

COPY NO. 2.

232732

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

FSD

I. L. O. REGISTRY-GENEVA
18 AUG 1958
File No 33-2-218
With:
on:

Industrial and Labour Developments in July 1958.

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

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.</u>	
<u>11. Political Situation and Administrative Action:</u> Punjab: State Labour Advisory Committee Constituted.	1
<u>12. Activities of External Services:</u>	2
<u>CHAPTER 3. ECONOMIC QUESTIONS.</u>	
<u>33. Full Employment Policy:</u> Bombay: 300,000 Beedi Workers laid-off due to Closure: Protest against fixation of Minimum Wages.	3
<u>34. Economic Planning, Control and Development:</u>	
(a) Compulsory Export of Sugar by Factories: Ordinance promulgated.	4-5
(b) Reg Finance Corporation Set up.	6
(c) U.S. Aid to India: Ten Project Agreements signed with U.S.A.	7
(d) U.S. Loan to Increase Iron Ore Production.	8
(e) Development Council set up for Industries engaged in Manufacture or Production of Food Processing Industries.	9
<u>36. Wages:</u>	
(a) Minimum Wages in Beedi Industry: Kerala Government Proposes Inter-State Talks.	10
(b) Andhra Pradesh: Minimum Wage for Workers fixed.	11
<u>37. Salaries:</u> Mysore: Revision of Pay-scales in State-owned Industrial Establishments.	12

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
<u>41. Agriculture:</u>	
(a) Andhra Pradesh Ceiling on Agricultural Holdings Bill, 1958.	-
(b) Madras Bhoodan Yagna Act, 1958 (No. XV of 1958).	13-15 16
<u>42. Co-operation:</u>	
(c) Madhya Pradesh Land Revenue Code Bill, 1958.	17-18
<u>43. Handicrafts:</u>	
West Bengal Khadi and Village Industries Board Bill, 1958.	19
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
<u>50. General:</u>	
Labour Conditions of Contract Labour in Iron Ore Mines.	- 20-29
<u>51. Hours of Work:</u>	
Madras Industrial Establishments (National and Festival Holidays) Bill, 1958.	- 30-31
<u>52. Workers' Welfare, Recreation and Workers' Education:</u>	
P. & T. Welfare Advisory Board set up: Workers urged to Utilise available Amenities.	32
<u>56. Labour Administration:</u>	
Inspection of Mines in India: Report of the Chief Inspector of Mines for 1955.	- 33-41
<u>59. Social Research:</u>	
Survey of "Woman-power" to be undertaken.	42

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
<u>63. Individual Contracts of Employment:</u>	
Working of the Industrial Employment (Standing Orders) Act, 1946, during 1956.	43-44
<u>64. Wage Protection and Labour Clauses in Employment Contracts with the Public Authorities:</u>	
West Bengal Payment of Wages Rules, 1958.	45
<u>66. Strike and Lockout Rights:</u>	
Government Servants have no Right to Strike: Patna High Court Judgment.	46-48
<u>67. Conciliation and Arbitration:</u>	
(a) Bombay: Bombay Industrial Relations Act, 1946, extended to Wool Spinning and Weaving Industry.	49-50
(b) Industrial Disputes in India during 1957.	51-58
(c) Draft Madras Industrial Disputes Rules, 1958.	59
(d) Strike in Tata Iron and Steel Works at Jamshedpur, 15-27 May 1958: Recognition Demand by A.I.T.U.C. - affiliated Union.	60-61
<u>69. Co-operation and Participation of Industrial Organisations in the Social and Economic Organisation:</u>	
Workers' Participation in Management: Management Council set up in Hindustan Machine Tools Factory.	62-63
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
<u>73. Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings or Undertakings Managed with the Participation of the Public Authorities:</u>	
Government Servants have no Right to Strike: Patna High Court Judgment.	64

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation.</u>	
Employment Exchanges: Working during May 1958.	65-68
83. <u>Vocational Training:</u>	
(a) Labour Ministry's Training Scheme: Training during May 1958.	69-70
(b) Mysore: State Council for Craftsman set up.	71
(c) Long-Term Training Scheme for Displaced Persons from East Pakistan.	72
<u>CHAPTER 12. INDUSTRIAL COMMITTEES.</u>	
121. <u>Special Information:</u>	
Problems of Jute Industry: Industrial Committee to Meet at Calcutta.	73
<u>LIST OF PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR JULY 1958.</u>	74
<u>BIBLIOGRAPHY - INDIA - JULY 1958.</u>	75-76

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY 1958.

II. Political Situation and Administrative Action.

Punjab: State Labour Advisory Committee constituted.

With a view to advising the State Government on all matters relating to general policy and specific programmes concerning labour, the Punjab Government announced on 7 July 1958, the establishment of a nine-man State Labour Advisory Committee with the Labour Minister, Punjab, as its Chairman.

The official members of the committee are: the Secretary to the Government, Labour and Employment Departments, the Labour Commissioner, Punjab and the Director, National Employment Service, Punjab.

Another nine-man Committee has been set up for bringing to the notice of all concerned the cases of non-implementation of awards and settlements, etc., and for finding out proper legal and moral remedies for their implementation by the employers.

The Labour Commissioner is Chairman of the Committee and the Deputy Labour Commissioner is the Vice-Chairman of the Committee.

(The Hindustan Times, 8 July 1958).

'L'

- 2

12. Activities of External Services.

India - July 1958.

Lectures and talks.

During the month of July a series of lectures were delivered by the Director of the trainees of 'Teacher-Administrators' Course' organised under the Government of India's Workers' Education Scheme. The subjects were: (a) ILO - its antecedents and objects; (b) International Labour Code; (c) Recent Work of the ILO and its current programmes; and (d) India and the ILO.

1959 T.A. Programme.

During the month the Director conferred with the concerned officials of the Government of India and finalised India's technical assistance aid requests for 1959.

'L'

- 3

Chapter 3. Economic Questions.

33. Full Employment Policy.

India - July 1958.

Bombay: 300,000 Beedi Workers laid-off due to Closure: Protest against fixation of Minimum Wages.

About three hundred thousands (300,000) workers employed in Bidi industries in Vidarbha Region (Bombay State) specially in Bhandara and Nagpur Districts were rendered idle from 2 July 1958 following the indefinite closure of the bidi manufacturing concerns as a protest against the fixation of minimum wages by the State Government which came into effect today.

Shri Manoharbai Patel, M.L.A., President of the Bidi Manufacturers Association said that the bidi manufacturers thought it better to close down their concerns rather than becoming bankrupt in less than a year's time. They were compelled for the closure owing to the new rates fixed by the Government he said.

Split up in several categories the rates of preparing bidis formerly varied from one rupee and 2 annas to one rupee and 3 annas per thousand while the new rates fixed by the Government are one rupee and 11 annas for Nagpur district, 1 rupee and 10 annas for Bhandara district and 1 rupee and 9 annas per thousand for the remaining six districts of the region.

(The Hitavada, 3 July 1958).

34. Economic Planning, Control and Development.

India - July 1958.

Compulsory Export of Sugar by Factories:
Ordinance promulgated.

The President of India promulgated on 27 June 1958 an ordinance providing for the compulsory export of sugar by all factories in quantities to be fixed by the Union Government in proportion to their production.

A notification issued under the ordinance fixed an export target of 50,000 tons for the period up to 31 October this year, while the ordinance itself laid down that the quantity exported in any year should not exceed in the aggregate 15 per cent of the quantity of sugar produced in the country in the season ending with the month of October falling within that year.

The Indian Sugar Mills' Association, Calcutta, has been named as the export agency to which all factories will be required to deliver their export quotas.

Contrary to speculation, no provision has been made for subsidizing, through an increase in excise duty or cess, the exports, which because of the world prices, can only be made at a loss.

5

The Government has calculated that the average loss on the export of the declared quota would not have been more than annas eight per maund on the quantity of sugar now in stock with the factories if the internal prices had not increased. With an increase of rupee one or more per maund in prices in anticipation of the Government plan for the promotion of sugar export, the Government would seem to be of the view that the loss should be more than offset by the rise in prices.

A Press note said there was no justification for any further rise in prices on account of exports and, in fact, the prices ought to stabilize at a lower level. It warned the factories that if there was any undue rise in prices, the Government would not hesitate to take measures to bring them down to a reasonable level.

According to the ordinance, any factory failing to deliver its quota in whole or part shall have to pay an additional excise duty of 17 rupees per maund on the quantity of sugar in respect of which default takes place before the same is released for sale in the internal market. The sugar factories will be paid for the quantity delivered by them to the export agency at a uniform rate based on the net price realized by the agency from the sale of sugar.

(The Hindustan Times, 28 June 1958).

'L'

6

Refinance Corporation Set up.

A private limited company under the name of "Refinance Corporation for Industry(P)Ltd.", came into existence on 5 June 1958. The Corporation has been set up to augment the resources available for the use of medium-sized industrial units in the private sector. As its name implies, the Refinance Corporation is designated designed, not itself to led to industry, but to assist banks to do so. The aim is to encourage banks to extend formal term lending facilities to industries.

The authorized capital of the Corporation is 250 million rupees. It will have an initial issued capital of 125 million rupees contributed jointly by the Reserve Bank of India, Life Insurance Corporation and 15 of the larger scheduled banks.

Resources.- Under the agricultural commodities agreement, signed between India and the U.S.A. in August 1956, about 260 million rupees from the counterpart funds have been reserved for re-lending to private enterprise in India through specified banks. The Government of India will make available to the Corporation the amounts required by it from time to time, in the form of interest-bearing loans and arrange to obtain re-imburement in due course from the counterpart funds.

The total resources presently available to the Corporation, including issued capital, will be of the order of 385 million rupees. Out of this amount, each of the participating scheduled banks will be allocated a quota within which it will be eligible to obtain refinancing facilities from the Corporation.

Loans given by the member banks, to be eligible for assistance from the Corporation, must be for medium-sized industrial concerns for amounts not exceeding 5 million rupees in any one case and the period of the loans should not be less than three or more than seven years. These facilities will be available only to industrial concerns whose paid-up capital and reserves (excluding reserves for the payment of taxes and normal depreciation reserves) do not exceed 25 million rupees in any particular case. Loans must be for the purpose of increased production, primarily in industries included in the second Five-Year Plan and succeeding Plans.

The Board of Directors of the Corporation consists of seven members including the Governor of the Reserve Bank who will be the Chairman.

(The Hindustan Times, 6 June 1958).

'L'

2

7

U.S. Aid to India: Ten Project Agreements signed
with U.S.A.

Ten project agreements, under which India will receive a total of 1,681,744 U.S. Dollars in technical assistance funds for various phases of developmental activity, were signed here on 19 June 1958, by the Governments of India and the U.S.A.

Of this, assistance to Indian technical education institutions constitutes the biggest item, accounting for 1,150,288 U.S. Dollars.

The other agreements provide funds to the extent of 65,390 U.S. Dollars for Expansion and modernisation of Marine and Inland fisheries, 2,500 U.S. Dollars for building materials, 28,409 U.S. Dollars for grain storage, 5,500 U.S. Dollars for agricultural information, production and training, 51,343 U.S. Dollars for crop production and development, 90,000 U.S. Dollars for assistance to National Professional Education Centre, 147,500 U.S. Dollars for U.P. Agricultural University, 2,834 U.S. Dollars for Indian airlines and 138,000 U.S. Dollars for Geological Survey of India.

(The Hindustan Times, 20 June 1958).

8

U.S. Loan to Increase Iron Ore production.

An agreement was signed in Delhi on 25 June 1958, allotting 20 million U.S. Dollars from the U.S. President's Asian Economic Development Fund to India for a multi-purpose project which will develop the iron ore mines in the Rourkela area, construct a new railway line from Sambalpur to Titlagarh and will also undertake improving the facilities at Vizag port in order to increase the export of iron ore from India to Japan. (See page 17 of the report of this Office for the month of April 1958).

The total estimated cost of the project is roughly 66 million U.S. Dollars. The Government of India will bear the entire expenditure in rupees and Japan has agreed to make available a line of credit up to 8 million U.S. Dollars for the purchase of necessary equipment in Japan.

The U.S. allocation is a loan payable in rupees in 31 half-yearly instalments beginning three years after the disbursement of the loan and will carry an interest of 3-1/2 per cent.

(The Hindustan Times, 26 June 1958).

'L'

9

Development Council set up for Industries engaged in
Manufacture or Production of Food Processing
Industries.

In exercise of the powers conferred under the Industries (Development and Regulation) Act, 1951, the Central Government has established a Development Council for the scheduled industries engaged in the manufacture or production of food processing industries. The Council consists of members representing the interests of owners of industrial undertakings, the interests of persons employed in the undertakings, the interests of consumers of goods manufactured or produced by the industries, and persons having special knowledge of matters relating to the technical or other aspects of the industries.

The following functions have been assigned to the Council, namely, (i) recommending targets for production, co-ordinating production programmes and reviewing progress from time to time; (ii) suggesting norms of efficiency with a view to eliminating waste, obtaining maximum production, improving quality and reducing costs; (iii) recommending measures for securing the fuller utilization of the installed capacity and for improving the working of the industry, particularly of the less efficient units; (iv) promoting arrangements for better marketing and helping in the devising of a system of distribution and sale of the produce of the said scheduled industries which would be satisfactory to the consumer; (v) promoting standardization of products; (vi) promoting or undertaking the collection and formulation of statistics; and (vii) promoting the adoption of measures for increasing the productivity of labour, including measures for securing safer and better working conditions and the provision and improvement of amenities and incentives for workers.

(The Gazette of India, Part II, Section 3 -
Sub-section ii, 12 July 1958, pp.1181-1182).

10

36. Wages.

India - July 1958.

Minimum Wages in Beedi Industry: Kerala Government
proposes Inter-State Talks.

Replying to a motion on 2 July 1958 in the Kerala Assembly concerning the enforcement of minimum wages for beedi workers in Malabar, Shri T.V. Thomas, Labour Minister, said that the Kerala Government proposed to have an inter-State Conference with the Madras and Mysore States to discuss this question, after which he hoped it would be possible to protect their interests better.

Shri K. Hassan Gani (Muslim League) called the attention of the Government to the difficulties of beedi workers in Malabar area, who, out of fear of losing their work, were accepting a lesser amount as wages, though the minimum wages had been fixed for them. This situation arose because of the unwillingness of the employers to pay the minimum wages and the Government had to intervene to set matters right.

Shri T.V. Thomas, Minister for Labour, said that the minimum wages had been fixed to give protection to the workers and it was up to them to see that they did not accept anything less than what was their due. In this matter, the workmen as well as the public would have to co-operate with the Government in enforcing the minimum wages fixed already. Further, the Government proposed to have an inter-State conference with the Madras and the Mysore States to discuss this question and, after it was over, he hoped that as a result of the discussions, it would be possible to protect better the interests of the workers in the beedi industry located mostly in Malabar. He particularly stressed the need for unity among the workers in enforcing the payment of the minimum wages by the employers.

(The Hindu, 3 July 1958).

11

Andhra Pradesh: Minimum Wage for Workers fixed.

Addressing a Press Conference on 17 July 1958, Shri N. Sanjiva Reddi, Chief Minister, Andhra Pradesh, disclosed that the Government on a consideration of the Hanumantha Rao Committee Report, had decided that the principle of a minimum basic wage of 26 rupees per worker in the public utility service should be accepted. The Government has also agreed that there should be a minimum pay packet, but in view of the financial commitment and limited resources of the State, they have fixed it ~~at~~ at 50 rupees per month in the public utility services.

In addition to this minimum pay of 50 rupees, house rent allowances would be allowed at the rates applicable to various localities as at present. In effect therefore the total pay packet would amount roughly to 55 rupees or only 5 rupees less than that recommended by the Hanumantha Rao Committee Report. The Government had also decided that the private sector of industry might be advised to adopt a minimum pay packet of 55 rupees in addition to a house rent allowance at a suitable figure.

Dearness Allowance.— The Government was of the view that it would not be practicable to adopt the principle that the dearness allowance should be linked up with the cost of living index, as the financial commitments would be heavy and indefinite both in terms of quantum and duration. A similar recommendation in the report of the Central Pay Commission of 1947 could not be put into operation for analogous reasons. Any such automatic adjustment of wages would make budgets which depended on Government's resources during the budget year and the taxable capacity of the States, unreal.

Categories of workers.— As regards the categories of different workers, the Government had decided that consistent with ~~the~~ decision to allow a minimum of 26 rupees as basic wage, the basic minimum scale of pay should be 26-1-30 rupees. For higher categories, which must depend on the condition of work and the resources of the industrial unit concerned, the existing pay scales would continue, subject to the following: To give some relief to the low-income group employees, the Government had also decided that an increase in dearness allowance of 6 rupees per month should be allowed to all those who were eligible to dearness allowances, and who drew a pay up to 100 rupees (with marginal adjustments up to 106 rupees in the case of those drawing 100 rupees and above). That increase would be absorbed in the increases of emoluments and would not apply to workers paid according to market rates with consolidated wages, or daily rated wages. That increase would be inclusive of ad hoc increase, already given to some workers in the Telengana districts of the State and to the Andhra Paper Mills of Rajahmundry.

The Government would implement all these decisions with effect from 1 August 1958, that is, the salary or wages for August to be paid on 3 September 1958.

(The Hindu, 18 July 1958).

12

37. Salaries.

India - July 1958.

Mysore: Revision of Pay-scales in State-owned
Industrial Establishments.

The Mysore Government revised on 3 July 1958, the pay-scales of all employees working in Government-owned industrial establishments at an additional annual cost of 500,000 rupees.

The increase in expenditure includes the revised scales recently granted to the supervisory staff of the Mysore Iron and Steel Works at Bhadravati. It is estimated that about 3,000 employees would benefit by the new scales.

(The Times of India, 5 July 1958).

'L'

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

INDIA - JULY 1958.

41. Agriculture.

Andhra Pradesh Ceiling on Agricultural Holdings
Bill, 1958.

The Government of Andhra Pradesh published on 16 July 1958 the text of the Andhra Pradesh Ceiling on Agricultural Holdings Bill, 1958, proposed to be introduced in the Legislative Assembly of the State. The Statement of Objects and Reasons of the Bill declares that with a view to preventing undue concentration of agricultural lands in the hands of a few persons, and having regard to the recommendations in the Second Five-Year Plan, the Government has decided to undertake legislation prescribing the maximum extent of land that a person may hold. The Bill accordingly seeks to fix ceiling on existing holdings as well as on future acquisitions of agricultural lands. The ceiling will apply to all agricultural lands held by a person either as owner, usufructuary mortgagee or as tenant or in any or all of such capacities. The provisions of the Bill will apply to the entire State and will override the corresponding provisions in the Hyderabad Tenancy and Agricultural Lands Act, 1950, in force in the Telangana area of the State.

In the case of existing holdings the ceiling will be land yielding a net income of 5,400 rupees per annum. The proscribed authority shall determine and notify for each class of land and kind of soil in each local area of the State, the extent of land, called the standard permissible holding, which will be ordinarily sufficient to yield the above income. Persons holding land in excess of the permissible holdings should furnish a declaration of their holding to the revenue divisional officer, who shall thereupon determine the total net income of the holding. If the net income exceeds the ceiling income the person concerned shall be required to surrender such extent of land as will, after surrender, bring the total net income of the land retained by him to the ceiling income. No person shall, however, be required to surrender any land so as to reduce his holding to less than the permissible holding.

The Government may take over the land surrendered by a owner on payment of compensation; the compensation will range from ten times the net income to five times the net income of the land surrendered on a graded slab basis; of this, one year's net income will be payable to the tenant, if any, in possession of the land, and the balance to the owner.

Special provision is made in the case of lands surrendered by a limited owner, by a usufructuary mortgagee or by a tenant. In these cases the lands shall vest in the presumptive reversioner, or revert to the mortgagor, or the owner, as the case may be, subject to certain conditions.

As regards future acquisitions, the Bill provides that no person shall voluntarily acquire or take on lease or mortgage any land such that the total land held by him after such acquisition, lease or mortgage exceeds two-thirds the permissible holding. Where a person comes to hold land in excess of the permissible holding, in any other manner, he should furnish a declaration of his holding to the Revenue Divisional Officer and the relevant provisions relating to existing holdings shall thereupon apply.

The ceiling will not apply to the Central or State Government, to religious, charitable and educational institutions, and to co-operative farming societies approved by the Government. Sugar factories will also be allowed to retain lands which are used for growing sugar-cane for the purpose of the factory and which have been in their ownership since 10 June 1950. In the case of joint Hindu families consisting of more than five members entitled to a share, in the partition of the family property a higher ceiling has been fixed, allowing land yielding a net income of 1,200 rupees per annum for each member in excess of five. The Bill also provides that a person may hold or acquire in excess of the ceiling land exclusively used for grazing purposes, up to one-third the ceiling limit.

Under the Hyderabad Tenancy and Agricultural Lands Act, 1950, a protected tenant is entitled to purchase from his landlord the lands in his occupation up to maximum of one family holding, subject to certain conditions. The Bill now seeks to transfer to the protected tenant the ownership of all lands held by him except those reserved to the landholder for personal cultivation up to a maximum of two-thirds the permissible holding. Lands held by protected tenant in excess of the above limit, and which have not been reserved to the landholder for personal cultivation, will be liable to be taken over by the Government on payment of compensation, which will be apportioned between the protected tenant and the landholder in the ratio of 3: 2.

(Andhra Pradesh Gazette, Extraordinary,
16 July 1958, Part IVA, pp.219-234).

16

Madras Bhoodan Yagna Act, 1958 (No.XV of 1958).

The Madras Bhoodan Yagna Bill, (vide page 79 of the report of this Office for October-November 1957) as passed by the Madras Legislature received the assent of the President on 9 July 1958 and has been gazetted as Act No.XV of 1958. The Act facilitate the donation of lands for the bhoodan yagna (land gift movement) and the transfer and settlement of such lands for the benefit of landless poor persons or for community purposes.

(The Fort St. George Gazette,
Part IVB, 16 July 1958,
pp. 91-103).

'L'

42. Co-operation.

India - July 1958.

Madhya Pradesh Land Revenue Code Bill, 1958.

The Government of Madhya Pradesh published on 1 July 1958 the Madhya Pradesh Land Revenue Code Bill, 1958, proposed to be introduced in the Legislative Assembly of the State. The Bill seeks to consolidate and amend the law relating to land revenue, the powers of revenue officers, rights and liabilities of holders of land from the State Government, agricultural tenures, and other matters relating to land. The Code seeks to repeal a number of enactments including the Madhya Pradesh Land Revenue Code, 1954 (vide pages 45-47 of the report of this Office for February 1955).

According to the Statement of Objects and Reasons of the Bill, there are at present different sets of laws regarding land revenue, agricultural tenures and other matters relating thereto in force in the different regions of this State. Such a state of affairs is obviously not desirable from the point of view of efficient revenue administration and it is necessary to have a uniform legislation on the subject for the whole of the State. The Bill is designed to achieve this object. It is generally based on the existing laws in force on the subject in the various regions.

18

Chapter XII of the Bill deals with tenure holders. The Statement of Objects and Reasons declares that there are a number of tenures which exist today in the different regions of the State with varying incidents. After the abolition of the rights of intermediaries the land is now directly held from the State Government and there is no justification for continuing the existing multiplicity of tenures. It is proposed to have only two classes of tenures (besides Government lessees) as in the Mahakoshal region and to equate the tenure holders of other regions with them. This chapter follows generally the lines of its counterpart in the Madhya Pradesh Land Revenue Code, 1954.

Chapter XIV dealing with tenants, makes provision for persons holding land from tenure holders. In the Mahakoshal region they are termed as tenants (ordinary or occupancy) and in other regions they are called sub-tenants, shikmis or sub-lessees. The Madhya Bharat Land Revenue and Tenancy Act, 1949, does not permit sub-letting except in the case of disabled persons. There is no prohibitions on subletting in other regions. The provisions in this chapter are to apply to leases existing on the coming into force of this Code.

Chapter XVI of the Bill deals with consolidation of holdings. There is at present no law dealing with consolidation of holdings in any region except the Sironj and Mahakoshal regions. Provisions of this Chapter, therefore, generally follow those in Chapter XVI of the Madhya Pradesh Land Revenue Code, 1954.

(Madhya Pradesh Gazette, Extraordinary,
1 July 1958, pp. 1135-1250).

43. Handicrafts.

India - July 1958.

West Bengal Khadi and Village Industries Board Bill, 1958.

The Government of West Bengal published on 7 July 1958, the West Bengal Khadi and Village Industries Board Bill, 1958, proposed to be introduced in the Legislative Assembly of the State. The Bill seeks to provide for the establishment of a Board for the organisation, development and regulation of khadi industries and other village industries in the State. The term 'village industries' has been defined to include bee keeping, cottage match industry, cottage pottery industry, cottage soap industry, flaying, curing and tanning of hides and skins and ancillary industries connected with the same and cottage leather industry, ghani oil industry, hand-made paper, manufacture of cane-gur and khandsari, palma-gur making and other palm-products industry, and processing of cereals and pulses.

According to the Statement of Objects and Reasons of the Bill, the developmental schemes relating to khadi and village industries are supervised in West Bengal by a Khadi and Village Industries Board, which functions merely in an advisory capacity and is not a statutory board. The intention of the Government of India is to set up statutory Khadi and Village Industries Boards both at the Centre as also in the various States. With this object the Union Government has enacted the Khadi and Village Industries Commission Act, 1956, under which the Khadi and Village Industries Commission has been set up at the Centre. In accordance with the policy the Government of India as also of the Khadi and Village Industries Commission to set up statutory Khadi and Village Industries Boards in all the States, of the Union, some of the States have already passed necessary legislation and set up their statutory boards. It is now necessary for the West Bengal Government to enact requisite legislation so that a statutory Khadi and Village Industries Board may be set up in West Bengal. The Bill has been framed with this object in view.

(The Calcutta Gazette, Extraordinary,
7 July 1958, pp. 2517-2524).

20

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JULY 1958.

50. General.

Labour Conditions of Contract Labour in Iron Ore Mines.

In the Chapter on 'Labour Policy and Programmes' of the Second Five Year Plan, the Planning Commission, besides discussing the general problems relating to labour, stressed the need for devoting special attention towards certain groups of workers, e.g., contract labour, agricultural labour and women, in view of their peculiar problems. The Commission felt that these groups have not received adequate attention and that in order to provide the relief they deserve it was necessary that certain measures were adopted. So far as contract labour is concerned, the Commission felt that the major problems relate to the regulation of their working conditions and ensuring them continuous employment. As a preliminary step it suggested that studies should be undertaken for assessing the extent and the nature of the problems involved in different industries.

The system of employing workers through contractors is prevalent in almost all industries but in varying extent. Since a survey of all the industries would have taken a long time, Government decided that the special study should be confined to those industries wherein the percentage or number of contract labour was fairly high. According to the report of the Labour Investigation Committee the percentage of contract labour in iron ore mines in 1944 was as high as 53. Consequently, this industry was included in the list of five industries selected for special study. The study of conditions of contract labour in this industry was done in the course of a survey of general labour conditions. The list of iron ore mines furnished by the Chief Inspector of Mines showed that there were 127 mines in the country in 1955. The scrutiny showed that one unit was extension of one of the mines and another unit was not functioning. Data in respect of one unit was collected in the course of a pilot survey. Consequently, in December 1956, two sets of questionnaires - one relating to the general labour conditions and the other relating to contract labour - were issued to all other 124 mines. Despite repeated reminders only 20 mines sent their replies. Of these only 14 reported that they employed contract labour. Of these 14, only nine replies were so unsatisfactory that they could not be considered for analysis. Since the response was poor it was felt that the information should be collected from some more selected units in all the important centres by sending out investigators. For this purpose 37 units were selected. In the course of field enquiries, six units were found to be closed and one unit could not be visited as it was inaccessible on account of floods. The data was therefore collected in respect of 30 units of which only 17 employed contract labour. Thirteen units were found to be not employing contract labour and hence this article is based on the information relating to 22 mines.

Employment.- With a view to determining the extent of contract labour in iron ore mines, statistics of average daily employment were collected for the years 1953 to 1956 and first half of 1957. Some of the mines covered did not work during certain years and in some of them old records were not available and hence it was not possible to collect employment statistics in respect of all of them for all the years. The data in respect of first half of 1957 was collected in the course of field investigation. Of the 17 mines so covered, 3 did not work in the first half of 1957 and consequently information relates to only 14 mines. The available data regarding the number of workers employed direct and through contractors is presented in table given below:-

Year	No. of mines to which the data relate.	Direct Labour			Contract Labour		
		Men	Women	Total*	Men	Women	Total**
1953	10	3,358	616	4,121 (26.6)	5,572	5,006	11,345 (73.4)
1954	14	3,448	568	4,246 (26.1)	6,022	4,961	12,042 (73.9)
1955	19	3,636	728	4,951 (26.2)	7,189	5,605	13,977 (73.8)
1956	21***	3,626	749	4,788 (26.1)	7,080	5,600	13,549 (73.9)
1957 (First Half)	14	920	243	1,609 (26.7)	2,035	1,422	4,408 (73.3)

N.B. - Figures in brackets indicate percentages to total.

* Information regarding sex classification in respect of 147 workers in 1953, 230 in 1954, 587 in 1955, 413 in 1956 and 446 in 1957 employed in one mine Orissa is not available.

**Sex classification in respect of 767, 1059, 1183, 869 and 951 workers employed in 1953, 1954, 1955, 1956 and 1957 respectively is not known.

***Figures in respect of 6 mines, 2 each in Bihar, Mysore and Orissa, relates to first half of 1956.

The Labour Investigation Committee in 1944 surveyed 3 iron ore mines, viz., Noamundi and Gua in Bihar and Gorumahisani in Orissa. The mines at Noamundi and Gorumahisani were also covered in the course of the present survey. In the Noamundi mine the percentage of contract labour was 67.7 in 1939. This percentage dropped to 35.5 in 1944 but shot up to 73 in the first half of 1956. Similar was the trend in the Gorumahisani mine. The percentage of Contract Labour was 65.25 in 1939. It dropped to 59.6 in 1944 but increased to 70.6 per cent in the first half of 1956.

In all the three mines covered by the Labour Investigation Committee contract labour constituted 53 per cent of the total labour force. The percentage of contract labour in the mines covered by the present survey was 73.9 per cent in 1956.

Classification of the data by sex shows that the percentage of women workers is much higher in the case of contract labour than in the case of direct labour. In 1953 the percentage of women in the labour force employed through contractors was 47.3 as against 15.5 in the case of direct labour. Statistics relating to subsequent years show that there has been a more or less steady fall in the proportion of women workers in the case of contract labour. In the first half of 1957 the percentage of women workers employed through contractors had fallen to 41. On the contrary, except for 1954, there has been a steady increase in the proportion of women employed direct. A redeeming feature of the industry is that neither the managements nor contractors utilise child labour.

The main reason for the employment of contract labour seems to be that the management finds it cheap and economical. In addition, they are saved of the botheration of supervision. Some of the employers have expressed the view that contract labour is more efficient. Few of the managements have contended that either in view of the seasonal nature of the industry or because of business fluctuations it is easier for them to adjust the labour force through contractors than would be the case if they employed workers direct.

Most of the contract labour is employed on regular jobs e.g., digging, mining, picking or sorting of ore, and loading and unloading of ore. In a few mines such workers are also employed on such ad hoc jobs as earth cutting, removal of mud and road or building construction.

System of recruitment.- Contract labour employed in mines generally comes from adjoining villages and is usually recruited directly by contractors. In some cases contractors send their agents (e.g. mistries in Andhra) to nearby villages for purposes of recruitment. Only in three mines, 2 in Mysore and one in Orissa, contractors are bringing workers from other States as well. In no unit management is exercising any control on the recruitment of contractlabour. The management of one mine in Orissa, however, tries to ensure that no person below the age of 18 is engaged. In nine of the mines - one in Andhra, 2 each in Bihar and Orissa and 4 in Mysore, contractors are giving advances to workers either for purchasing food stuffs, or meeting the expenses of journey, marriages, funerals, house construction, etc. In all the cases it has been reported that no interest is being charged and recoveries are being made by instalments.

24

Wages and Earnings.— Bulk of the labour force employed through contractors is engaged on a piece-rate basis. In one mine in Mysore loaders, drillers and mazdoors are time-rated. In five mines in Orissa certain categories of workers e.g., loaders, sorters, and mazdoors are being paid on a time-rate bases. In one mine in Bihar loaders and mazdoors are time-rated.

From such information as is available it would appear that gradually more contract labour is being paid directly by the managements. In 1953, only 4.0 per cent of contract labour was being paid directly by the managements and this percentage increased to 18.2 in the first half of 1957.

In none of the units in Bihar and Orissa the system of direct payment by managements prevails. In Mysore, of the four mines surveyed in 1957, the management of one mine alone was making payments direct to workers employed through contractors. During 1956 managements of two out of 6 mines covered were making payments directly to contract labour. In Andhra, on the other hand in 2 mines out of 8 in 1956 and 1 out of 6 surveyed in 1957 workers engaged through contractors were receiving payments from contractors themselves.

From such information as is available it would appear that wage rates, etc., of contract labour are fixed by the contractors themselves and the management generally exercise no control. Only in two mines - one each in Andhra and Orissa - the managements are fixing the wage rates of workers employed through contractors. As stated earlier bulk of the contract labour is employed on a piece-rate basis. There are different units for calculating the wages e.g., tonnage, tubs, cubic feet, boxes, or lorry trips.

paragraphs
The following paras describe the wage rates of each category:

Loaders.— In Adnhra Pradesh loaders are being paid on the basis of tons of iron Ore loaded or un-loaded in 5 mines. In four mines payment is being made on the basis of lorry trips. The wage rates vary from four annas per ton to 2 rupees ~~respec~~ per five tons and from 2 rupees to 2 rupees 4 annas per lorry trips. In December 1956, loaders in a Bihar mine were being paid 1 rupee 4 annas per day as basic wage and in addition a dearness allowance of 7 annas 9 pies. In Mysore, loaders in two units are employed on piece-rates and in one on time-rates. In the unit where payment is being made on time-rates, men loaders are getting 1 rupee 8 annas per day while women are getting 8 annas less. Of the two units employing loaders on piece rates, one pays at the rate of 1 rupee 14 annas per lorry trip while the other pays 5 rupees per ton for three combined jobs i.e. loading, unloading and transporting.

25

Both the mines in Orissa engage loaders on time-rates. One of these mines discriminates between men and women loaders and pays 1 rupee per day to men and 14 annas per day to women. The other unit makes no such distinction but pays 1 rupee 15 annas to day-shift workers and 1 rupee 15 annas and 6 pies to night-shift workers.

Diggers.- Both in Andhra and Mysore where diggers are employed, rates of payment have been fixed at 10 rupees to 18 rupees per 5 tons or 7 rupees to 100 rupees per 100 cubic feet.

Sorters.- Two mines in Andhra employ sorters through contractors and pay them at the rate of 1 rupee for every 5 tons of ore sorted. The wages of the sorters employed directly by the management in another mine in that State are 1 rupee 6 annas and 1 rupee 2 annas per day for male and female workers respectively. One mine in Orissa, which employs contract labour for sorting, pays them at the rate of 1 rupee 6 annas and 6 pies per day.

Miners.- Miners were employed through contractors in all the five mines for which information is available. In two of the mines the measure for payment is a box of 36 cubic feet while in two others it is a box of 12.5 cubic feet. The rate of payment for the box of 36 cubic feet is 1 rupee 8 annas or 1 rupee 2 annas in the two mines in Orissa. In one Orissa mine miners are paid at the rate of 1 rupee per box of 12.5 cubic feet. The fourth mine in Orissa makes payment for a combined job of mining and loading at the rate of 2 rupees per tub of 1.5 tons. In December 1956, miners in the Bihar unit were getting 10 annas and 6 pies as basic wage and 4 annas and 6 pies as dearness allowance per soft box of 12.5 cubic feet and 12 annas and 9 pies as basic wage and 6 annas as dearness allowance per hard box of the same capacity.

Drillers.- Three mines, one each in Bihar, Mysore and Orissa, employ drillers through contractors. Drillers in the Bihar unit get 4 annas 6 pies per foot as basic wage and 2 annas and 3 pies as dearness allowance if working on soft bed and 11 annas and 6 pies per foot as basic wage and 4 annas and 9 pies as dearness allowance if working on hard bed. In the Mysore mine drillers are being paid 1 rupee 12 annas per day and in the Orissa mine payment is being made at the rate of 8 annas per foot.

Mazdoors.- Of the three mines in Mysore which employ mazdoors, only one engages them on time-rate basis and pays them a consolidated wage of 1 rupee 8 annas per day. In the other unit mazdoors are employed as ore-breakers and are paid at the rate of 10 rupees per 5 tons. The third unit engages mazdoors for blasting and excavation and pays them 2 rupees for every ton.

In Orissa, with the exception of a certain group of mazdoors in one unit, in all other units mazdoors engaged through contractors are employed on daily rates. These rates vary from 1 rupee to 1 rupee 10 annas in the case of men and from 14 annas to 1 rupee 8 annas and 6 pies in the case of women. All the units, except one, discriminate between men and women and pay women at lower rates. One of the Orissa units pays 11 annas as basic wage and 6 annas and 6 pies as dearness allowance.

In Bihar, men mazdoors get 1 rupee and 6 pies as basic wage and in addition 7 annas and 9 pies as dearness allowance. Women mazdoors get one anna less as basic wage but the same dearness allowance.

Allowances.- Only two mines, one each in Bihar and Orissa are paying dearness allowance to workers employed through contractors. All others are paying consolidated wages. In the Bihar unit all categories of workers employed through contractors are paid dearness allowance. The rate varies from occupation to occupation. Mazdoors get 7 annas and 9 pies per day as dearness allowance.

In the Orissa mine daily rated contract workers get dearness allowance at the rate of 6 annas and 6 pies per day.

Two mines, one each in Bihar and Orissa, also pay food rebate as well. The Bihar unit pays at the rate of 2 rupees 12 annas and 9 pies per week to all categories of workers on 6 days' attendance. Night shift loaders are paid an additional allowance of annas two per night. Orissa unit pays food rebate at the rate of 3 annas and 9 pies per day to daily rated workers.

During 1957 only Orissa mines were supplying rice at concession rates. The money value of this concessional supply ranged from 1 rupee 1 anna and 3 pies to 3 rupees and 8 annas per worker per month. In one Orissa unit loaders were being paid basket allowance at the rate of one anna per day and attendance bonus at the rate of two annas per day. The management of another unit in the same State also paid attendance bonus at the rate of 61 days' wages to all contract workers who had attended work on 260 days in 1955-56. In one unit in Bihar also attendance bonus was being paid to contract labour but further details regarding rate, etc., are not available.

Profit-Sharing Bonus.- Although the survey of general labour conditions reveals that the system of paying profit bonus exists in 6 mines (one each in Andhra, Mysore and Bihar and 3 in Orissa) only one of the Orissa units paid such bonus for the year 1955-56 to labour engaged through contractors at the rate of 67 days' wages.

Earnings.- The figures of "attendances paid for" and total earnings of certain categories of workers employed through contractors as in June 1957, are available in respect of 9 mines - 6 in Andhra and 3 in Mysore. The average daily earnings of loaders as worked out on the basis of the above data vary from 1 rupee 12 annas to 2 rupees and 6 pies in Andhra. In one mine in this State labour employed on combined jobs of loading and unloading earned 2 rupees 12 annas on an average per day. The average daily earnings of diggers ranged from 1 rupee 8 annas and 1 rupee 13 annas and 3 pies in Andhra and 10 annas to 1 rupee 8 annas and 3 pies (relates to July 1957), in Mysore.

Working conditions: Hours of work.- The hours of work, spreadover and rest period are generally in conformity with the provisions of the Indian Mines Act, 1952.

Leave and holidays.- The system of granting holidays and or leave exists in all the units except one each in Andhra and Mysore. However, among the units wherein such a system exists, in only six units - five in Orissa and one in Bihar - contract labour also enjoys leave and holiday facilities. In three of these Orissa units contract labour enjoys the same benefits in this regard as company labour. In other units company labour enjoys better privileges.

Housing.- The bulk of the labour force in mines is drawn from nearby villages and workers return to their villages after doing the day's work. Consequently housing problem arises in respect of only outside labour. Of the 20 mines, in respect of which information relating to housing conditions is available, 5 (i.e., 2 in Andhra and 1 in Mysore) have made no arrangements for the housing of company or contract labour. The managements of three units in Andhra and one in Orissa have provided housing accommodation only for workers engaged directly by them. On the contrary, 6 units - 3 each in Andhra and Mysore - provide accommodation for contract labour only. The remaining seven units (3 in Orissa, 2 in Bihar and one each in Andhra and Mysore) provide accommodation both for company as well as contract labour. In one of the Bihar units mentioned above the management fixes a quota of houses built by them for allotment to contract labour. The actual allotment is done by contractors. The management has built 956 pucca and 186 kutcha houses. Only in two mines in Orissa contractors themselves provide houses to their labour force. In one of the Orissa units 660 pucca and 20 semi-pucca houses have been built by contractors and these are allotted to permanent workers free of charge. In another unit in the same State contractors have built 403 pucca houses which are given to workers free of rent. In all other mines the housing accommodation provided consists of huts. Managements of some of the mines only provide building material, such as palmyra leaves, and workers themselves build their huts.

Only in four large mines arrangements exists for the supply of water by pipes. In all others wells, springs or streams constitute the main source of water supply. Very few units have engaged sanitary staff and, with the exception of a few big units, none have made sanitary arrangements.

Welfare.- With the exception of a few major units, all others provide very meagre welfare or recreational facilities.

Accidents.- Information relating to arrangements concerning payment of compensation in cases of accidents is available in respect of all but one mine. The replies received or information collected by the field staff show that workers in 12 mines - 8 in Andhra and 4 in Mysore - do not get any compensation for industrial accidents. In 6 mines - 3 in Orissa, 2 in Bihar and one in Mysore - managements pay compensation directly to contract labour and later on deduct the amount from contractors' bills. Only in two units contractors themselves are paying compensation to workers engaged by them. The managements of these mines have stated that they have not hand in the matter.

Maternity Benefits.- Arrangements for the payment of maternity benefits to women workers employed through contractors exist only in 7 mines - one each in Bihar and Mysore and five in Orissa. In six of these mines payments are being made directly by the managements and in one mine in Orissa by the contractors. It has been reported that registers of the contractors regarding the payment of maternity benefits are being checked by the welfare officers once in a week. Two mines - one each in Andhra and Mysore - have stated that no woman worker has ever claimed maternity benefits.

29

Industrial Relations.- Only 3 units - one in Mysore and 2 in Orissa - have appointed welfare officers to look after the interests of workers. In a Bihar mine a personnel officer has been appointed. The welfare officers and the personnel officer are also available to contract labour. In one of the above two mines in Orissa contractors have also appointed a welfare officer. One of the Mysore mines has appointed personnel officer for maintenance of industrial peace. In all the remaining mines, workers appointed direct or through contractors have to look to the management for removal of their grievances, if any.

Abolition of Contract System.- As stated earlier the contract labour forms an overwhelming majority of the total labour force working in the iron ore mines and jobs such as mining, loading and unloading, digging, sorting of ore etc., are usually entrusted to contractors. The employers seem to be reluctant to engage workers directly as they feel that in that case they will have to face the difficulties of recruitment and will have to look after the welfare of the workers. Moreover, they think that they will have to incur extra expenditure on supervisory staff. With the contract system the employers have complete freedom to adjust the number of workers according to business requirements. This advantage they are reluctant to lose. Two mines - one each in Andhra and Bihar - experimented replacement of contract labour employed on loading, and mining and transport in these mines respectively with direct labour and the above mentioned difficulties were experienced by them. In one mine in Orissa such an experiment is in progress and it is stated by the management that the experiment is showing loss in out-put and efficiency and proving to be expensive.

(Indian Labour Gazette, Vol. XV,
No. 12, June 1958, pp. 1203-1220).

30

51. Hours of Work.

India - July 1958.

Madras Industrial Establishments (National and
Festival Holidays) Bill, 1958.

The Government of Madras published on 25 June 1958, the text of the Madras Industrial Establishments (National and Festival Holidays) Bill, 1958, proposed to be introduced in the Legislative Assembly of the State. The Bill seeks to provide for the grant of national and festival holidays to persons employed in industrial establishments in the State.

According to the Statement of Objects and Reasons of the Bill, the 15 and 16th sessions of the Standing Labour Committee held at New Delhi in April 1956 and October 1957 respectively discussed the question of prescribing a uniform standard of paid national and festival holidays to the workers in the private industrial undertakings. The Chairman of the Standing Labour Committee observed that there should be seven paid holidays of which two should be national holidays and the rest festival holidays and that there should be a Committee to go into the question for working out the details. The Government of India proposes to watch the experience gained by the State Governments in introducing legislation for provision of paid national and festival holidays to industrial workers in the private sector before they take any steps to promote legislation in this regard.

As it will take some time for the Government of India to promote legislation and in view of the suggestion made at the meeting of the Madras State Labour Advisory Board held on 10 October 1956 that the State Government should make a beginning in the implementation of the provision for seven paid national and festival holidays, it is proposed to undertake legislation at State level.

31

The Bill aims at the provision of seven paid holidays including two national holidays, viz., the Republic Day on 25 January and the Independence Day on 15 August each year to every person employed in an industrial establishment in the State.

The term 'industrial establishment' has been defined to include:-

(i) any establishment as defined in clause (6) of section 2 of the Madras Shops and Establishments Act, 1947 (Madras Act XXXVI of 1947);

(ii) any factory as defined in clause (m) of section 2 of the Factories Act, 1948 (Central Act LXIII of 1948), or any place which is deemed to be a factory under sub-section(2) of section 85 of the Act;

(iii) any plantation as defined in clause (f) of section 2 of the Plantations Labour Act, 1951 (Central Act LXIX of 1951); and

(iv) any other establishment which the Government may, by notification, declare to be an industrial establishment.

(Fort St. George Gazette, Part IVA,
25 June 1958, pp. 207-213).

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

India - July 1958.

P. & T. Welfare Advisory Board set up: Workers urged to Utilise available Amenities.

The inaugural meeting of the newly constituted P. & T. Welfare Advisory Board was held at New Delhi on 5 July 1958.

Addressing the meeting, Shri Raj Bahadur, Minister of State in the Ministry of Transport and Communications, and Chairman of the Board, said that while more could and should be done to promote welfare activities in the department, it was equally important to popularise the amenities already available, so that maximum utilisation could be achieved.

At present there were no less than 720 welfare committees in different sections of the P. and T. Department, 142 co-operative societies, about 275 canteens, over 500 tiffin rooms, 630 recreation clubs, about 250 rest hours for R.M.S. staff, over 150 retiring and rest rooms and a little less than 150 dormitories for the staff. In addition to these, 141 beds have been reserved in various sanatoria for P. & T. employees and their family members for free treatment of tuberculosis at an annual cost of 250,000 rupees, night schools had also been opened. These figures, Shri Raj Bahadur said, were encouraging in the light of heavy limitation of resources.

The board also reviewed the progress of welfare activities since 1948 and discussed a number of proposals for extending sports and recreational activities, educational facilities, provision of amenities in rest houses and dormitories, incentives for the utilisation of such available facilities as holiday homes, libraries, etc.

(The Times of India, 8 July 1958).

23

56. Labour Administration.

India - July 1958.

Inspection of Mines in India: Report of the
Chief Inspector of Mines for 1955*.

The following information relating to the working of the Mines Act, 1952, is taken from the annual report of Chief Inspector of Mines for 1955.

Application.— Generally speaking, mines of Kankar, murrum, boulder, shingle, ordinary sand, ordinary clay (not including kaolin, china clay, white clay, or fire clay) building stone, road metal, earth, Fuller's earth and limestone continued to remain exempted from all the provisions of the Mines Act excepting Sections 44, 45 and 46 so long as the depth of excavation did not exceed 20 feet and employment did not exceed 50. Small prospecting excavations were also outside the purview of the Act, excepting Section 44, 45 and 46 so long as they did not employ more than 20 persons, no part of it extended below ground and the depth of the excavation did not exceed 50 ft. in the case of coal and 20 ft. in the case of non-coal. Borings and oil well, in the making or operation of which no person was employed below ground were exempt from all the provisions of the Act. The statistics given in this Report relate only to mines governed by the Act. The number of such mines which worked during the year was 3,027 consisting of 853 coal mines and 2,174 other mines. The corresponding figures for the preceding year were 853 and 2,020 respectively.

* Annual Report of the Chief Inspector of Mines in India, 1955. (Government of India: Ministry of Labour, pp.357; Price Rs.20/8/- or 31sh.6d.).

7/4

Employment.— The average daily number of persons working in and about the mines regulated by the Mines Act, 1952, in 1955, totalled 590,776. Compared to the preceding year, employment in mines increased by about 4 per cent. Nevertheless, the level of employment in 1955 was still below the record of 1953 by about 3,000. The following table shows the corresponding figures of employment for the last five years classified by sex and place of work.

Year	Under ground Men	Open-workings			Surface		Total	Index.
		Men	Women	Men	Women			
1951 --	220,312	89,467	54,107	129,662	55,500	549,048	100.0	
1952 --	221,297	98,087	57,351	127,734	54,727	559,196	101.8	
1953 --	219,266	117,839	72,015	130,097	54,653	593,868	108.2	
1954 --	214,620	110,948	63,760	128,264	50,662	568,254	103.5	
1955 --	221,956	120,922	65,284	131,222	51,392	590,776	107.6	

Increased employment has been reported both underground and in open workings as well as on surface. However, while the underground employment increased by 3.4 per cent and open-workings employment by 6.6 percent, surface employment increased by about 2 per cent only.

Women formed 19.7 per cent of the total employment in 1955 as against 20.1 per cent in 1954, and 21.5 per cent in 1953. The increase in employment has thus been relatively less among women than among men.

Employment in coal mines, which has been on the decline almost since the end of the war, recorded during the year under report an appreciable increase of about 7,000 or 2 per cent as compared to the preceding year. The increase was mostly in underground labour and to a smaller extent in opencast workings. The rise in surface employment was however, negligible. Among the various occupational groups, increases were more marked among miners and loaders underground and unskilled labour in open-workings. Miners and loaders both underground and in open-workings numbered 117,991 in 1955 as against 113,536 in 1954. In other words, the increase in employment was chiefly in productive labour. Sexwise, the increase in employment was entirely among men, the number of women having dropped slightly from 47,876 in 1954 to 47,654 in 1955.

All the major coalfields recorded increases in employment. In particular the Raniganj field recorded an average daily employment of 114,077 workers in 1955 as against 111,710 in 1954. Comparatively, the increase in the Jharia field was small, the average daily employment in the field being 124,852 in 1955 as against 124,185 in 1954. Employment in the Bokaro field increased from 16,821 in 1954 to 19,032 in 1955. Another notable increase was reported from Vindhya Pradesh, where the average daily employment increased from 8,147 in 1954 to 9,187 in 1955. In Madhya Pradesh, a reduction in employment in the Chhindwara field was offset by small increases in the Korea and Chanda fields.

The distribution of persons employed in coal and other mines is given in the table below:-

Name of Mineral.	Average Daily Number of Persons Employed					Total
	Under ground	Open-Working		Surface		
		Males.	Males	Females.	Males.	
Coal -----	187,406	22,705	10,868	90,215	36,786	347,980
Apatite-----	-	119	40	56	40	255
Asbestos-----	654	254	767	57	83	1,815
Barytes-----	164	90	133	44	18	449
Bauxite-----	-	534	178	164	50	926
Beryl-----	238	864	29	176	10	1,317
Calcite-----	-	83	28	4	9	124
China-clay-----	86	1,071	1,125	970	602	3,854
White-clay-----	12	326	480	253	121	1,192
Clay-----	5	-	-	-	-	5
Chromite-----	156	842	246	395	544	1,981
Copper-----	2,368	-	201	1,535	10	4,114
Corundum-----	11	11	3	1	4	30
Diamond-----	154	886	544	269	187	1,840
Dolomite-----	-	284	291	274	101	950
Emerald-----	-	154	27	38	-	199
Falspar-----	-	86	14	17	30	147
Fireclay-----	40	607	228	152	90	1,117
Fuller's Earth-----	-	45	-	-	-	45
Galena & Sphalerite.	514	-	-	395	-	709
Garnet-----	-	4	-	3	-	7
Gold-----	11,038	-	-	5,966	783	17,787
Graphite-----	9	139	114	76	20	358
Gravel-----	-	44	7	-	-	51
Gypsum-----	-	2,506	811	779	151	4,227
Ilmenite-----	-	846	-	2,237	-	3,083
Iron Ore-----	-	16,547	8,544	6,530	2,597	34,218
Iron Pyrites-----	23	-	-	22	8	53
Red Oxide of iron.	-	53	21	18	12	104
Kyanite-----	-	1,377	893	120	250	2,640

(Table to be continued to next page)

(Table continued from the previous page)

Name of Mineral.	Average Daily Number of Persons Employed					Total
	Under ground	Open-Working		Surface		
	Males.	Males.	Females.	Males.	Females.	
Laterite ----	-	39	-	5	-	44
Lignite ----	-	62	2	-	-	64
Limestone ----	-	14,696	7,581	4,406	970	27,653
Magnesite ----	1,930	1,934	843	-	-	2,777
Manganese ----	1,930	43,473	29,712	9,114	5,678	89,907
Manganese-dioxide. -	-	4	6	-	-	10
Mica ----	16,925	5,504	899	5,322	1,982	30,632
Ochre ----	288	33	10	122	47	500
Quartz ----	-	10	-	1	-	11
Sandstone ----	-	25	-	-	-	25
Salt ----	62	-	-	57	17	136
Selenite ----	-	14	-	6	-	20
Silica ----	-	70	30	32	18	150
Sillimanite ----	-	71	3	71	-	145
Slate ----	-	536	2	111	-	549
Stentite ----	43	973	213	226	182	1,637
Stone ----	30	3,016	590	1,084	212	4,932
Tin Ore ----	-	5	1	1	-	7
TOTAL (All Minerals)	221,956	120,922	65,284	131,222	51,392	590,776

Labour-Management Relations.- Labour management relations in the coalfields recorded a mixed trend during the year under report. While there was a general improvement in the situation in the fields of West Bengal, and Bihar, there was some deterioration in the otherfields, especially Hyderabad, Madhya Pradesh and Orissa. On the balance there was an appreciable increase in the number of man-days lost due to strikes as compared to the preceding year. The relevant figures are given below:-

	Number of men-days lost	
	1954	1955
Rajiganj -----	104,964	29,726
Jhari -----	130,483	34,640
Other Bihar fields-----	312	50,852
Orissa -----	-	8,520
Madhya Pradesh-----	-	52,410
Hyderabad -----	1,586	122,307
	237,345	298,455

The percentage of absenteeism among colliery workers also recorded an overall increase during the year (though small) and was the highest for the past five years. The figures for the various fields are shown below:-

Year	Assam	Rani-ganj	Jharia	Orissa	Vindhya Pradesh	Madhya Pradesh	Hyderabad	All fields
1951 --	18.52	13.50	11.20	15.04	-	14.61	14.52	13.31
1952 --	16.32	13.54	11.14	14.60	15.55	15.26	12.68	13.12
1953 --	16.73	13.71	12.28	13.43	16.05	13.36	12.68	15.46
1954 --	18.51	12.57	12.70	13.79	15.86	13.08	10.10	13.30
1955 --	20.36	12.33	13.43	15.41	17.01	14.05	15.98	14.03

There has been a comparative deterioration in the labour-management relations in the Kolar Gold Field during the year under report. There were as many as 30 strikes during the year involving an aggregate time-loss of 229,365 man-days.

Earnings.- The Index of Labour Earnings for the mining industry compiled by the Department of Mines (Base: December 1951 = 100) advanced by about 2 per cent from 107.0 in December 1954 to 109.3 in December 1955. In particular the index for coal mining increased from 109.3 in 1954 to 111.7 in 1955 while the index for non-coal mining increased from 102.2 in 1954 to 104.0 in 1955.

In the coal industry increases in average earnings were recorded in all States excepting Rajasthan. The overall average for all States increased from 12 rupees 2 annas and 6 pies in December 1954, to 12 rupees 7 annas and 8 pies in December 1955. The latter consisted of an average basic wage of 4 rupees 13 annas, a dearness allowance of 6 rupees 2 annas and 7 pies and other cash payments amounting to 1 rupee 8 annas and 1 pie. Concessions in kind given to colliery workers in December 1955, amounted to 1 rupee 1 anna and 1 pie per worker per week.

Among the non-coal fields, average earnings recorded appreciable increases in the gold mines of Mysore, manganese mines of Madhya Pradesh, iron-ore mines of Orissa and China clay mines of Bihar. Smaller increases were observed in the mica, iron-ore, copper and stone mines of Bihar and limestone mines of Madhya Pradesh. A drop in the average earnings was, however, noticed in the mica mines of Rajasthan and Andhra, manganese mines of Orissa and the limestone mines of Bihar.

38

Accidents.— The year under report recorded an appreciable reduction in the number of accidents in mines and the number of persons killed and injured. There were in all 273 fatal accidents and 4,229 serious accidents during the year involving 377 deaths and serious injuries to 4,385 persons. The incidence of fatal accidents last year has been the lowest on record for the past 5 years. In spite of the occurrence of the Amlabad Colliery disaster involving 52 deaths in the Jharia Coalfield in 1955, the death roll during the year has been extraordinarily low and gives rise to justifiable relief from the anxious concern felt during the early part of the year following a couple of successive major disasters. The number of persons seriously injured also recorded a welcome drop during the year under report as compared to the preceding year. The death and serious injury rates for the year thus show a marked decline.

Of the 377 persons killed, 296 were working underground, 38 in opencast workings and 43 on surface. They included 9 women in open-workings and 9 on surface. Among the injured 3,200 were underground, 168 including 36 women were in open-workings and 1,017 including 127 women were on surface.

The ~~tetra~~ coal mining industry which accounts for about two-thirds of the labour employed in all mines witnessed a continued improvement with a record of only 215 fatal accidents during the year as compared with 221 in 1954, 257 in 1953 and 293 in 1952. The number of deaths in the industry steadily declined from 353 in 1952 to 330 in 1953, 329 in 1954 and 309 in 1955. The incidence of fatal accidents in coal mining in 1955 was thus the lowest recorded during the recent past. But for the Amlabad colliery disaster in February 1955, which alone accounted for 52 deaths, the death roll in 1955 would have been appreciably low. The number of non-fatal injuries in coal mines had however recorded an insignificant increase from 2,864 in 1954 to 2,880 in 1955.

Among the major coal fields, the Jharia field recorded an increase in the number of accidental deaths from 93 in 1954 to 138 in 1955 on account of the Amlabad disaster. The number of persons seriously injured also increased from 581 in 1954 to 670 in 1955. In the Raniganj field an increase in the number of deaths from the unusually low 77 in 1954 to 97 in 1955 was accompanied by a drop in the number of serious injuries from 886 in 1954 to 802 in 1955. Madhya Pradesh, which suffered a bad record in 1954 on account of the Newton Chickli colliery disaster, showed a great improvement as the number of deaths fell sharply from 91 in 1954 to 30 in 1955. Hyderabad also reported an improvement as the number of deaths dropped from 21 in 1954 to 16 in 1955.

As usual, all fatal accidents have been investigated by the officers of the department and the responsibility in each case has been fixed. The following table classifies the fatal accidents which occurred during the year according to the responsibility as determined.

	No. of fatal accidents.	Percentage to total.
Misadventure -----	139	50.9
Fault of management -----	37	13.6
Fault of subordinate -----		
Supervisory Staff -----	55	19.4
Fault of deceased -----	29	10.6
Fault of co-worker -----	15	5.5
	<u>273</u>	<u>100.0</u>

While misadventures continued to figure prominently, accidents due to the fault of management or subordinate supervisory staff had proportionately increased as compared to the preceding year. Accidents due to the fault of the deceased or of his co-workers were also relatively more than in the previous year.

A classification of the fatal and serious accidents in 1955 according to causes is given below:-

Cause	Fatal accidents			Serious accidents	
	No. of accidents.	No. of persons killed.	No. of persons injured.	No. of accidents.	No. of persons injured.
Falls of roof -----	87	118	21	286	304
Falls of sides -----	43	45	5	202	209
Rock bursts -----	2	11	8	41	61
Irruptions of water -----	-	-	-	1	1
Explosions, Ignitions, etc.	1	52	1	1	2
Explosives -----	12	12	8	41	59
Electricity -----	9	9	1	9	9
Suffocation by gases -----	2	2	-	-	-
In shafts -----	22	25	1	70	86
Haulage -----	33	34	1	301	307
Underground machinery -----	2	2	-	64	64
Surface machinery -----	6	6	-	75	77
Surface Railway & Tramways.	9	9	-	214	214
Miscellaneous Underground.	20	20	-	2,085	2,097
Miscellaneous Surface -----	25	32	4	839	845
Total.	<u>273</u>	<u>377</u>	<u>50</u>	<u>4,229</u>	<u>4,335</u>

Welfare measures and medical facilities.- The report gives an account of the welfare facilities and activities connected with health, sanitation and medical relief, primarily, in coal and mica mines. These activities have already been reviewed in monthly Reports of this Office, references to which are given below:-

Welfare Activities in Coal Mines:-		
during 1954-1955 -----		pp. 49-55 of the Report for March 1956.
during 1955-1956 -----		pp. 60-69 of the Report for May 1957.
Welfare Activities in Mica Mines:-		
during 1954-55 -----		pp. 28-35 of the Report for December 1955.
during 1955-56 -----		pp. 58-64 of the Report for July 1957.

Inspections.- During the year 2,126 mines governed by the Mines Act 1952, and 83 mines not covered by the Act were inspected by the Officers of the Department of Mines as against 2,055 Act mines and 66 non-Act mines in 1954. The number of inspections made in 1955 totalled 5,544 accounted as follows:-

		No. of mines inspected.	Total No. of inspections.
2055			
Coal -----		824	3,147
Non-Coal -----		1,302	2,314
Non-Act -----		83	83
	Total.	<u>2,209</u>	<u>5,544</u>

About 900 mines, mostly small and including those since closed, could not be inspected during the year on account of the shortage of inspecting staff.

Many inspections were made, at the invitation of mineowners, superintendents and managers of mines desirous of obtaining advice on safety matters. A large part of the time of the Inspectors was spent in investigating cases of actual or threatened damages to roads and dwellings arising from underground workings of mines, in dealing with underground fires in coal mines and in examining protective works against the risk of inundation.

During the year 301 prosecutions were instituted as compared with 275 prosecutions in 1954.

'L'

59. Social Research.

India - July 1958.

Survey of "Woman-power" to be undertaken.

The National Committee on Women's Education, at its inaugural meeting held on 1 June 1958, has decided to survey the woman-power requirements of the country. To facilitate its work, it has split the country into six regions and leaving aside the chairman and the secretary, each region will be entrusted to one of the six members of the Committee.

Special studies are proposed to be undertaken by the Committee on the problems of wastage, stagnation and co-education. In this context particular attention is expected to be devoted to the problem of adult women's education.

Among the suggestions made before the Committee are introduction of condensed courses of general education for adult women and their absorption in various programmes undertaken by the Social Welfare Board and the Ministries of Health, Education and Community Development after specialised training. This would also help in solving the problem of relapse into illiteracy and consequent wastage of talent.

Surveys are to be undertaken in urban and rural areas to assess the leisure time of women and their desire to have further education.

The Committee has also decided to formulate a model syllabus for a combined course for women covering a period of two to three years consisting of general education and primary teacher training and training schemes for women under the Central Ministries and State Governments in different vocations.

(The Hindustan Times, 1 June, 1958).

Chapter 6. General Rights of Workers.

63. Individual Contracts of Employment.

India - July 1958.

Working of the Industrial Employment(Standing Orders) Act, 1946, during 1958.

The total number of establishments coming within the purview of the Act was 9,356, of which 7,809 establishments belonged to the State sphere and the remaining, i.e., 1,547 to the Central sphere. These establishments employed nearly 3,500,000 workers. The number of establishments which had certified Standing Orders in respect of all or a group of employees at the beginning of the year in both the spheres was 5,648 - thus forming 60 per cent of the total. Similar figures at the end of the year stood at 6,149 establishments and 66 per cent. The percentages of workers in the establishments having certified Standing Orders at the beginning and at the end of the year, to the total number of employees, were 91 and 92 respectively. The overall improvement in certification of Standing Orders was the cumulative effect of the progress made by the States of Andhra, Assam, Bombay, Mysore, Orissa, Rajasthan, Uttar Pradesh, West Bengal, Delhi and the units in the Central sphere. The States of Bihar and Madras recorded a fall in the number of establishments having certified Standing Orders at the end of the year. The position in the States of Kerala, Punjab and the Union territory of Andaman and Nicobar Islands was more or less stationary. The total number of establishments which came within the purview of the Act during the year was 9,356. Of these, 8,996 had certified Standing Orders in respect of all employees and 153 in respect of only a group of employees.

44

Thus, 65.7 per cent of the establishments covered by the Act had certified Standing Orders at the end of the year. The total number of workers employed in the establishments coming within the purview of the Act was 3,492,530, of which 3,220,622, i.e., about 44 per cent were employed in establishments having certified Standing Orders. The percentage of establishments having certified standing orders in respect of all or a group of Employees improved generally in all States including Central undertakings except the States of Bihar and Madras, while in Orissa the position remained static. In Andhra, 11 applications for certification of Standing Orders were disposed of during the year under review bringing the total number of establishments having certified Standing Orders as on 31 December 1957 to 173.

The working of the Industrial Employment (Standing Orders) Act, 1946 in general was satisfactory during the year under review. Very few appeals were filed against the orders of Certifying Officers, and cases of prosecution were negligible.

(Indian Labour Gazette, Vol.XV,
No.12, June 1958, pp.1234-1241).

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

India - July 1958.

West Bengal Payment of Wages Rules, 1958.

The Government of West Bengal published on 17 July 1958, the West Bengal Payment of Wages Rules, 1958, made in exercise of the powers conferred under the Payment of Wages Act, 1936. The rules prescribe inter alia the form of registers to be maintained in every factory or industrial establishment, the manner of giving notice of the days on which wages will be paid, the procedure for the imposition of fines in respect of any acts and omissions on the part of employed persons, the extent to which advance of wages may be made and the mode of recovery of such advances, and the scale of costs which may be allowed in proceedings under the Act.

(Notification No. 2392 LW/LW/1R21/57, dated 8 July 1958; the Calcutta Gazette, Part I, 17 July 1958, pp. 2195-2206).

'L'

66. Striko and Lockout Rights.

India - July 1958.

Government Servants have no Right to Striko:
Patna High Court Judgment.

The Patna High Court held on 7 July 1958, that Government servants had no right to resort to strike and participate in demonstrations. The High Court dismissed the application of Shri Kameswar Prasad and others challenging the validity of rule 4A of Government Servants Conduct Rules, which prohibited Government servants from taking part in strike and demonstrations.

In this case, the petitioners obtained a rule from the High Court asking the respondents, the State of Bihar and the Deputy Secretary to the Government of Bihar, to show cause why a writ under article 226 of the Constitution should not be issued for quashing rule 4A of Government Servants Conduct Rules, 1956, and commanding them to forbear from giving effect to that rule or otherwise interfering with the petitioners' right to go on strike or hold demonstration.

Rules 4A is as follows: No Government servant shall participate in any demonstration and resort to any form of strike in connection with any matter pertaining to his conditions of service.

Three of the petitioners are office assistants while petitioner number 4 is a reader in Government Printing Press at Gulzarbagh.

The case of the petitioners was that rule 4A affected the right of freedom of speech and expression and right to form associations guaranteed under article 19(1)(A) and 19(1)(c) of the Constitution. The petitioners therefore, prayed that a writ under article 226 of the Constitution should be issued for quashing the afore-said rule 4A and also commanding the respondents not to give effect to the provisions of that rule.

The case of the respondents was that rule 4A had no statutory force and it did not fall within the purview of article 13 and there was no question of violation of guarantee under article 19 of the Constitution. Rules framed by Governor under article 309 had not the force of law and therefore, article 13 did not apply to such case. Government Servants Conduct Rules were merely administrative directions to Government servants for general guidance and that these rules had no force of law and failure to comply with these rules did not give rise to any cause of action.

The judgement of the court was delivered by the Chief Justice with whom Shri Justice Choudhary agreed.

The Chief Justice observed: "I do not consider that right to strike and right to demonstrate are included in right of free speech and right to form association guaranteed under article 19(1)(A) and 19(1)(C) of the Constitution so far as Government servants are concerned."

The Chief Justice also observed: "Strike is a weapon, which may, in certain circumstances, be used by employees in industry for purpose of benefiting themselves by rising wages or for any other lawful purpose. There is also a right to demonstrate in a lawful manner with respect to employees in industrial undertaking. Freedom guaranteed under article 19(1)(A) and 19(1)(C) may include right to strike and right to demonstrate so far as industrial employees are concerned but the position of Government servants is different."

48

The Chief Justice pointed out: "So far as Government servants are concerned, I am definitely of opinion that freedom guaranteed under article 19(1)(A) and 19(1)(C) does not include right to strike and right to demonstrate. Government servants have greater responsibility than other employees. They have special status, because they are a part of the machinery of Government. Conduct of Government servants therefore, is a matter of public interest and it is obvious that their discipline and efficiency will be undermined if they take part in strikes and demonstrations. It is also obvious that continuation of vital administrative services is a matter of public interest. It is manifest that public interest will suffer if there are strikes and demonstrations and hence, in the case of Government servants freedom guaranteed under Article 19(1)(A) and 19(1)(C) does not include freedom to strike or freedom to demonstrate. My concluded opinion therefore is that freedom guaranteed under article 19(1)(A) and 19(1)(C) of the Constitution does not include right to strike and right to demonstrate so far as Government servants are concerned. It is manifest that only two methods for ventilating grievances have been prohibited namely, strikes and demonstrations and that other methods are open to Government servants for ventilating their grievances namely, to make representation either orally or in writing, in accordance with the procedure prescribed by the State Government."

The Chief Justice observed: "Restrictions imposed by Rule 4A are reasonable and in the interest of public order within meaning of Article 19(1)(A) and 19(1)(C) of the Constitution."

His lordship said that restrictions were reasonable because they applied to only one class of community namely, those in employment of Government in civil service because, the Government servants occupied a different position from those who worked in industry. They had greater responsibility and they occupied special status.

The Chief Justice was of opinion that Rule 4A was applicable to such Government servants as were not governed by Industrial Disputes Act. If a person was a workman within the meaning of Section 2(A) of Industrial Disputes Act, Rule 4A would not have any application to him. There was no material in this case to determine whether the opposite party No.4 was a workman or not within the meaning of Section 2(A) of the Industrial Disputes Act and it was not therefore possible to grant writ even in respect of petitioner No.4.

In this view of the matter, their lordships dismissed the application.

(The Amrita Bazar Patrika, 9 July 1958).

67. Conciliation and Arbitration.

India - July 1958.

Bombay: Bombay Industrial Relations Act, 1946, extended to Wool Spinning and Weaving Industry.

In exercise of the powers conferred under the Bombay Industrial Relations Act, 1946, the Government of Bombay has with effect from 1 July 1958 extended the provisions of the said Act to the group of industries specified in the schedule to the notification in the area comprised in Greater Bombay. The group of industries specified in the schedule consists of:-

(a) all concerns, using power and employing twenty or more workers, which are engaged in spinning wool and/or worsted and in all processes incidental or supplemental thereto;

(b) all concerns, using power and employing twenty or more workers, which are engaged in wool and/or worsted weaving and in all the processes incidental thereto with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than 50 per cent of wool and/or worsted;

(c) all concerns, using power and employing twenty or more workers, which are engaged in wool and/or worsted knitting or the manufacture of wool and/or worsted hosiery with or without an admixture of cotton, silk, rayon, artificial silk or any other artificial or natural fibres or one or more of these provided such concerns use more than 50 per cent of wool and/or worsted;

(d) all mechanics' shops attached to and all dyeing, bleaching and printing departments in any of the concerns falling under clause (a), (b) or (c).

(Notification No.B.I.R. 2858-I dated 25 June 1958; Bombay Government Gazette, Part IVB, dated 3 July 1958, pp. 656-657).

'L'

51

Industrial Disputes in India during 1957*.

Coverage.- The statistics in the article cover all sectors of economic activity such as Plantations, Mines, Factories, Railways, communications, Docks and Ports, Banking and Insurance. Trade and Commerce, Construction, Electricity, Gas, Water and Sanitary Services and other Services including domestic services. The figures for 1957 relate to all the reorganised States and union territories. This change is likely to affect the comparability of the figures by State with those for the preceding years. The changes may be considered in two Sections. The first consists of data from States, such as Kerala, Mysore, Rajasthan, and the centrally administered areas excluding Delhi from which the relevant statistics were obtained for the first time, and the second comprises data from States, such as, PEPSU, Hyderabad, Saurashtra, Kutch, Bhopal and Vindhya Pradesh, i.e. areas which were merged in the erstwhile major States. The merger meant an increase in the coverage of the erstwhile States. These changes should be borne in mind when comparing 1957 data with those of the previous year.

State-wise analysis of industrial disputes.- The statistics of industrial disputes by States is shown in the following table:-

(Please see the table on the next page)

* Industrial Disputes in India during 1957.
(Indian Labour Gazette, Vol. XV, No.12, June 1958,
pp. 1221-1233)a

State	1957				1956			
	No. of dispu- tes.	No. of workers involved.	No. of man-days lost.	Time loss per dispute.	No. of disputes.	No. of workers involved.	No. of man-days lost.	Time lost per dispute.
1. Andhra --	81	31,584	233,369	2,881	34	25,214	85,632	2,548
2. Assam --	28	17,402	115,652	4,130	20	7,417	55,678	2,784
3. Bihar --	116	80,811	962,277	8,295	89	40,437	509,159	5,721
4. Bombay --	319	191,767	879,771	2,758	296	244,141	707,296	2,373
5. Kerala --	250	185,935	1,004,386	4,018	-	-	-	-
6. Madhya Pradesh.	53	25,576	163,624	3,087	26	40,143	1,275,350	49,052
7. Madras --	247	116,857	719,633	2,913	212	82,726	461,072	2,175
8. Mysore --	93	49,954	365,309	3,928	-	-	-	-
9. Orissa --	7	6,950	273,936	3,913	6	3,653	13,277	2,213
10. Punjab --	13	4,864	6,114	470	36	9,718	57,819	1,606
11. Rajasthan.	27	7,629	31,505	1,167	-	-	-	-
12. Uttar Pradesh.	88	34,894	238,570	2,711	144	45,274	328,789	2,283
13. West Bengal.	231	116,048	1,341,364	5,807	241	200,078	3,452,644	14,326
14. Andaman & Nicobar Islands.	3	3,590	43,050	14,350	-	-	-	-
15. Delhi --	65	14,118	47,919	737	97	18,253	44,948	463
16. Tripura --	9	1,392	2,840	316	-	-	-	-
17. Ajmer --	-	-	-	-	2	76	4,376	2,188
Total.	1,630	889,371	6,429,319	3,944	-	-	-	-
*Total.	1,248	640,871	4,982,229	3,992	1,203	715,130	6,992,040	5,812

* Relates to all States except Kerala, Mysore, Rajasthan, Andaman and Nicobar Islands and Tripura.

It will be seen that during the year 1957, there were 1,630 disputes involving 889,371 workers on the maximum with a time-loss of 6,429,319 man-days. Leaving out States, which were covered for the first time in 1957, as mentioned in the preceding paragraph, there were 1,248 disputes with maximum number of workers involved 640,871 and a time-loss of 4,982,229 man-days, as against 1,203 disputes involving 715,130 workers on the maximum and 6,992,040 man-days lost. Thus compared to the position in 1956 the number of industrial disputes increased but the number of workers involved and man-days lost decreased considerably. The number of disputes increased by 3.7 per cent whereas the loss in man-days decreased by 28.7 per cent. The decrease being more significant, if it is borne in mind that in 1957 certain new areas were included in the States covered. The average man-days lost per dispute also decreased from 5,812 to 3,992 in 1957. The average duration of disputes also declined, being 7.8 days in 1957 as against 9.8 days in 1956.

As in previous years, Bombay, Madras and West Bengal accounted for a major portion of the industrial disputes in the country during the year. The other State which accounted for a large number of industrial disputes was Kerala. In 1957, 64.2 per cent of the total number of disputes occurred in these four States, involving 68.7 per cent of the total number of workers affected in all the industrial disputes in the country. The time-loss in these States accounted for 61.4 per cent of the total. The time-loss was the highest in West Bengal being about 21 per cent of the total. Next in order came Kerala accounting for 16 per cent of the total time-loss. The average time-loss per dispute was 5,807 man-days in West Bengal and 4,018 man-days in Kerala. The average time-loss per dispute was, also very high in Bihar being 8,295 man-days. Andaman and Nicobar Islands had 3 disputes, which caused a high time-loss of 14,350 man-days. Madhya Pradesh and West Bengal, which recorded abnormally high average time-loss per dispute in 1956 had comparatively speaking, much lower average figures in 1957.

Figures regarding lock-outs, read with those shown in the above table show that lock-outs accounted for 41.4 per cent of the total time-loss in all industrial disputes during the year although by number they formed only 9 per cent of the total. Only West Bengal, Madras, Bombay and Kerala recorded a considerable number of lock-outs. The number of workers affected and time-loss were the highest in these States.

Classification by industries.- The statistics of disputes classified by industries are given in the following table:-

(Please see the table on the next page)

Industry	1957			1956		
	No. of disputes.	No. of workers involved.	No. of man-days lost.	No. of disputes.	No. of workers involved.	No. of man-days lost.
0-Agriculture and Allied Activities.	156	130,633	566,869	54	20,011	175,372
Plantations--	146	125,878	514,088	50	19,530	172,725
Others --	10	4,755	52,781	4	481	2,647
1-Mining and Quarrying.	127	94,198	1,023,353	84	81,688	1,528,045
Coal --	57	23,592	567,176	67	61,518	1,108,599
Others --	70	70,606	456,177	17	20,170	419,446
2,3-Manufacturing.	946	538,274	3,922,831	797	508,551	4,892,019
Sugar Mills --	10	6,281	35,055	10	8,742	36,142
Hydrogenated Oil Industry --	4	389	8,023	2	109	1,612
Bidi Industry --	56	18,718	210,025	16	8,362	159,329
Cigarette --	5	259	634	5	769	414
Cotton Mills --	276	246,193	1,486,018	203	246,289	2,010,190
Jute Mills --	16	29,498	416,750	21	40,063	1,166,023
Silk Mills --	27	2,674	10,951	33	2,339	16,403
Woollen Mills --	4	1,036	18,643	5	1,517	2,248
Coir Factories--	14	11,776	37,706	3	178	747
Paper Mills --	6	4,034	70,960	4	414	4,497
Leather & Leather Products ---	10	498	705	16	871	5,115
Heavy Chemicals --	5	1,980	47,289	6	363	379
Matches --	11	2,287	22,468	4	1,546	1,156
Cement --	13	5,519	50,456	6	4,482	8,866
Mica Industries --	5	1,536	1,626	5	1,921	9,940
Engineering --	141	53,954	378,779	195	132,164	915,957
Iron & Steel --	55	35,641	261,414	13	3,871	39,964
Others --	288	116,001	865,330	250	54,551	513,037
4-Construction.	20	11,831	39,902	16	10,274	43,186
5-Electricity, Gas, Water and Sanitary Services.	69	32,945	145,429	28	4,187	8,623
6-Commerce.	62	16,103	162,241	41	14,457	14,455
Wholesale & Retail Trade --	6	245	621	10	2,165	3,153
Banking & Insurance--	48	15,323	160,782	29	12,166	10,352
Others --	8	535	838	2	106	950
7-Transport, Storage and Communication.	100	38,088	185,449	87	56,170	170,651
Docks & Ports --	48	22,324	51,324	35	34,949	112,296
Railways except Workshops --	16	2,455	5,996	34	7,744	10,587
Others --	36	13,309	128,129	18	13,477	47,768
8-Services.	27	7,348	198,104	12	774	2,853
9-Miscellaneous.	123	19,951	185,141	84	19,038	156,856
Total.	1,630	889,371	6,429,319	1,203	715,130	6,992,040

55

It will be seen from this table that during the year the manufacturing sector accounted for 61.0 per cent of the total time-loss as compared to 70.0 per cent in 1956. In this sector the time-loss recorded by Cotton Mills was nearly 37.9 per cent of the total as compared to 41 per cent in 1956. Next in order came Jute Mills (leaving Others) accounting for 10.6 per cent, Engineering (excluding Iron and Steel) 9.7 per cent and Iron and Steel 6.7 per cent. Mining and Quarrying also recorded a very considerable time-loss during the year constituting nearly 15.9 per cent of the total time-loss in all Industries. Compared to the last year, the time-loss decreased substantially in the Manufacturing as well as Mining and Quarrying sectors. In the Manufacturing sector among the industries, which recorded a high time-loss in 1956 and registered a notable increase in 1957 are Bidi and 'Others', whereas cotton mills, jute mills and engineering showed a marked decline. Iron and Steel was another industry in which there was a heavy time-loss in 1957. The time-loss increased sharply in Agriculture and Allied Activities mainly due to the strikes in Plantations, Electricity, Gas, Water and Sanitary Services, Commerce mainly due to Banking and Insurance and Services. Transport Storage and Communication recorded a small increase mainly due to the increased incidence in 'Others'. This year docks and ports recorded a much smaller time-loss than that of last year. Construction registered a small decline.

Duration of disputes.— About two-thirds of the disputes did not last for more than 5 days. Even among these there was a heavy concentration in the group lasting for "a day or less". Proportionately, the number of disputes falling in the other duration groups was not very different. Only 7.1 per cent of the disputes lasted for more than thirty days. The percentage distribution of industrial disputes by duration during 1957 did not show any marked variation from that in 1956. The main notable movement was that the percentage in the group "A day or less" declined from 41.8 per cent in 1956 to 36.5 per cent in 1957 and that in the group "More than a day upto 5 days" it increased from 24.8 in 1956 to 29.9 in 1957.

In one-third of the disputes the number of workers involved was between 100-500 each. The group where disputes involved less than 50 workers each accounted for about 27 per cent of the disputes. Disputes affecting over 1,000 workers formed 12.3 per cent of the total. The groups falling in the remaining two groups were equally considerable. Thus, disputes affecting a large number of workers formed an important section though the group where a small number of workers was affected in each case was fairly numerous and one of the most important taken singly. This resulted in the fact that the number of disputes showing high time-losses exceeding 10,000 man-days were not insignificant in number. However, the bulk of disputes was distributed mainly in the three lower time-loss groups. The number falling in the group 100 to 1,000 man-days was the highest forming about 40 per cent of the total. A little over one-fourth of the cases was claimed by the group 'Less than 100 man-days'. The group "1,000 to 10,000 man-days" claimed accounted for one-fourth of the total. In the group involving

56

"Less than 100 mandays" disputes involving less than 50 workers each formed nearly onehalf of the total while in the groups "100-500 man-days" and "1,000 to 10,000 man-days" disputes involving 100-500 man-days workers each accounted one half of the respective total in each case.

Disputes according to causes.— The following table shows disputes classified according to causes :—

Cause	No. of disputes.	Workers involved		Man-days lost		Percentage of No. of disputes to total	
		No.	Percentage to total.	No.	Percentage to total.	1957	1956
Wages & Allowances.	460	210,330	25.6	1,906,374	29.7	28.2	25.9
Bonus -----	211	237,087	26.7	1,101,988	17.1	13.0	8.1
Personnel -----	432	194,530	21.9	1,224,595	19.0	26.5	27.7
Retrenchment-----	49	23,888	2.7	480,149	7.5	5.0	8.7
Leave & hours of work.	78	31,015	3.5	99,600	1.6	4.8	5.2
Others -----	326	168,147	18.9	1,487,438	23.1	20.0	16.1
Not Known -----	74	24,376	2.7	129,175	2.0	4.5	8.3
Total.	1,659	889,371	100.0	6,429,319	100.0	100.0	100.0

Results of disputes.— Nearly thirty three per cent of the disputes were unsuccessful from the point of view of employees, thirty per cent were decided in their favour and another fifteen per cent resulted in their favour partially. In a little over twenty per cent disputes, work was resumed without any final decision having been reached. In such cases, the matter may have been under further negotiation or under reference to an industrial tribunal etc. The percentage of disputes which were either successful or partially successful was distinctly higher, when compared to the position in the previous year. The percentage of "Unsuccessful" cases decreased. Correspondingly the cases terminating without any final decision having been reached ~~main~~ remained more or less unchanged. The percentage of workers involved and man-days lost in unsuccessful disputes declined from 48 per cent and 53 per cent respectively in 1956 to 32 and 27 per cent respectively in 1957. These percentages in 1957 increased considerably in case of successful or partially successful disputes when compared to the year 1956.

Size of units affected.- The number of disputes in the smaller sized units was much less when compared to that in the bigger sized units as in the previous year. It is a striking fact, considering the position that the number of units in the smaller sized groups are numerically far more. The units employing above 1,000 workers were responsible for a very large number of disputes. In this group the numbers of workers involved and man-days lost both were the highest. This group alone accounted for nearly 68 per cent of the total time-loss. The group employing "100-500" recorded the largest number of disputes but the numbers of workers involved and man-days lost were relatively much less. Though the number of disputes in the size group employing 500 to 1000 workers was much less, the numbers of workers involved and man-days lost were more or less of the same order as those in the group 100-500. The number of workers involved and time-loss in the first two size-groups were comparatively smaller on double account due to the size of employment as well as the number of disputes being smaller.

How the disputes were settled.- The largest number of disputes terminated as a result of intervention by Government, a great majority being through conciliation with mediation coming next. The number of disputes terminated on voluntary resumption of work by the employees was of no less significance, at least numerically. Number of disputes terminated by mutual settlement was the lowest. A striking feature is that the result in bulk of the cases of voluntary resumption of work by the employees was unsuccessful for the workers. The results in a larger proportion of disputes terminating through the conciliation and mediation by the Government were totally successful for workers, although "Partially successful" and "Unsuccessful" result groups also claimed a substantial proportion. Similar was the position in cases of mutual settlement.

Time Loss in manufacturing industry.- The table given below shows the number of man-days worked and the number of man-days lost due to industrial disputes in the sector of manufacturing industry:-

(Please see table on the next page)

58

Year	Total No. of man-days worked (in 000's).	Total No. of man-days lost (in 000's).	Severity rate.	Index Number of	
				Man-days lost.	Severity rate.
1950	653,087	11,830	1,779	439	420
1951	633,394	2,697*	424	100	100
1952	661,989	2,056	310	76	73
1953	666,246	2,564	385	95	90
1954	676,142	2,713	400	101	94
1955	735,573	4,164	563	154	133
1956	814,217	4,892	597	181	141
1957	Not available	2,960	-	110	-

* Excluding Punjab and Delhi, as the figures of man-days worked were not available.

Col.4 headed "Severity Rate" gives the ratio (multiplied by 100,000) of number of man-days lost to the number of man-days scheduled to be worked. The latter figure is merely the total of the figures in Col.2 and 3, showing man-days worked and man-days lost. In the absence of information about man-days worked in 1957, the level of the index number of the severity of industrial unrest for the year may be taken to be reflected by the index number of man-days lost only, which is shown as 110 in column 5, from the trends in the number of man-days worked, it seems fairly certain that the number of man-days worked in 1957 would be substantially higher than the number in the base year 1951. Thus, if the index number of man-days lost is deflated by the index of man-days worked, the resultant index of severity rate would be below 100. The figure in column 5 shows an improvement in industrial unrest as compared to the preceding two years 1955 and 1956. The index of severity rate in 1957 is likely to be somewhere near the level obtained in the period 1952 and 1953.

(For a review of industrial disputes in India during 1956, please see Section 67, pp. 113-122 of the report of this Office for October-November 1957).

Draft Madras Industrial Disputes Rules, 1958.

The Government of Madras published on 9 July 1958 the draft Madras Industrial Disputes Rules, 1958, proposed to be made in exercise of the powers conferred under the Industrial Disputes Act, 1947. The rules deal, inter alia, with constitution of works committees, procedure for reference of industrial disputes, powers, procedure and duties of boards, courts, labour courts, tribunals and arbitrators, manner of service of notice of change, procedure for complaints to labour courts or tribunals under section 33A of the Act, remuneration of arbitrators, chairman and members of courts and boards, labour courts and tribunals, assessors, witness and staff. The draft rules will be taken into consideration by the Government after 1 August 1958.

(Fort St. George Gazette, Rules Supplement to Part I, 9 July 1958, pp. 247-271).

Strike in Tata Iron and Steel Works at Jamshedpur,
15-27 May 1958: Recognition Demand by AITUC -
affiliated Union.

Some workers employed in the Tata Iron and Steel Co.Ltd., who are members of the Jamshedpur Mazdoor Union (JMU) affiliated to the A.I.T.U.C., went on a strike at the Tata Iron and Steel Company's Works at Jamshedpur (TISCO) from 15 to 27 May 1958, the principal issues being: 1) recognition of JMU; and 2) an increase in dearness allowance. It may be mentioned here that the management of the TISCO has recognised the Tata Workers' Union, affiliated with the INTUC as the representative union. The TISCO plant has enjoyed a unique record of industrial peace and labour-management co-operation for the past 30 years (vide Section 67, pp. 58-68 of the report of this Office for December 1957).

What was particularly deplored in this breach of industrial peace at Jamshedpur was the violence and arson that prevailed. The employers have alleged intimidation and coercion in preventing workers from attending to their work. Four lives were lost during the whole period, including two due to police firing on 20 May 1958. Over 114 persons were injured and property worth 1.15 million rupees were destroyed. The loss in man-days and production were the following:-

Man-days lost -----	335,000
Wages lost -----	2.43 million rupees.
Production lost -----	45,000 tons (approximate).
Value of production lost----	27.00 million rupees(Approximate).

The TISCO management closed down the plant few days after the strike began.

The strike was called off by the JMU on 27 May 1958, the same day the Company opened the plant for resumption of work. The reason for calling off the strike was stated to be the Company's assurance that there would be no retrenchment.

Reviewing the developments at Jamshedpur at the Bihar legislature on 22 May 1958, Dr. S.K. Sinha, Chief Minister, stated, inter alia: "Communists at Jamshedpur are out to create mischief and are deliberately sabotaging the country's development plans by creating unrest there. Since the successful completion of the Second Five Year Plan depends entirely on the country's capacity to produce steel, Communists from West Bengal and Orissa are concentrating their efforts at Jamshedpur."

Pandit Binodanand Jha, the Labour Minister in Bihar, added: "Communists are no respectors of conventions or trade union laws. They believe in having the ballot paper in one hand and a revolver in the other. The two cannot go together. They flaunt the label of Communism and adopt methods of terrorism. I leave it to you (Members) to judge how far it is true nationalism. ... It is alleged that Communists were terrorising and demoralising TISCO workers from going to work and they had sent threatening letters to 800 members of the supervisory staff that their legs would be broken if they did not join the strike..."

(The Hindu, 16-28 May 1958;
The Story of AStrike, May 1958,
 Issued by the Tata Iron and Steel
 Company Limited).

'L'

62

69. Co-operation and Participation of Industrial
Organisations in the Social and Economic
Organisation.

India - July 1958.

Workers' Participation in Management: Management Council
set up in Hindustan Machine Tools Factory.

The first ever joint council of management in the public sector was inaugurated by the Union Minister for Industries, Shri Manubhai Shah, at the State-owned Hindustan Machine Tools Factory (H.M.T.) at Jalahalli, near Bangalore, on 30 June 1958.

The Government of India has chosen the H.M.T. for the introduction of the scheme for workers' participation in management on an experimental basis.

Shri Shah said that the inauguration of the council was a tribute to the collective efforts of the management and the employees of the H.M.T. and he hoped that it would serve as a beacon for other industries, both in the public and private sectors.

The joint council of management, Shri Shah observed, was a very difficult experiment and he was sure those connected with the H.M.T. would demonstrate that they could work it out and achieve success. They in the Government of India had moved forward with faith and he would beseech all those connected with the H.M.T. to consider this scheme with a great sense of responsibility and obligation. The management must understand the problems of labour and labour should understand the problems of management. It was necessary as the Father of the nation had said, to remember that rights and obligations went together, he said.

63

The joint management council for the H.M.T. will have ten members, five being representatives of the employees. The council will be consulted by the management on matters like general administration of standing orders, introduction of new methods of production and manufacture involving re-employment of men and machinery, etc. The council will also have the right to receive information and discuss and give suggestions about the general economic situation of the concern, organisation and general running of the undertaking, methods of manufacture and work and long-term plans for expansion, etc.

All matters like wages, bonus, etc., which are subjects for collective bargaining are excluded from the scope of the council. Individual grievances are also excluded from its scope. Creation of new rights as between employers and workers will be outside the jurisdiction of the management council.

Shri M.S. Krishnan, President of the H.M.T. Employees' Union and member of the Joint Council, assured the full co-operation of the workers in the effort to make it a success in the cause of unity and integrity of the country. He hoped the success here would pave the way for the scheme to be expanded to other industries in the public sector and the private sector as well.

(The Deccan Herald, 1 July 1958;
The Hindu, 1 July 1958).

Chapter 7. Problems peculiar to Certain
Categories of Workers.

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

India - July 1958.

Government Servants have no Right to Strike:
Patna High Court Judgment.

The Patna High Court held on 7 July 1958, that Government servants had no right to resort to strike and participate in demonstrations. The High Court dismissed the application of Shri Kameswar Prasad and others challenging the validity of rule 4A of Government Servants Conduct Rules, which prohibited Government servants from taking part in strike and demonstrations.

(For details please see Section 66, pp. 46-48 of the report of this Office for July 1958).

65

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1958.

81. Employment Situation.

Employment Exchanges: Working during May 1958.

General employment situation.— According to the Review of work done by the Directorate-General of Resettlement and Employment for the month of May 1958, an improvement in the tempo of employment exchange activity was observed during May 1958 as compared to the previous month. The number of registrations effected during the month was, 178,842 which was 20,130 more than the figure for April 1958. The rise in registrations levelled up the Live Register which marked an increase of 27,082 and stood at a record figure of 963,345 at the close of the month. The number of employers who utilised their services of the employment exchanges also showed a rise from 6,394 in April 1958 to 7,068 in May 1958, which was the highest figure so far on record. Although the number of vacancies made available to the exchanges marked a slight decrease of 689 and was 35,629 during the month under review, the number of placements during May 1958 was 20,550 which exceeded the previous month's figure by 794.

Widespread shortage continued in respect of draftsmen, overseers, experienced stenographers, fast typists, compounders, midwives and nurses. Shortage in respect of experienced civil, mechanical and electrical engineers, qualified doctors, electricians and skilled fitters was also fairly widespread. A good number of exchanges reported shortage in respect of surveyors, accountants, librarians, turners, welders, Hindi typists and craft teachers.

Widespread surpluses persisted in respect of clerks, untrained teachers, freshers from schools and colleges, motor drivers, unskilled office workers, and unskilled labourers. A good number of exchanges reported an excess supply in respect of semi-skilled fitters, motor mechanics, carpenters, peons, chowkidars and sweepers.

Registrations and placings.- The following table compares registrations and placings during the months of May and April 1958:-

	<u>May 1958.</u>	<u>April 1958.</u>
Registrations -----	178,842	158,712
Placings -----	20,530	19,736

Register of unemployed.- The number of persons seeking employment assistance through the exchanges on the last day of May 1958, was 963,345 which was 27,082 more than the figure at the end of April 1958. The increase was conspicuous in Bombay (8,423), Uttar Pradesh (6,394), West Bengal (4,419), Rajasthan (3,718), Mysore (2,096) and Assam (2,074). On the other hand, a comparatively large decrease was noted in Kerala (4,542) and Bihar (1,518). In all 13,626 employed and self employed persons of whom 568 were women remained on the Live Register at the end of the month.

The following table shows the occupation-wise position of the Live Register:-

<u>Occupation.</u>	<u>Number on Live Register on 31 May 1958.</u>
1. Industrial supervisory -----	5,936
2. Skilled and semi-skilled -----	72,551
3. Clerical -----	265,045
4. Educational -----	48,250
5. Domestic service -----	36,040
6. Unskilled -----	489,618
7. Others -----	45,901
Total.	<u>963,345</u>

Employment position of special categories of applicants.- The following table shows the employment position of special categories of applicants during the month under report:-

<u>Category.</u>	<u>Registrations.</u>	<u>Placings.</u>	<u>Number on Live Register.</u>
1. Displaced persons -----	4,787	696	42,485
2. Ex-service personnel -----	5,314	859	24,675
3. Scheduled Castes -----	21,156	3,214	100,254
4. Scheduled Tribes -----	2,670	340	14,234
5.* Surplus and discharged Central and State Government employees. 10,441	2,184	767	4,648
6. Women -----	10,446	1,327	61,304

* Figures relate to quarter ending April 1958.

Collection of Employment Market Information.- This scheme has been extended to six additional Employment Exchanges in Orissa bringing the total number of Exchanges where this scheme operates to 135.

Necessary steps were taken to initiate action on the various recommendations made by the I.L.O. in their report to the Government of India on the progress of the employment market information programme. It was proposed that in addition to the 15 centres to be covered under the scheme during the current financial year, studies will be undertaken in 30 centres in each of the last two years of the Second Plan period.

Youth Employment Service and Employment Counselling.- Concurrence of the Central Government to the implementation of Youth Employment Service and Employment Counselling scheme has been communicated to the Government of Orissa bringing the number of employment exchanges where this scheme has been sanctioned to 10.

The Employment Pattern Survey of the alumni of Delhi University made considerable progress during the month. Out of a total of 3,585 alumni about 1,800 were contacted and over 600 residing in Delhi have been interviewed.

Preparations were made for the second training course in Vocational Guidance for the Employment Officers from Madhya Pradesh, Assam, Orissa, Rajasthan, Kerala and Mysore.

Central co-ordination.- Efforts to secure alternative employment for retrenched workers of D.V.C. and Hirakud Dams continued during the month. In the Damodar Valley Corporation out of 3,586 persons so far served with retrenchment notices, 3,301 have been found alternative employment. In the Hirakud Dam out of the 3,095, five persons have so far been secured alternative employment, 2,961 have voluntarily left the Dam and do not require alternative employment.

68

Only five retrenched workers of the defence installations were found alternative employment bringing the total number of such persons placed in employment to 2,714. One hundred fiftyone of such persons were still left on the special register, 80 of them belonging to unskilled categories and 71 to semi-skilled occupations.

An Officer on Special Duty along with the Bihar Director of Employment Service visited Jamshedpur and had a detailed discussion with the Kaisers Engineering Corporation, who are retrenching 18,500 workers on account of the completion of their construction work at Jamshedpur and the Director of Personnel, TISCO. Efforts are being made for the absorption of these surplus personnel in steel plants and various other undertakings.

During the month special selection boards of the Hindustan Steel Private Limited met at Delhi, Bombay and Poona to select as many ex-trainees of our training centres as could be selected to fill their 500 seats for apprenticeship training.

During the month special selection Boards were held in Bombay and Delhi for the selection of physical instructors and Laziam instructors in the General Bhonsle National Discipline Scheme of the Ministry of Education.

(Review of the Work done by the Directorate-General of Resettlement and Employment for the Month of May 1958; issued by the Ministry of Labour and Employment, Government of India, New Delhi).

'L'

83. Vocational Training.

India - July 1958.

Labour Ministry's Training Scheme: Training during May 1958.

According to the Review of work done by the Directorate-General of Resettlement and Employment for the month of May 1958, the total number of additional seats sanctioned upto 31 May 1958, in the craftsmen training schemes went upto 18,726. The introduction of the additional 20,000 seats during the Second Five Year Plan envisages the opening of 61 new Industrial Training Institutes. Out of this, sanction for the opening of 54 new Industrial Training Institutes has already been issued.

National Council for Training in Vocational Trades.- A meeting of the National Council in Vocational Trades was held under the Chairmanship of the Union Minister for Labour and Employment on 12 May 1958. Trade test in Technical Trades under the Craftsmen and Displaced Persons Training Scheme were conducted throughout the country with effect from 5 May 1958.

Training of Displaced Persons.- The total number of displaced persons undergoing training in technical and vocational trades at the end of May 1958, was 1,794 of whom 1,531 were undergoing training in technical trades and 263 in vocational trades.

Apprenticeship training for displaced persons.- A total of 641 displaced persons were undergoing training as apprentices in industrial undertakings and establishments in Uttar Pradesh and West Bengal against 1,220 seats sanctioned for the purpose.

Training of supervisors and instructors.- A total of 291 supervisors instructors were receiving training at the Central Training Institute for Instructors, Koni-Bilaspur and Central Training Institute, Aundh, Poona at the end of the month.

Training of women craft instructors.- Under the scheme for the training of women craft instructors at the Industrial Training Institute for Women, New Delhi, 32 women instructors trainees were receiving training at the end of the month.

The following table gives the total number of training institutes and centres and the number of persons (including displaced persons) undergoing training:-

<u>Number of Training Institutes and Centres.</u>	<u>Number of Seats Sanctioned.</u>	<u>Number of persons Undergoing Training.</u>
385	23,367	17,357

Stores and equipment.- T.C.M. Equipment worth approximately 88,000 rupees was reported to have been received at Training Centres during May 1958, making the total receipt to 2,641,000 rupees.

I.L.O. (Russian Aid) equipment worth approximately 1,300 rupees was also received during the month bringing the total receipt to 8,900 rupees.

(Review of Work Done by the Directorate-General of Resettlement and Employment during the Month of May 1958; issued by the Ministry of Labour and Employment, Government of India, New Delhi).

'L'

Mysore: State Council for Craftsmen set up.

The Government of Mysore has decided to constitute a State Council for Training in Vocational and Technical Trades with the Minister for Labour as Chairman and the State Director, National Employment Service incharge of craftsmen training as Member-Secretary. The Council will devote exclusive attention to vocational training and ensure proper standards of instructions in the institutions and conduct trade test examinations.

(The Deccan Herald, 7 July 1958).

Long-Term Training Scheme for Displaced Persons
from East Pakistan.

According to a press release issued on 10 July 1958, the Government of India has decided on a radical revision in the training programme for displaced persons in West Bengal, aimed at providing whole-time employment and simultaneously help meeting requirements for technical personnel under the Second Five-Year Plan.

Under the new programme, training-cum-work centres now run by the West Bengal Rehabilitation Department are to be integrated with the Industries Department. All new technical schemes will also be fitted into the overall development programme of the State Government.

The new programme will see the discontinuance of one-year trade courses in carpentry, welding, moulding, etc., and replacement by two-year technical courses under industrial training institutes run by the Commerce and Industries Department of the State Government.

(The Times of India, 12 July 1958).

CHAPTER 12. INDUSTRIAL COMMITTEES.

INDIA - JULY 1958.

121. Special Information.

Problems of Jute Industry: Industrial Committee
to Meet at Calcutta.

The problems of closure of jute mills will be discussed at the first meeting of the Industrial Committee on Jute at Calcutta on 1 and 2 August 1958. Rationalisation in the jute industry and reduction in employment of women in the industry are other items to be discussed by the Committee.

The meeting is being convened following the recommendation of the Indian Labour Conference, at its Naini Tal session, that measures to deal with the problems of jute industry should be considered at an early date.

The Industrial Committee, on the official side, will consist of representatives of the Ministries of Labour and Employment, Commerce and Industry, Finance, the Planning Commission and the West Bengal Government. Employers' group will be represented by the Indian Jute Mills Association and the Employers Federation of India and the workers' group by the Indian National Trade Union Congress, the All-India Trade Union Congress and the Hind Mazdoor Sabha.

(Press Release dated 26 June 1958,
issued by the Government of India).

LIST OF PRINCIPAL LAWS PROMULGATED DURING THE
PERIOD COVERED BY THE REPORT FOR JULY 1958.

INDIA - JULY 1958.

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

Madras Bhoodan Yagna Act, 1958 (No. XV of 1958).
(Fort St. George Gazette, Part IVB, 16 July 1958,
pp. 91-103).

'L'

BIBLIOGRAPHY.

INDIA- JULY 1958.

CHAPTER 3. ECONOMIC QUESTIONS.

- * (a) Received from the Board of Economic Inquiry Punjab (India):-
 - i) Publication No. 47-A Study of Co-operative Farming Societies in the Punjab, pp. 93.
 - ii) "Survey of Urban Unemployment in the Punjab, October-November 1955". pp. 106.
- * (b) Received from the Ministry of Works, Housing and Supply:-
 - i) Village Housing Projects Scheme, pp. 7.
 - ii) Rural Housing - A Draft Manual.

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

- * Received from the All-India Co-operative Union, New Delhi:-
 - i) "What co-operation can do?" pp. 24.
 - ii) "Your and your co-operative". pp. 32.
 - iii) "Co-operative Development in the Second Five Year Plan". pp. 68.
 - iv) Co-operative Farming and Individual Farming on Co-operative Lines", by Dr. Otto Schiller. pp. 93.
(One copy each of the above publications sent to Geneva vide this Office Minute No. D. 3/1539/58 dated 14 July 1958).
 - v) "Readings in Co-operative Education and Training". pp. 116.
 - vi) Pamphlet "All-India Co-operative Union - What it is, Who it serves, How it works"?

* Publications received in this Office.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- * (a) "The Madras Factories Manual, Part II (Corrected upto 30 June 1954)". Issued by the Commissioner of Labour, Madras. pp. 351. Price Rs.2/12/-.
- * (b) "India - 1958". Issued by the Publications Division, Ministry of Information and Broadcasting, Government of India. pp.644. Price Rs.5.50.

CHAPTER 8. MANPOWER PROBLEMS.

- * "Annual Administration Report on the Employment Exchanges in Bombay State, for the Year 1956". Issued by the Government of Bombay. pp.5.

CHAPTER 9. SOCIAL SECURITY.

- * "Report on the Working of the Employees' Provident Funds Scheme, 1956-57". Issued by the Central Board of Trustees, Employees' Provident Funds Scheme, Ministry of Labour. pp. 28.

'L'

* Publications received in this Office.