State Government, in relation to any other port, to make a scheme for the registration of dock workers and regulating the employment of dock workers, whether registered or not, in a port.

So far schemes have been framed for certain specified categories of stevedore labour in the ports of Calcutta, Bombay, Madras, Cochin, Vishakhapatnam and Mormugao, providing for allotment of work by rotation payment of guaranteed minimum wages, attendance allowance, etc.

The actual working of the Act and the schemes made thereunder has made it necessary to make certain amendments in the Act. Though a scheme made under section 3 of the Act may make provision for welfare measures with respect to dock workers, there is no provision in the Act empowering the Central Government to make provision for welfare measures with respect to the staff of the dock labour boards in such a scheme. In order to enable the Board to incur expenditure on welfare measures with respect to its staff, it is proposed to amend suitably sub-section (2) of section 3 of the Act.

At present when a company (including a firm or other association of individuals) commits an offence under the Act, there is no provision making the Director, Manager, etc. of the company liable for the offence. It is proposed to insert a new section in the Act on the lines of section 22C of the Minimum Wages Act, 1948, and similar provision contained in some other labour laws, for making the Directors, Managers, etc., of the companies liable for offences or abetment thereof punishable by schemes framed under the Act.

The Bill seeks to give effect to the amendments proposed above.

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(The Gazette of India, Extraordinary,  
Part II Sec. 2, 20 November 1967, pp.  
1099-1101)

Hindustan Shipyard Workers to get  
more Dearness Allowance: Agreement  
concluded with Board of Directors. \*

Following an agreement reached at Visakhapatnam on 30 October 1967 between the Chairman of the Board of Directors and the Staff Association, the 56-day old strike by 1,180 workers of the Hindustan Shipyard was called off.

Under the agreement, 93 workers, whose services were terminated, would be taken back immediately into service.

The workers would be paid dearness allowance on par with Central Government employees with retrospective effect from February 1967, and the ad hoc DA increase of Rs.10 being paid from 1 July would be discontinued.

The DA dues for the five months from February to June 1967 would be credited into provident fund account.

The staff members would not be paid salary during the period of strike. They would, however, be paid one month's salary as advance, redeemable in 10 equal instalments. Those not in station would be given reasonable time to join duty.

Meanwhile, the Wage Board for engineering industries would be approached with a request to constitute a separate sub-committee for the purpose of examining the Wage structure of shipyard employees.

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\* The Patriot,  
31 October 1967.

National Conference on Shipping,  
Shipbuilding and Ports held at  
New Delhi, 16 December 1967

The National Conference on Shipping, Shipbuilding and Ports held its 3 day session at New Delhi on 16 December 1967. Among others, the Conference was addressed by Dr. V.K.R.V. Rao, Minister for Shipping and Transport and Mr. R. Venkataraman, member in Charge of Transport and Shipping in the Planning Commission.

The Conference was of the unanimous view that in the overall interests of the national economy, the ship industry should be given the highest priority.

The Conference took an integrated view of the developments needed in all sectors connected with the shipping industry. With regard to acquisition of additional tonnage a committee of the Conference suggested that adequate allocation of resources be made to the Shipping Development Fund to finance purchase of new vessels. The amount suggested was a minimum of Rs. 20 crores a year.

In view of the difficulty in buying ships on deferred payment basis, the committee recommended that the period for payments of the deferred portion of the price could be reduced. Saying it would be unrealistic to insist that deferred payment terms must be spread over eight to 10 years, it asked the Government to ascertain from the shipbuilding countries the new basis on which orders from India could be accepted.

The committee suggested that where export trade was hampered due to lack of shipping tonnage and where there are distinct possibilities of improvement in exports, the Government should release foreign exchange to buy new vessels.

Mr. R. Venkataraman, member in charge of transport and shipping in the Planning Commission, suggested that since heavy investment on shipbuilding facilities might not be possible in the immediate future, it might be advisable for India to buy at least the larger ships for the present. But this was a matter which has to be looked into, he added.

He said the Planning Commission was fully alive to the problem of development of ports and added that to be able to receive some of the larger vessels which were being built in the world, it would be necessary to concentrate on improvement facilities at three or four major ports instead of attempting to modernize all major ones.

Summing up, Dr. V.K.R.V. Rao, Minister for Shipping and Transport, said it was not proposed to go in for big investment in ship construction for the next three years. He hoped the Vizag shipyard would become a profitable concern in three years. For this, its capacity would have to be raised to six ships a year from the present three.

Since resources were scarce, Dr. Rao felt that methods should be evolved to raise them without too much dependence on the Government.

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The Statesman,  
19 December 1967

CHAPTER 5. WORKING CONDITIONS AND LIVING  
STANDARDS.

INDIA - NOVEMBER-DECEMBER 1967.

50. General.

Working Conditions of Labour in Jute  
Industry: Report of the Indian Jute  
Mills' Association for 1966\*.

The following review of the working conditions of labour in the Jute Industry is summarised from the Report of the Committee of the Indian Jute Mills' Association for the year 1966.

General Labour situation.- The industry's production drive received a severe set-back during the year under review owing to the acute shortage of raw jute. Thus the industry had to face a period of the difficulty which inevitably had some impact on the general labour situation. After exhausting all means of alleviating the jute shortage without exposing the workers to the risk of large-scale displacement, the mills were ultimately obliged to resort to a six-day block closure. With a view to minimising the effect on the labour, lay-off compensation for the period of the block closure was paid to the workers on a more liberal basis than is prescribed by the law. Nevertheless, some labour unrest could not be avoided over this issue, and demands for lay-off compensation by some workers in spite of their ineligibility for it led to indiscipline and riotous activities in a number of mills.

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\* Indian Jute Mills' Association: Report on the Committee for the Year ending 31st December, 1966: 1967: pp.vi+XXXI+182.



Apart from the political stimulus which usually encourages agitational activities during a pre-election year, there appeared to be an environment of growing indiscipline throughout the country. The food shortage and the continuous rise in the cost of living aggravated the situation. The position was made worse by the leftist parties, whose calls for general strikes were the cause of 91 per cent. of the work stoppages in the jute mills during the year under review. Acts of violence which followed one of the general strikes created a serious law and order problem warranting the imposition of a curfew in many areas. As a result a number of jute mills suffered a further loss of production.

Multiple machine assignments, such as the operation of two looms or two spinning frames by one man, are no longer new in the industry. Yet, in the event of labour unrest, it was noticed that the trade unions incited the workers to stop such operations even though the dispute was not connected with multiple machine assignments. Another way of causing difficulty was to incite the night-shift workers to stop work over the demand for a night-shift allowance or a reduction of working hours without a corresponding drop in wages in spite of the fact that these demands had been duly considered and negatived by the Wage Board.

It is against the background of general unrest prevailing in the country that the work stoppages in jute mills have to be seen and the fact that only 9 per cent. of the stoppages during the year were connected with industrial disputes says a great deal for the standard of labour relations maintained in the industry.

In order that the jute mill employees might continue to enjoy the benefit of a bonus before the Pujas holidays in West Bengal, and to maintain a standard practice in the industry within the ambit of the Payment of Bonus Act, the Association in consultation with the Government of West Bengal advised member mills in West Bengal to follow previous year's practice by paying to their employees in 1966 the minimum bonus prescribed by the Act as an interim bonus payment.

Bonus to jute mill workers was paid up to 1964 on the basis of the unanimous recommendations of the Central Wage Board for the Jute Industry. Ignoring the fact that the recommendations of the Wage Board are to remain effective up to 31 December 1967, the unions contended that bonus in 1964 was payable on the basis of the formula prescribed in the Bonus Act by virtue of Section 33 of the Payment of Bonus Act stipulating a retrospective application of the Act in some specified cases. The dispute was ultimately referred to the Second Industrial Tribunal, West Bengal, for adjudication.

The Tribunal ~~awarded~~ awarded that "the bonus payable to workers in jute mills for the year 1963-64 cannot be regulated or determined in accordance with the provisions of the Bonus Act 1965 and the Tribunal can only accept the other alternative, namely, bonus payable to the workers employed in jute mills for the year 1963-64 must be regulated and determined in accordance with the recommendations of the Central Wage Board for the Jute Industry." The controversy regarding the payment of bonus to jute mill workers in 1964, which was started by the unions soon after the acceptance by Government of the Report of the Bonus Commission with certain modifications and which was also discussed by the Industrial Committee on Jute in 1964 and 1965, thus came to an end.

The Association's Labour Department.— The role of the Association's Labour Department in the sphere of labour-management relations continued to be as effective as before. The Labour Department maintained constant touch with all units and kept the Association informed of the general labour situation either daily or weekly according to circumstances. The tribunal awards, labour laws and judicial verdicts on labour matters were constantly scrutinised by the Labour Department explaining their implications and devising a standard procedure ~~mainte~~ for their application by member mills so as to ensure the maintenance by the units of a uniform labour policy.

Officers of the Labour Department devoted a considerable part of their time to attending joint conferences, both bipartite and tripartite, in resolving various disputes which might otherwise have resulted in major industrial unrest or have been sent for adjudication.

A number of night offices established in the jute mill areas were fully utilised by the Association's Area Labour Officers in redressing various types of grievances by holding discussions directly with the workers or their trade union leaders. Discussions held at the night offices, as well as at the Association's headquarters, ironed out many points of misunderstanding which could have given rise to labour unrest. Complaints recorded at the night offices, and those forwarded by the Labour Directorate, were speedily enquired into by the Association's Area Labour Officers, and the necessary remedial action in the light of their findings was taken without delay. Another aspect of the activities of the Association's Labour Department is the constant vigilance on all matters affecting labour-management relations and the timely preventive steps taken to guard against potential vulnerability.

With the growing appreciation of the value of joint negotiations, more and more disputes are now settled through bipartite and tripartite agreements in which the Association's Labour Department is not only brought into the matter but called upon to play a leading role.

The absence of proper negotiating machinery on behalf of the labour is, however, often felt. Because of a multiplicity of unions and inter-union rivalry, there is no particular union in the jute industry which can claim to represent the generality of workers. The trade unions therefore have no official recognition, but the Association has an open door policy for all unions and deals with any union for the settlement of disputes, as and when the situation so warrants.

The Association's Labour Department Officers are in charge of the administration of group welfare centres in the jute mill areas where various welfare activities are organised. They also act as secretaries of a number of welfare organisations functioning in different areas for the promotion of labour welfare.

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

Year	Number of Strikes and/or Lockouts	Man-hours lost
1962	11	4,640,483
1963	15	2,104,280
1964	86	5,870,328
1965	30	5,600,487
1966	145	11,595,834

The total ~~man-days~~ man-hours lost due to work stoppages for the year 1966 increased considerably to a figure that has been the highest in the last decade. There were 145 stoppages resulting in a loss of 11,595,834 man-hours in the previous year. It may be noted that 91 per cent. of these stoppages (i.e. 132 stoppages), involving 538,857 workmen and a loss of 4,497,694 man-hours, were not connected with any industrial dispute but were brought about by the calls for general strikes on 10 March, 7 April and on 22 and 23 September as protests against the Government's food policy.

The remaining 13 stoppages, involving 49,620 workmen and a loss of 7,098,140 man-hours, were connected with industrial disputes in individual mills. Rowdy and indisciplined conduct, intermittent strikes, go-slow tactics etc. accounted for three of these stoppages. Protests against the issue of charge-sheets, the dismissal of some workers, a reorganisation of work etc. accounted for five other stoppages. An illegal strike and riotous conduct on the part of a large section of non-permanent workers in support of their demand for lay-off compensation for the period of the block closure without qualifying for this benefit was responsible for another stoppage. Intermittent strikes by the night-shift workers of a mill to press their demand for the rotation of shifts and a night-shift allowance etc. caused one more stoppage of long duration. Another work stoppage was brought about by the workers of a mill demanding ~~the~~ the recall of a mill labour officer who had submitted his resignation. Demand for the dismissal of the canteen manager, and insistence on the part of the workers of a mill to keep the unit closed during the block closure as against the management's decision to keep it running, were the reasons for the remaining two stoppages.

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In addition to the foregoing stoppages ~~there~~ there were also 30 short duration sectional stoppages during the year. Protests against warnings and suspension orders, claims for reversion to time rate, dissatisfaction with the quality of yarn, demands for lay-off compensation for the period of block closure by the non-permanent workers who did not qualify for such benefit, a refusal by spinners to work on ~~pair~~ pair frames, and the apprehension of a shrinkage of employment prospects for budli hands etc. were some of the reasons for these short duration sectional stoppages.

Paid Holidays.— In pursuance of the award of the Second Omnibus Tribunal the jute mills in West Bengal, as in the past, granted nine festival holidays. An additional holiday with pay was granted by the mills on 12 January 1966, because of the death of the Prime Minister.

Works Committees.— The Works Committees which have been functioning in the mills since 1947 continued to serve as a valuable medium of communication between labour and management. These committees not only helped the management to solve, many day to day problems but also rendered invaluable services in times of major labour troubles. Works Committees were also utilised for the purpose of obtaining a fair assessment of the workers' reactions to the various management policies and decisions.

On the expiry of the terms of office of the Works Committees fresh elections were held in seventeen mills during the year. The importance of these committees was also evident from the keen interest taken by the various trade unions in securing representation on these committees through their nominees. An analysis of the composition of the existing Works Committees reveals that 29.5 per cent. of the elected members are the nominees of the INTUC, 24.7 per cent. of the AITUC and 11.7 per cent. of the other unions functioning in the jute mill areas. The remaining 34.1 per cent. are independent candidates without any declared ~~party~~ party affiliation.

Industrial Health.- Industrial Health remained generally satisfactory during the year. A few cases of chicken-pox and small-pox, however, were reported from the jute mill areas; but there was no outbreak of a small-pox or cholera epidemic due to the usual steps taken by the mill managements for mass vaccination and inoculation.

With the commencement of the 'benefit period' in the Hooghly District from August 1966 all the jute mills in West Bengal came under the full purview of the Employees' State Insurance Scheme, and mills were no longer required to pay sick leave pay as stipulated by the award of the Omnibus Tribunal. Absenteeism due to sickness showed an appreciable increase due to the workers taking advantage of the sickness benefit under the Employees' State Insurance Scheme.

Social and Welfare Activities.- The promotion of social and welfare activities in the jute mill areas continued during the year 1966 to be part of the social work programmes of the Association and its member mills.

As in the past, the Association's Welfare Centres offered facilities to the workers for the proper utilisation of their spare time. These centres conducted various activities in the social, educational, recreational as well as cultural fields and to supplement these activities the network of welfare centres run by individual mills also functioned effectively.

Indoor and outdoor games, reading rooms, libraries, radio programmes, physical culture classes, athletics, music lessons, dramatic societies, etc., were some of the attraction of the welfare centres which were well patronised by the workers and their dependants; special programmes on the occasion of important national or festival holidays were also organised.

The promotion of education amongst the workers' children has been one of the chief functions of the Association's Welfare Centres since their inception. Free primary schools attached to these centres catered for a large number of workers' children.

The family planning campaign, which was initiated at the instance of the Association's Labour Department last year, has been successful in bringing home to both employees and employers the importance of family planning. Propaganda work through the media of cinema show, talks hand-bills, posters, etc. continued throughout the year. Over one hundred trainees (both men and women) from various mills joined a three-day

family planning orientation camp organised by the Howrah Town Jute Mills Welfare Association. Encouraged by the workers' response another camp was organised and a group of 73 workers from three mills attended a three-day family planning orientation camp organised by one of the mills. In collaboration with the Central Ministry of Health and the State Publicity Department, one mill organised a family planning exhibition and orientation camp for three days. Dr. Jack Lippes, the inventor of "the loop" inaugurated a family planning unit at another mill on 29 May.

To observe India Productivity Year the Howrah Town Jute Mills' Welfare Association organised a symposium at Fort William Mill on 6 January when the different aspects of productivity were discussed. The symposium was attended by the mill managers, personnel officers and supervisors of a number of mills in the Howrah District. About one thousand workers of Barnagore Mill attended a meeting on productivity on 7 January when an oath to the effect that every effort would be made to increase productivity was taken by the participants. Special meetings of the Works Committees of a number of mills, stressing the need for an organised effort to increase productivity were also convened.

In pursuance of a programme organised by the Central Board of Workers' Education, unit level classes were opened for the training of workers in a number of mills.

Employees' Provident Fund Rules.- In order to bring the existing Jute Mills Workers' Provident Fund Rules into line with the corresponding provisions in the Statutory Provident Fund Scheme various amendments had to be made. These amendments were the subject matter of a series of discussions between the Association and the Provident Fund Authorities. As a result the proposed amendments to the Jute Mill Workers' Provident Fund Rules were submitted to the Provident Fund Authorities for approval. After the Rules had been duly approved by the Regional Provident Fund Commissioner, and after the formal adoption of the amendments by their respective Boards of Trustees, member mills in West Bengal gave effect to the amended Rules from 1 June 1966.

Employees' State Insurance Scheme.— The Employees' State Insurance Scheme was extended to the district of Hooghly from 31 October 1965. The benefit period under the scheme, however, started in that district from August 1966. As from that date all jute mills in West Bengal were no longer obliged to make sick leave payments to workers in accordance with the award of the Omnibus Tribunal.

Widespread dissatisfaction amongst the workers due to inadequate medical facilities provided by the scheme caused serious concern among mill managements, as this often resulted in agitation culminating in demonstrations against the mill authorities.

The administration of the medical benefits scheme suffered from a number of inadequacies which gave rise to many genuine grievances viz., a shortage of panel doctors, a shortage of hospital beds, a lack of specialist's treatment, the refusal of approved chemists' shops to supply medicines, the inadequate stock of medicines, the absence of ESI officers for the ambulances, the location of hospitals and specialists' centres at long distances from the mill areas etc.

Factories Act, 1948.— By a notification dated 28 December 1965, the Government of West Bengal extended for a further period of one year, the permission to employ women in the departments from batching to winding and hand-sewing at any time between the hours of 5 a.m. and 10 p.m. in all jute mills which, on account of inadequacy of machinery, had to work double shift to supply yarn to their looms.

Apprentices Rules, 1962.— By a Notification No.91(1)/62-ET dated 5 October 1966, the Government of India amended sub-rule (1) of Rule 7 of the Apprenticeship Rules, 1962 as a result of which the minimum stipend payable to an apprentice under the Act has been revised.

Industrial Tribunals, High Courts, etc.— Of the fourteen cases referred to the industrial tribunals for adjudication during the year, "no dispute" awards were given in respect of two cases on account of the failure of the unions concerned to pursue the disputes any further. Another case relating to the dismissal of two workmen was settled out of court; and the remaining eleven cases were pending at the end of the year under review.



Awards in respect of seven cases pending before different industrial tribunals at the end of 1965 were published during 1966. The terms of settlement arrived at by the parties concerned were incorporated in one of these awards. In two other cases "no dispute" awards were given as the workers' representatives failed to appear before the tribunal. The issue involved in two more cases related to the dismissal of individual workmen and the award in one of them went against the management for their failure to substantiate the charge of habitual negligence or neglect of work; but the management has moved the High Court against this award. In adjudicating in another dispute relating to the demand of the weavers for the abolition of night-shift work the Tribunal held that the workers concerned "cannot certainly ask the company to stop working of the night-shift altogether. What they can demand and get is that they should not be made to work in the night-shift" and be allowed to work in two shifts in the same manner as they were working till March 1963. In another award the tribunal reinstated five workmen with arrear wages on the ground that suspension for an indefinite period without an enquiry amounted to substantive punishment and violated the principles of natural justice.

One hundred one applications under Section 33(2) (b) were filed during the year, out of which only five were heard by the tribunal. As the tribunal has refused approval in one of these applications the management has filed an appeal before the High Court. The remaining four applications received the approval of the tribunal.

In a case in 1965 involving three mills, the Special Industrial Tribunal was of the opinion that the closure of the mills consequent upon the strikes by budli hands amounted to lockouts which, though not illegal, were unjustified. In the circumstances, the Tribunal directed that the permanent workers in all the three mills should be given 50 per cent. of their wages for the period of the closure. The appeal which was preferred last year against the judgment is yet to be disposed of by the Supreme Court.

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Labour Conditions in the Air-Craft Building and Repairing Industry in India\*: Results of a case Study  
Published.

The results of a case study undertaken by the Labour Bureau on labour conditions in the air-craft building and repairing industry in India have been published in November 1967 issue of the Indian Labour Journal.

In order to ensure comparability, data in respect of employment from all the three units selected for the sarvey were collected. The total number of persons employed in the three units on 30 June 1961 was 79, 23 and 59 respectively. Their distribution according to the internationally accepted classification of occupations is given in the following table:

Units	Total No.of Work-ers.	Professional, Technical and Related Personnel.	Adminis- trative, Executive, and Manage- rial Personnel.	Clerical, Related Workers (includ- ing Super- visory).	Produc- tion & Related Workers (includ- ing Super- visory).	Watch & Ward and Other Services.
1	2	3	4	5	6	7
I	79	11.4	-	5.1	79.7	3.8
II	23	13.0	-	8.7	78.3	-
III	59	5.1	1.7	<del>86.4</del> 1.7	86.4	5.1

None of the three units had any woman or child worker on their roll on 30 June 1961.

\* Indian Labour Journal, Vol.VIII, No.11, November 1967, pp. 981-1002.

The Time-rated and Piece-rated Workers.- ~~None~~ The system of employing workers on piece-rate basis was not found prevalent in any unit and all the workers employed were time-rated. Workers were not employed through contractors in any of the three units surveyed.

System of Recruitment.- The services of Employment Exchanges had been utilised on a fairly large scale as all the employees in Unit No.II and nearly 89 per cent. in Unit No.I had been so recruited. In the third unit, on the other hand, about 95 per cent. of the employees had been recruited directly at the factory gate. The remaining workers, i.e., 11 and 5 per cent. in Units I and III respectively had been recruited through advertisement.

The overall absenteeism rate during the year July 1960 to June 1961, was quite high (19.0 per cent.) in Unit No.II as compared to that in the other two units. Month to month variations in the rate of absenteeism were quite marked in all the three units and could be attributed to factors such as festivals, marriages, hot weather, etc. None of the three units had adopted any measure to reduce absenteeism except that disciplinary action in the event of unauthorised absence could be taken.

Training and Apprenticeship.- No regular scheme for the training of apprentices existed in any of the units surveyed. In Unit No.III, however, 15 nominees of the Air Technical School were found to be under training as mechanics on an ad hoc basis. The period of training varied from 6 to 12 months. Only 5 of these apprentices were being given a stipend of Rs.75 per month each while the rest were unpaid. There was no contract, written or verbal, between the apprentices and the management nor was employment after the completion of training guaranteed.

Wage Revisions.- In Unit No.I, only one wage revision was made to implement the recommendations of the Commission of Enquiry on Emoluments and Conditions of Service of Central Government Employees, appointed by the Government of India in 1957. In Unit No.II, wages had been revised twice, once with effect from 1 April 1958 when under the National Industrial Tribunal Award, an interim relief of Rs.5 per month in the shape of dearness allowance was given to employees drawing up to Rs.250 per month as basic pay, and for the second time with effect from 1 April 1960 as a result of a collective agreement, which revised the minimum and the maximum wage rates as follows:-

Before RevisionAfter RevisionMinimum Wage Rate

Basic Pay Rs. 50-2-80

Rs.50-3-59-4-75-5-90

Dearness Allowance Rs.23.00 p.m.

Rs.40.00 p.m.

Maximum Wage Rate

Basic Pay Rs.340-15-550

Rs.355-15-400-20-600

Dearness Allowance Rs.78 p.m.

Rs.125.00 p.m.

Earnings.- Information relating to man-days worked and the basic wages, dearness allowance and other allowances earned by workers during June 1961, was collected separately for All-Workers, 'Production Workers', 'Lowest-Paid Production Workers', 'Clerical Staff' and 'Watch and Ward' and 'Other Services'. The average daily earnings of different categories of employees are given in the following table:-

Units	All Workers*	Production Workers	Lowest-Paid Production Workers	Clerical and Related Workers (including Supervisory Staff)	Watch and Ward and Other Services
1	2	3	4	5	6
I	10.83	8.50	3.33	6.56	3.85
II	19.55	13.51	7.41	9.68	-
III	10.39	9.85	2.87	11.07	3.61

\* Including 'Professional and Technical' and 'Administrative, Executive and Managerial' Personnel.

Taking into account all the categories of workers, the average daily earnings were the highest (Rs.19.55) in Unit No.II. In the case of 'Production Workers' also the average daily earnings were quite high (Rs.13.51) in Unit No.II as compared to those of others. The highest higher average daily earnings of 'All Workers' as compared to 'Production Workers', in each unit, were obviously due to the impact of higher pay of 'Professional, Technical and Related Personnel'. In Unit No.III, the earnings of the clerical staff, which were more than those of the 'Production Workers', could also be responsible for pushing up the average daily earnings of 'All Workers'. The 'Lowest-Paid Production Workers' earned, on an average, Rs.7.41 in Unit II, Rs.3.33 in Unit No.I and Rs.2.87 in Unit No.III. They were employed as Cleaners,

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Assistant Air Craft Mechanics and Junior Cleaners in the three units respectively. The earnings of 'Clerical Staff' were the highest (Rs.11.07) in Unit No.III and the lowest (Rs.6.56) in Unit No.I. 'Watch and Ward Staff' employed in Unit Nos. I and III only, earned Rs.3.85 and Rs.3.61 per day respectively. Dearness allowance in addition to basic wages was being paid in Unit Nos.I and II only. The rate of dearness allowance in both the units, varied according to income slabs. In Unit No.II it varied from Rs.40 to Rs.125 per month and in Unit No.I from Rs.10 to Rs.20 per month.

Working Conditions.- Hours of Work,- The number of hours worked daily was 7 in Unit No.1, 6 hours 50 minutes in Unit No.II and 8 hours in Unit No.III. The total number of hours worked each week was 42, 34 hours and 10 minutes and 48 hours respectively. In Unit No.III, for night shift workers also the hours of work were the same. Rest interval of half an hour was being allowed to workers in all the three units. In Unit No.I, in particular, workers employed in the general shift enjoyed a total rest of  $1\frac{1}{2}$  hours allowed at three different timings in the shift.

Dust and Fumes.- Battery charging in Unit No.II and Welding in Unit No.III were the only two processes reported to be giving off fumes, vapours or gases. As a precautionary measure these processes had been isolated in both the units. Besides, local exhaust ventilation had also been provided in the first Unit. The general house-keeping of the places where these processes were being carried on, was found to be good.

Seating Arrangements.- Seating arrangements for workers obliged to work in a standing position, as required under the Factories Act, had been provided in Unit No.I only. In Unit Nos.II and III it was stated that no such arrangements were made as the workers were not required to work at any fixed place, but had to move about in the factory.

Conservancy.- Adequate number of latrines and urinals had been provided by all the three units and they were found to have been ~~exposed~~ screened properly. The type of latrines provided was water-borne sewer in Unit No.I and water borne septic tank in the other two units. Water taps, in or near the latrines, were also found to have been provided in all the three units. All the latrines and urinals provided were permanent constructions with impervious floors and plastered walls.

Earned Leave.- All the three units were granting earned leave to their ~~workers~~ employees. In Unit No.I, the leave was admissible to all workers as per Central Government Rules. In Unit No.II, the number of days allowed in a year was 30 and all employees after one year of service were entitled to it. In Unit No.III, all the permanent workers who had completed one year's service were eligible for 15 days earned leave in a year.

Sick Leave.-In Unit No.I, sick leave was permissible as per Central Government Rules. In Unit No.II, all employees after completion of one year's service were entitled to 10 days' sick leave in a year at full basic pay and dearness-allowance. In the third Unit, all permanent employees, on production of medical certificate, were entitled to 14 days sick leave in a year, at half the normal rate of pay.

Casual Leave.- Ten days' casual leave in a year was being allowed, without any condition, to all employees in Unit No.II and to permanent workers only in Unit No.III. In Unit No.I it was admissible as per the Central Government Rules.

Festival and National Holidays.- The number of festival and national ~~days~~ holidays allowed in a year was 18 in Unit No.I, 15 in Unit No.II and 12 in Unit No.III. As against all employees in the first two Units, only permanent workers and paid apprentices in the third Unit were entitled to these holidays with pay. Condition such as attendance on the preceding and/or succeeding day was insisted upon in Unit Nos.I and III only for purposes of pay for holidays.

Weekly Offs.- A weekly day of rest with pay was being allowed to all workers in Unit No.I and II and to permanent workers and paid apprentices only in Unit No.III. Temporary workers in a latter unit were generally working on all the days in a month but could avail of an unpaid weekly off if they so desired.

Recreation Facilities.- Arrangements for the recreation of workers existed in Unit No.I only where facilities for indoor games such as carrom, table tennis, playing cards and chess were available. Since only those workers who paid the prescribed subscription of Rs.3 per month could avail of this facility, in practice, it was virtually limited to officers. Besides organising film shows and religious/social functions, the unit had also provided a radio set. All these facilities were being financed solely by the contribution of the members. For the management of these facilities a committee, consisting of elected representatives

of the workers, had been constituted. In Unit No. III, although no regular arrangements for the recreation of workers existed, the management organised a religious function, i.e., Vishwa Karama Puja each year.

Education Facilities.- In none of the three units, the management had provided any facility either for adult education or for the education of workers' children.

Medical Facilities.- A hospital was being run by the management in Unit No. I only. It was manned by two full time doctors (one male and one female) assisted by 7 nurses, 2 nursing orderlies and 2 ward boys. Unit No. II was covered under the Employees' State Insurance Scheme and as such the management had not provided any medical facility of their own. In the third unit, the management had entered into a contract with a medical practitioner for attending to workers in the event of sickness and accident. The cost of the medicines was generally borne by the workers and, in only exceptional cases, by the management.

Housing Facilities.- Only in Unit No. I, the management had provided housing accommodation to about 72 per cent. of its employees. Of a total of 57 houses provided, 13 were one room tenements, 31 two-room tenements and each of the remaining 13 houses consisted of three rooms. One room tenements were usually given to low-paid employees like peons, store orderlies, assistant air-craft mechanics, etc. Two-roomed tenements were meant for general production workers. Officers and supervisory production workers were accommodated in three-roomed houses. All one room tenements were free of rent. For two-roomed tenements, the rent charged was 5 per cent. of basic wages for some employees and 10 per cent. for some others. Those allotted three-roomed houses were charged 10 per cent. of basic wages. Facility of loan for house building was available to employees in Unit Nos I and II.

Provident Fund Scheme.- The survey has shown that the benefits of a contributory provident fund scheme were available to workers in Unit No. II only. All employees, after the completion of one year's service, were required to become members and contribute 8-1/3 per cent. of their basic pay. The management were also contributing an equal amount. On the specified date (30 June 1961) all the 23 employees were members of this fund. In Unit No. I, also there was a provident fund scheme but of a non-contributory type. Under this scheme, all employees, after completion of one year's continuous service, were required to contribute at the rate of 6 1/2 per cent. of basic pay. The third unit had been exempted from the introduction of provident fund scheme on the ground that it was

not a manufacturing unit.

Pension Schemes.- Only in Unit No. I the employees were entitled to the benefit of pension as per the Central Government pension Rules. No information was available ~~respect~~ in respect of the beneficiaries in this unit on the specified date.

Gratuity Schemes.- Gratuity schemes were in force in Unit Nos. I and III only. In the first unit, gratuity was payable as per the Central Government Rules. In the other unit, there was a regular gratuity scheme applicable to all permanent employees excluding Supervisory, Technical, Administrative and Managerial Personnel getting more than Rs.500 per month as total salary at the time of retirement. Gratuity was payable only after completion of 15 years' service except in the cases of death and retirement on medical grounds. The rate of gratuity payable was as follows:-

I. On Retirement:

- (i) On completion of 15 years or more but less than 20 years of service -  $\frac{1}{2}$  month's basic wages for each completed year of service.
- (ii) On completion of 20 years or more but less than 25 years of service -  $\frac{3}{5}$ th of a month's basic wages for each completed year of service.
- (iii) On completion of 25 years or more of service -  $\frac{3}{4}$ th of a month's basic wages for each completed year of service.

II. ~~Death:~~ On Death:

- (i) Before completing 15 years of service -  $\frac{1}{2}$  month's basic wages for each completed year of service.
- (ii) After completing 15 years of service - At <sup>the</sup> ~~the~~ scale mentioned against items I(i), I(ii) and I(iii) above.

III. On Approved Voluntary Resignation.- At the rate scale mentioned at I(i), (ii) and (iii) above.

IV. Termination of Service by the Employers on Medical Grounds:

- (i) Before the completion of 15 years of service -  $\frac{1}{3}$ rd of a month's basic wages for each completed year of service.
- (ii) On completion of 15 years of service - At <sup>the</sup> ~~the~~ scale mentioned against items I(i), (ii) and (iii).



No information was available in respect of the beneficiaries in the units, on the specified date.

Industrial Accidents.- Information about the industrial accidents that took place during the period from July 1960 to June 1961 was also collected. It was reported that in Unit No. II only one accident had taken place which resulted in temporary disability of a single worker involved, in it. However, no accident register, as required under the Factories Act, 1948 was being maintained in Unit No. III, too, no accident register was being maintained while such information in respect of Unit No. I was not available.

It was reported that in none of the three units, workers suffered from any occupational diseases.

Industrial Relations: Trade Unionism.- Workers were organised into trade unions in all the three units. It appears that the trade unions functioning in these units were quite popular as all the employees in Unit No. I, 87 per cent. in Unit No. II and over 86 per cent. in Unit No. III were members of these unions. ~~The~~ Nowhere, any multiplicity of trade unions was observed. The unions functioning in each ~~of~~ of the unit was registered under the Indian Trade Unions Act, 1926, but was not affiliated to any Central Trade Union Organisation. Only in Unit No. III the management had not recognised the trade union functioning in the unit, on account of the latter's allegedly hostile attitude.

As regards the activities of the trade unions, in Unit No. I its main contribution was towards providing relief to workers suffering from certain dangerous diseases like tuberculosis. In Unit No. II, the trade union was mainly preoccupied with securing redress of the workers' grievances. In the third unit, however, besides securing claims of workers under the Industrial Disputes Act, 1947, the union also rendered relief in certain acute cases of sickness.

Collective Agreements.- Information about the collective agreements concluded in the unit since 1956 was also collected. It was found that such agreements had been concluded in Unit Nos. II and III only. In the former unit, of the two agreements concluded, one related to revision of wages and the other covered items such as allowances, leave, medical facilities, uniforms, housing, recruitment, etc. In the latter unit, four agreements had been concluded which covered items such as grant of advances at the time of festivals, issue of appointment letters in the prescribed form, formulation of gratuity scheme and grant of national and festival holidays.

Standing Orders.- In Unit No.I there were no Standing Orders as such but the employees' service conditions were governed by the Central Government Conduct Rules. In Unit No.II, the Standing Orders framed under the Air Corporation Act, 1953, were duly approved by the Government of India and covered Production Workers, Clerical and Watch and Ward staff. In the third unit, Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, were duly certified and covered Production Workers, Clerical and Watch and Ward Staff.

Labour Cost.- Information pertaining to labour cost was collected in respect of employees covered under the Factories Act, 1948, and receiving less than Rs.400 per month as wages. This study was modelled on the lines of the Study of Labour Cost in the European Industry made by the International Labour Office in 1956, with suitable modifications. In order to have a clearer picture in respect of labour cost, salaries and allowances, etc., of person employed in connection with the provision of any of the welfare amenities, etc., were not included under the general heads 'wages' and 'other cash payments' but recorded against the particular item of welfare amenities, etc. for which they were employed. The information was collected for a period of one year i.e. April 1960 to March 1961 in the case of Unit Nos. I and II and July 1960 to June 1961 in the case of the third unit.

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Fourteenth Session of Indian Conference  
of Social Work held at Madras, 27 December 1967

The 14th Session of the Indian Conference of Social Work was held at Madras on 27 December 1967. The Session was inaugurated by Shri Ujjal Singh, Governor of Madras. Among others the Session was addressed by Mrs. Mary Clubwala Jadhav, retiring President of the Indian Conference of Social Work and Dr. P.V. Cherman, Governor of Maharashtra.

About 325 delegates from different parts of India besides half a dozen observers from foreign countries attended the Conference.

The theme for the Conference was "Social Welfare and Human Rights"

Addressing the Conference Mrs. Mary Clubwala Jadhav, retiring President of the Indian Conference of Social Work, said that in a country where thirst for doing good to others was considered a self-imposed duty, social work, as a subject dealing and working with people rather than for them, had had to fight an uphill task. From a forum-oriented organisation in 1947 to a function-oriented one to-day, the Indian Conference of Social Work had evolved itself, meeting the demands of the times.

She said it was the Indian Conference of Social Work which was instrumental in pressing the demand for the establishment of Ministries of Social Welfare at the Central and State levels. The Indian Conference had undertaken special studies of social problem. A study of juvenile delinquency in India, and a study on beggars in Bombay, were some of the activities in the past. It had recently completed two studies, namely 'Employment Position and Functions of Trained Social Workers' and 'Evaluation of Institutional Programmes under Bombay Children's Act, with special reference to After-Care'.

Dr. P.V. Cherman, Governor of Maharashtra said the physically handicapped section of the community had not received as much attention and expertise as had been given to it in other parts of the world. He had an opportunity of

knowing in detail the excellent work that was being done in this field in Madras and Bombay. The Workshop for the Blind and the Fellowship of the Physically Handicapped were among the leading institutions in Bombay. A special centre for rehabilitation of the war wounded had been started in Maharashtra and was working well. What the handicapped wanted was specialised training in suitable skills and an opportunity to stand on their own. It was here that social workers could be of the maximum use. They could organise institutions where training could be given to such people in things they could do as well as other people.

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\*The Hindu,  
28 December 1967

Madhya Pradesh Shops and Establishments  
(Amendment) Act, 1967. (No.19 of 1967)\*

The Madhya Pradesh Shops and Establishments (Amendment) Bill (vide pages 40-42 of the report of the office for May-June 1967) as passed by the Madhya Pradesh Legislature received the Assent of the President on 17 October 1967 and has been gazetted as Madhya Pradesh Act No. 19 of 1967. The amendment Act makes a number of amendments to the Act of 1958 and a brief summary of the more important amendments is given below.

Hours of work of employees in shops or commercial establishments are limited to 48 hours in a week. The daily hours of work of employees in a shop are limited to nine hours in any day and in commercial establishments ten hours on any day.

Employers in residential hotels and theatres or places of public assessment or entertainment should give their employees an identity card containing the following particulars

- a) the name of the employer;
- b) the name, if any, and the postal address, of the establishment;
- c) the name and age of the employee;
- d) the hours of work, the interval for rest, if any, and the holiday of the employee;
- e) the signature (with date) of the employer
- f) the identity mark of an employee; and
- g) signature or thumb impression of the employee.

Employment of Children, young persons and women. For VI chapter of the Act of 1958 a new chapter IV has been substituted.

No child shall be required or allowed to work whether as an employee or otherwise in any establishment, notwithstanding that such child is a member of the family of the employer. No young person or woman shall be required or allowed to work whether as an employee or otherwise in any establishment before 7 a.m. and after 9 p.m. notwithstanding that such young person or woman is a member of the family of the employer.

Notwithstanding anything contained in this Act no young person shall be required or allowed to work whether as an employee or otherwise, in any establishment for more than five hours in any day.

No young person shall be required or allowed to work whether as an employee or otherwise, in any establishment for more than three hours in any day unless he has had an interval for rest of at least half an hour.

No young person or woman working in any establishment, whether as an employee or otherwise, shall be required or allowed to perform such work as may be declared by the State Government, by notification, to be work involving danger to life, health or morals.

Other provisions of the Act deal inter alia with enhanced penalty in certain cases after previous conviction, summary disposal of cases, etc.

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(\* Madhya Pradesh gazette, Extraordinary  
28 October , pp. 2719 - 2726)

CHAPTER 6. GENERAL RIGHTS OF WORKERS

INDIA-NOVEMBER-DECEMBER 1967

61. Civil and Political Rights  
of Workers.

Unlawful Activities (Prevention) Act,  
1967 (No.37 of 1967) \*

The Government of India gazetted on 30 December 1967 the text of the unlawful Activities (Prevention) Act, 1967 as passed by Parliament. The Act which received the Assent of the President on 30 December 1967 provides for the more effective prevention of certain unlawful activities of the individuals and associations and for matters connected thereunder. The salient provisions of the Act are summarised below.

Definitions

The term 'unlawful activity' in relation to an individual or association has been defined to mean any action taken by such individual or association (whether by committing an act or by words, either spoken or written, or by visible representation or otherwise)-

i) which is intended, or supports any claim to bring about, on any ground whatsoever, the cession of a part of the territory of India or the secession of a part of the territory of India from the Union, or which incites any individual or group of individuals to bring about such cession or secession;

ii) which disclaims, questions, disrupts or is intended to disrupt the sovereignty and territorial integrity of India;

An 'unlawful association' means any association which has for its object any unlawful activity, or which encourages or aids persons to undertake any unlawful activity, or of which the members undertake such activity.

If the Central Government is of opinion that any association is, or has become, an unlawful association, it may, by notification in the Official Gazette, declare such association to be unlawful. Every such notification shall specify the grounds on which it is issued and such other particulars as the Central Government may consider necessary.

No such notification shall have effect until the Tribunal has, by an order made under section 4, confirmed the declaration made therein and the order is published in the Official Gazette.

Where any association has been declared unlawful by a notification issued under sub-section (1) of section 3, the Central Government shall, within thirty days from the date of the publication of the notification under the said sub-section, refer the notification to the Tribunal for the purpose of adjudicating whether or not there is sufficient cause for declaring the association unlawful. On receipt of a reference the Tribunal shall call upon the association affected by notice in writing to show cause, within thirty days from the date of the service of such notice, why the association should not be declared unlawful. After considering the cause, if any, shown by the association or the office-bearers or members thereof, the Tribunal shall hold an inquiry in the manner specified in section 9, and decide whether or not there is sufficient cause for declaring the association to be unlawful and make, as expeditiously as possible and in any case within a period of six months from the date of the issue of the notification under sub-section (1) of section 3, such order as it may deem fit either confirming the declaration made in the notification or cancelling the same.

The Central Government may, by notification in the Official Gazette, constitute, as and when necessary, a tribunal to be known as the "Unlawful Activities (Prevention) Tribunal" consisting of one person, to be appointed by the Central Government, provided that no person shall be so appointed unless he is a Judge of a High Court.

Other provisions of the Act deal inter alia with offences and penalties, punishment for unlawful activities, power to prohibit use of funds of an unlawful association and penalty for dealing with funds of an unlawful association.

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\* The Gazette of India, Extraordinary, part II, Section I, 30 December 1967 pp. 416-426.



61

"One Plant One Union" formula  
Rejected by Government \*

The Union Labour Ministry has rejected a proposal put forward by the Ministries of Iron and Steel and Industrial Development for the recognition of only one union per plant in the public sector industries.

Union rivalry has been a major source of trouble in the steel plants and the heavy electrical corporation at Bhopal. As a remedy the Ministries concerned had come up with the proposal that rivalry between political factions in the trade union movement could be contained if only one union was recognized by the management of the plant concerned for collective bargaining. Steel Minister Chenna Reddy had gone a step further and had suggested that representatives of the union should find a place on the management.

The Labour Ministry's decision in turning down the proposal comes after a series of consultation which Labour Minister Hathi had had with political and trade union leaders.

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\* The Hindustan Times,  
12 December 1967.

63. Individual Contracts of  
Employment.

Madhya Pradesh Labour Laws  
(Amendment) Act, 1967 (No.18 of 1967)

The Madhya Pradesh Labour Laws (Amendment) Bill (vide pages 48-49 of the report of this office for May-June 1967) as passed by the Madhya Pradesh Legislature received the Assent of the President on 27 September 1967 and has been gazetted as Madhya Pradesh Act No.18 of 1967. The Act makes certain amendments to the Industrial Employment (standing orders) Act, 1946, and the Motor Transport Workers Act, 1961, in their application to the State of Madhya Pradesh and the Madhya Pradesh Industrial Employment (standing orders) Act, 1961.

Amendments to Industrial Employment  
(Standing Orders) Act, 1946

A new sub-section (5) added to section 13 of the Act of 1946 provides that a Court taking cognizance of an offence under sub-section (2) shall state upon the summons to be served on the accused person that he

- a) may appear by pleader and not in person; or
- b) may, by a specified date prior to the hearing of the charge, plead guilty to the charge by registered letter acknowledgment due and remit to the Court such sum as the Court may, subject to the maximum limit of fine prescribed for the said offence, specify.

Where an accused person pleads guilty and remits the sum in accordance with the provisions of the sub-section (5), no further proceedings in respect of the offence shall be taken against him. Nothing contained in this section shall apply to the continuing offence referred to in sub-section (2)

Amendments to Motor Transport Workers  
Act, 1961

For the existing section 10 of the Act a new section has been substituted providing that the State Government may, by notification in the official Gazette, make rules requiring an employer of a motor transport undertaking to provide for the drivers, conductors,

cleaners, watchmen and line-checking staff employed in that undertaking such number and type of uniforms, rain-coats or other like amenities for their protection from rain or cold as may be specified in the rules. There shall be paid to the drivers, conductors, cleaners, watchmen, and line-checking staff by the employer an allowance for washing of uniforms provided under sub-section (1) at such rates as may be prescribed. As such allowance shall be payable by an employer who has made at his own cost adequate arrangements for the washing of uniforms.

A new section 35A provides for the summary disposal of cases of offences under section 30 of the Act.

Amendment to Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961

A new section 17 A provides for the summary disposal of cases of offences under section 17 of the Act.

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(\* Madhya Pradesh Gazette, Extraordinary, 10 October 1967, pp 2659-2661)

67. Conciliation and Arbitration

Industrial Disputes (Amendment) Bill, 1967 \*

An official Bill seeking to empower labour courts and tribunal to set aside a management's order of discharge or dismissal and direct reinstatement of a workman on such terms and conditions as they thought fit was moved in the Rajya Sabha today by Labour Minister Jaisukhlal Hathi on 28 November 1967. The Bill also seeks to empower the labour courts and tribunals to give other reliefs to a work-man including the award of any lesser punishment in lieu of discharge or dismissal as the circumstance of the case may require.

The Bill was passed by the Rajya Sabha. The Labour Minister, Mr. Jaisukhlal Hathi, informed the House that the Union Government had approved a legislation of the United Front Ministry in West Bengal providing for payment of 50% of wages to workers during the period of inquiry.

He said the Union Government had also accepted this principle and had recently issued a notification providing that workers should be paid 50% of wages during the first 90 days of an inquiry. If the inquiry continued beyond 90 days then the concerned workers would be entitled for 75% of wages.

Mr. Hathi expressed his inability to delete the provision that labour courts shall rely on the materials on record and shall not take any fresh evidence in relation to the matter. He said the Government had to avoid, as far as possible any scope for more litigations.

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\* The Hindustan Times 29 November 1967.  
The Statesman (Delhi) 1.12.1967.

Working of the Industrial Employment  
(Standing Orders) Act, 1946, during  
1965

An article on the working of the Industrial Employment (Standing Orders) Act, 1946 during 1965 has been published in November 1967 issue of the Indian Labour Journal. The following is a brief review of this article.

The Industrial Employment (Standing Orders) Act, 1946 is a statutory measure adopted by the Government of India to minimise friction between the employers and employees in industrial establishments and to foster harmonious relations between them by regulating the conditions of recruitment, discharge, disciplinary action, holidays, etc. Under the Act, the employers are required to frame Standing Orders which define precisely the conditions of employment in industrial undertakings for information of workmen employed therein. The 'Standing Orders' so framed are required to be certified by the 'Certifying Officer' appointed by the appropriate Government. The Act extends to the whole of the Indian Union except the State of Jammu and Kashmir and is applicable to all industrial establishments wherein 100 or more workers are employed or were employed on any day of the preceding 12 months. The Act also empowers the appropriate Government to extend its scope to any establishment employing less than 100 workmen or to any other class or classes of establishments after giving them not less than 2 months' notice of its intention to do so as well as to exempt any establishment or classes of establishments from all or any of the provisions of the Act.

According to the review, the total number of establishments coming within the purview of the Act was 16,361 employing 5.11 million workers in both the Central and State sphere undertakings. At the beginning of the year, the number of establishments having certified standing orders in respect of all or a group of employees was 13,239 or 80.9 per cent., of the total establishments covered by the Act. The number of employees in these establishments was 4.26 million or 83.4 per cent., of the total employees in the establishments covered by the Act. The percentages of the establishments having Certified Standing Orders to the total number of establishments covered by the Act were 79.6 and 91.3 in the State sphere and Central sphere undertakings respectively at the beginning of the year. The percentages of workers employed in establishments ~~xxxxxx~~ having Certified Standing

Orders to workers employed in establishments covered were 82.3 and 87.1 in the State sphere and Central sphere undertakings respectively. At the end of the year, the total number of establishments having Certified Standing Orders for all or a group of employees were 81.3 and 94.3 per cent., of the establishments covered in the State sphere and Central sphere undertakings and the percentages of employees therein were 83.6 and 91.4 respectively of the total employees in the establishments covered by the Act. It will thus be seen that there has been improvement in the certification of Standing Orders in both the State and Central sphere undertakings during the year under review.

The article also describes the salient features regarding progress in the certification of the Standing Orders in some States in which a good number of Standing Orders were certified during the year under report.

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\* Indian Labour Journal. Vol III, No.11  
November 1967. pp.1002 - 1018.

Report on the Working of Joint  
Management Councils for the  
Year 1966 \*

A review of the Report on the Working of Joint Management Councils for the year 1966 has appeared in December 1967 issue of the Indian Labour Journal.

According to the article at the end of 1966, 140 Joint Management Councils were functioning, 43 in the public sector and 97 in the Private Sector. These included 83 Joint Management Councils in the manufacturing, 49 in the mining and 8 in the plantation industries. Besides, the State Bank of India had constituted a Central Consultative Committee at the Central Office and a Circle Consultative Committee at each of the seven local head offices. While Joint Management Councils had become defunct in 3 enterprises, new ones were formed in 44.

The article among other matters deals with the size, representation and essential features of Joint Management Councils, and working of the Councils in textile, engineering, mining and plantations industries.

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\* Indian Labour Journal, Vol. VIII,  
No.12, December 1967. pp. 1085-1102.

Annual Report on the Working of the  
Central Industrial Relations Machinery  
for the year 1965

A review on the working of the Central Industrial Relations Machinery for the year 1965 has been published in December 1967 issue of the Indian Labour Journal. The article after describing the functions and set up of the organisation, reviews the state of industrial relations during the year under report. According to the review during the year 1965, 5,708 industrial disputes were reported to the Organisation as against 5,514 in the previous year. Of these, 59 disputes were found to be without any substance and considered unfit for intervention by the Industrial Relations Machinery and 3,590 disputes were settled without recourse to formal conciliation proceedings. Of the 1,660 disputes conciliated upon, settlements were arrived at in 993 disputes while the proceedings ended in failure in the remaining 667 disputes as against 679 during the previous year. At the end of the year, the remaining 339 disputes (about 6 per cent.) were pending disposal as against 454 disputes (about 8 per cent.) at the close of the previous year.

The number of strikes was 249 during the year under report as against 361 in the previous year and the number of lock-outs also declined to 7 from 9 in 1964. The mandays lost due to strikes and lock-outs were 7,00,130 and 1,98,969 respectively, as against 7,89,642 and 54,336 respectively during the previous year. Of the 249 strikes reported during the year, the Industrial Relations Machinery intervened in 119 cases, as a result of which strikes were called off in 101 cases. Further, timely intervention by the Officers of the IRM averted threats of strike in as many as 250 cases out of a total of 271 cases where threats of strike were reported.

Implementation of Labour Laws- The Officers of the Industrial Relations Machinery carried out inspections in the Central Sphere undertakings under the various labour laws, details of which are briefly described below:

Minimum Wages Act, 1948 - As many as 2,223 inspections were carried out and 11,621 irregularities detected during the year as against 2,824 inspections leading to detection of



of 16,439 irregularities for rectification (including 4,818 pending at the beginning of the year). Of these, the employers rectified 12,911 irregularities during the year under review.

Verification of Membership of Trade Unions - The verification of the membership of the unions, affiliated to the 4 Central Trade Union Organisations is carried out by the CIRM in accordance with the procedure agreed to at the 16th Session of the Indian Labour Conference held in May 1958. The latest available verification figures as on 31st March 1963 were as under-

Organisa- tion	No. of unions claimed	Member- ship claimed	No. of unions verified	Member- ship veri- fied
INTUC	1,596	18,28,785	1,219	12,68,339
AITUC	1,567	10,37,884	952	5,00,967
H.M.S.	349	5,84,851	253	3,29,931
UTUC	335	1,82,843	241	1,08,982
Total	3,848	36,34,363	2,665	22,08,219

\* Indian Labour Journal, Vol. VIII, No.12  
December 1967, pp. 1158-1162.

68. Labour Courts

Rs.0.96 Million to be paid as Bonus  
to Workers of Hindustan Motors Ltd.:  
Supreme Court Judgment. \*

The Supreme Court allowed on 21 November 1967 two appeals by the workmen of Messrs Hindustan Motors Ltd., and set aside the decision of the First Industrial Tribunal, West Bengal, in a dispute relating to payment of bonus for 1960-61 and 1961-62. The court accordingly directed the company to pay to the workmen a total amount of Rs.9.60 lakhs as bonus, representing 20 per cent of the annual wages of workmen. This would leave Rs.21.03 lakhs with the company for being utilized for other purposes.

The case of the workmen was that the company had earned a net profit of over Rs. 249 lakhs and, therefore, they were entitled to six months' bonus. As the monthly wage bill of the workmen was about Rs.4 lakhs, the total amount claimed towards bonus by the workmen came to Rs.24 lakhs.

Mr. Justice Bhargava, however, held that there was no justification for granting the bonus at such a high rate of 6 months' wage which would amount to Rs.24 lakhs.

Though the company, he said, has earned a large amount of profit during the year of bonus, it is to be noticed, that for quite a large number of years the company had been running at a loss. The company had an expanding business and the total amount of surplus available for allocation between the capital and labour was Rs.30.56 lakhs. In these circumstances, he said, they considered it just and proper that the bonus should be paid to workmen at the rate of 20 per cent of their annual wages.

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\* The Hindustan Times  
22 November 1967.

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CHAPTER 7. PROBLEMS PECULIAR TO  
CERTAIN CATEGORIES OF WORKERS.

INDIA - NOVEMBER - DECEMBER 1967

71. Employees and Salaried  
Intellectual Workers

D.A. for Central Government  
Employees Raised Again. \*

The Union Finance Ministry announced on 18 December 1967 a further increase - the third one during 1967 - in dearness allowance to Central Government employees. The additional DA ranges from Rs. 6 to Rs. 10 per month in the case of those drawing up to Rs. 449. Those in the pay range of Rs. 450 to Rs. 499, who were not granted any increase on the last two occasions, have also been sanctioned additional DA of Rs. 33 a month.

The revision of DA is consequent on the twelve-monthly average of the All-India Working Class Consumer Price Index Number having crossed 205 in October 1967. The rate of the increased D.A. are on the lines of the recommendations of the Gajendragadkar Commission.

The increases, which will have retrospective effect from November 1, 1967, are payable fully in cash. According to preliminary estimates, this may cost the exchequer an additional Rs. 2.5 to Rs. 3 crores every month.

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\* The Hindustan Times,  
19 December 1967.

Kerala: Dearness Allowance of  
State Government Employees  
raised to Central Rates \*

The Kerala Cabinet, at its meeting held in Trivandrum on 6 December 1967, decided to enhance the dearness allowance of its employees on a par with the Central rates with effect from 1 December 1967. The increase ranging from Rs.12 to Rs.20 will benefit about two-and-half lakh employees and cost the State exchequer Rs.4.36 crores more annually. The enhanced D.A. rates will also be applicable to teachers in the aided schools.

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\* The Hindu  
7 December 1967.

Rationalisation of Central and State  
Government Pay Scales recommended by  
Study Team. \*

A study team of the Administrative Reforms Commission which submitted its report to the Commission on 14 December 1967 has recommended the rationalisation of all Central and State Government pay scales into 12 standard grades.

The 12 standard grades recommended by the team are: Rs. 70 - 90, Rs. 90 - 140, Rs. 140 - 240, Rs. 240 - 500, Rs. 500 - 900, Rs. 900 - 1,300, Rs. 1300 - 1600, Rs. 1600 - 2000, Rs. 2000 - 2500, Rs. 2500 - 2750, Rs. 3000 and Rs. 3500.

As regards discipline and other allied matters, the report recommends a consolidated legislation bringing together the large number of regulations conduct rules, court rulings and enactments currently in force. A statutory enactment by Parliament is also recommended regarding all conditions of service of civil servants.

The study team's recommendations pertaining to service structure, promotion policies, discipline, and morale and incentive are aimed at enabling the civil servant "to identify his personality with that of the Government for which he works in a fuller measure than hitherto".

While recommending the abolition of the present classification of the Government posts into four classes, the study team has also suggested doing away with the division into gazetted and non-gazetted categories.

The six-man study team on "promotion policies, conduct rules, discipline and morale" of Government employees was headed by Mr. K.N. Nagarkatti, a retired ICS Officer. Other members were Mr. R.S. Khandekar, M.P., Mr. R.S. Gae, Union Law Secretary, Dr. M.S. Patel, an eminent chemical engineer, and Mr. Dharam Yash Dev, a journalist. Mr. N. Chidambaram was the member-secretary.

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\* The Statesman,  
14 December 1967.

74. Indigenous Labour

Board Set up for Tribal Welfare \*

The Union Government of India has decided to set up a 21-member Central Advisory Board for Tribal Welfare under the Chairmanship of Shri Asoka Mehta, the Union Minister for Social Welfare.

The membership of the board, which will not exceed 25, includes members of Parliament, social workers, social scientists and representatives of voluntary organisations.

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\* The Hindustan Times  
16 December 1967

CHAPTER 8. MANPOWER PROBLEMS

INDIA-NOVEMBER-DECEMBER 1967

81. Population of India: Rise of 11.07 per cent in Rural Population and 20.15 in urban population estimated \*

According to a sample census conducted in 1966, the population of India has increased by 11.07 per cent in the rural areas and 20.15 per cent in the urban areas compared to 1961.

The results show that the total population in India on 1 July 1966, was 495 million, 400 million living in the rural and 95 million in the urban areas.

The sample census was carried out in nearly 2,000 villages and 1,200 urban blocks. Each block had a population between 75 and 1,000.

The estimated population (in millions) in different States, according to the sample census, is as follows: Andhra Pradesh 39.42, Assam 14.26, Bihar 52.30, Gujarat 23.11, Madhya Pradesh 36.14, Madras 41.51, Orissa 19.44, Uttar Pradesh 82.03, Maharashtra 42.77, West Bengal 40.43, Delhi 3.08, Himachal Pradesh 1.46, All India 495.00.

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\* The Times of India  
22 December 1967.

Employment Exchanges: Working  
during November 1967

According to the monthly review of principal activities of the D.G.E. & T. for the month of November 1967, the employment position was as follows:

Serial No.	Items	October 1967	November 1967	Increase or Decrease
1.	Registrations	250,869	301,631	50,762
2.	Placements	31,915	36,599	4,684
3.	Live Register	27,814,219	27,37,598	- 46,621
4.	Vacancies notified	54,138	56,127	1,989
5.	Employers who used exchanges	10,380	11,471	1,091

Includes 1113 vacancies notified by private employers falling within the purview of the Employment Exchanges (compulsory notification of vacancies) Act, 1969 against which submission action was not required.

Educated applicants. At the end of June, 1967 there were 10.03 lakhs of educated persons (educational level of Matriculation and above) seeking jobs through Employment Exchanges as against 8.89 lakhs at the end of June 1966. Nearly 1.10 lakhs of these educated applicants were either graduates or post-graduates. During January to June, 1967 the number of placements effected by the employment service in respect of educated persons was about 70,562 of which 10,612 related to graduates (including post-graduates).

Gorakhpur Labour Organisation. The Labour Depot Gorakhpur recruited and despatched 960 workers to various worksites during the month of November 1967.



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Vocational Guidance and Employment Counselling  
Analysis of aptitude tests and criterion data collected from a few industries in country on an experimental basis in connection with the proposed extension of aptitude testing programme for selection of suitable apprenticeship trainees in industries was under progress during the month under review.

~~Annual issue of Bulletin on Job Opportunities 1965 (Vol. II No. 4) issued~~ At the end of November, 1967 intensive Employment Market Information Studies were in progress in almost all the districts of the country (Excluding 8 economical unimportant districts of Rajasthan, Goa, Daman and Diu; Andaman and Nicobar Islands and Laccadive Islands). In all these areas, all public sector establishments and non-agricultural establishments in the private sector employing 10 or more workers were covered.

Displaced persons from East Pakistan: During the month of November, 1967, 293 East Pakistan Migrants were registered with various Employment Exchanges and 28 (EPMS) were placed in employment thus bringing the total number of EPMS registered to 40,340 and those placed to 2,800.

Repatriates from Burma: During the month of November 1967, 323 Repatriates from Burma were registered and 27 placed in employment. This brings the total number of such registered persons to 6,164 and those placed in employment to 622.

Repatriates from Ceylon: 23 Repatriates from Ceylon were registered and none placed in employment. This brings the total number of Ceylon Repatriates registered to 306 and those placed in employment to 15.

Deployment of surplus and retrenched personnel: During the month under review 5 persons were retrenched, 38 registered and 31 placed in employment. The detailed information is given in the following table:

Name of Project	No. awaiting assistance at the end of Oct. 67	No. retrenched during the month	No. of retrenched personnel (including those voluntarily registered during
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Name of Project	No. awaiting assistance at the end of Oct. 1967	No. retrenched during the month	No. of retrenched personnel (incl. those voluntarily registered during the month for employment assistance)	No. placed during the month	No. left indicating the desire for assistance	Number awaiting assistance at the end of the month
1. Damodar Valley Corporation	1886	-	-	-	-	1886
2. Bhakra Nangal Project	35	-	4	-	2	37
3. Bhilai Steel Project	924	-	34	21	19	918
4. Durgapur Steel Project	8	-	-	-	1	7
5. Special Cell of the Ministry of Home Affairs.	96 (Class II.....86) (Class III & IV 33)	-	-	10	-	86
<b>Total:</b>	<b>2949</b>	<b>-</b>	<b>30</b>	<b>31</b>	<b>22</b>	<b>2934</b>

Opening of additional Employment Exchanges. The Project Employment Exchange at Nagarjunasagar was closed and another District Employment Exchange was opened at Rupa during November, 1967. The total number of Employment Exchanges including 38 University Employment Information and Guidance Bureaux and 13 professional and Executive Employment Offices in the country at the end of November, 1967 remained 437.

Monthly Review of Principal Activities of the D.G.E.&T. for the month of November 1967: Issued by the D.G.E. and T., Ministry of Labour and Employment, Govt. of India.

83. Vocational Training

Labour Ministry's Training Schemes:  
Working during November '67

According to the monthly review of the Principal activities of the D.G.E. & T., the following was the position of Instructor trainees on roll at various C.T.Is. in the current Session which commenced in August 1967.

<u>Name of the CTI</u>	<u>No. of Trainees on roll</u>
C.T.I. Calcutta	282
C.T.I. Bombay	233
C.T.I. Madras	124
C.T.I. Kanpur	340
C.T.I. Hyderabad	79
C.T.I. Ludhiana	206
C.T.I. Curzon Road, New Delhi	120
	1384

The position of Craftsmen trainees on roll at the Model Training Institutes attached to the C.T.Is was as under:

M.T.I. Calcutta	445
M.T.I. Bombay	210
M.T.I. Kanpur	240
M.T.I. Madras	350
M.T.I. Hyderabad	207
M.T.I. Ludhiana	149
	1601

Apprentices Act, 1961. The number of apprentices undergoing training under the Apprentices Act was 33688 at the end of September, 1967 of which 28153 were full-term apprentices and 5535 short-term Apprentices. These apprentices were engaged in 2378 establishments.

The total number of institutes for training craftsmen and the number of centres holding part-time classes stood at 356 and 36 respectively. In all 140584 seats were introduced and the number of persons undergoing training under the craftsmen training scheme was 111621.

Monthly Review of Principal Activities of the DGE&T for the month of November 1967 issued by the DGE&T, Ministry of Labour & Employment, Government of India.

84. Vocational Rehabilitation of Disabled Persons.

All India Council Set up for Physically Handicapped: Recommendations of the National Seminar on Rehabilitation of the Handicapped held at Trivandrum, 4 - 6 December 1967. \*

The National Seminar on Rehabilitation of the Physically Handicapped was held at Trivandrum 4 - 6 December 1967. The Seminar, among other things, recommended the setting up of an All-India Council for planning, co-ordinating and developing the work of rehabilitation of the physically handicapped, comprising of representatives of leading voluntary agencies, the Ministries concerned and the Planning Commission. The Seminar wanted that there should be a Central and State policy accepting the responsibility towards all groups of handicapped people. It also entered a plea for requesting the State bureaus of economics and statistics to carry out a survey of the disabled in India.

Stressing the need for opening one or more centres in the country for training of all categories of rehabilitation personnel, the seminar suggested taking the assistance of the Department of Health, Education and Welfare of the U.S. Government or other international agencies for this purpose. It urged the Indian Medical Council to accept rehabilitation medicines as an integral part of medical education.

The seminar called upon the Union and State Governments to formulate and make liberal provisions in their budgets for implementing well-planned and integrated national programmes of research in medical, social, vocational and economic rehabilitation and other related activities.

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\* The Hindu  
8 December 1967.

Employment for disabled army men \*

The Union Government has decided that all disabled defence personnel will be eligible for appointment to civil posts in or under Government. They will also be given certain concessions in respect of age and educational qualifications.

The concessions will apply to posts filled through the Union Public Service Commission as well as employment exchanges.

For the purpose of employment in Class I and II posts recruitment to which is normally made through UPSC otherwise on the results of a competitive examination conducted by the commission, the cases of disabled defence services personnel who possess the required qualifications and whose age does not exceed 45 years (50 years in the case of disabled personnel belonging to Scheduled Castes and Scheduled Tribes) will be considered by the commission, if necessary on the basis of an interview. Such candidates will be entitled to first priority for appointment to these posts provided they are found suitable by the commission.

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\* The Hindustan Times  
4 December 1967.

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CHAPTER 12. INDUSTRIAL COMMITTEES

INDIA-NOVEMBER-DECEMBER 1967

121. Special Information

Industrial Committee on Banking  
Industry Appointed

The Government has appointed a 16-Member Industrial Committee on Banking Industry under the Chairmanship of the Union Minister for Labour and Employment. The Committee will consist of representatives from Central and State Governments and organisations of employers and employees.

There are already 14 other Industrial Committees on different industries like cement, coal mining, cotton textiles, jute plantations, iron and steel and engineering industry. These industrial Committees help in solving various problems concerning the industry.

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Press Release dated 31 December 1967  
issued by the Ministry of Information  
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LIST OF THE PRINCIPAL LAWS PROMULGATED  
DURING THE PERIOD COVERED BY THE REPORT  
FOR NOVEMBER-DECEMBER 1967

INDIA - NOVEMBER-DECEMBER 1967

CHAPTER 5. WORKING CONDITIONS AND LIVING  
STANDARDS

50. General

Madhya Pradesh Shops and Establishments  
(Amendment) Act, 1967. (No.19 of 1967)

CHAPTER 6. GENERAL RIGHTS OF WORKERS

61. Civil and Political Rights  
of Workers

Unlawful Activities (Prevention) Act  
1967 (No. 37 of 1967)

63. Individual Contracts of Employment

Madhya Pradesh Labour Laws (Amendment)  
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67. Conciliation and Arbitration

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