

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in January 1963.

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

Contents.

26 FEB 1963

Pages.

C 33-2-265

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

12. Activities of External Services: 1
14. Conventions and Recommendations:

Workmen's Compensation (Amendment) Act, 1962
(No. 64 of 1962): Schedule III of the Act
brought in line with Convention No. 42. 2-3

CHAPTER.3. ECONOMIC QUESTIONS.

34. Economic Planning, Control and Development:
- (a) Technical Wing and Production Committees to be set up to increase industrial production. 4-5
- (b) Survey of Rural Savings to be undertaken by the National Council of Applied Economic Research. 6-
- (c) Export Promotion Panel for Woollen Goods set up. 7
- (d) West Bengal: Development Investment of Rs. 20,000 Million suggested during 1961-71: Techno-Economic Survey. 8-10
- (e) Standing Committee of the National Development Council approves Plan outlay of Rs. 17440 Million during 1963-64. 11-12
- (f) New Gold Policy announced: Further Possession of Gold except as Ornaments Prohibited. 13-14
36. Wages:
- (a) Earning of Employees in Manufacturing Industries during 1960. 15-21
- (b) Interim Wage Rise for Bhilai Steel Workers: Agreement reached between Workers and Management. 22
- (c) Payment of Bonus depends on Surplus Profits: Memorandum submitted by Bombay Millowners' Association. 23
- (d) Interim Wage Increase for Workers in Tea Plantation Granted. 24
- (e) Minimum Wages (Maharashtra Amendment) Act, 1962 (Maharashtra Act No. III of 1963). 25

Contents.

Pages.

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

43. Handicrafts:

- (a) Committee appointed to Enquire into Problems of Powerloom Industry. 26-27
- (b) Development of Hosiery, Knitting and Embroidery Industries: Government accepts Recommendations of Working Group. 27-30
- ~~(c) Committee to enquire into Problems of Powerloom Industry constituted. 31~~

44. Merchant Marine and Fisheries:

- Special Committee to Examine the demands of Pakistani Crew appointed. 32

CHAPTER 5. WORKING CONDITIONS AND
LIVING STANDARDS.

50. General:

- (a) Working conditions of Contract Labour in Manganese Mines: Results of a Study Undertaken by the Labour Bureau. 33-45
- (b) Uttar Pradesh Dookan aur Vanijya Adhishthan Adhiniyam, 1962 (Uttar Pradesh Shops and Commercial Establishments Act) (No. XXVI of 1962). 46-49

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

67. Conciliation and Arbitration:

- Industrial Disputes (Maharashtra Amendment) Act, 1962 (Maharashtra Act No. II of 1963). 50

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

71. Employees and Salaried Intellectual Workers:

- (a) Wage Increase for LIC Workers: Agreement reached with Workers. 51
- (b) The Working Journalists (Amendment) Act, 1962 (No. 65 of 1962). 52

Contents.

Pages.

CHAPTER 8. MANPOWER PROBLEMS.

81. Employment Situation:

Village Volunteer Force Inaugrated. 53-54

83. Vocational Training:

- (a) Output of Engineers to be expanded:
Retirement Age being raised to 60. 55
- (b) Steps to reorientate Educational
System: Statement placed before
Parliament. 56-57
- (c) Defence of India (Employment of Technical
Personnel in National Service) Rules,
1963. 58

85. Migration and Colonisation:

Indian Emigration (Amendment) Bill, 1963. 59-60

CHAPTER 9. SOCIAL SECURITY.

92. Legislation:

- (a) Personal Injuries (Emergency Provisions)
Scheme, 1962. 61-64
- (b) Personal Injuries (Emergency) Regulations. 65
- (c) Madras: Employees' State Insurance
Scheme extended to Certain Areas in
the State. 66
- (d) The Workmen's Compensation (Amendment)
Act, 1962 (No. 64 of 1962). 67-69

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

111. General:

Recommendations of the Railway Accidents
Committee Accepted: Greater vigilance
at level crossings ensured: Payments to
running staff to be linked with Milage. 70-71

LIST OF THE PRINCIPAL LAWS PROMULGATED DURING THE
PERIOD COVERED BY THE REPORT FOR JANUARY 1963. 72

BIBLIOGRAPHY - INDIA - JANUARY 1963. 73-74

* * * * *

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY 1963.

12. Activities of External Services.

Meetings:

On 19 January 1963, the Director of this Office inaugurated a workshop of Teacher-Administrators deputed by the Central Board of Workers' Education. The workshop, organised by the Delhi School of Social Work, University of Delhi, was devoted to the discussion of various problems connected with workers' education and the production of suitable material for use of worker-teachers.

14. Conventions and Recommendations.

India - January 1963.

Workmen's Compensation (Amendment) Act, 1962
(No. 64 of 1962): Schedule III of the Act
brought in line with Convention No. 42.

Reference is invited to page 67-69 of this report. The President gave his assent on 19 December 1962 to an Act (No. 64) to amend the Workmen's Compensation Act, 1923. The Amendment Act, among other things, modifies the description of certain employments in the list of occupational diseases in Schedule III of the Act so as to bring them in line with International Labour Convention No. 42. The text of these amendments are given below.

In Schedule III of the principal Act, -

(a) in Part A, after the existing entries, the following entry shall be inserted, namely:-

"Poisoning by Organic Phosphorus insecticides.	Any process involving the use or handling or exposure to the fumes, dust or vapour containing any of the organic phosphorus insecticides.";
--	---

(b) in Part B,-

(i) against the entry "Poisoning by lead, its alloys or compounds or its sequelae excluding poisoning by lead tetra-ethyl" in the first column, for the words "use of lead" in the entry in the second column, the words "use of lead ore or lead" shall be substituted;

(ii) against the entry "poisoning by phosphorus or its compounds, or its sequelae" in the first column, for the entry in the second column, the following entry shall be substituted, namely:-

"Any process involving the liberation of phosphorus or use or handling of phosphorus or its preparations or compounds";

(iii) against the entry "Poisoning by benzene, or its homologues their amido and nitroderivatives or its sequelae" in the first column, for the entry in the second column, the following entry shall be substituted, namely:-

"Any process involving the manufacture, liberation, of use of benzene, benzene homologues and their amido and nitroderivatives";

(iv) against the entry "Chrome ulceration or its sequelae" in the first column, the following words shall be inserted at the end of the entry in the second column, namely:-

"or the manufacture of bichromate";

(v) against the entry "Poisoning by halogenated hydrocarbons of the aliphatic series and their halogen derivatives" in the first column, for the word "distillation" in the entry in the second column, the word "liberation" shall be substituted;

(vi) after the existing entries, the following entry shall be inserted, namely:-

"Poisoning by manganese or a compound of manganese, or its sequelae.	Any process, involving, the use of, or handling of, or exposure to the fumes, dust or vapour of, manganese or a compound of manganese, or a substance containing manganese".
--	--

(The Gazette of India, Extraordinary, Part II, Sec. 1, 21 December 1962, pp. 625-631).

Chapter 3. Economic Questions.

34. Economic Planning, Control and Development.

India - January 1963.

Technical Wing and Production Committees to be set up to increase industrial production.

Shri Gulzarilal Nanda, Union Minister for Planning, in his broadcast speech on 20 January 1963 announced two schemes for assisting industries to raise production.

One scheme envisages the immediate addition of a technical wing to the Emergency Production Committee of the Government. It will consist of experts drawn from the Government and the private sector. Its purpose will be to remove technical bottle-necks facing industries.

Shri Nanda, said that the proposal for a technical wing had been widely welcomed by industrialists. Experts from the International Labour Organisation will be associated with the wing. Private industrialists had agreed to place their specialists at the disposal of the committee. It was now equipped to go ahead with its work of guidance for removing impediments in the way of maximum production and productivity. Certain enterprises had already been selected for the purpose.

The second scheme, envisages the setting up of production committees for each industry. This will be an internal affair of each unit, but it is proposed to leave the initiative to these committees to set targets of production and chalk out ways of achieving them.

5

It was at this level, Shri Nanda observed, that the heartening response of the workers and the management had to take a concrete shape. With this object emergency production committees will be set up in industries in the public and private sectors. It will be the day-to-day concern of the committees to "discover and devise ways to achieve larger output, improve quality, cut waste and reduce costs". Shri Nanda mentioned that the undertakings which directly or indirectly meet defence needs and also industries which earn foreign exchange will receive the first attention of the Government.

Industrial Relations.- In the field of industrial relations, Shri Nanda said there was evidence everywhere of the exercise of restraint and forbearance. The tendency to raise disputes was on the decline and there was eagerness to avoid strife and direct action. Some were even withdrawing disputes pending before the tribunals. Shri Nanda was satisfied that production targets were being set and efforts were being made to secure completion of work ahead of schedule. Special efforts were being made to increase productivity and bring down costs.

(The Economic Times,
21 January 1963).

6

Survey of Rural Savings to be undertaken by
the National Council of Applied Economic
Research.

A survey of savings in rural India is being undertaken by the National Council of Applied Economic Research, New Delhi. About 9,000 households in 325 villages, selected from all over the country, will be covered by the survey which will seek to secure "more precise information" than available at present about the financial situation of rural households.

Dr. P.S. Lokanathan, Director-General of the Council, said that the villages had been scientifically selected to ensure coverage of a "truly representative cross-section of rural households in all parts of India". The survey, he said, would throw light on the "economic, social and motivational factors" which lead households to save and would be more comprehensive in the scope of information collected than any similar study in India to date.

The rural household saving survey was the third in a series of studies undertaken by the Council directed towards "refining the country's statistical estimates of income, savings and investment", he said.

One of the earlier studies was concerned with the estimation of aggregate savings of the country during 1948-58, and the second was a survey of savings in urban India. The rural survey would round off the Council's studies on the financial situation of the household sector which was responsible for about 80 per cent. of savings in India.

The basic period covered by the survey would be the year 1962.

Dr. Lokanathan expected that the response from the villagers in answering the questions put by the investigators would be very good.

(The Statesman, 6 January 1963).

7

Export Promotion Panel for Woollen Goods
set up.

The Ministry of Commerce and Industry, Government of India, by a Resolution dated 3 January 1963, has set up an Export Promotion Panel for Woollen Goods at Bombay for a period of two years. The Panel consists of 14 members with Shri I.B. Dutt, Industrial Adviser, Government of India, as chairman. The functions of the Panel will be: (a) to act as channel of communication between the Government of India, Development Council for Woollen Industry and the exporting interests, so as to facilitate the discussion of problems facing the export of the entire range of woollen goods; (b) to make recommendations regarding the best means and methods of expanding exports of woollen goods to both traditional and non-traditional areas; (c) to promote interest among manufacturers of woollen goods in the expansion of sales overseas; (d) to advise Government on the nature and type of export promotion incentives and the working of the Export Promotion Scheme, with a view to step up exports; (e) settlement of complaints of overseas buyers.

While the main functions of the Panel will be to make recommendations they should be consistent with the general policies laid down by the Government of India from time to time in regard to foreign trade.

(The Gazette of India, Part I, Sec.1,
19 January 1963, page 45).

8

West Bengal: Development Investment of
Rs.20,000 Million suggested during 1961-71:
Techno-Economic Survey.

The report on the Techno-economic Survey of West Bengal undertaken by the National Council of Applied Economic Research was released on 6 January 1963 by Dr. P.S. Lokanathan, the Director-General of the Council. The survey among other things, has suggested an investment of over 20,000 million rupees between 1961-71 for the development of agriculture, power, industry and transport and communications in West Bengal; and is of the view that such an investment would ensure a rate of growth of 7.4% per annum in West Bengal as compared with the present 4% per annum.

Although the rate of growth aimed at was high, it is technically and economically feasible and highly necessary in view of the present emergency and the peculiar problems like the higher rate of unemployment facing West Bengal. A peculiar feature of the economy of West Bengal, is that though the State enjoyed the highest per capita income among all the States, the distribution of incomes is highly uneven and masses of people live in abject poverty. The majority of the population do not earn enough to assure themselves of a reasonable standard of living in terms of elementary human comforts. Unemployment and under-employment are widespread and heavily encumber the economy.

Another peculiar feature in West Bengal is that except for Calcutta and its surroundings, the Asansol-Durgapur region and the tea districts of Jalpaiguri and Darjeeling, industrial development is conspicuous by its absence in other parts of the State. On account of the continuous agglomeration of industries, Calcutta, with its limitation of space, severe strain on transport facilities and civic amenities, has reached almost a state of saturation. In the interests of both balanced regional development and a faster rate of growth, the survey suggests a planned dispersal of industries over a wider region.

To achieve the investment suggested, the survey calls for greater mobilization of resources by West Bengal. Of the total investment of 20,155 million rupees, the State's share, according to the survey, will be 6,449 million rupees. But the amount that the State Government can make available for plan investment during 1961-71 works out at 2430 million rupees. The gap of 4019 million rupees will have to be bridged by additional efforts on the part of the State Government as well as by Central assistance.

Unemployment Problems.- In spite of the above investment, a certain degree of unemployment will continue to burden the economy of West Bengal in open or disguised form in the next decade. During 1961-71, the labour force in the State is expected to decrease by 3.4 million, while the investment in the non-agricultural sector will create an employment of 2.5 million. This will leave a surplus of 950,000 of labour force which will have to be either absorbed in rural areas mainly in agriculture or will have to migrate to petty and unremunerative employments in the urban sector or remain wholly or partially unemployed. However, the investment envisaged in the agricultural sector will tend to weaken the "push" factor in migration from rural to urban areas.

Of the total investment of over 20,000 million rupees, the primary sector (agriculture, sericulture and others) will account for 1,292 million rupees or 7%, the secondary sector (industries) 11,505 million rupees or 57% and the tertiary sector 7,358 million rupees or 36%. In the primary sector, agriculture, including sericulture, alone account for 861 million rupees that is 65.8 per cent. of the total investment. Most of this will be for irrigation, drainage, flood control and land reclamation. An investment of 145 million rupees is suggested for animal husbandry for better breeding and improved veterinary facilities, 61 million rupees for forestry development, comprising new plantation, farm forestry rehabilitation of degraded forests, improvement of communication system and soil conservation. An allotment of 225 million rupees for improving estuarine and sea fisheries is suggested.

Industrialisation.- Most of the 11,505 million rupees suggested for investment in industries will be for the development of metallurgical, metal-based, chemical and forest-based industries. A complex of metallurgical and chemical industries is anticipated in the Asansol-Durgapur area and resource-based industries in the Jalpaiguri-Siliguri area. The main objective of industrial planning is a wide regional dispersal of industries. Almost the entire investment of 1260 million rupees for mineral development suggested by the survey will be devoted to the mining and development of coal which is of major importance to the State and the national economy. For sustained industrial progress power development, mostly thermal, deserves special attention; hence an investment of 3200 million rupees has been proposed for large-scale expansion of power facilities.

For the development of transport and communications an outlay of 4358 million rupees is suggested. The investment under transport will be mainly on roads and road transport railways and ports.

Agriculture is the main occupation of the people of West Bengal. Heavy pressure of population on arable land and backward technology and organisation have resulted in severe under-employment and low output per engaged person. Increased intensity in agricultural operations, expansion of animal husbandry, fish culture, and sericulture may provide some additional employment.

Nevertheless, extensive employment opportunities could be induced in the rural areas only through an intensive programme of industrialisation. The secondary sector comprising industries, mining, and power is the key sector of growth. However, this sector supports a low income segment of small cottage establishments which have been continuing for ages with almost outmoded techniques of production. In the process of accelerated development this segment might be a drag upon growth, unless it is modernised and techniques of production are considerably improved.

Though the State had many years of early start in its programme of industrialisation, economic growth could not gather momentum due to lack of integrated and planned development among various sectors of the economy and of the State as a whole. There is extreme regional polarization of industrial development in the State.

The survey says that West Bengal holds a premier position in the field of power development among the States. But there is a striking regional imbalance in power development which is in accord with the regional imbalance in industrial development. Whether for catering more civic amenities, or for dispersing industries in outlying semi-rural and rural areas, it is essential to provide adequate facilities for generation and transmission of power to serve the vast deficient areas of the State.

The facilities of transport are better in some respect in West Bengal than elsewhere in India, but the available facilities, at present, are under severe strain and require to be considerably expanded to handle the ever-increasing volume of traffic in and around the State.

(The Statesman, 7 January 1963).

11

Standing Committee of the National Development
Council approves Plan outlay of Rs.17440 Million
during 1963-64.

A meeting of the Standing Committee of the National Development Council which includes all the State Chief Ministers was held at New Delhi on 18 January 1963. The meeting approved a total plan outlay of 17,440 million rupees for the year 1963-64. Of this amount, 9,440 million rupees has been earmarked for the Central schemes, 7,500 million rupees for the States and 500 million rupees for Union Territories.

Tentatively, it is proposed that 370 million rupees out of the total outlay of 9,440 million rupees should be found from the internal sources of the public sector enterprises; the balance to be met from the public exchequer.

Regarding the State plans the Standing Committee approved that the Central assistance should be only 4,000 million rupees as suggested by the National Development Council at its last meeting. The Standing Committee not only approved this but also accepted the Planning Commission's recommendation of an additional 580 million rupees, including 375 million rupees for power projects alone. Thus, the outlay approved for the annual plans of the States for the coming year is 7,500 million rupees, ~~for power project~~ which is the same as originally envisaged before the national emergency.

It was stated at the meeting that on the whole the progress of agricultural programmes and co-operative development in the States was rather slow. It was felt that the development of the economy in all sectors would be seriously retarded and the third Plan targets would be difficult to achieve unless a much greater advance was made rapidly in agriculture. According to the Planning Commission a very great effort would have to be made in the coming year both by the Centre and the States "to achieve a breakthrough in the agricultural sector".

12

Addressing the meeting the Prime Minister emphasised that all development schemes were essential for the defence effort. He said it was not correct to draw a line between the defence effort and development work. Agriculture was as important as guns and the same applied to certain industries.

The Chief Minister of West Bengal, Shri P.C. Sen, pointed out that there was much idle capacity in his State, particularly in the engineering industry. If more steel and power could be made available production would increase substantially.

The Orissa Chief Minister, Shri B.N. Patnaik, emphasised the need to bring scientists closer to industry. He also stressed the need for large-scale development of power on a regional basis rather than Statewise. He suggested distribution of power through inter-State grids.

(The Statesman, 19 January 1963).

New Gold Policy announced: ~~No~~ Further possession of Gold except as Ornaments Prohibited.

The Government of India promulgated on 9 January 1963, the Gold Control Rules under the Defence of India Act, making possession of gold, except in the form of ornaments, without declaration illegal.

In a broadcast speech, Shri Morarji Desai, Union Minister for Finance, said that the main purpose of the Gold Control Rules was to reduce smuggling and to bring about a progressive reduction in the home demand for the yellow metal. Under the Rules it would be illegal for any individual or institution, ~~for any~~ other than a licensed dealer, to acquire additional quantities of non-ornament gold except by inheritance or with a special permit.

The Rules also provide that all ornaments made in the country in future, whether from existing ornaments or gold in other forms, should not have a purity exceeding 14 carats.

The manufacture of any article of gold other than ornaments, unless such manufacture is authorised by a general or special order, has also been prohibited.

According to a Press Note issued later all gold refineries and dealers will come under this control. Transactions in non-ornament gold by individuals will also be controlled in order to make it most difficult for smuggled gold to be sold in the market.

Thus, all dealers in gold under the sales tax law, and those engaged in refining gold with the aid of power, will ~~required~~ be required to obtain a licence to carry on their business. Only licensed gold dealers will be permitted to buy gold.

The Gold Control Rules will be administered by a Gold Board composed of a non-official chairman and three members, two of them officials of the Finance Ministry and the third of the Reserve Bank.

In addition to implementing the Gold Control Rules, the Board will take steps to discourage the use of gold in the country and advise the Government on all matters relating to it.

Subject to suitable safeguards, the Rules authorise Central Excise officers with the necessary powers to search, seize and test samples of gold and even confiscate them.

(The Statesman, 10 January 1963).

36. Wages.

India - January 1963.

Earnings of Employees in Manufacturing Industries during 1960.

In the Indian Labour Journal, January 1963, there has been published an article on the earnings of Employees in Manufacturing Industries during 1960. The following is a brief review of this article.

Introduction.- The Payment of Wages Act was applicable, prior to 1 April 1958, to all persons including clerical and supervisory categories who were employed in factories covered under Section 2(m) of the Factories Act, 1948, and whose earnings fell below Rs.200 per month. By an amendment, the scope of the Payment of Wages Act has been extended, since 1 April 1958, to cover also employees earning Rs.200 or more but less than Rs.400 per month. Efforts are being made, for the time being, to collect data separately for employees earning less than Rs.200 per month, and Rs.200 or more but less than Rs.400 per month, in order to maintain continuity with statistics collected prior to the amendment of the Act. Not all the States/Union Territories have, however, furnished data relating to the higher wages group.

The following table shows the annual earnings of employees in manufacturing industries earning less than Rs.200 per month by States:-

State/Union Territory.	1960(P)			1959		
	No. of Factories furnishing returns.	Average daily employment ('000)	Average per capita annual earnings.	No. of Factories furnishing returns.	Average daily employment ('000)	Average per capita annual earnings.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
			Rs.			Rs.
Andhra Pradesh.	767	50	855	787	44	885
Assam.	250	11	1,370	208	9	1,607
Bihar.	962	96	1,593	941	110	1,359
Bombay.	-	-	-	5,417	736	1,500
Gujarat.	2,061	254	1,623	-	-	-
Kerala.	639	65	960	646*	47*	965*
Madhya Pradesh.	249	67(e)	1,211(e)	298	67	1,212
Madras.	2,075	242(e)	979(e)	-	-	-
Maharashtra.	3,996	521	1,620	-	-	-
Mysore.	458	49(a)	21,107(a)	-	-	-
Orissa.	138	16	1,090	160	18	1,076
Punjab.	1,050	49	899	1,231	48	766
Rajasthan.	121(e)	18(e)	912(e)	121	18	912
Uttar Pradesh.	1,472	184	1,154	1,360	154	1,134
West Bengal.	2,328	523	1,285	2,069	504	1,226
Andaman and Nicobar Islands.	12	2	1,064	7	2	982
Delhi.	828	54	1,521	819	53	1,345
Tripura.	2(e)	** (e)	1,345(e)	2	**	1,345
All above States:	17,284	2,191(e)	1,342(e)	14,062	1,811	1,310

N.B.- The above figures exclude those for Railway Workshops and industry-groups of seasonal nature consisting of Food, Beverages and Gins and Presses. The figures of average annual earnings have been calculated by dividing the actual wage-bill by corresponding figures of average daily employment (before rounding them up to thousands as shown in the Table).

(a) Excludes figures relating to the industry Machinery except Electrical Machinery.

** The figure of average daily employment was 89 only.

* Exclude figures relating to the industry - Petroleum Pumping, Filling and Storage.

(P) Provision.

(e) Estimated.

Source: Annual Return under the Payment of Wages Act, 1936.

17

There has been practically no change in coverage over the previous year on an all-India basis, the coverage remaining at 70 per cent. both during 1959 and 1960. The coverage is quite low in Madhya Pradesh, Punjab and Mysore being about 35 per cent., 37 per cent. and 38 per cent. respectively, while it is the highest in Bihar (99 per cent.). The average annual earning for all the States combined for which acceptable returns are available, has been progressed from Rs.1,310 in 1959 to Rs.1,342 in 1960, or by over 2 per cent.

Of all the States, Bihar recorded the sharpest increase from Rs.1,359 in 1959 to Rs.1,593 in 1960. All the other States, except Andhra Pradesh, Assam and Kerala, have recorded moderate to substantial increases. The fall noticed in Kerala is slight, and in Andhra Pradesh it is moderate, while it is very sharp in Assam. The sharp fall in Assam is due, in the main, to sharp recession in earnings in the industry groups Metal Products (except Machinery and Transport Equipment), Machinery (except Electrical Machinery) and Electricity Gas & Steam where the per capita earnings have come down to Rs.1,885, in 1959 Rs.1,258 and Rs.583 in 1960 from Rs.2,532, Rs.1,645 and Rs.1,861 in 1959 respectively.

An attempt has been made to collect statistics of earnings relating to the wage-group Rs.200 to Rs.399.99 per month consequent upon amendment of the Payment of Wages Act extending its scope to this wage-group. But these statistics are not available from all the States/Union Territories. The available statistics relating to the wage-group "less than Rs.400 per month" show that the per capita earnings is also the highest in Bihar, being Rs.1,997, and it recorded a sharp rise as compared to the figure from the previous year (Rs.1,677).

Average annual earnings by industries.— The following table gives the average annual earnings of employees in manufacturing industries earning less than Rs.200 per month by industries:—

Industry	1960		1959	
	No. of establishments furnishing returns.	Average per capital annual earnings.	No. of establishments furnishing returns.	Average per capital annual earnings.
(1)	(2)	(3) (Rs.)	(4)	(5) (Rs.)
Textiles ...	3,099	1,403	2,595	1,337
Spinning, Weaving and Finishing of Textiles -				
(a) Cotton Mills...	1,109	1,547	887	1,477
(b) Jute Mills ...	89	1,130	91	1,057
(c) Silk Mills. ...	1,101	1,301	950	1,146
(d) Woollen Mills..	106	1,359	94	1,179
Footwear, Other Wearing Apparel and Made-up Textile Goods. ...	197	1,426	158	1,399
Manufacturing Boots and Shoes (except Rubber Footwear). ...	56	1,477	52	1,298
Manufacture of Wearing Apparel (except Footwear) -				
(a) Clothing. ...	98	1,615	64	1,543
Manufacture of Made-up Textile Goods (except Wearing Apparel). ..	13	742	14	1,360
Wood and Cork (except Furniture. ...	1,044	858	945	843
(a) Saw Mills ...	721	859	659	884
(b) Manufacture of Ply Wood. ...	64	845	60	846
Furniture and Fixtures. 198		1,031	156	830
Manufacture of Furniture and Fixtures -				
(a) Wooden ...	148	983	119	752
(b) Metal ...	36	1,136	33	1,073
Paper and Paper Products. 171		1,294	150	1,276
Pulp, Paper and Paper Board Mills -				
(a) & (c) Pulp, Paper Board and Saw Boards. 48		1,156	35	1,033
(b) Paper. 33		1,376	26	1,410
Printing, Publishing and Allied Industries.. 1,747		1,228	1,294	1,316
Printing, Book-binding etc. -				
(a) Letter press and Lithographic Printing and Book-binding. 1,753		1,210	1,239	1,317
Leather and Leather Products (except Footwear)... 358		944	140	1,045
Tanneries and Leather Finishing. 324		771	111	783
Manufacture of Leather Products (except Footwear and Other Wearing Apparel). 31		1,631	29	1,402

(1)	(2)	(3) Rs.	(4)	(5) Rs.
Rubber and Rubber Products.	207	1,414	169	1,274
Chemical & Chemical Products.	1,033	1,334	793	1,367
Basic Chemicals(including Fertilisers)-				
(a) Artificial Manure.	62	1,264	44	1,361
(b) Heavy Chemicals.	66	1,249	56	1,359
(c)&(f) Turpentine & Rosin & Others.	57	1,596	48	1,438
Vegetable and Animal Oils and Fats(except Edible Oils).	13	999	7	857
(a) Fine and Pharmaceutical Chemicals.	243	1,384	191	1,413
(b) Lac (including Shellac).	93	877	101	543
(c) Matches.	137	896	24	1,570
(d) Paints, Colours and Varnishes.	117	1,284	106	1,346
(e) Soap.	83	1,748	61	1,590
Products of Petroleum and Coal.	146	2,042	134	2,195
Petroleum Refineries, etc.-				
(a) Petroleum.	47	2,246	29	2,411
(b) Kerosene Pumping, Filling and Storage.	14	1,280	11	2,447
(c) Petroleum Pumping, Filling and Storage.	61	2,018	64*	2,052*
Coke Ovens.	7	1,645	5	1,759
Non-metallic Mineral Products (except Products of Petroleum and Coal).	1,263	1,022	1,079	920
Manufacture of Structural Clay Products-				
(a) Bricks and Tiles.	399	837	290	867
Manufacture of Glass and Glass Products(except Optical Lenses).	174	908	162	974
Manufacture of Pottery China and Earthenware.	77	984	72	903
Manufacture of Cement.	30	1,490	25	1,476
Manufacture of Non-metallic Mineral Products not elsewhere classified-				
(c) Mica Factories.	193	442	204	472
Basic Metal Industries.	783	1,498	668	1,529
Ferrous-				
(a) Manufacture of Iron and Steel.	26	1,946	13	2,113
(b) Rolling into Basic Forms.	121	1,417	100	1,408
Rough Castings.	309	1,029	267	1,065
Non-Ferrous-				
(a) Smelting and Refining of Metals.	29	1,539	28	1,544
Metal Products(except Machinery and Transport equipment).	1,681	1,294	1,405	1,253
(a) Metal Containers and Steel Trunks.	542	1,189	465	1,134
(c) Bolts, Nuts, Nails, Springs, Chains, etc.	189	1,852	162	1,249

	(1)	(2)	(3) <u>Rs.</u>	(4)	(5) <u>Rs.</u>
Machinery(except Electrical Machinery).	2,009		1,225	1,836	1,216
Manufacture of Machinery (except Electrical Machinery)-					
(a)Agricultural Implements.	286		982	253	952
(b)Machine-tools,Wood-working Machinery and Other Tools.	217		1,170	203	1,198
(e)Textile Machinery and Accessories.	214		1,314	187	1,384
(f)General and Jobbing Engineering.	1,239		1,309	996	1,045
Electrical Machinery,Apparatus, Appliances and Supplies.	445		1,436	327	1,490
(a) Electrical Machinery.	37		1,606	31	1,557
(b) Telegraph & Telephone Workshops.	12		1,762	10	1,774
(c)&(d)Electric Lamps(other than Glass Bulb making),Fans, Radiators and other Accessories.	68		1,175	59	1,212
(e) Storage Batteries.	21		2,042	18	2,598
(f) Radio & Phonographs.	48		1,328	43	1,313
(g) Insulated Wires and Cables.	56		1,502	50	1,468
(h) General and Jobbing Engineering.	72		1,158	31	1,182
Transport andTransport Equip- ment.	1,185		1,1434	825	1,473
Ship Building-					
(a) Ship Building and Repairing.	37		1,688	29	1,620
Manufacture and Repair of Rail Road Equipment-					
(a) Tramway Workshops.	13		1,637	14	1,503
Manufacture of Motor Vehicles.	7		1,539	6	1,559
Repair of Motor Vehicles and Cycles-					
(a) Motor Vehicles.	983		1,317	635	1,321
Manufacture of Bicycles.	52		1,334	36	1,376
Aircraft-					
(a) Manufacture of Aeroplanes, Aircraft Parts and Assemb- lage.	7		1,711	3	1,956
Manufacture of Transport Equipment not elsewhere classified-					
(a) Coach Building.	34		1,287	28	1,142
Miscellaneous Industries.	1,117		1,284	872	1,262
(k)Wrapping,Packing,filling, etc. of articles.	88		1,592	78	1,423
Electricity,Gas and Steam.	353		1,458	322	1,548
Electric light and power.	348		1,750	301	1,404
Water and Sanitary Services.	115		1,110	107	1,242
Water Supply Stations.	86		1,067	74	1,189
Sanitary services(pumping and sewage).	48		1,329	33	1,392
Recreation services.	37		1,221	17	1,058
Cinema Studies.	36		1,221	17	1,058
Personal services.	96		722	72	770
Restaurants,cafes,etc.	14		339	27	356

(1)	(2)	(3) <u>Rs.</u>	(4)	(5) <u>Rs.</u>
(a) Laundries and Laundry Services.	31	988	19	881
(b) Job dyeing, dry cleaning, etc.	48	821	22	1024

* Excludes figures relating to Kerala.

N.B.- Figures exclude those relating to Madras, Jammu and Kashmir and Himachal Pradesh for 1959 and Rajasthan, Jammu and Kashmir, Madhya Pradesh, Madras and Himachal Pradesh for 1960.

Taking all the States/Union Territories together, the average daily earning varies from Rs.1.85 for the industry-group "Processes Allied to Agriculture" to Rs.6.40 for the group "Products of Petroleum and Coal". Among the States, Maharashtra has the highest over-all capita daily earning (Rs 5.06) followed by Gujarat (Rs 5.03), Delhi (Rs 4.80) and West Bengal (Rs 4.16), Kerala (Rs 2.65), and Mysore (Rs 2.60) have the lowest rates of per capita daily earning.

(Indian Labour Journal, Vol. IV, No. 1, January 1963, pp. 34-58).

Interim Wage Rise for Bhilai Steel Workers:
Agreement reached between Workers and Management.

Under an agreement reached between the management and INTUC-controlled labour union, eighty thousand workers of Bhilai steel plant will, with immediate effect, receive a minimum wage of Rs.95 per month. The minimum wage will include the interim relief of Rs.10 awarded to the workers. The agreement is in pursuance of the recommendation of the Wage Board for Steel Industry. It provides for the constitution of two committees, comprising representatives of management and workers, for disposal of workers' grievances and to review reports prepared by officials in respect of promotion of workers.

(The Hindu, 16 January 1963).

Payment of Bonus depends on Surplus Profits:
Memorandum submitted by Bombay Millowners'
Association.

In a memorandum submitted by the Bombay Millowners' Association to the Bonus Commission, the Association has advocated a system of minimum and maximum bonus. It said the correct position should be that payment of bonus should arise only if there were surplus profits or what was commonly known as available surplus.

The Association has opposed the suggestion of pooling of bonus by which bonus amounts of different units of any particular industry in a locality would be pooled to give uniform bonus to all employees in that industry. The Association is against the bonus of one undertaking being utilised for payment of bonus to workers of another undertaking.

(The Hindustan Times, 29 January 1963).

24

Interim Wage Increase for Workers in Tea Plantation
Granted.

A Resolution dated 2 January 1963 of the Ministry of Labour and Employment, Government of India, says that the Central Wage Board for tea plantation Industry, Calcutta, set up by the Government of India by their Resolution No. WB-3(12)/59, dated 5 December, 1960, has considered the question of granting interim wage increase to labour in the Tea estates in the State of Mysore, and its recommendations on the subject are appended.

The Government of India has accepted the Board's recommendations and decided to request the employers to implement the same as early as possible.

The Recommendations of the Wage Board are given below: The Central Wage Board for Tea Plantation Industry had, while making recommendations for an interim wage increase in respect of South India, not made any recommendation in regard to labour in the Tea estates in Mysore State in view of an agreement made in 1960. The agreement having now come to an end by efflux of time, the Board has considered the matter regarding the labour in Tea estates in Mysore State and makes the following recommendations:-

1. In regard to labour employed in Tea estates in the State of Mysore, the workers will get an interim increase in such a way that their daily wages come to the following:-

Grade I (Adult male workers)	---	Rs.1.75 nP.
Grade II (Adult women Workers)	---	Rs.1.35 nP.
Grade III (Adolescents)	---	Rs.1.15 nP.
Grade IV (Children)	---	Rs.0.95 nP.

2. The new wages will be paid as from 10 August 1962.
3. In case of mixed estates in Mysore State, their wages will be in accordance with the existing conventions and practice.

(The Gazette of India, Part I, Sec.1,
12 January 1963, page 41).

25

Minimum Wages (Maharashtra Amendment) Act, 1962
(Maharashtra Act No. III of 1963).

The Minimum Wages (Maharashtra Amendment) Bill, 1962 (vide pages 42-43 of the report of this Office for November 1962) as passed by the State Legislature received the assent of the President on 9 January 1963 and has been gazetted as Maharashtra Act No. III of 1963.

(Maharashtra Government Gazette, Part IV,
17 January 1963, pp. 9-11).

26

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

INDIA - JANUARY 1963

43. Handicrafts

Committee appointed to Enquire into Problems
of Powerloom Industry

A Resolution dated 8 January 1963 of the Ministry of Commerce and Industry, Government of India, says that the Government has decided to set up a Committee to enquire into the problems of the Powerloom Industry. The terms of reference of this Committee will be:-

- (i) to examine the structure and growth of the powerloom industry with special reference to the types, holdings, ownership, appliances, supply of raw material, sorts of fabrics produced, processing of fabrics, marketing, financing and other factors relating thereto;
- (ii) to examine the remunerativeness of the powerloom industry taking into account the cost of production and efficiency of working and the conditions of workers;
- (iii) to consider the relative role to be played by the powerloom industry vis-a-vis that of the handloom and mill industry and to recommend targets of production;
- (iv) to account for the phenomenal growth of unauthorised powerlooms in the past and devise means to prevent future unauthorised expansion;
- (v) to examine the desirability and scope for the conversion of handloom cooperatives into powerloom co-operatives; and

(vi) to make suggestions for the establishment of the powerloom industry on a stable footing within the field of operation which should be allotted to it.

The Committee consists of seven officials and non-officials with Shri Asoka Mehta as chairman. The Committee has been requested to forward its report to the Government within a period of six months.

(The Gazette of India, Extraordinary,
Part I, Sec.1, 8 January 1963, pp.11-12)

Development of Hosiery, Knitting and Embroidery Industries: Government accepts Recommendations of Working Group.

A Resolution dated 7 January 1963 of the Ministry of Commerce and Industry, Government of India, says that the Central Government set up in October 1961 a Working Group to enquire into the various problems of hosiery, knitting and embroidery industries with particular reference to matters such as: (a) development of and manufacturing programme for the hosiery, knitting and embroidery industries and the machinery for such manufacture; (b) phased Programme of modernisation and diversification of the industries; (c) facilities for production and supply of raw materials and stores for these industries; and (d) technical organisation and financial assistance to the industries and also export promotion in respect of the products. The Working Group consisted of 11 members with Shri I.B. Dutt as chairman.

The Group submitted an unanimous Report consisting of two parts. Part I relating to the embroidery industry and Part II relating to the hosiery and knitting industries. While tracing the origin and development of embroidery, hosiery and knitting industries which have a long tradition of craftsmanship in the country, the Working Group has made some useful observations on the various facets of the industries. The Government has noted all these observations. The recommendations contained in both parts of the Report have been carefully considered and are dealt with the succeeding paragraphs.

Recommendations in Part I of the Report - Embroidery Industry.- The Government agrees with the Working Group that certain traditional types of embroidery namely:- (i) Kasida work and Ruffugiri; (ii) Chikankari; and (iii) Phulkari; should be reserved for the cottage sector, and accepts the recommendation that embroidery industry in the State of Jammu and Kashmir should be organised on proper lines so as to make an assessment of the needs of the industry for assistance, and that the question of their fulfilment be taken up with the Government of Jammu and Kashmir. The Government agrees in principle that subject to availability of foreign exchange, the recommendation that all possible assistance for rehabilitation and modernisation should be given and that advance licences may be granted for import of spare parts, components and other auxiliary and balancing machinery against export undertaking.

The Working Group has recommended a limited expansion by about 26 embroidery machines. In view of the foreign exchange difficulty, Government consider that the expansion should be limited to the installation of eight machines only which may be allowed on the condition that the import of these machines will be financed from export earnings and the export guarantees will be backed by adequate safeguards. If the export possibilities are found more promising and definite in future, installation of more embroidery machines can be considered. Only latest machines which produce variety of goods for international markets should be allowed to be imported.

The Government also accepts the recommendation that as far as possible, better quality of indigenous art silk yarn should be made available to the industry. The working of the export incentive scheme as recently revised should be watched and reviewed, if necessary, in future in light of the experience gained.

Part II-Hosiery and Knitting Industries.- The Government of India is broadly in agreement with the recommendations made in Part II of the Report. The Working Group has made some specific recommendations for ensuring adequate supply of hosiery yarn at reasonable prices. The measures recommended are:- (i) provision of a suitable price differential in respect of cotton hosiery yarn as an incentive to spinning mills to produce the right type of yarns in sufficient quantities; (ii) establishment of Cooperative Cotton Spinning Mills solely for the purpose of production of hosiery yarn; (iii) linking of production in spinning mills with hosiery units in areas where the latter are concentrated; and (iv) encouragement of manufacture of synthetic yarn required for hosiery industry and licensing for actual users, import of covered rubber thread yarn, having no indigenous angle.

The Government accepts the recommendations as in (i), (ii), (iii) and (iv) above. Also along with cooperative spinning mills for the production of hosiery yarn, the Government would like a few of the new licensed spinning mills to produce preponderately specialised yarn for hosiery, sewing thread, embroidery yarn and other specialised varieties of yarn.

The necessary spindles will be found from out of one million spindles reserved for Cooperatives, units of uneconomic size and other specialised purposes. As regards linking of production programme of cotton spinning mills with hosiery units, the Textile Commissioner will make every effort to arrange for the supply of hosiery yarn and other specialised yarn in the context of the overall scheme for allocation of hosiery yarn. The Government accepts in principles the recommendations for encouragement of production of synthetic yarn and adequate import of covered rubber thread yarn. Also in the export promotion entitlements, preference will be given to import of specialised synthetic yarn as may be required for these industries.

The Government endorses the recommendations of the Working Group that an allout effort should be made not only to improve Indian breeds of sheep, but also to introduce grading of wool at the shearing stage so that more of the indigenous production could be utilised for the production of yarn. The Government accepts in principle, within the overall availability of foreign exchange for wool industry, the need to allow import of necessary and suitable synthetic fibre or tops for blending with Indian wool/wool tops so as to make greater and better use of Indian wool/wool tops possible and also for compulsory stamping of specifications of woollen yarn required by hosiery industry.

The Government of India also accepts the Working Group's recommendations for limited expansion of the hosiery industry by installation of modern hosiery machines with adequate export guarantees.

The Government agrees to the recommendation for the revival of the Hire-purchase scheme of NSIC (National Small Industries Corporation) in respect of hosiery machines and simplification of the procedure and pattern for financial assistance. Subject to the limits of available resources, Government also accept the need for provision of financial assistance for rehabilitation and modernisation of the industry.

A Hosiery Machinery Demonstration Centre/Centres might be set up to demonstrate the working of indigenous hosiery machines side by side the imported hosiery machines. The recommendation for the revocation of the infructuous licences and reallocation of the capacity to deserving entrepreneurs for the manufacture of hosiery needles already being implemented. The Government also accepts the following recommendations to the effect that:-

- (i) Import of semi-finished needles should be restricted to new-comers and that too on a limited scale;

- (ii) Hosiery Needles Manufacturers should be permitted to import the requisite quality of raw materials in adequate quantities;
- (iii) Existing Import Policy may be suitably amended to allow import of spare parts of the types of overlock-machines having no indigenous angle.

The Government of India does not consider it necessary to set up a Board on the lines of the All-India Handloom Board to look after the hosiery industry as suggested by the Working Group. It would be enough if, the Hosiery Industry forms an all-India organisation of its own to help planned development of the industry. This suggestion is commended to the hosiery industry. The Central Government will give all necessary help and encouragement to such an All-India Organisation of these Industries.

The Government of India will take up with the Government of Punjab the recommendation to improve training facilities in the Government Hosiery Training Institute at Ludhiana and with all the State Governments concerned the question of inclusion of Hosiery Technology in the syllabus of all the Textile and other allied Institutions in the country. Wherever possible, the right type of technicians might be deputed for advance training abroad, under Foreign Technical Aid Programmes.

(The Gazette of India, Part I,
Sec.1, 12 January 1963, pp.35-36).

44. Merchant Marine and Fisheries.

India - January 1963.

Special Committee to Examine the demands of
Pakistani Crew appointed.

A quadripartite committee with representatives of the Governments of India and Pakistan and those of the employers and the Pakistani crew has been set up to examine the two major demands for the fulfilment of which the Pakistani crew of the Joint Steamer Companies struck work and brought the service to a standstill for 50 days last year.

The crew's demands are that they be permitted to send home in Pakistan 50 per cent. of their wages and that they be given a guarantee against premature retirement to make room for Indian recruits.

In examining the demands the committee is expected to assess their overall financial and other implications. The Government, it is learnt, does not intend to compel the Joint Steamer Companies to retire their Pakistani crew. It has repeatedly stated however, that it would like to ensure that only Indians are recruited in future.

The Indian Government is expected to fix a date and place for the meeting and inform Pakistan accordingly in about a week. The meeting will be held either in Calcutta or in Dacca, next summer.

(The Statesman, 30 January 1963).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JANUARY 1963.

50. General.

Working conditions of Contract Labour in
Manganese Mines*: Results of a Study
Undertaken by the Labour Bureau.

Following the recommendation of the Planning Commission in the Second Five Year Plan that special studies should be undertaken in selected industries to ascertain the extent and nature of contract labour, the Labour Bureau undertook a survey into the working conditions of contract labour in manganese mines. The following is a review of the results of this study.

Sampling frame and design.- The total number of manganese mines was 652 and these were located in the States of Andhra Pradesh, Bihar, Gujarat, Maharashtra, Madhya Pradesh, Mysore, Orissa and Rajasthan. These States were grouped into four compact regions. It was presumed that the working conditions of miners would be more or less similar within each compact region. These regions (Strata) consisted of the following States:-

- I - Comprising Madhya Pradesh(except Jhabua district) and Maharashtra (except Ratnagiri district).
- II - Comprising Andhra Pradesh, Orissa and Bihar.
- III - Comprising Mysore and Maharashtra(Ratnagiri district only).
- IV - Comprising Gujarat, Rajasthan and Madhya Pradesh (Jhabua district only).

* Indian Labour Journal, Vol. IV, No.1, January 1963, pp. 1-33.

The mines in each stratum were divided into four employment groups, i.e., upto 50; between 51 and 250; 251 and above and not reported, and varying sampling fractions were taken from them.

The information presented in this report relates to 68 units only - 34 in stratum I, 26 in stratum II, and 8 in stratum III. None of the units covered in stratum IV employed any contract labour. The number of contractors who were reported to be working in these units during the period of the enquiry, i.e., July 1960 - June 1961 was 140 - 47 in stratum I, 67 in stratum II, and 26 in stratum III and the information was collected from all of them. For the collection of data two sets of questionnaires - one for the principal employer and the other for the contractor - were used.

Jobs on which contract labour was employed.- In manganese mines, contract labour was generally engaged for bed-ore mining and dead work, underground mining, boulder mining, development, jigging of ore, ore cleaning and washing, raiing and loading, transportation and repair and construction work. Of the 140 contractors, as many as 112 were engaged exclusively for ore-raising work.

System of Recruitment.- The most common method of recruitment was direct. Local labourers from the neighbouring villages came of their own accord in search of employment and were recruited directly. Generally, the principal employers did not exercise any direct control over the recruitment of workers, employed by the contractors. The contractors were free to recruit labour in any manner they liked. However, in 12 mines, where the management had engaged the services of a doctor, it was ensured that only those workers were recruited by their contractors who were medically fit to work in mines.

Extent of employment.- The average daily employment in respect of all the strata during July 1960 - June 1961 was 18,632. Of these, 6,375 workers or 34.2 per cent, were employed directly while the remaining 12,257 workers or 65.8 per cent, were employed through contractors. The all-India estimated average daily employment in respect of contract labour during the period of enquiry - July 1960-June 1961 worked out at 16,550.

35

Employment of Women and Children.- In this industry the practice of employing female workers was much prevalent as a good number of jobs were being carried out on piece-rate basis by gangs which consisted either of family workers or of workers of the same locality. The women workers were generally employed on mining, development, cleaning, sorting, picking and dressing of ore, loading and unloading and other miscellaneous jobs. Of the 12,257 workers, 5,418 or 44.2 per cent. were women workers.

Wages and Earnings.- The information on wage structure, as collected during the course of the survey, reveals that the bulk of the labour force employed through/by contractors was paid either by the principal employers direct or by the contractors under the supervision of the principal employers. Of the 12,538 workers employed through/by contractors during the first half year ending on 30 June 1961, as many as 11,217 or 89.4 per cent. were paid by the contractors under the supervision of the principal employers; another 411 workers or 3.3 per cent. were paid direct by the principal employers and the remaining 910 workers or 7.3 per cent. of the total workers were paid by the contractors independently. Of the 140 contractors, covered under the survey, 36 used to pay to their workers at least the minimum average daily wage as laid down in the agreements arrived at between their workers and the principal employers, viz., mine-owners. In case the average wage for month did not touch the minimum average wage laid down in the Agreements, the managements were to make up the deficiency either within the succeeding four weeks or as early as possible. In respect of another 48 84 contractors, the principal employers used to ensure, through their mine managers/supervisors/Labour Welfare Officers, that the workers of the contractors were paid their due wages. In the remaining 20 cases of the contractors had fixed the wages of their workers independently and the principal employers had no say in the matter. Taking all the strata the consolidated wage rates of various categories of workers ranged from 0.62 nP per day to Rs.5.00 per day and from Rs.15 per month to Rs.275/- per month. The following table gives the consolidated wage of various categories of workers employed in the industry:-

Category of Worker	Consolidated wages in Rupees in All Strata
1. Mazdoor -	
(a) Male ...	0.87 to 2.50 per day. 42.00 to 45.00 per month.
(b) Female ...	0.62 to 1.56 per day. 40.00 per month.
2. Driver ...	4.00(Air winch) per day. 1.50 to 2.00 per day (Incline Engine). 55.00 to 205.00 per month.
3. Cleaner ...	1.12 to 2.00 per day. 35.00 to 75.00 per month.
4. Blaster ...	1.12 to 5.00 per day. 54.75 to 60.00 per month.
5. Driller ...	1.25 to 4.00 per day.
6. Blacksmith ...	1.24 to 3.00 per day. 49.50 to 87.50 per month.
7. Carpenter ...	1.50 to 3.00 per day. 63.00 to 140.00 per month.
8. Pump/Compressor Operator..	1.25 to 2.50 per day. 50.00 to 70.00 per month.
9. Waterman ...	1.12 to 1.69 per day.
10. Sweeper ...	1.00 to 1.50 per day. 15.00 to 24.00 per month.
11. Watchman ...	1.25 to 2.50 per day. 40.00 to 50.00 per month.
12. Mechanic ...	105.00 to 275.00 per month.
13. Greaser ...	1.75 to 1.94 per day.
14. Oiler ...	1.37 per day.
15. Machineman ...	3.00 to 4.00 per day.
16. Electrician ...	100.00 per month.
17. Pipe Fitter ...	65.00 per month.
18. Trammer ...	1.06 to 1.12 per day.
19. Coalman ...	1.75 per day.
20. Tramline Worker.	1.00 to 2.62 per day.
21. Picker ...	1.00 to 1.87 per day.
22. Ore Checker ...	1.81 to 2.25 per day.
23. Timberman ...	2.50 to 3.00 per day.
24. Attendant/Helper.	1.50 to 2.75 per day. 55.00 to 80.00 per month.

Workers employed on piece-rate basis: (1) Bed Ore Mining.- Of the 140 contractors, 69 got this job done on piece wages. Different contractors adopted different units, viz., Farma, Tub, Ton, Cubic feet, etc., for calculation of wages. The rate of payment differed from contractor to contractor depending upon the grade of the ore and the different processes involved therein. The rates of payment for the ore raised in each 'Farma' of 9 cubic feet and 'Tub' of 16 to 27 cubic feet capacity varied from Re. 0.62 to Rs.9.50 and Rs.1.50 and Rs.4.85 respectively. On tonnage basis the rates of payment ranged between Rs.8.00 and Rs.14.00 per ton. For every 100 cubic feet of ore raised some contractors paid wages ranging between Rs.1.50 and Rs.5.00. Few contractors

paid consolidated wages ranging between Rs.24.00 and Rs.72.00 per 100 cubic feet for all operations such as ore extracting, sorting, dressing, jigging, etc.

(2) Boulder Mining.- Of the 140 contractors, 56 employed piece-rates workers for this job. Like bed ore mining, contractors adopted different modes of payment for this job also. Some of the contractors made consolidated payment for various operations such as ore extraction, sorting and dressing, etc. The rate of payment for only ore extraction per 'Farma' of 9 to 10 cubic feet varied from Rs.2.00 to Rs.8.00. The rates of wages of the workers paid on tonnage basis varied between Rs 7.00 and Rs 20.00. The consolidated rates of payment for ore extraction, sorting and dressing, etc., varied from Rs 10.00 to Rs 20.00; Rs. 56.00 to Rs 90.00 and Rs 35.00 to Rs 76.00 for 9 to 10 c.ft., 20 to 24 c.ft. and 100 c.ft. of ore raised respectively.

(3) Underground Mining.- Of the 140 contractors, only 3 were getting this job done on piece wages. The rates of payment for the ore raised in each 'Farma' of 20 cubic feet and 'Tub' of 16 to 17 c.ft. varied from Rs 1.25 to Rs 2.00 and Rs 1.75 to Rs 3.00 respectively.

(4) Development/Earth work.- Of the 140 contractors, 90 engaged piece-rated workers on this job. The rate of payment per 100 cubic feet varied from Rs 1.25 to Rs 15.00 depending upon the nature of the soil. The piece wages of the workers paid on 'Tub' basis varied from Re.0.50 to Rs.3.00 according to its size. Three contractors made extra payment for the lead and lift varying between Re.0.05 and Rs.3.60 depending upon the distance.

(5) Transport.- Of the 140 contractors, only 19 employed piece-rated workers for this job. The piece wages of the workers paid on 'Tub' and 'Farma' basis varied from Re.0.14 to Re.0.56 and Re.0.19 to Re.0.25 respectively depending upon the sizes of the 'Tub' and 'Farma'. The piece wages of the workers paid on tonnage basis varied from Rs.5.00 to Rs.9.00.

(6) Railing and Loading.- Of the 140 contractors, 38 employed piece-rated workers for this job. Their wages varied from Re.0.37 to Re.1.00 per 'Tub' and Rs.6.48 to Rs.15.00 per wagon depending upon the capacity of the tub or wagon. On tonnage basis the rate of payment varied from Re.0.37 to Rs.1.50 per ton.

28

Dearness Allowance.- Of the 140 contractors, only 6 paid separate dearness allowance to some of their workers. Of these, 5 contractors paid it to their monthly rated workers and one to his weekly rated workers only. Of the 5 contractors, one paid Rs.25.00 per month to his drivers only; one paid Rs.16.00, Rs.21.00 and from Rs.17.00 to Rs.18.25 per month to his watchmen, carpenters, and pump attendants respectively; one paid Rs.25.00 and Rs.40.00 per month to his blacksmiths and carpenters respectively; another paid Rs.12.00 and Rs.23.50 per month to his chowkidars and blacksmiths respectively and the remaining one paid Rs.18.25 and Rs.22.25 per month to his blasters and blacksmiths respectively. One contractor, who was paying dearness allowance to his weekly-rated workers only, paid Re.0.75, Re.1.00, Rs.2.00 and Rs.2.50 to the drillers, lathe-helpers and blasters, pump-attendants and compressor drivers respectively.

Other Cash Allowances.- Of the 140 contractors, only 6 were giving some other cash allowances to their workers. Of these, three contractors paid out-station allowance ranging from Re.0.75 to Rs.3.00 and Re.0.50 to Rs.2.00 to their drivers and cleaners respectively; one paid trip allowance of Re.0.75 to his drivers only; one paid Re.0.50 as local trip allowance and Rs.3.00 as out-station allowance to his drivers and only and the remaining one paid Re.1.00 each to his drillers and blasters.

Money Value of Concession given in Kind.- Of the 140 contractors, 8 provided foodgrains at concessional rates to their workers. Its money value varied from Re.0.31 to Rs.2.00 per week per worker. In another 15 cases, the managements had provided foodgrains at concessional rates to the workers of their contractors as well. Its money value varied from Rs.5.45 to Rs.6.66 per month for local workers and from Rs.7.63 to Rs.9.61 per month for outside workers in 7 cases and from Re.0.06 to Re.0.25 per day or Re.1.00 to Rs.1.50 per week in the remaining 8 cases.

Retaining or Subsistence Allowance.- Of the 140 contractors, only 5 paid retaining or subsistence allowance to their workers when no work was provided to them. Of these, four paid full wages to their workers whereas one paid only half wages to them. Generally, their no conditions were imposed for the payment of such allowance.

39

Overtime Payment.- Under the Mines Act, except in the case of emergency involving serious risk to the safety of the miners or persons employed therein, no person was allowed to work for more than 10 hours a day inclusive of overtime. Persons employed above and below ground were entitled to overtime payment at twice the ordinary rate of wages. Of the 140 contractors, covered under the survey, only 23 reported that they were taking overtime work from their workers occasionally. One of them, who was a transporting contractor, did not pay any extra wages for the overtime work, whereas the remaining 22 contractors paid extra wages for the overtime work done by their workers. Eleven of them paid twice the ordinary rate of wages; ten $1\frac{1}{2}$ times the ordinary rate of payment and the remaining one paid Re.0.50 to Re.1.00 per hour.

Workers of only 20 out of 140 contractors, covered under the survey, were paid some kind of bonus either by the contractor or the principal employer. Details regarding the different types of bonus paid to workers are furnished below:-

(a) Profit Sharing Bonus.- The management of one mine paid bonus equivalent to 43 days' basic wages to those workers of his ore raising contractor who had completed one year's continuous service.

(b) Production Bonus.- Only two contractors paid production bonus to their workers. Its rate of payment varied according to the production of ore and was Re.1.00, Rs.2.00, Rs.3.00, Rs.4.00 and Rs.5.00 if the weekly production was 5 to 6 boxes, 7 boxes, 8 to 9 boxes, 10 boxes and over 10 boxes respectively. This rate of payment was over and above the normal rate of payment.

(c) Attendance Bonus.- The workers of 17 contractors were getting this type of bonus either from the management or the contractor. In 15 cases, there were two types of contract labour, one working under the direct control and supervision of the management and the other independently under the contractor. In the former case, the bonus was paid to surface as well as underground workers by the management as a result of an agreement arrived at between them and the Union representing their workers. The rate of payment was one month's basic pay in a year quarter to those workers who had completed 65 days' attendance in that quarter. In the latter case, out of 15 only 6 contractors paid half-yearly bonus equal to one month's basic pay to only those workers who had completed one year's service. Of the remaining two contractors one paid 2 months' average earnings as bonus to those workers who had completed 264 days' attendance in a year and more than one month but less than two months' average earnings as bonus to those workers who had completed more than

132 but less than 264 attendances in a year depending upon the number of attendances completed by him in the year; whereas the other contractor paid Re.0.12 per day only to those workers who had worked at least for 5 days in a week.

Working Conditions.- Manganese ore mines fall within the purview of the Mines Act, 1952. Under the Act, hours of work of adult workers have been fixed at 9 per day and 48 per week if employed above ground and 8 per day and 48 per week if employed below ground. The maximum spreadover in case of surface ~~workers~~ workers have been fixed at 12 hours and in case of under ground workers at 8 hours. The Act also lays down that all adult workers employed above ground should be allowed a rest interval of half an hour after every five hours continuous work. For underground workers there was no such provision in the Mines Act. The information collected during the course of the survey reveals that in majority of cases, the principal employers ensured through supervisors/mine managers/Labour Welfare Officers that the work within the mine premises was done during specified working hours.

Leave and Holidays with Pay.- Under the Mines Act, 1952, persons employed in a mine are entitled to leave with wages at the rate of one day for every 16 days of work if employed below ground on completion of 190 attendances in a year and one day for every 20 days of work in case of other categories of workers on completion of 240 attendances in a year. The available information reveals that managements in respect of 111 contractors, out of 140 covered under the survey, exercised control in respect of leave and holidays with pay to the workers of their contractors. Some of the principal employers had, however, not made any distinction between direct and contract workers and were allowing leave with wages to both of them according to the provisions laid down in the Mines Rules whereas others had laid down the same provisions in the contract agreements with the contractors. Generally, leave with wages was allowed to non-casual workers only, but 11 contractors had extended this benefit to their casual workers also.

Casual Leave.- Of the 140 contractors, 7 allowed casual leave with pay to their non-casual workers only. The duration of such leave was limited to 10 per annum in 2 cases, whereas in the remaining 5 cases it was not fixed.

Sick Leave.- Of the 140 contractors, 37 allowed sick leave with pay to their non-casual workers. Of these, one allowed such leave to his casual workers also. As regards non-casual workers, 5 contractors - 2 with full wages and 3 with half wages, allowed leave upto 7 days per annum; 13 allowed upto 8 days; 6 upto 14 days to their monthly-rated workers and 42 days with sickness allowance of Re.0.75 per day to other workers; 2 - one with full wages and the other with half wages - allowed leave upto 15 days and in the remaining 11 cases the duration of leave was not fixed. One of these 11 contractors, however, allowed it at half wages only. As regards casual workers, only one contractor allowed such leave to his workers. Its duration was, however, not fixed.

Privileges/Earned Leave.- Of the 140 contractors covered, 60 gave earned leave to their non-casual workers only. Of these, 40 contractors were allowed allowing it as per Mines Act, i.e., one day for every 16 days of work in case of underground workers and one day for every 20 days of work for other workers; one each for 7 and 11 days per annum respectively; three each for 12 and 14 days per annum respectively; four for 14 to 16 days per annum; two for 15 days per annum; one from 7 to 14 days per annum and in the case of remaining five contractors its duration was not fixed.

National Holidays.- Of the 140 contractors covered, only 6 allowed two national holidays to their casual as well as non-casual workers. Another 57 contractors allowed such holidays only to their non-casual workers - one day per annum in 5 cases; 2 days per annum in 35 cases and 3 days per annum in 17 cases. All workers, irrespective of their length of service, were allowed these holidays.

Festival Holidays.- Of the 140 contractors, only 28 allowed festival holidays with pay to their non-casual workers. Five of them were allowing these holidays to their casual workers also. In respect of non-casual workers the number of such holidays was 1 per annum in eight cases; 2 in two cases; 3 in one case; 4 in seven cases; 6 in one case; 7 in two cases; 8 in three cases and not fixed in the remaining four cases. As regards casual workers, one contractor gave two such holidays and the remaining four allowed 4 holidays per annum.

Welfare.- For the welfare of the workers in this industry, elaborate provisions exist under the Mines Act, 1952. Such provisions relate to the supply of drinking water to the workers, provision of separate latrines and urinals for males and females workers at suitable places, maintenance of first-aid boxes or cupboards equipped with prescribed contents, conveyance arrangements for removing the ill or

42

injured persons to hospitals or dispensaries and creches, etc. The actual position in respect of the various welfare facilities, as revealed from the enquiry is discussed briefly in the following paragraphs:-

(1) Medical Aid.- Of the 140 contractors, only 26 had themselves provided medical facilities for their workers. Fifteen of them had maintained simply first-aid boxes at the work-site; two had engaged the services of qualified doctors for the treatment of their workers; four had, in addition to the first-aid boxes facilities, arranged for the treatment of their workers; three had provided dispensaries either with compounders and part-time doctor and the remaining two contractors supplied free medicines to their workers in times of need. In respect of the remaining 114 contractors the principal employers had provided medical facilities for the benefit of the workers of their contractors also. In 15 cases they had provided only first-aid boxes; in another 39 cases they had, in addition to the first-aid boxes, engaged the services of qualified doctors for the benefit of workers and in the remaining 60 cases they had, in addition to the first-aid boxes, provided dispensaries or hospitals with qualified doctors.

(2) Educational Facilities.- None of the contractors had provided any educational facility for his workers. However, in respect of 49 out of 140 contractors the principal employers had extended the educational facilities, provided for the direct labour, to the workers of their contractors also. They were running primary schools for the children in 14 cases; schools for the children and night schools for adults and reading rooms in another 9 cases; schools for children and adults and reading rooms in another 5 cases; schools for children and reading rooms in 3 cases; only reading rooms in 2 cases and in the remaining 3 cases they had simply provided rent-free buildings for schools.

(3) Transport Facilities.- None of the 140 contractors, covered under the survey, had provided any such facility for the benefit of his workers. However, in respect of 12 contractors, the principal employers had extended the facility of free transport on weekly market days for the workers of their contractors also, so as to enable them to purchase their ration, etc.

(4) Housing Facilities.- Of the 140 contractors, only 30 had provided such facilities for their workers. In 12 of these 30 cases, the principal employers had not extended any such facility to the workers of the contractors, whereas in the remaining 18 cases they had extended some facilities to their workers as well. In respect of another 44 contractors only the principal employers had provided housing accommodation to the workers of their contractors. Thus the workers of only 74 contractors enjoyed such facilities and those of the remaining 66 contractors did not get any such facility. In respect of these 74 contractors, as many as 7,311 workers, out of 10,804 employed by them on 30 June 1961, had been provided housing accommodation either by contractors or the principal employers which generally consisted of thatched, kutcha and semi-pucca type houses. No rent was charged for such accommodation from the workers either by the contractors or the principal employers.

(5) Recreational Facilities.- None of the contractors had provided any recreational facility for his workers. However, in respect of the workers of 46 contractors the principal employers had provided some recreational facilities. The facilities provided included outdoor games like foot-ball, volley-ball, etc., etc., indoor games and reading room. The workers in respect of 3 contractors were also permitted to become members of the clubs run by the workers of their principal employers by paying a nominal subscription.

(6) Creches.- Of the 98 contractors who had employed women workers only 2 provided creches for the benefit of their children. However, in respect of 71 contractors the principal employers had provided creches for the children of women workers employed by their contractors also.

Social Security:- Accidents and Workmen's Compensation.- The workers employed in this industry were eligible for compensation in case of accidents as per Workmen's Compensation Act. The available information reveals that the workers, employed by as many as 130 contractors out of 140 covered, were getting compensation in cases of accidents as per Workmen's Compensation Act. Of these, 19 contractors paid compensation to their workers themselves; 14 paid it through the management; one got his workers insured in order to avoid the risk of compensation and in respect of the remaining 96 cases compensation was paid by the managements themselves. Details regarding the number of accidents, number of compensated accidents and the total amount paid as compensation during the year 1960, as reported by 23 contractors working in 19 mines, are given in the following table:-

Fatal	Number of Accidents		Total	No. of cases in which compensation was paid.	Amount of compensation paid. (Rs.)
	Non-Fatal Minor	Serious			
3	668	46	717	714	11,915.84

Maternity Benefit.- Women workers employed in manganese mines are entitled to all the benefits provided for under the Mines Maternity Benefit Act, 1941. Of the 140 contractors, only 98 had engaged women workers. Workers of only 68 contractors were provided maternity benefits. Of these 68 contractors, eighteen were providing such benefits themselves whereas in the remaining 50 cases such benefits were provided for by the managements. The available data on maternity benefits shows that during the year 1960 such benefits were claimed in 846 cases by the female workers of 40 contractors working in 28 mines and benefits amounting to Rs.29,067.75 was paid in 789 cases.

Provision for Future: Provident Fund.- Workers of only 49 out of 140 contractors enjoyed benefits of provident fund. The rate of contribution by the workers was 6 1/4 per cent. of the consolidated wages in 46 cases and 8-1/3 per cent. in the remaining three cases. The employers or managements also contributed an equal amount in 47 cases and in the remaining two cases where the contribution of the workers was 6 1/4 per cent. of the consolidated wages the employers contributed 8 per cent. of the consolidated wages. In 15 out of 49 cases, the employers paid their contribution themselves, whereas in the remaining 34 cases the managements paid such contribution. The condition of eligibility was generally one year's continuous service or 240 attendances during a period of 12 months. The accumulations were paid either on retirement, death or at the time of leaving the service. The members of the fund were entitled to receive full share of the employers' contribution only on completion of 15 years' service.

Gratuity.- None of the contractors covered paid any gratuity to his workers. However, in 12 mines, the managements were paying retrenchment gratuities to those workers who were drawing a basic pay of less than Rs.100 per month in accordance with the Agreement entered into between them and the Union of their workers. The basis of payment of such gratuities was as follows:-

(a) 10-15 years' continuous service :

- (i) Retirement due to ill-health, old age or dismissal, termination or discharge on grounds other than misconduct - 2 weeks pay for each year of completed continuous service.
- (ii) Resignation on proper ground with good and sufficient notice - 10 days' pay for each year of completed continuous service.

(b) 15-20 years' continuous service:

Retirement due to ill-health, old age, resignation on proper grounds with good and sufficient notice, or dismissal, termination or discharge on grounds other than misconduct - 3 weeks' pay for each year of completed continuous service.

(c) Above 20 years of continuous service:

Retirement due to ill-health, old age, resignation on proper grounds with good and sufficient notice or dismissal, termination or discharge on grounds other than misconduct - one month's pay for each completed year of service subject to a maximum of 25 months' pay.

Trade Unions.- The information collected from the contractors covered under the survey reveals that some of the direct as well as contract workers were members of Unions. In 21 mines out of 68, covered under the survey, there were 7 registered trade unions of workers. All of them had been recognised by the mine-owners. Workers of 38 contractors were also reported to be members of these unions.

Industrial Relations.- Of the 140 contractors, only 87 had some machinery or set procedure for redressing the grievances of their workers. The remaining 53 contractors settled the grievances of their workers personally. Of the 87 contractors, 22 had appointed Labour Welfare Officers for looking after the welfare of their workers; 38 settled the grievances of their workers through their unions and the remaining 27 had formed Works Committees for looking into the grievances of their workers. The workers had equal representation on such committees.

46

Uttar Pradesh Dookan aur Vanijya Adhishthan
Adhiniyam, 1962 (Uttar Pradesh Shops and
Commercial Establishments Act) (No. XXVI of 1962).

The Uttar Pradesh Shops and Commercial Establishments Bill (vide pages 72-75 of the report of this Office for September-October 1962) as passed by the Uttar Pradesh Legislature received the assent of the President on 18 December 1962 and has been gazetted as Act No. XXVI of 1962. The Act consolidates and amends the law relating to the regulation of conditions of work and employment in shops and commercial establishments in the State. The salient provisions of the Act are summarised below.

Hours of business.- No shop or commercial establishment, not being a shop or commercial establishment mentioned in Schedule II, shall, on any day, open earlier, or close later than such hour as may be prescribed in this behalf. Earlier opening, or later closing, hours may be prescribed for different classes of shops or commercial establishments, or for different areas, or for different periods of the year. The State Government may, at any time, by notification in the Gazette, add to or remove from Schedule II, any class of shops or commercial establishments.

Hours of Work.- No employer shall require or allow an employee to work on any day for more than (a) five hours in the case of a child, less than 14 years of age, (b) six hours in the case of a young person who has not completed 17 years, and (c) eight hours in the case of any other employee: provided that any employee, not being a young person or a child, may be required or allowed to work longer than the aforesaid hours of work, so however, that the total number of hours of work including overtime does not exceed ten on any one day except on a day of stock-taking or making of accounts:

Provided further that the total number of hours of overtime work shall not exceed fifty in any quarter.

An employee, who has worked in excess of the hours of work fixed under the Act, shall be paid by his employer wages at twice the ordinary rate, for every hour of such overtime work.

47

Holidays and Leave.- Every employer shall keep his shop or commercial establishment, not included in Schedule II, closed on -

- (a) one day in a week, and
- (b) such public holidays in a year as may be prescribed, to be hereinafter referred to, as close days.

Every employee, not being a watchman or a caretaker, shall be allowed by the employer holiday on -

- (i) every close day which is a public holiday; and
- (ii) one whole day in each week:

Provided that nothing in clause (ii) shall apply to any employee whose total period of employment in the week, including any day spent on leave or any holiday, is less than six days.

Every employee, who has been in continuous employment of the same employer for a period of twelve months or over, shall, in addition to any holiday allowed under section 9, be entitled to earned leave for not less than fifteen days for every twelve months of such service:

Provided that a watchman or a caretaker who has been in continuous employment for a period of twelve months or over shall be entitled to not less than sixty days earned leave for every twelve months of such service.

Every employee, who has been in continuous employment of the same employer for a period of six months or over shall, subject to such conditions as may be prescribed, be further entitled to sickness leave for not less than ten days fifteen days in any one calendar year.

Every employee shall, subject to such conditions as may be prescribed, be also entitled, in addition to earned leave and sickness leave, to casual leave for not less than ten days in any one calendar year.

Subject to the provisions of the rules made under this Act, all leave shall be granted when applied for.

Any earned leave not availed of in any year by an employee shall be added to such leave accruing to the employee in the year following:

Provided that the total period of earned leave admissible to an employee at any time shall not exceed 45 days.

For every holiday, and for each day of leave allowed under this Act, the employee shall be entitled to wages at a rate not less than that rate to which the employee was entitled for the day immediately preceding the holiday or the day of leave availed by him, anything to the contrary contained in any other law, contract, custom or usage notwithstanding.

Wages.- No wage period shall exceed one month.

Termination of Employment.- No employee, other than an employee engaged for a specified period or in a leave vacancy, shall terminate his employment, except after notice of thirty days, or of such longer period, as may be required under the terms of his employment.

Employment of children and women.- No child, under 14 years of age shall be required, or allowed, to work in any shop or commercial establishment except as an apprentice in such employment as may be notified by the State Government in the Gazette.

No woman or child shall be required, or allowed, to work, whether as an employee or otherwise, in any shop or commercial establishment during night.

The term 'night' has been defined to mean such period of twelve consecutive hours, so however as always to include the interval between 10 p.m. and 6 a.m., as may be prescribed.

No employer shall knowingly require or allow a woman to work, and no woman shall work in any shop or commercial establishment during the period of six weeks following day on which she is delivered of a child. A pregnant woman employee may, by seven clear days' notice in writing, require her employer to relieve her from duty for a period not exceeding six weeks preceding the expected date of delivery.

The periods of absence from duty in respect of which a woman employee is entitled to maternity benefits under section 26 of this Act, shall be treated as authorised absence from duty, and the woman employee shall be entitled to maternity benefits, but not to any wages, for any of these periods.

Every woman employee who has been, for a period of not less than six months preceding the date of her delivery, in continuous employment of the same employer, whether in the same or different shops or commercial establishments, shall be entitled to receive from her employer for the period of -

(a) six weeks immediately preceding the day of delivery; and

(b) six weeks following the day of delivery; such maternity benefits and in such manner as may be prescribed. No woman employee shall be entitled to receive such benefits for any day during any of the aforesaid periods, on which she attends work and receives wages therefor.

No employer shall discharge or remove from service any woman employee on account of, or during the period of, absence from duty allowed to her under the Act.

Other provisions of the Act deal inter alia with enforcement and penalties, application of Workmen's Compensation Act mutatis mutandis to employees of shops and commercial establishments, etc.

The Act repeals the United Provinces Shops and Commercial Establishments Act, 1947.

(Government Gazette of the Uttar Pradesh, Extraordinary, 26 December 1962, pp.1-16).

SD

Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - January 1963.

Industrial Disputes (Maharashtra Amendment) Act, 1962 (Maharashtra Act No. II of 1963).

The Industrial Disputes (Maharashtra Amendment) Bill (vide page 85 of the report of this Office for November 1962) as passed by the State Legislature received the assent of the President on 29 December 1962 and has been gazetted as Maharashtra Act No. II of 1963. The Act makes the following amendments to the Industrial Disputes Act, 1947, in its application to the State of Maharashtra.

In section 7A of the Industrial Disputes Act, 1947, in its application to the State of Maharashtra (hereinafter referred to as "the principal Act"), in sub-section (3), in clause (a), after the words "a Judge of a High Court" the following shall be inserted, namely:-

"or a District Judge or a person qualified for appointment as a Judge of a High Court."

8. In the First Schedule to the principal Act, the following shall be added at the end, namely:-

"11. Oxygen and Acetylene.

12. Mineral oil (crude oil), motor and aviation spirit, diesel oil, kerosene oil, fuel oil, diverse hydrocarbon oils and their blends including synthetic fuels, lubricating oils and the like.

13. Vaccines.

14. Sera.

15. Antibiotics.

16. Catgut."

(Maharashtra Government Gazette, Part IV,
10 January 1963, pp. 7-8).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - JANUARY 1963.

71. Employees and Salaried Intellectual Workers.

Wage Increase for LIC Workers: Agreement
reached with Workers.

As a result of an agreement reached in Bombay on 23 January 1963 between the Life Insurance Corporation and the All-India Life Insurance Employees' Association, the employees of the Life Insurance Corporation, numbering 35,000, will have a wage increase varying from about Rs.15 to Rs.30 as a result of an agreement reached between the L.I.C. and the All-India Life Insurance Employees Association.

The benefits under the agreement would take retrospective effect from 1 January 1962.

(The Hindustan Times, 25 January, 1963).

52

The Working Journalists (Amendment) Act, 1962
(No. 65 of 1962).

The Working Journalists (Amendment) Bill (vide pages 93-94 of the report of this Office for December 1962) as passed by Parliament received the assent of the President on 19 December 1962 and has been gazetted as Central Act No. 65 of 1962.

(The Gazette of India, Extraordinary,
Part II, Sec. 1, 21 December 1962,
pp. 631-643).

53

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JANUARY 1963.

81. Employment Situation.

Village Volunteer Force Inaugurated^{ed}.

Shri Jawaharlal Nehru, Prime Minister, inaugurated on 26 January 1963, the Village Volunteer Force (vide section 81, p. 99 of the report of this Office for December 1962). In the broadcast on this occasion, he said that every able-bodied adult in five and a half lakh villages of the country should constitute himself a volunteer to serve his village and the nation. The force, Shri Nehru said, would have three tasks - production, education and defence.

The Prime Minister said that defence was not only the work of soldiers at the front but it meant increasing production also. To achieve this, new methods in agriculture had to be used and "we must have minor irrigation works, field channels, soil conservation and dry farming. This will create community assets in the village which will raise the standard of the people there and give them recurring sources of revenue for the panchayats for development", he added. Referring to education, Shri Nehru said that the force would help in educating the people and would also take up the work of giving correct information and better understanding of our great struggle. It was important that all people should know what was going on in the country and especially in our struggle for freedom and economic development, he added.

The Prime Minister said that the Volunteer Force would look after the village defence, railways, roads, Post and Telegraphs and they would help in keeping law and order in the village. Under the scheme, Shri Nehru said, every able-bodied adult in the village was to contribute a minimum of 12 days' labour per year to the Defence Labour Bank. If everyone contributed the minimum, the Prime Minister added, 200 million adults in the rural sector would produce assets of 3,000 million rupees.

Referring to the Five-Year Plan, he said that it was now to be so fashioned as to be especially helpful in the defence of our country. But this would not mean that we would cut down our development schemes because that would weaken us and be bad for our people. "We have, therefore, to bear this double burden of defence and development. I am sure we shall all do so and come out of this struggle triumphant", he said.

Shri Nehru said that to help the villagers where the majority of people lived, the community development programme was started and Panchayat Raj was established. Panchayat Raj had now been established in most of the States and the remaining States would follow soon. He said that along with Panchayat Raj there was the movement for co-operation that is Sahkari Samaj. "Panchayat Raj and Sahkari Samaj will not only bring political but also economic democracy to the villages and will make the people there self-reliant and strong."

(The Hindu, 28 January 1963).

55

83. Vocational Training.

India - January 1963.

Output of Engineers to be expanded: Retirement
Age being raised to 60.

Explaining the measures being undertaken by the Government to reduce the big gap, highlighted by the emergency, between the demand for and the availability of engineers, Shri Humayun Kabir, Union Minister for Scientific Research and Cultural Affairs said in a meeting of Chief Ministers of States held at New Delhi on 20 January 1963, that the Government has formulated a number of proposals relating to the training and employment of engineers. He said the Government was in favour of increasing the retirement age of engineers up to 60 years. The Government also favoured the employment of retired engineers as teachers ~~teachers' pay scales~~ and increase in the teachers' pay scales.

The Government, he added, was taking steps to provide for the training of an increased number of students. The seats in engineering colleges were being increased by 3,000 and those in polytechnics by 9,000. Even this, he admitted, fell short of requirements. Efforts were being made to shorten by six months the period of engineering courses by curtailing holidays and vacations and by increasing the working hours for students in the third and fourth-year classes.

Another step contemplated by the Government was to appeal to the private employers to restrict their recruitment of technical personnel to the absolute minimum.

(The Statesman, 21 January 1963).

'L'

56

Steps to reorientate Educational System:
Statement placed before Parliament.

A statement detailing the steps being taken to reorientate the educational system to meet the national emergency was placed before the Lok Sabha on 23 January 1963. According to the statement, facilities for science education at all stages are being expanded and particular emphasis given to training of secondary pupils in applied skills. Laboratories, workshops and other facilities in educational institutions are being intensively used for the training of personnel in different occupational and vocational skills. Universities are also laying greater stress on the implementation of schemes and relating to research in science and technology.

With the present need for a steady supply of manpower to the armed forces and for a variety of posts in civil defence, students in schools, colleges and universities are being fully covered by an expanded programme which includes training in educational discipline, physical education and NCC. Plans are afoot to increase the training centres for National Discipline Scheme instructors. Schools in Union Territories will provide free education to the children of Services personnel and also to the children of all those persons who have been killed or disabled in action at the front. State Governments have been requested to take similar action in the matter.

The Central Social Welfare Board and the National Council for Women's Education have also modified their Ed schemes to meet the present emergency. Teachers all over the country have been requested to help in knitting woollen garments, to avoid waste, undergo training in first-aid and other allied activities. All schools and colleges have been asked to observe the strictest economy. Particular stress is being laid on vocational education and facilities for career information service in both schools and colleges are being increased.

The Government of India is in constant touch with the State Governments and has given them guide lines as to the way in which State programmes should be oriented to meet the defence needs of the country.

As an essential measure towards the furtherance of the defence effort, the Government of India has decided to implement a special scheme to provide educational defence personnel. The University Grants Commission has decided:-

57

(1) To reduce degree and post-graduate courses which had recently been lengthened.

(2) To cut down the number of external examiners to those considered absolutely essential.

(3) To effect economy in expenditure on functions connected with convocations, foundation days and so on.

(4) To run specialised courses for defence services in subjects for which they are particularly suited, e.g., photogrammetry.

Besides this, the Commission has addressed the universities indicating different ways in which universities can help in the efforts to meet the national emergency particularly the needs to expand the NCC.

(The Hindustan Times, 25 January, 1963).

58

Defence of India (Employment of Technical Personnel
in National Service) Rules, 1963.

The Central Government published on 11 January 1963 the Defence of India (Employment of Technical Personnel in National Service) Rules, 1963, made in exercise of the powers conferred under the Defence of India Act, 1962. The rules specify in a separate schedule the notified occupations for the purposes of chapter V of the Act and deal inter alia with the composition, functions, powers and procedure of National Service Tribunals, enquiries by Tribunals regarding technical personnel employed in establishments, collection of such information by Tribunals or employment exchanges, payment of travelling expenses to persons summoned to appear before Tribunals, procedure for requiring release of personnel or directing personnel to undertake employment in the national service, terms of service of persons taken into employment in the national service including leave, hours of work and overtime, free accommodation, medical attention, pay and allowances, reinstatement of persons in their former employments, constitution of Technical Personnel (Reinstatement) Tribunals, control regarding discharge and dismissal of technical personnel, refixation of wages of technical personnel to whom permission to leave employment is refused, maintenance of registers by notified establishments and by Tribunals and penalties.

(Notification GSR 93 dated 11 January 1963;
The Gazette of India, Extraordinary, Part III,
Sec. 3, sub-sec. (i), 11 January 1963,
pp. 35-59)

59

85. Migration and Colonisation.

India - January 1963.

Indian Emigration (Amendment) Bill, 1963.

Shri Jawaharlal Nehru, Prime Minister of India, introduced in the Rajya Sabha on 25 January 1963 a Bill to amend the Indian Emigration Act, 1922. According to the Statement of Objects and Reasons of the Bill, the Indian Emigration Act, 1922 (7 of 1922) is designed to restrict and control the emigration of skilled and unskilled workers for work beyond the limits of India.

2. In section 2(1)(c) of the Act, the term "emigration" has been defined as "departure by sea out of India". The provisions of the Act are thus not applicable to persons proceeding abroad by air. Skilled and even unskilled workers sometimes depart by air for employment abroad to circumvent the provisions of the Act.

3. Section 22 of the Act provides that nothing in Chapter IV of the Act shall apply in any case in which a person engages another to accompany him out of India as his ~~domest~~ personal domestic servant. It is felt that protection envisaged to be given to emigrants under this Chapter should be extended even to domestic servants accompanying their employers.

4. The punishments provided in sections 25 to 30 of the Act for offences under the Act are not sufficient to deter the emigrants or the touts from committing the offences. Also there is no provision in the Act prescribing a minimum punishment.

5. There is also no provision for the confiscation of vessels or country-crafts used in the commission of offences of illicit emigration.

6. Section 31 of the Act provides that the provisions of the Act shall not apply to the departure out of India of "any person who is not of Indian parentage". The expression "of Indian parentage" has not been clearly defined. The intention has always been to safeguard the interests of citizens of India.

60

7. It has, therefore, been considered necessary -

(i) to extend the provisions of the Act to Journeys abroad by air;

(ii) to make provision for heavier punishment for certain offences under the Act;

(iii) to provide that the vessel, country-craft, aircraft or any other conveyance used in the commission of such offence shall be liable to confiscation;

(iv) to extend the safeguards provided for emigrants under the Act to the personal domestic servants accompanying their employers; and

(v) to make the provisions of the Act applicable to all citizens of India.

The present Bill is intended to achieve these objects.

(The Gazette of India, Extraordinary,
Part II, Sec. 2, 25 January, 1963,
pp. 31-37)

61

Chapter 9. Social Security

92. Legislation.

India - January 1963.

Personal Injuries (Emergency Provisions) Scheme, 1962.

In exercise of the powers conferred under the Personal Injuries (Emergency Provisions) Act, 1962 (vide page 108 of the report of this Office for December 1962) the Central Government has made a Scheme for the grant of relief in respect of personal injuries and personal service injuries sustained during the period of emergency. The Scheme which came into force on 26 October 1962 provides that save as is otherwise provided in this Scheme, a payment may be made in respect of an injury sustained during the period of the emergency which is - (a) a personal injury sustained by a gainfully occupied person, or (b) a personal injury service injury sustained by a civil defence volunteer, or (c) a personal injury sustained by personal of such other classes as may be notified in this behalf by the Central Government, or (d) a personal injury causing death, sustained by a person substantially dependent for his livelihood on a pension, annuity or other income ceasing with his death.

Where a qualifying injury has incapacitated a person for work for a period of not less than three consecutive days that person shall be entitled to be awarded in respect of that injury an allowance payable at the following rates, namely:-

- (a) where the injury is one for which relief may be given on the higher scale, at the half-monthly rate of fifteen rupees;
- (b) in the case of any other injury, at the half-monthly rate of twelve rupees and fifty naye paise.

62

Disability pensions.- Where a qualifying injury sustained by a person causes him serious and prolonged or permanent disablement, he shall be entitled to be awarded in respect of that injury a pension.

Where the disablement resulting from a qualifying injury is expressed or estimated as 10 per cent., or over, a disability pension shall subject to the provisions of clause 31 be awarded at the following rates, namely:-

Where the percentage of disablement is	If the injury is one for which relief may be given on the higher scale.	If the injury is not one for which relief may be given on the higher scale
	Rs. per mensem.	Rs. per mensem.
100	30	25
90	27	22.50
80	24	20
70	21	17.50
60	18	15
50	15	12.50
20 to 40	12	10
10	10	9

Where the disablement is not more than 50 per cent. the Claims Officer, may, if he is satisfied that the injured person is not debarred from all means of livelihood, substitute for the disability pension a lump sum payment calculated at 70 times the monthly payment specified in the foregoing sub-clauses.

If before the end of the sixth month from the date on which the injury was received, the competent medical authority certifies that the disablement caused to a person by a qualifying injury is permanent and incapable of diminution, the Claims Officer may at once award to that person a disability pension payable for life, or a lump sum payment.

Disability pensions shall be payable quarterly in arrears. Provided that if the Claims Officer considers that this course may result in hardship in any particular case, he may order that the pension shall be payable monthly in arrears.

Family pensions and child's allowances.-When a person dies as the result of a qualifying injury, there shall be payable, in accordance with the following provisions of this Part -

- (a) to one surviving eligible member of his family, a pension, in this scheme referred to as family pension, and
- (b) to each of his legitimate children, an allowance in this Scheme referred to as a child's allowance.

The amount of family pension shall, subject to the provisions of clause 31 of this Scheme, be twenty rupees monthly.

The amount of the child's allowance shall, subject to the provisions of clause 31 of this Scheme, be five rupees monthly for each child so long as a family pension continues to be paid to any surviving eligible member of the family, and seven rupees and fifty naye paise monthly for each child if no family pension is being paid.

In this Part, "eligible member of a family" means in relation to a person dying as the result of a qualifying injury,-

- (i) his widow lawfully married;
- (ii) a legitimate son;
- (iii) a legitimate daughter;
- (iv) his father;
- (v) his mother.

A child's allowance shall cease to be payable -

- (a) to a male on his attaining the age of 15 years; and
- (b) to a female on her attaining the age of 16 years or on her marriage whichever of these dates is the later: Provided that the Claims Officer may, if satisfied that a male child to whom allowance is payable is physically or mentally unable to support himself, continue the allowance.

Family pensions and children's allowances shall be paid quarterly in arrears: Provided that, if the Claims Officer considers that this course might result in hardship in any particular case, he may order that the pension or allowance shall be payable monthly in arrears.

Limitation on amount of awards.- The amount awarded to a person of a temporary allowance, when incapacitated, or as disability pension, when disabled, shall be subject to the following modifications, namely:-

- (a) while such person is under the age of 18 years, the amount which would otherwise be payable shall be reduced by 25 per cent;
- (b) while such person is under treatment in a hospital, the amount which would otherwise be payable shall be reduced by 20 per cent.

The amount ~~awarded~~ awarded as family pension or children's pensions or both in respect of a person dying as the result of a qualifying injury shall not exceed the amount which might have been awarded to that person had he qualified for a disability pension assessed on a disablement of 100 per cent.

While the person entitled to a temporary allowance, disability pension, family pension or child's allowance in respect of a qualifying injury is in receipt of a pension or allowance from public funds paid to him by reason of his having sustained that qualifying injury or, as the case may be, by reason of the death of another person as the result of that qualifying injury, he shall be allowed to draw only the amount, if any, by which the pension or allowance to which he is entitled under this Scheme exceeds the pension or allowance referred to, received by him from public funds.

No person in receipt of an allowance or pension under this scheme shall be allowed to draw allowance or pension of a different kind under this Scheme until the allowance or pension previously drawn by him is surrendered.

Decisions.-

All matters falling to be decided under this Scheme in connection with the award of payments under the scheme shall, where other specific provision is not made in this Scheme, be decided by the Claims Officer; but in all matters relating to the extent or effect of injuries, the existence or non-existence of incapacity for work, and degrees of disablement, the Claims Officer shall decide in accordance with the opinion of, or a certificate given by a competent medical authority.

The Central Government may at any time by notification in the official Gazette alter the rate of payments which may be awarded under this Scheme.

(Notification 3046 dated 22 December 1962, the Gazette of India, Part II, Sec. 3, subsec. (ii), 5 January 1963, pp. 31-42).

Personal Injuries (Emergency) Regulations.

The Central Government published on 5 January 1963 the Personal Injuries (Emergency) Regulations made in exercise of the powers conferred under the Personal Injuries (Emergency Provisions) Scheme, 1962 (vide pages 61-64 of this Report). The Regulations deal inter alia with form of casualty reports, constitution of medical authorities, forms of application for temporary allowances, disability pensions, family pensions and children's allowances, mode of payment of allowances and pensions, mode of proof of continued eligibility and reports of ineligibility.

(Notification SO 41 dated 22 December 1962; the Gazette of India, Part II, Sec.3, sub-sec.(ii), 5 January 1963, pp.43-57).

66

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

In exercise of the powers conferred under the Employees' State Insurance Scheme Act, 1948, the Central Government has appointed 27 January 1963, as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force), and Chapter V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of Avadi and Pattabiram in the State of Madras, namely:-

1. The areas within the revenue villages of:-

- (a) Avadi, Hamlet of Paruthipattu;
 - (b) Pattabiram, Hamlet of Thandarai;
 - (c) Viliinjambakkam;
 - (d) Chorancheri;
 - (e) Paleripattu;
 - (f) Veeraraghavapuram; and
 - (g) Kaduvetti
- in Sriperumbudur Taluk, Chingleput District

2. The areas within the revenue villages of:-

- (a) Padi; and
 - (b) Kakapallam
- in Saidapet Taluk, in Chingleput District.

(Notification SO 278 dated 19 January 1963, the Gazette of India, Part II, Section 3, sub-sec.(ii), 2 February 1963, pp. 357-358).

The Workmen's Compensation (Amendment) Act, 1962
(No. 64 of 1962).

The Workmen's Compensation (Amendment) Bill (vide pages 105-106 of the report of this Office for December 1962) as passed by Parliament received the assent of the President on 19 December 1962 and has been gazetted as Central Act No.64 of 1962. The Amendment Act, among other things increases the wage limit for coverage from Rs.400/- to Rs.500/-. The Act also provides that permanent total disablement shall be deemed to result from every injury specified in Part I of Schedule I or from any combination of injuries specified in Part II thereof where the aggregate percentage of the loss of earning capacity, as specified in the said Part II against those injuries, amounts to one hundred per cent. or more. The Act clarifies that the first six injuries specified in Schedule I of the Act shall be deemed to result in permanent total disablement and for this purpose Schedule I is amended as follows:-

(i) for the heading "List of Injuries Deemed to result in Permanent Partial Disablement" the following heading shall be substituted, namely:-

"PART I

List of Injuries Deemed to Result in Permanent Total Disablement";

(ii) after serial No.6 and the entries relating thereto, the following heading shall be inserted, namely:-

"Part II

List of Injuries deemed to Result in Permanent Partial Disablement";

(iii) Serial Nos. 7 to 54 shall respectively be re-numbered as serial Nos. 1 to 48.

68

Section 3 sub-sec.2 of the Act dealing with compensation for occupational diseases is amended to enable a workman to claim compensation (a)if he contracts an occupational disease mentioned in (1) Part C of Schedule III in less than the period prescribed (2) Part B or Part C of Schedule III at any time other than the prescribed period.

Section 10 dealing with 'Notice and Claim' is amended to provide that in case of partial disablement due to the contracting of any such disease and which does not force the workman to absent himself from work, the period of two years shall be counted from the day the workman gives notice of the disablement to his employer;

Provided further that if a workman who, having been employed in an employment for a continuous period, specified under sub-section(2) of section 3 in respect of that employment, ceases to be so employed and develops symptoms of an occupational disease peculiar to that employment within two years of the cessation of employment, the accident shall be deemed to have occurred on the day on which the symptoms were first detected.

Section 18A sub-sec.(2) dealing with penalties is amended as follows. For the words "within six months of the date on which the offence is alleged to have been committed", the words "within six months of the date on which the alleged commission of the offence came to the knowledge of the Commissioner" shall be substituted.

The description of certain employments in the list of occupational diseases in Schedule III of the Act is modified so as to bring them in line with International Labour Convention No.42 and poisoning by manganese or a compound of manganese or its sequelae is added to schedule.

For the existing Schedule IV dealing with compensation, the following schedule is substituted.

19

Schedule IV
(See Section 4)

Compensation payable in Certain Cases

Monthly wage of the workman injured		Amount of compensation for		Half-monthly payment as compen- sation for tempo- rary disablement.
		Death	Permanent total disablement	
(1)	(2)	(3)	(4)	
More than Rs.	But not more than Rs.	Rs.	Rs.	Rs.nP.
0	10	1,000	1,400	Half his monthly wages.
10	13	1,100	1,540	Do.
13	18	1,200	1,680	6.50
18	21	1,260	1,764	7.00
21	24	1,440	2,016	8.00
24	27	1,620	2,268	8.50
27	30	1,800	2,520	9.50
30	35	2,100	2,940	9.50
35	40	2,400	3,360	10.00
40	45	2,700	3,780	13.00
45	50	3,000	4,200	13.00
50	60	3,600	5,040	18.50
60	70	4,200	5,880	18.50
70	80	4,800	6,720	20.00
80	100	6,000	8,400	26.00
100	150	7,000	9,800	37.50
150	200	7,000	9,800	52.50
200	300	8,000	11,200	60.00
300	400	9,000	12,600	75.00
400	..	10,000	14,000	87.50

(The Gazette of India, Extraordinary, Part II,
Sec.1, 21 December 1962, pp.625-631).

CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JANUARY 1963.

111. General.

Recommendations of the Railway Accidents Committee
Accepted: Greater vigilance at level crossings
ensured: Payments to running staff to be linked
with Milage.

The report of the Railway Accidents Committee which was headed by Shri H.N. Kunzru, and a note on action proposed on the committee's recommendations was placed on the table of the Parliament on 21 January 1963. The Railway Ministry has accepted the committee's recommendations in regard to strict observance of the speed limits on different sections and said that existing practice on most of the railways was that the working time tables showed the speed limits.

In regard to level crossings, the Board has noted the Committee's observation that accidents at level crossings are on the increase and adds that steps have been initiated to ensure greater vigilance on the part of gatemen at manned crossings and greater care by road traffic at unmanned level crossings. The Railways would be asked to provide for more frequent supervision of the work of gate keepers and review the strength of gatemen in relation to the traffic at level crossings. The State Governments have been reminded to intimate their acceptance for sharing 50 per cent. of the cost of manning of unmanned level crossings. The Railways are also being advised about taking a census of traffic at all level crossings periodically. The Board has decided to address State Governments on the Committee's suggestion that State Governments should enact a law making it obligatory on drivers of passenger buses to stop before passing unmanned crossings and to cross them with the conductor walking ahead of the bus.

The Railway Board has also under consideration a proposal that allowances and extra payments to running staff might be linked to the mileage that a person does rather than the hours of work put in, so as to ensure quick movement and punctuality. On the Committee's recommendation that no driver should perform running duty of more than 14 hours at a stretch, the Railway Board said that Railway administrations had been told that it was necessary to reduce substantially cases of drivers working long hours. If there was a busy section on which there was a tendency for drivers to be detained for long hours, regular arrangements should be made to change the crew at a selected section where improvised facilities might be provided for the crew to take rest.

The Board has asked General Managers of Railways and Charimen of Railway Service Commissions to take emergent action to liquidate shortage of staff in categories connected with the operation of trains should such as station masters, ASMs., cabinmen, levermen, guards, drivers, firemen, etc., as soon as possible. The question of revision of leave reserves for various categories of staff was also being taken up. The Kunzru Committee's suggestion for a pilot project for applying psycho-technical tests to a limited number of drivers, cabinmen and levermen, before selection has been accepted by the Board.

The Board is obtaining the services of a qualified and experienced psychologist preferably with some experience of railway working.

It is also proposed to extend refresher courses to permanent way inspectors and their assistants.

On the "abnormal increase" in collisions between trains and trolleys reported by the Committee the Board says that the Railways are being directed to institute a special drive to ensure that safety rules in running and protecting the trolleys on lines are observed.

(The Hindu, 23 January 1963)

72

LIST OF THE PRINCIPAL LAWS PROMULGATED DURING
THE PERIOD COVERED BY THE REPORT FOR JANUARY
1963.

INDIA - JANUARY 1963.

CHAPTER 3. ECONOMIC QUESTIONS.

Minimum Wages (Maharashtra Amendment) Act, 1962
(Maharashtra Act No. III of 1963) (Maharashtra
Government Gazette, Part IV, 17 January 1963,
pp. 9-11).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

Uttar Pradesh Dookan aur Vanijya Adhishthan
Adhiniyam, 1962 (Uttar Pradesh Shops and
Commercial Establishments Act) (No. XXVI of 1962)
(Government Gazette of Uttar Pradesh, Extraordinary,
26 December 1962, pp. 1-16).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Industrial Disputes (Maharashtra Amendment)
Act, 1962 (Maharashtra Act No. II of 1963)
(Maharashtra Government Gazette, Part IV,
10 January 1963, pp. 7-8).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES
OF WORKERS.

Working Journalists (Amendment) Act, 1962 (No. 65 of
1962) (The Gazette of India, Extraordinary,
Part II, Sec. 1, 21 December 1962, pp. 631-643).

CHAPTER 9. SOCIAL SECURITY.

Workmen's Compensation (Amendment) Act, 1962
(No. 64 of 1962) (The Gazette of India, Extraordinary,
Part II, Sec. 1, 21 December 1962, pp. 625-631).

BIBLIOGRAPHY.

INDIA - JANUARY 1963.

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

- * "Report of the Indian Government Delegation to the 46th Session of the International Labour Conference (Geneva, June 1962)": Government of India, Ministry of Labour and Employment, New Delhi, 1962. pp.60.

CHAPTER 3. ECONOMIC QUESTIONS.

- * "Technical Paper on Sample Design - Fourth Round: July 1958-June 1959": Number 70: The National Sample Survey: Issued by the Cabinet Secretariat, Government of India: Printed by the Eka Press, Calcutta in 1962 and published by the Manager of Publications, Civil Lines, Delhi-8. pp.50.

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

- * "Notes on the Results of the Land Utilisation of Survey and Cropping Experiments - Twelfth Round: March 1957-August 1957": Number 69: The National Sample Survey: Issued by the Cabinet Secretariat: Government of India: Printed by the Eka Press, Calcutta, in 1962 and published by the Manager of Publications, Civil Lines, Delhi-8. pp.52.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- *(a) "Administration Report 1961-62": Bombay Port Trust: G. Claridge & Co. Ltd., Bombay. pp. xxxix+33.
- *(b) "Annual Report 1961-62": Employees Delhi School of Social Work, University of Delhi, 3, University Road, Delhi, 1962. pp. 110. pp. 32.
- *(c) "Prospectus": Delhi School of Social Work, The University of Delhi, 3, University Road, Delhi, 1962. pp. 110.
- *(d) "Studies in Social Work - List of Publications": Delhi School of Social Work, University of Delhi, 3, University Road, Delhi. pp. 6.

* Publications received in this Office.

74

CHAPTER 9. SOCIAL SECURITY.

- *(a) "Annual Report 1961-62": Employees' State Insurance Corporation: Issued by Director General, Employees' State Insurance Corporation, New Delhi. pp.203.
- *(b) "Report on the Working of the Employees' Provident Funds Scheme for the Year 1961-62": Government of India, Ministry of Labour and Employment: Issued by the Central Board of Trustees, Employees' Provident Fund. pp.32.

'L'

* Publications received in this Office.