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70 JUL 1951

INTERNATIONAL LABOUR OFFICE

INDIAN BRANCH

on:

Industrial and Labour Development in June, 1951.

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

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## CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

### INDIA - JUNE 1951.

#### 11. Political Situation and Administrative Action.

##### The Constitution (First Amendment) Act, 1951.

The Constitution (First Amendment) Bill, 1951 (vide pages 1-2 of the report of this Office for May 1951) as amended by the Select Committee was passed by Parliament on 1 June 1951 and received the assent of the President on 18 June 1951 and has been gazetted as the Constitution (First Amendment) Act, 1951. This Act makes certain amendments to the Constitution of India to overcome difficulties brought about by judicial decisions and pronouncements in regard to fundamental rights and makes provisions fully securing the constitutional validity of the zamindari abolition laws in various States.

(The Gazette of India, Extraordinary,  
Part II, Section 1, dated 18 June 1951,  
pages 203-206 )

##### Constitution Suspended in Punjab: Governor takes over Administration.

The President Dr Rajendra Prasad issued a proclamation on 20 June 1951 assuming all functions of the Government of the Punjab and all powers vested in or exercised by the Governor of that State. By an order issued simultaneously, the President has vested these powers in the Governor of the State. The proclamation declares that "the powers of the legislature of the State of Punjab shall be exercisable by or under the authority of Parliament".

The President's proclamation followed an unsuccessful attempt at the formation of an alternative Ministry in the Punjab consequent on the resignation of ~~Dr~~ Dr G. Bhargava's Ministry earlier.

The proclamation is valid for two months and can be extended by a resolution of Parliament.

(The Gazette of India, Extraordinary,  
Part II, Section 3, dated 20 June 1951,  
pages 837-839;  
The ~~Times of India~~ Tribune, 21-6-1951).

Punjab: Maintenance of Healthy Industrial Relations: Seven Regional Tripartite Boards set up.

At a meeting of Punjab Labour Advisory Board held at Ambala on 9 June 1951 under the presidentship of Mr. Prithvi Singh Azad, Minister for Labour, Punjab, it was decided to constitute seven regional tripartite boards for the purpose of maintaining healthy industrial relations in the seven regions into which the state was divided for the above purpose. The regions are: (1) Amritsar, (2) Batala and Dhariwal, (3) Ludhiana, Jullundur, Mozepore, (4) Hoshiarpur, (5) Ambala and Simla, (6) Karnal, Rohtak and Hissar, and (7) Gurgaon. Nine members, 3 from each group i.e. employer, employees and Independent were nominated for each region.

The function of these regional boards will be to watch the industrial relations on the spot closely in the initial stages with a view to settling differences and preventing them from growing into industrial disputes, and also to help in the effective implementation of the labour laws like the Minimum Wages Act, the Factories Act, the Payment of Wages Act, the Workmen's Compensation Act, the Industrial Employment Act, etc., in their respective regions.

(The Tribune, 10 June 1951;  
Indian News Chronicle, 11 June 1951).

## Chapter 2. International and National Organisations

### 25. Wage-Earners' Organisations.

India - June 1951.

#### Overall Study of Asian Economy: I.C.F.T.U. Regional Conference Decisions.

The Asian Regional Conference of the I.C.F.T.U. (vide pages 6-7 of the report of this Office for May 1951), which concluded its session at Karachi on 31 May 1951, adopted, among other matters, a resolution recommending that I.C.F.T.U. should make an overall study of Asian economy in order to draw up a programme of economic reorientation through the U.N. which would increase the area of food producing countries in Asia.

Plantation workers.- The conference adopted a resolution on the General Secretary's report on conditions of plantation workers in Asia, which recommended that in view of the growth of synthetic rubber industry in various parts of the world, Asian natural rubber acreage should be cut down progressively to avoid overproduction and a world slump in natural rubber at a later date. The resolution also recommended that I.C.F.T.U. should appoint a sub-committee to prepare a plan to deal with repression of civic rights of plantation workers, to ~~prepare~~ prepare model collective agreements and to deal with repressive labour legislation of some of the countries in the Asian region.

It also suggested ~~that~~ to the Asian Secretariat to call a conference soon to discuss the problems of colonial economies in the region and devise a programme aimed at eliminating economic colonialism throughout free Asia.

The session also passed <sup>a</sup>resolutions condemning the "anti-labour" legislation in Viet-Nam.

(The Statesman 30 and 31 May 1951,  
and 1 June 1951 ).



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Vindhya Pradesh: Vindhya Pradesh Trade Unions  
Regulations, 1951: Draft published.

The Chief Commissioner of Vindhya Pradesh published on 23 June 1951 the draft of regulations proposed to be made in exercise of the powers conferred by the Indian Trade Unions Act, 1926. The regulations prescribe, inter alia, the form of application and the fee for registration, form of application for withdrawal or cancellation of certificate of registration, form of annual return, manner of audit of accounts of registered trade unions, etc. The draft will be taken into consideration after 22 September 1951.

(The Gazette of India, Part III,  
Section 3, dated 23 June 1951,  
pages 684-688 ).

## 28. Employers' Organisations.

India - June 1951.

First Industries Conference, Calcutta, 16-18 June 1951: Board set up for the Development of Industries in West Bengal.

The First Industries Conference, held under the auspices of the National Chamber of Industries was held in Calcutta on 16, 17 and 18 June 1951. Dr. Syama Prasad Mukherjee presided and Mr. Hare Krishna Mahatab, Minister for Industries and Commerce inaugurated the session.

Need to develop small scale industries: Mr. Mahatab's address.- Inaugurating the session Mr. H.K. Mahatab stated that in regard to the pattern of industry India should adopt, it was his opinion, that India should follow the example of Japan in developing small scale industries. As for the question of finance for these industries, he felt that there was a large capital spread over the country; only there was no means of collecting it for any kind of development work. For ~~example~~ example, increased price of jute and a rise in the prices of agricultural products had left ~~in~~ some surplus money in the hands of jute traders and agriculturists. But there was no machinery to collect that surplus money. In the circumstances, small-scale industries in areas which ~~were~~ possessed such money could only come to their rescue.

The Minister remarked that in India industry had developed in a lop-sided manner. To-day in developing a particular industry they had to think in terms of industry as a whole, the large and small scale industries alike. He made a special plea for the exploitation of basic raw materials in the country for the production of raw materials. In conclusion, he assured industrialists of every possible assistance of the Government.

Regional development urged: Dr. Mukherjee's speech.- In the course of his presidential address, Dr. Mukherjee referred to the problem of capital formation and said that there might be some extra money in the hands of some people but the Government had no means to make available that money for the industrial development of the country. The industrial ~~Finance~~ Finance Corporation had been working for the last three years. It might be possible for it to increase its capital, or for the State Governments or banks to help it under suitable conditions. But, he pointed out, capital formation was also ~~possible~~

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possible outside Government and within the country.

Dr. Mukherjee suggested formation of organisations, each with a capital of 10 million rupees or so which would advance money to people for the proper regional development of small-scale industries. Each organisation would set up a comprehensive machinery to look to the production of articles and ~~check~~ their quality, introduce standardisation of goods and supervise every aspect of the industry. It would also look to marketing of goods. Small scale ~~industries~~ industries ~~organisations~~ organised in this manner would go a long way to solve many of their problems, particularly the problem of unemployment.

In conclusion, Dr. Mookherjee made a plea for complete co-operation between Government, capital, labour and the consumer.

Building up an "industry front": 25-man Board set up.— The conference decided to set up a 25-man auxiliary board, with powers to co-opt new members, to work in co-operation with <sup>the</sup> National Chamber of Industries with the object of building up an industry front in West Bengal. Mr. D.N. Sen will be chairman of the body and Mr. J. Niyogi, the Convener. The board, Mr. D.N. Sen explained, would find out ways and means to develop small and cottage industries, and encourage a ~~relation of~~ co-operation with big industries.

(Amrita Bazar Patrika, 17 and 19  
June 1951 ).

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Chapter 3. Economic questions.

34. Economic Planning Control and Development.

India - June 1951.

Control over Essential Goods: Parliament's  
Power to Legislate on certain Items in State  
List extended.

The Parliament adopted on 7 June 1951, a resolution moved by Mr. Hare Krishna Mahatab, Minister for Industries and Commerce, extending for another year the power given to the Parliament in August 1950 (vide pages 17-19 of the report of this Office for August 1950) to legislate on certain items in the State List, viz., trade and commerce within the State and production, supply and distribution of certain essential goods, in public interest.

(The Statesman, 8 June 1951).

New All-India Body for Sugar Industry proposed:  
Enquiry Committee's Recommendations.

A new all-India organisation for the sugar industry is proposed by an expert committee set up by the Uttar Pradesh Government ~~in~~ in March 1950 under the chairmanship of Mr. T. Swaminathan, now Textile Commissioner, Government of India, to report on the problems of the industry and suggest measures to make it more competitive. Unlike the liquidated Sugar Syndicate, the proposed organisation would be independent ~~in~~ in character and would have monopoly in wholesale sale of sugar.

The Committee said that during the present time of high prices the new body could accumulate a large fund by charging about 1 rupee per maund extra. The organisation would take steps to safeguard against a slump in prices such as occurred in 1939-40. It could have a fund of about 100 million rupees within the next three years and the money could be used to subsidize sales and exports.

Steps to increase production.— Among suggestions of more immediate application are measures to stimulate production of sugarcane which in some respects are similar to those recommended for increasing food production, such as immediate increase in irrigation facilities in the eastern districts where the industry has come up against exceptional difficulties, use of improved seed and manure and development of farms and plant protection service.

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The Committee found lack of rural transport a major hurdle and recommended a minimum construction programme and commended the cane development organisation created in Bihar. Cane development councils, it suggested, should be provided with greater funds by the cane co-operative societies, factories and the ~~State~~ Government. The Committee felt that shifting of a few factories in eastern districts with financial assistance from the Central and State Governments was inescapable but fixing of regional prices for sugar could perhaps take away the urge to move as even uneconomic factories would by getting a higher price just ~~not~~ manage to survive if not make profit.

Supply of cane to mills.- The Committee disapproved of dual agencies for supply and recommended that where two-thirds of the cane is being obtained by a factory through cane societies the remaining third too should pass through this agency including the cane raised by a factory in its own farm. The Committee advocated enhanced penalties for failure to supply stipulated quantities of cane as well as penalty for a factory's failure to take in agreed quantities. The Reserve Bank, the Committee suggested, should ask banks to advance to factories up to 90 per cent of the value of sugar produced during the season to enable them to pay more promptly for the cane purchased, but for this lag it held the cane societies to be more blameworthy. The amount outstanding from last year was 10 million rupees ~~and~~ against total cane purchases of 290 million rupees. The societies it recommended, should be compelled to pay interest to the growers, for outstandings which exceeded ~~in~~ 30 days after the close of the crushing season. It recommended that so long as sugar was controlled, use of power crushers in areas reserved for factories should also ~~be~~ be controlled. During this period of control parity between foodgrain and sugar prices should also be maintained to ensure maximum supply of cane to the factories.

Employment problems.- The Committee advocated utilisation of the factories spare and off season capacity for generation of electrical energy but was sceptical about development of other auxiliary industries though individual factories might be able to develop particular side lines. Some scope however, existed for the manufacture of DDT in the eastern districts.

Experts examined told the Committee that the industry was technically quite efficient but suffered from unbalanced plant, a defect which could be rectified in some cases by extra equipment. For example, a double set of evaporators could increase the crushing season by 10 days because it would ensure continuous running of the factory.

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Finally, it was the Committee's view that the industry in Uttar Pradesh and Bihar had a great future provided adequate thought was given to cane development and there was improvement in efficiency at all points from the farm to the sales organisations.

(The Statesman, 10 June 1951 ).

Regulation of Stock Exchanges: Committee appointed to consider Proposals.

In order to assist the Government of India in formulating legislation for the regulation of stock exchanges and of contracts in securities, the Government has appointed a committee with Mr. A. D. Gorwala as its chairman and Mr. S. K. Sen, Deputy Secretary, Ministry of Finance, Government of India, as secretary. The terms of reference of the committee are: to consider and report on the draft proposals of the Government; to submit a revised draft Bill with a memorandum explaining in brief the reasons for each clause of the Bill; and to make any other recommendations on the subject.

~~Stock~~ Stock exchanges and futures markets are now a subject for Central Legislation and a bill has already been introduced in Parliament for the regulation of forward contracts. This bill does not cover trading in securities.

(The Gazette of India, Part I,  
Section 1, 23 June 1951, page 276).

Food Situation in India: Cut in Rations restored.

The ~~present~~ restoration of the cut in food ration from 12 ounces to 9 ounces ~~introduced~~ introduced in January 1951 (vide pages 21-22 of the report of this Office for January 1951) was announced by Mr. K.M. Munshi, Minister for Food and Agriculture, Government of India in a broadcast on 12 June 1951. He also announced enhanced ceiling quotas of food-grains for deficit States for 1951. The quota of Bihar is increased from 600,000 tons to 1 million tons, that of Bombay from 700,000 tons to 1,100,000 tons, Madras from 400,000 tons to 1 million tons, West Bengal from 400,000 tons to 500,000 tons, Assam from 24,000 tons to 100,000 tons and Travancore-Cochin from 325,000 tons to 400,000 tons.

Mr. Munshi stated that the country had "turned the corner" in its struggle against impending famine. Increased stocks in hand, improved procurement and the provision of adequate imports all gave cause for confidence, but "we must be cautious for we are not yet out of the wood".

Referring to food imports, Mr. Munshi said that the largest supplier of foodgrains would be the U.S.A. he said, from whom India expected to receive about 1,700,000 tons, of a total import of 4 million tons. China came forward at a critical time, and India had bought from her 517,000 tons of foodgrains. The Food Minister also referred to the help the U.S.A. and Britain had given in providing shipping. The ~~the~~ U.S.A. had released 45 steamers from their "mothball fleet" and Britain had helped in getting shipping in the ~~the~~ same priority as for herself. Over 100 ships had been provided ~~from this~~ in this way.

U.S. Food Aid to India. - President Truman signed on 15 June 1951, the Indian Emergency Food Aid Act of 1951, which provides India with 2 million tons of foodgrains and loans for the purpose \$190 million on a long-term basis to enable India to buy the grain in the U.S.A.

(The Statesman, 13 and 16 June 1951 )





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Investments of Banks in India: Reserve Bank's Survey.

Long-term finance to industry by scheduled banks formed an insignificant proportion - two per cent - of their total investments as at the end of December 1948, June 1949, and December 1949, according to the survey conducted by the Reserve Bank of India. In the first release of information regarding the investments in Government securities of some 230 scheduled and non-scheduled banks, the present enquiry shows that 89 per cent of the total investments of scheduled banks were in domestic Government securities at the end of the period considered. A comprehensive report indicating the pattern of investment of these banks right upto June 1951, will be released in the near future.

The banking system stood out as the biggest owner of Central Government securities, according to the survey. The Reserve Bank, joint stock banks and co-operative banks together accounted for 5,750 million rupees or 40 per cent of the total rupee loans outstanding at the end of 1949. Among the ~~the~~ scheduled banks, the nine major Indian banks held a commanding position, ~~accounting~~ accounting for about 70 per cent of the total holdings of Government securities of scheduled banks. The exchange banks ~~had~~ had nearly three-fifths of their total investments in short-dateds, while Indian banks had a sizable proportion in ~~longer~~ long-dateds. For the small banks, the ~~the~~ outstanding characteristic was their relatively larger investment in long-dateds.

Shares and debentures of joint stock companies formed the bulk - 67 per cent in June and 54 per cent in December 1949 - of the other domestic investment of the scheduled banks. They constituted about 3.25 and one to 1.25 per cent respectively of the total investments of these banks.

Most of the foreign investment of scheduled banks - 91 to 96 per cent - continued to be held in Government securities. Of the total 69.6 million rupees were in Pakistan, 66.5 million rupees in the United Kingdom and 68.0 million rupees in all other countries. Investments both in Pakistan and the United Kingdom tended to diminish rapidly in 1949. The non-scheduled banks though very many more in number than the scheduled banks, are estimated to have a very small proportion (about three per cent of the total investment of scheduled and non-scheduled banks together). The larger non-scheduled banks, that is, those having investments exceeding 1 million rupees, accounts for nearly 75 per cent of the investments of all non-scheduled banks. Of this, Government securities formed 80 per cent and shares and debentures about 10 per cent. For all

non-scheduled banks taken together, investments in Government securities are estimated at about 77 per cent shares and debentures coming next with nine per cent.

The average size of investments of non-scheduled banks in the Bombay circle is much larger than that of any other circle.

(The Hindu, 27 June 1951 ).

36. Wages.

India - June 1951.

Minimum Wages (Amendment) Act, 1951  
(Act No. XVI of 1951): Minimum Wages  
of Agricultural Labour to be fixed  
by 31 December 1953.

The Minimum Wages (Amendment) Bill, 1951 (vide page 24 of the report of this Office for April 1951), as passed by Parliament, received the assent of the President on 23 April 1951 and has been gazetted as India Act No. XVI of 1951.

(The Gazette of India, Extraordinary,  
Part II, Section 1, 24 April 1951;  
page 71 ~~page 71~~).

Bombay: Bombay Minimum Wages Rules, 1951.

The draft Bombay Minimum Wages Rules (vide page 31 of the report of this Office for June 1950) have been approved and gazetted on 31 May 1951.

(The Bombay Government Gazette,  
Part IV-A, 31 May 1951, pages 211-221).

U.P.: Bonus for Sugar Mill Workers:  
Industrial Tribunal's Award: Labour's  
Participation in Preparation of Accounts  
Recommended.

The Industrial Tribunal appointed by the Government of Uttar Pradesh early in 1951, to go into the question of bonus for sugar workers for the crushing season 1949-50, has awarded bonus to the employees of 60 out of 67 vacuum pan sugar factories of the state for 1949-50 at rates varying between annas two and annas eight per maund of sugar produced on the basis of seasonal wages, that is, basic wages plus dearness allowance. Besides this, it has awarded an "additional bonus" at the rate of 25 per cent of the total amount of remission in excise duty and cane cess received by the factories.

The employers contended that if at all bonus was to be given it could be given on the basis of profits shown in their balance sheets. The tribunal, however, agreed with the point of view of the representatives of the workers that the employers' profit and loss accounts could not be relied upon to show the profits earned by them correctly. It, therefore, held the product of each factory as the basis for the calculation of bonus.

As for the balance sheets, it recommended to the Government that steps should be taken to standardise the forms and items of accounts and that labour should be given a hand, if necessary by legislation, in their preparation and maintenance.

(The National Herald, 19 June,  
1951 ).

37. Salaries.

India - June 1951.

Increase in Dearness Allowance sanctioned for low paid Central Government Employees.

The Government of India has announced an ad hoc increase of 5 rupees per month with effect from 1 June 1951 in the dearness allowance to all Central Government employees whose pay do not exceed 250 rupees a month, including railway employees who are in receipt of dearness allowance entirely in cash. Those railway employees who are in receipt of grain ~~shops~~ shop concessions will not be entitled to this ~~an~~ increase. The increase is in addition to 10 rupees per month sanctioned as dearness allowance to the employees by the Government in January ~~1949~~ 1949. The increase will be subject to review at the time of the next budget.

(The Hindustan Times, 13 June 1951 )

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

INDIA - JUNE 1951.

41. Agriculture.

Regulation of Working Conditions of Plantation  
Labour: Bill introduced in Parliament.

Mr. Jagjivan Ram, Minister for Labour, Government of India, introduced in Parliament on 7 June 1951, the Plantation Labour Bill, 1951, to provide for the welfare of plantation labour and to regulate the conditions of work in plantations.

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The Statement of Objects and Reasons appended to the Bill declares that in spite of the fact that the plantation industry provides employment for more than a million workers, there is at present no comprehensive legislation regulating the conditions of labour in the industry. The Tea Districts Emigrant Labour Act, 1932, which applies only to Assam, regulates merely the conditions of recruitment of labour for employment in the tea gardens of Assam. The Workmen's Compensation Act, 1923, which applies to estates growing cinchona, coffee, rubber or tea also does not confer any substantial benefit on plantation labour as accidents in plantations are few. The other Labour Acts, like the Payment of Wages Act, 1938, the Industrial Employment Standing Orders Act, 1946 and the Industrial Disputes Act, 1947 benefit plantation labour only to a very limited extent. In its report the Labour Investigation Committee observed "that as the conditions of life and employment on plantations were different from those in other industries, it would be very difficult to fit plantation labour in the general framework of the Industrial Labour Legislation without creating serious anomalies" and recommended a plantation Labour Code covering all plantation areas. The present Bill seeks to regulate the conditions of plantation labour generally.

Scope.- The Bill applies in the first instance to tea, coffee, rubber and cinchona plantations, but the State Government may apply it to any other plantation.

Health and Welfare.- Provision is made in the Bill for assuring to the worker reasonable amenities, as for example, the supply of wholesome drinking water or suitable medical and educational facilities or provision for canteens and creches in suitable cases, or provision for a sufficient number of latrines and urinals separately for males and females. Housing accommodation is also to be provided for every worker and standards and specifications of such housing accommodation will be prescribed after due consultation.

Hours of Work and Intervants for Rest.- No adult worker will be required ~~to~~ or allowed to work on any plantation in excess of fifty-four hours a week and no adolescent or child for more than forty hours in a week. The period of work on each day shall be so fixed that no period shall exceed five hours and that no worker shall work for more than five hours before he has had an interval ~~for~~ for rest for at least half an hour.

Weekly holiday.- The State Government may by rules provide for a day of rest in every period of seven days which shall be allowed to all workers and provide for payment for work done on a day of rest at a rate not less than the overtime rate prevailing in the area, and where there is no such rate at such rate as may be fixed in this behalf.

Employment of children.- Children under 12 are prohibited from employment in any plantation.

Night Work.- Except with the permission of the State Government, no woman or child worker shall be employed in any plantation otherwise than between the hours of 6 a.m. and 7 p.m. The prohibition does not apply to midwives and nurses employed as such in any plantation.

Leave with wages.- Every worker shall be allowed leave with wages for a number of days calculated at the rate of - (a) if an adult or adolescent, at the rate of one day for every thirty days of work performed by him, and (b) if a child, one day for every twenty days of work performed by him; provided that a period of leave shall be inclusive of any holiday which may occur during such periods. If a worker does not in any one period of twelve months take the whole of the leave allowed to him under sub-section (1), any leave not taken by him shall be added to the leave to be allowed to him under that sub-section in the succeeding period of twelve months. A worker will cease to earn any leave under this section when the earned leave due to him amounts to thirty days. For the leave allowed to a worker, he shall be paid at the rate equal to the daily average of his total full-time wages, exclusive

of any overtime earnings and bonus, if any, but inclusive of dearness allowance and the cash equivalent of any advantage accruing by the concessional supply by the employer of food-grains for the day on which he worked. A worker who has been allowed leave for any period less than four days in the case of an adult and five days in the case of a child under section 27 shall, before his leave begins be paid his wages for the period of the leave ~~allowed~~ allowed.

Sickness and Maternity Benefits.- Provision is made entitling every worker to obtain from his employer - (a) in the case of sickness ~~certified~~ certified by a qualified ~~medical~~ medical practitioner, sickness allowance, and (b) if a woman, in the case of confinement or expected confinement, maternity allowance, at such rate, for such period and at such intervals as may be prescribed.

Inspection.- Necessary provision is made in the Bill for the appointment of a suitable inspecting, medical or other staff for the purpose of securing the implementation of the various provisions in the Bill.

(Text of the Plantations Labour Bill, 1951, received in this Office ).

Travancore-Cochin: Tripartite Conference on Plantation Labour: Agreed Procedure evolved ~~for Settlement of Disputes~~ For Settlement of Disputes.

A session of the Travancore-Cochin Tripartite Conference on plantation labour was held at Ernakulam, on 14 and 15 June 1951, under the chairmanship of Mr. P.N. Krishna Pillai, Labour Commissioner, ~~Travancore~~ Travancore-Cochin. Eleven representatives of the Association of Planters of Travancore and two observers of the United Planters' Association of Southern India and 25 representatives of the Indian National Trade Union Congress participated in the conference. The meeting, among other matters, laid down an agreed procedure for the settlement of differences between workers and managements.

In a message to the conference, Mr. T.K. Narayana Pillai, Labour Minister, Travancore-Cochin, said that both in the ~~work~~ number of workers employed and in the volume of ~~work~~ export trade handled, the plantation industry holds a commanding position in the economy of the State and its progress and



prosperity were naturally a ~~subject~~ subject of supreme interest to the Government. The outstanding results of the deliberations of last year, the message said, were the right of organisations inside estates and the enhancement of dearness allowance of rubber workers, conceded by the management. The State Government was making arrangements to set up immediately a wage board under the Minimum Wages Act in order to fix the statutory minimum wage for the industry.

Chairman's address.- In his opening address to the conference, Mr. P.N. Krishna Pillai said that no other country had within such a short period, enacted so much of progressive labour legislation and adopted measures calculated to ~~mark~~ ameliorate the conditions of the working class <sup>in</sup> India, after the attainment of freedom. He was sure that India would stabilise within a short period her employer-employee relation on the basis of free trade ~~unionism~~ unionism. The Plantation Employees' Bill recently introduced in Parliament was the most comprehensive social legislation, he declared.

He pleaded for the abolition of the Kangani system of recruitment and added that it was for this conference to adopt a scheme for the elimination of its ~~and~~ evils. He strongly urged stopping of the annual settlement, which was in vogue in the estates.

Suggesting the adoption of a constitutional procedure for negotiating with the trade unions, he said trade unions should resort to direct action only after exhausting such constitutional procedure. He appealed to the conference to set up a permanent joint negotiating machinery.

Procedure for settlement of disputes.- The conference laid down by mutual agreement certain procedures for avoidance and settlement of disputes. It was decided that whenever there was any grievance concerning a worker it should be taken up with his immediate superior for its settlement. If it was not settled at that level it should be brought up for discussion and decision in the works committee. If the dispute was not settled in the works committee, the union concerned could take it up with the management and try to settle it by mutual negotiations. If even by such mutual negotiations, the dispute was not settled, attempts should be made to settle it through the mediation of the conciliation staff of the Department of Labour. It was also decided that Unions should not resort to direct action before exhausting this procedure.

Employment.- The ~~same~~ conference resolved that the workers who went to the village will continue to have their lien in their former jobs and will be re-entertained if they were available for work. The employers have further agreed to examine the possibilities of meeting the request of the workers' representatives for the abolition of the practice of re-registration.

Abolition of kangany system.- The session was of the ~~opinion~~ view that absentee kangani system should be abolished and a committee of six persons (comprising workers' and employers' representatives) was constituted to find out ways and means of implementing this and also to suggest measures for elimination of the evils associated with kangani system.

Bonus for tea estate labour.- The conference further agreed that the four percent lump-sum payment, at present paid to estate workers in Travancore-Cochin should be converted to a bonus of 8 1/3 per cent in the case of tea estates and 6 1/4 per cent in other estates for 1950.

It was also agreed that the term tea estates shall include every estate, having at least 25 ~~per~~ per cent of its acreage planted with tea.

(The Hindu, 15, 16 and 20 June 1951).

Standard of Living of Agricultural Workers:  
Sample Survey of Conditions in Bihar Village.

The Government of India has published recently the report of an enquiry into the living standards of agricultural workers in the village of Dorwan in Bihar State\*, undertaken ~~in~~ during the period June to November 1949, under the all-India enquiry into the conditions of agricultural workers conducted by the Ministry of Labour, Government of India. The Report reveals that the average agricultural worker's family in Dorwan had an income of 444.4 rupees in the agricultural year 1948 and an expenditure of 615.8 rupees; and 13 out of the 16 families investigated were in debt.

The Report states in the preface that the village was surveyed during the course of the preliminary agricultural labour enquiry during the period June to November 1949. The data collected during the preliminary enquiry related to the previous agricultural year. Considering the illiteracy and short memory of the villagers, the data collected could only be regarded as a first approximation. Even so, it was felt that if processed and published as a type study, it would be of some value although it may not form the basis for any generalisation for the ~~same~~ State as a whole. As a result of the preliminary enquiry it was decided that the main enquiry should relate to the current year. The main enquiry is now in progress throughout the country.

General.- Dorwan is a zamindari village in the sub-division Dinapur in the district of Patna situated at a distance of three miles from Dulhin Bazar which is 30 miles from the sub-division headquarters on the Paliganj-Patna Road. The road from the village to Dulhin Bazar is unmetalled. The means of transport from the village to Dulhin Bazar is the bullock cart. In the rainy season no vehicle can pass on this road. As the village is situated on a low land, the fields remain under water during the rainy season.

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\* Government of India: Ministry of Labour, Report on an Enquiry into the Conditions of Agricultural Workers in Village Dorwan, Bihar State: Printed in India by the Manager, Government of India Press, New Delhi, 1951; Price Re.1 As.6 or 2 Sh.; pp.81.

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The population of the village was 496 at the time of the survey. There were 89 families in the village, of which 82 were agricultural and 7 non-agricultural. Of the 82 agricultural families, 63 were those of tenants cultivating leased land, one family of casual workers without land, two families of casual workers (with Topra land) and 16 attached workers (with Topra land). The average number of persons per family as a whole was 5.6. Broadly speaking, there were two types of agricultural workers - attached and casual. The agricultural workers are drawn not only from the families of landless labourers but also from families of part-time farmers and of part-time artisans. Women are employed in agricultural operations like transplanting and weeding.

Forced labour.- Forced labour is not prevalent on any large scale. The work of attached workers cannot be strictly defined as forced labour for the simple reason that such work is agreed upon on the basis of one year's contract of service, the conditions and remuneration of which both the parties very well know, and the worker can, if he chooses, terminate the contract on fulfilment of the conditions thereof. But there were instances of a few families of attached workers who (or whose parents) had run into such considerable debts to their masters that they cannot repay them now and are reduced to the status of serfs, and who cannot leave their masters even if they wish to. Cases were also noticed where the workers had perforce to do some special work for their masters for a few days either for no wages or for nominal wages or only in return for food and other perquisites.

Methods of cultivation.- The total area of the village is 418 acres, excluding homestead lands. Of the total acreage, 390 acres were double cropped. There is no cultivable waste land in the village. The entire village is practically unirrigated, there being only one well which is used for irrigation purposes. The villagers follow the age-old customary practices. No new kind of plough is being used. Manuring is not done on a large scale. Some fields, however, are manured with cowdung and ashes.

Size and of holdings.- The average size of the holdings was 6 acres. Of the 63 families of tenants cultivating leased land, 16 had holdings below 2 acres, 21 between 2 and 5 acres, 14 between 5 and 10 acres and 12 above 10 acres. There were 3 non-agricultural families having holdings less than 2 acres.

Wages.- There is no fixed method of wage payment. Generally, wages are paid in the evening when the workers return from work, and sometimes arrears of wages are paid once in two or three days as the case may be. On occasions, the workers also get advance wage payment.

The system of piece wages is in vogue for some of the agricultural operations. For the harvesting of paddy, attached workers get one bundle out of 16 bundles. Usually, the workers' bundle is 1/4 ~~times~~ larger than the other bundles. The casual workers get one out of 21 bundles harvested. The system of kind payment has not undergone any change since 1939. But in the case of casual workers who generally get cash payment, the wages have increased considerably. In 1939, they were getting 4 annas a day. Now they are paid 1 rupee per day. The perquisites have remained the same. The kind wages evaluated on the basis of the average wholesale prices prevailing in 1948-49 were as follows:-

<u>Operation</u>	<u>Cash value (per day)</u>		
	Rs.	As.	P.
<u>Attached workers</u>			
Ploughing and weeding....	0	12	3
Preparatory operations, irrigating and sowing..	0	13	9 to
	0	15	0
Transplanting.....	1	0	3
<u>Casual workers</u>			
Ploughing.....	1	11	6

Hours of work.- No hard and fast convention regarding hours of work is followed. Normally the labourers do not work for more than 8 hours. They occasionally work for more than 8 hours during the busy season. This happens specially during harvesting when workers bring their harvested bundles to the place where they are threshed even till late in the night. During threshing too, they are seen doing their work till late in the evening in respect of Chaiti crops. It is in those operations where piece wages are in vogue that they work overtime in order to finish the work as soon as possible.

Housing.- The workers generally live in thatched houses with mud walls. There are two or three rooms with a verandah and a courtyard in every house. Most of the houses do not contain latrines. The ~~sewage~~ sewage and garbage deposited in the street presents a filthy picture and fouls the atmosphere. Most of the houses of workers have no wells. The workers fetch water from wells nearby.

Subsidiary employment.- The workers generally remain unemployed during the off-season. They supplement their income by doing kahari (by carrying palanquin and khatoli for only a few days during the marriage season).

Earners and dependants.- The total population of the village was 496 of which 168 were adult men, 151 adult women and 177 children. There were 134 earners of whom 8 were engaged in non-agricultural pursuits and the remaining 126 in agriculture. Of these 126, 107 were men and 19 women. In addition, there were 40 helpers of whom 16 were men and 24 women.

There were 89 families of which 82 or 92.1 ~~per~~ per cent were agricultural families and 7 or ~~7.9~~ 7.9 per cent were non-agricultural. Sixty-three were tenants, cultivating only leased land. The remaining 19 families were families of agricultural workers. Of these, 18 families had 'topra' land (land given to workers by cultivator, the produce of which they enjoy as long as they continue in service). Sixteen were families of attached and three of casual workers.

Size of family.- The average size of ~~family~~ the family was 5.6 persons for the village as a whole. Of these, 1.5 were earners, 0.5 helpers and 3.6 dependants. Of the earners, 1.3 were men and 0.2 women. There was no child earner. The average size of the 16 attached workers' families (with topra land) was only 4.8 as against 5.6 for the whole village with a standard error of 1.6 and a co-efficient of variation of about 34 per cent. At the same time, the average number of earners was the highest in attached agricultural workers' families being 2.1 composed of 1.3 men and 0.8 women.

Income of families.- The agricultural workers' families earned, on an average an income of 444.4 rupees per annum. Of this, work in fields fetched, on an average, 238.2 rupees or 53 per cent of the total income, 165 rupees or 37 per cent from the land held by them and 41 rupees from other occupations in which they were engaged like dairying, house construction, domestic services, shoe-making and kahari (carrying ~~pan~~ palanquin). Twelve families or 75 per cent of the agricultural workers' families derived

income more than 360 rupees and the larger income was partly due to the larger earning strength. The annual income per earner ~~was approximately~~ of an agricultural worker's family was on the average 261.6 rupees with a standard error of 138.2 rupees and co-efficient of variation of about 53 per cent.

Employment.- The volume of employment available for agricultural operations in village Dorwan as disclosed by the preliminary survey was 4172 man-days in so far as the 19 agricultural workers families were concerned. This was the contribution of 38 workers of the agricultural workers' families, out of ~~whi~~ whom 24 men contributed 3463 man-days and 14 women contributed 709 man-days respectively. In addition to these families which were intensively surveyed, the members of some tenant families also worked as casual workers.

The distribution of the total number of man-days as among the various agricultural operations brings out their relative importance from the view point of the volume of paid labour force required during the respective seasons. Ploughing occupied 884 or 21.2 per cent, preparatory operations 88 or 1.9 per cent, sowing 54 or 1.3 per cent, transplanting 881 or 21.12 per cent, weeding 885 or 21.2 per cent, irrigation 8 or ~~2.2~~ 0.2 per cent, harvesting 709 or 17 per cent, and threshing 668 or 16 per cent, of the total number of man-days worked in Dorwan. Thus ploughing, transplanting, weeding, harvesting and threshing were the operations involving employment of a relatively large number of workers.

The women workers, who were 14 out of the total number of 38 workers, were employed only for transplanting and weeding. The man-days worked by women were 378 or 42.9 per cent of the total of 881 man-days occupied ~~by~~ in these operations. In respect of weeding their contribution to the total of 885 man-days was 529 or 37.6 per cent. The total number of man-days worked by women earners in so far as weeding and transplanted operations were concerned was 709 or 16.9 per cent, of the total number of man-days worked in all agricultural operations by men and women.

Only 7 families out of a total of 89 families derived a major ~~of~~ part of their income from non-agricultural occupations like teaching, selling of sweetmeats, shoe-making, business on small scale and hair dressing. Some of the earners in the agricultural families were also found to have taken to non-agricultural work sometime or other. However, amongst the earners in agricultural workers' families, only two earners in the attached workers' families were employed on an average for about 33 days on house construction and as domestic servants.

The analysis given above relates to the average duration of employment of individual operations and the average number of workers employed in each of them. The table below furnishes the results of an analysis of the over-all employment of the agricultural workers:-

		Total No. of Days worked per year.
(a) Attached		
Men .....		154.7
Women.....		52.3
(b) Casual		
Men .....		94.3
Women.....		27.0

Of these 154.7 days, agricultural operations provided work for 151.5 days and non-agricultural work for only 3.2 days per man earner of the families of attached workers. Of the 151.5 days of agricultural work, ploughing accounted on an average of 40.0 days, threshing for 30.2 days, harvesting for 29.0 days, weeding for 24.4 days, transplanting for 21.8 days, preparatory operations, sowing and irrigating together accounting for 6.1 days only.

Expenditure.- On an average, the expenditure per agricultural workers' family was 615.8 rupees as against an annual income of 444.4 rupees. The expenditure on food was the highest, being 84.7 per cent of the total. Clothing accounted for 4.9 per cent and expenditure on fuel and lighting and house rent was very negligible. Expenditure on miscellaneous items like pan, supari, tobacco, drinks, etc. accounted for 8.3 per cent. The expenditure of the different groups and their percentages to the total are given below:-

Group	Expenditure in Rupees.	Percentage to total.
Food .....	521.7	84.7
Clothing and Footwear.	30.0	4.9
Fuel and Lighting....	10.1	1.6
House Rent.....	3.0	0.5
Miscellaneous.....	51.0	8.3
Total.....	615.8	100.0

The high percentage expenditure on food and the low expenditure on other items the Report says reflect a low standard of living.



The annual average expenditure per consumption unit for the agricultural workers' family works out to about 162 rupees with a standard error of 48.7 rupees. The co-efficient of variation works out to about 30 per cent. It was also found that for 13 out of 19 families consumption expenditure per unit ranged from 100 rupees to 200 rupees.

Indebtedness.- It was found that out of the 19 agricultural workers' families which were intensively surveyed, 16 families had incurred debt. The main cause of indebtedness was stated to be inability to meet in full the consumption expenditure. When debt is mainly due to deficit to meet ~~normal~~ normal consumption expenditure, it becomes a recurring factor. The variation in the per ~~capita~~ capita debt of the different income groups depends ~~upon~~ upon factors like the numerical strength of the indebted families; age composition of the family, the number of non-earning dependants, the scale of preferences and the consumption pattern. It was found that the incidence of per capita debt was the highest in the income group of 541 rupees to 600 rupees, as out of the four families of attached agricultural workers, three families were indebted to the extent of 61.4 rupees per member. Of the 16 agricultural workers' families (with 'topra' land) 13 families were in debt, the average debt per indebted family being 250 rupees. The practice of borrowing an amount not exceeding generally 300 rupees from the landholder or cultivator at concessional rates of interest was also to some extent responsible for the ~~wide~~ wide prevalence of indebtedness among the attached workers of village Dorwan. The disability attached to this debt is that the worker is not permitted to leave his master without repaying his debt. He is not allowed to leave in the middle of the year either. He can only ~~change~~ change his master in the month of Jeth after repaying his debt.

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44. Merchants Marine and Fisheries.

India - June 1951.

Medical Examination of Seamen: Indian Merchant Shipping (Amendment) Bill, 1951, passed by Parliament.

The Parliament passed on 5 June 1951 the Indian Merchant Shipping (Amendment) ~~Ex~~ Bill, which provides for the medical examination by Government ~~doctors~~ of seamen who offer themselves for recruitment.

The Statement of Objects and Reasons appended to the Bill declares that section 37D of the Indian Merchant Shipping Act, 1923 (XXI of 1923), provides for the medical examination of young persons below 18 years of age only, before they can be engaged or carried to sea to work in any ~~foreign~~ capacity, in any ship. In order to ensure the recruitment of proper persons who are both physically and otherwise fit for the performance of their duties, it is necessary to provide for the medical examination of all persons who may wish to join the seafaring profession and to prescribe their qualifications. The standards of medical examination of, and the tests to be passed by seamen will have to be sufficiently flexible in the first instance and, consequently, the Bill leaves the matter to be regulated by rules made in this behalf, the subjects on which rules may be made being set out in the Bill.

~~Making~~ Moving the ~~the~~ motion for consideration of the Bill, Mr. Santhanam, Minister of State for Transport, Government of India said shipping companies, Indian as well as foreign, recruited seamen, at the ports of Calcutta and Bombay. Before March 1950, they used to be medically examined by doctors appointed by the shipping company. There were charges of corruption against that system. The Government discussed the matter ~~and~~ with representatives of seamen and shipowners and a system of examination of the seamen was voluntarily agreed to.

Since the introduction of this scheme there had been some opposition to it in Calcutta, inspired mostly by non-Indian seamen who formed the bulk of the ~~the~~ recruits. Some seamen had challenged the legality of the scheme before the Calcutta High Court, which observed that there could be no doubt that the system was a salutary one and in the interests of both the seamen and ~~ship~~ shipowners. The High Court, however, had suggested that the system must be put on a

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sound footing having the sanction of law and well-defined rules, providing safeguards against abuse. Misled by interested propaganda that the High Court had declared the scheme illegal, & Calcutta seamen boycotted the musters early in February. The boycott, however, was called off on 26 March and the Government granted certain concessions pending final determination of physical standards.

At present no minimum standards of qualifications were prescribed for the seamen but in view of the technical developments, it was necessary to make provision for laying down certain standards and qualifications.

Mr. A.C. Guha (West Bengal) welcomed the Bill. Mr. Khandubhai Desai, President of the Indian National Trade Union Congress, said that most seamen on Indian ships were foreigners and the system of recruitment and employment needed revision. In time to come, "our nationals should not only be recruited for manning our ships but should be encouraged to enter the seafaring profession. The Government should prepare a plan to recruit and train Indian nationals for the shipping industry".

He also wanted the Government to look after the welfare of seamen after recruitment. ~~It~~ They should see that the difficulties which the Indian nationals particularly experienced in foreign ships in the matter of treatment, discipline, etc. were removed.

Today, he added, "vested interests, in collaboration with the shipowners, are doing everything in their power to see that the recruitment of Indian nationals is not accelerated".

Replying to the debate Mr. Santhanam said that the difficulty was not about expansion of the capacity of the two training ships but of putting the trainees in job on the ships. The Government could not compel the ship captains to recruit particular personnel. They could only use persuasion.

Mr. Santhanam assured the House that recruitment to training ships was open to all Indian nationals.

(The Gazette of India, Part II, Section 2,  
26 May 1951, pages 363-364;  
The Statesman, Dated 6 June 1951 )

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS

INDIA - JUNE 1951.

50. General.

Conditions of Work in Tramways.

An enquiry into the conditions of labour employed in the various tram and bus services in India was conducted by the Labour Investigation Committee in 1944-45 and the results of the enquiry were incorporated in a report published by the Committee in 1946. With a view to bringing the data relating to tramways contained in that report up-to-date, the Labour Bureau issued questionnaires to the four tramway companies in Bombay, Calcutta, Madras and Delhi, in ~~September~~ October 1950. All the concerns except the Delhi Tramways replied. A note based on the replies received has been published in the Indian Labour Gazette, April 1951; the following is a brief summary of the note.

Employment.- The four tramway companies in India employ a total of about 15,000 workers. Details regarding employment etc., in the three important tramways in India are given in the following table:-

Unit	Period	Total	Men	Women	Children	Permanent	Tempora ry.
BEST Underdak- ing Bombay	July 1949	4,691	4,691	-	-	4,187	504
	June 1950	4,810	4,810	-	-	4,282	528
Madras Electric Tramway, Madras.	July 1949	1,676	1,624	49	3	-	-
	June 1950	1,644	1,592	50	2	1,601	43
Calcutta Tramways Co.Ltd.	July 1949	8,094	8,094	-	-	7,461	633
	June 1950	8,355	8,355	-	-	7,286	1,069

There was a slight increase in the number of workers employed in these concerns in 1950 as compared to 1949, the number employed being 14,461 in July 1949 and 14,809 in June 1950. In the units in Bombay and Calcutta, no women or children are employed while the Madras Tramways employed 50 women workers and 2 children in 1950. In all the centres, all workers are directly employed by the managements and no labour ~~is~~ is employed through contractors.

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A large majority of the workers in all the units are classified as permanent and as such are entitled to certain privileges in matters of leave, provident fund, notice of discharge etc. Moreover, the Calcutta Tramways guarantees work to its permanent workmen; in the BEST Undertaking only permanent workers are entitled to gratuity and to become members of the savings fund. In the Madras Tramways, only permanent workers ~~allowed~~ are allowed to draw loans from the co-operative society.

Recruitment.- The unit in Calcutta recruits workers partly through the employment exchanges and partly directly, by calling for applications. In the BEST undertaking the applications received are placed on a waiting list, and when vacancies arise the applicants are called up in the chronological order. It is also reported that, as far as possible, vacancies in the various cadres are filled by promotion from the ranks. In the Madras Tramways, workers are recruited directly after interviews by departmental managers and also trade tests. In all the three units, workers have to undergo a medical test before they are ~~called~~ actually employed.

Apprenticeship and training.- In the unit in Bombay, workers are sent to the training school for the training appropriate to their jobs, while in Calcutta drivers and conductors have to undergo training for a period of 2 1/2 to 3 months and 1 month respectively. Apart from such facilities for training, there are no special schemes of apprenticeship in these two concerns, while in the unit in Madras, a few apprentices are taken from among the sons of employees. The training period for the apprentices is 5 years and, if employed permanently after the period of apprenticeship the period of such apprenticeship is also counted towards their total service.

Absenteeism.- No comparable data of absenteeism are available, in respect of workers in the various departments of the tramway companies. However, according to data available in respect of tramway workshops, absenteeism, due to various causes, varied from 6.20 per cent to 10 per cent in Bombay and from 12.8 percent to 36.3 per cent in Calcutta, during the second half of 1950.

Works Committees.- All the three units have appointed full time officers whose main functions are to supervise labour welfare work, to look into and redress the grievances of labour and to promote good relations between the workers and managements. The BEST Undertaking has, in addition to a General Assistant (Labour), a welfare supervisor who looks after canteens and residential quarters of the workers.

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In order to ensure co-operation between workers and managements and to facilitate peaceful settlement of grievances and complaints, works committees have been set up in all the three concerns. It has been reported that these committees are functioning satisfactorily.

Hours of work and shifts.- Generally speaking, the hours of work for all employees are 48 per week. In the case of workers in the general shift, the daily hours are 8 with a spreadover of 8 1/2 to 9 hours. Shift workers work straight duties of 8 hours with an interval of half an hour in some cases and 1 hour in some others. In the BEST undertaking, night shift workers are paid 5 per cent of their wages extra as night shift allowance, in addition to their having a shorter working week of 45 hours. In the Calcutta Tramways night shift workers are given free conveyance to and from their place of work.

Holidays and leave.- In the BEST, workers are allowed 10 days sick leave and 10 days casual leave with pay in a year in addition to privilege leave which amounts to 24 days in the case of some categories and 30 days in certain other categories. In the Madras Tramways, employees are allowed privilege leave, with pay, of 21 days after the completion of 12 months' service; employees are granted sick leave and also quarantine and special sick leave in cases of certain specified diseases. In the ~~Calcutta~~ Calcutta Tramways, employees in the engineering department ~~workers~~ get 14 days' privilege leave, 7 days' casual leave and 28 holidays (12 with pay); in the traffic department workers get 10 days' casual leave and 21 days' privilege leave.

Wages and earnings.- The basic minimum wage of the least skilled worker in the tramway services varies from 19 rupees 8 annas per month in Madras to 37 rupees 8 annas per month in Calcutta. It amounts to 1 rupee 8 annas per day in Bombay and 30 rupees per month in Delhi. The rate of dearness allowance paid in the different centres varies considerably. In Calcutta since December 1948, dearness allowance paid according to a graduated scale, the minimum being 35 rupees for those with basic wages up to 50 rupees per month (before December 1948, dearness allowance was given at a flat rate of 30 rupees per month). In Bombay, it is paid according to the Bombay Millowners' Association scale of dearness allowance for cotton mill workers in Bombay city and is linked to the cost of ~~the~~ living index number for ~~Bombay~~ Bombay City. In Madras, the rate is 3 annas per month per point of rise above 100 in the Madras cost of living index number or 25 per cent of wages, whichever is higher. In Delhi, the allowance is paid on a scale graduated according to income (as fixed by the Central Pay Commission) and amounts, since February ~~1949~~ 1949 to a minimum of 35 rupees

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per month in the case of the lowest paid workers. The following table gives information regarding the ~~average~~ average wages and earnings of certain important categories of workers employed in the tramway companies in different ~~xxx~~ centres.

Category	Bombay						Madras						Calcutta					
	Basic wage			Earnings			Basic wage			Earnings			Basic wage			Earnings		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
Fitters.....	53	12	2	107	0	2	-	-	-	-	-	-	49	2	5	86	15	11
Turners.....	53	12	2	107	0	2	-	-	-	-	-	-	49	10	8	87	5	3
Carpenters..	53	12	2	107	0	2	-	-	-	-	-	-	48	10	8	85	11	9
Drivers.....	48	10	0	101	14	0	55	8	8	96	6	9	50	3	4	80	12	5
Starters....	69	1	0	122	5	0	-	-	-	-	-	-	74	3	8	110	9	5
Conductors..	53	12	2	107	0	2	51	0	7	91	11	9	49	13	5	82	0	9
Cleaners....	37	10	4	90	14	4	31	6	3	71	13	8	37	3	0	71	5	6
Pointsmen...	-	-	-	-	-	-	31	6	3	71	13	8	39	13	5	73	3	8
Mazdoors....	37	10	4	90	14	4	26	4	9	67	3	3	50	8	8	89	12	8

Of the three companies for which information is available, only one, viz., the Calcutta Tramway Company which is a private limited company has been paying, since 1948, an annual profit bonus of one month's pay. The others have not paid any bonus during recent years.

Housing.— The BEST Undertaking has provided 294 berths for bachelors and 180 rooms for families. The rent for berths is 12 annas per month while that for the rooms varies from 8 rupees per month to 23 rupees per month according to size. In Calcutta, the company has provided housing accommodation, in rented quarters, to about 730 workers. Others are paid house rent allowance of 2 rupees 8 annas per month. No housing is provided by the Madras Tramways.

Welfare facilities.— All the ~~xxx~~ three concerns maintain dispensaries in charge of part of full time doctors. Canteens are maintained at the various depots and workers are supplied tea and refreshments at these canteens. Co-operative credit societies and grain shops are maintained by all the concerns. Arrangements for recreation and sports also exist in all the units.

Provision for the future.— Provident fund schemes are in operation in all the units. The rate of workers' contribution varies from 6 1/4 per cent to 7 1/2 per cent of wages or salaries and a similar amount is contributed by the employers. In the units in Bombay and Madras, workers are given gratuity also at the time of retirement, subject to certain conditions. In the former it varies from 3 months to 12 months' wages according to length of service and in the latter it is paid at 1/4 month's wages per each year of service.

Accidents.- Information regarding the number and nature of accidents in the tramways during the period from July 1949 to to June 1950 is given below:-

Unit	Number of accidents		
	Total	Major	Minor
BEST Undertaking .....	431	1	430
Calcutta Tramway Company.....	1,056	-	-
Madras Electric Tramways.....	296	1	295

(Indian Labour Gazette, April, 1951).

The Hyderabad Shops and Establishments Act, 1951.

The Government of Hyderabad has promulgated the Hyderabad Shops and Establishments Act, 1951, for regulating the conditions of work of persons employed in shops, commercial establishments, restaurants, theatres and such other establishments as the Government may, by notification, declare in future to be ~~commercial~~ commercial establishments.

Hours of work and weekly holidays.- The Act provides for holding enquiries by Government into the conditions of work and for fixing the time of ~~opening~~ opening and closing of shops, or establishments. Persons employed in shops and establishments, etc., will not be allowed ~~to~~ to work for more than 8 hours in any day or 48 hours in any week. Persons who are required to work for more than eight hours a day will have to be paid overtime wages at the rate of 1 1/2 times the ordinary wages, but in no case the employees shall work for more than 10 hours in a day and 56 hours in a week. Every employee will be entitled to one hour's interval for rest after every 5 hours of work. Every shop shall remain entirely closed on one day of the week and every employee in a shop shall be allowed a holiday for one whole day during a week.

The Act prohibits employment of children below the age of 12 and restricts working hours of young persons (between 12 and 17 years) to 7 hours a day.



Leave facilities.- Employees who have put in a continuous service of 12 months will be entitled to holidays with wages for 12 days, and leave, not exceeding 12 days, on grounds of sickness, etc., and to casual leave with wages for 12 days on any reasonable grounds. Government is authorised to notify festival holidays with pay on specified days in the year.

Wage protection.- The employer is required to fix wage period not exceeding one month. Wages shall be paid before the expiry of the fifth day after the last day of the wage period. Deductions from the wages of ~~an~~ employees can be made only for specified items. Restrictions are also imposed on fines.

No employer shall, except for misconduct, dispense with the services of an employee who has been in his continuous employment for a period of not less than six months without making payment of gratuity to such employee. To justify the services of an employee being dispensed with for misconduct, the charge of misconduct shall be supported by satisfactory evidence recorded at an enquiry ~~and~~ held by the employer. An employee is also required to give one month's notice before leaving employment.

Inspectors appointed by Government will see <sup>to</sup> that the provisions of the Act are strictly adhered to. Persons contravening the provisions of the Act will be punishable with fine.

Act enforced in 12 municipalities.- In exercise of the powers conferred under the Act, the Government of Hyderabad has extended the provisions of the Act, with effect from 8 March 1951 to the municipalities of Hyderabad, Secunderabad, Aurangabad, Warangal, Gulbarga, Raichur, Hingoli, Jalna, Nanded, Nizamabad, Latur, Khammam, and Yadgir and three town committees.

(The Hyderabad Government Bulletin on Economic Affairs, Vol. IV, Nos. 3-4, March - April 1951 ; Hyderabad Labour ~~Bulletin~~ Bulletin, Vol. II, No. 3, March 1951 ).

Bilaspur: Draft Bilaspur Factories Rules, 1951,  
published.

The Chief Commissioner of Bilaspur (Simla Hills) published on 28 April 1951 the draft Bilaspur Factories Rules, 1951, proposed to be made in exercise of the powers conferred by the Factories Act, 1948. The rules prescribe, inter alia, procedure for approval of plans and licensing of factories, powers and duties of the inspecting staff, detailed standards of cleanliness, artificial humidification, etc., safety precautions to be observed in cotton textile mills, ginning factories, rubber mills, etc., welfare measures such as working facilities, first-aid and ambulance room, canteens and creches, regulations relating to working hours of adults, employment of young persons and leave with ~~px~~ wages and special provisions relating to certain dangerous operations. ~~The draft rules will be taken into consideration after 30 April 1951.~~

(The Gazette of India,  
Part III, Section 3, dated  
28 April 1951, pages 431-477 )

52. Workers' Welfare and Recreation.

India - June 1951.

Uttar Pradesh: Uttar Pradesh Sugar and Power  
Alcohol Industries Labour Welfare and Development  
Fund Act, 1950: Provision made for financing  
Housing, Dispensary Services and other Welfare  
Measures.

The Uttar Pradesh Sugar and Power Alcohol Industries Labour Welfare and Development Bill, 1950 (vide pages 37-40 of the report of this Office for August 1950) as passed by the Uttar Pradesh Legislature, received the assent of the President on 19 May 1951 and has been gazetted as U.P. Act XVI of 1951.

(Government Gazette of the Uttar Pradesh, Part VIIA, dated 2 June 1951, pages 14-22 ).

56. Labour Administration.

India - June 1951.

Conditions of Work in Ceylon during 1950:  
Administration Report of the Commissioner  
of Labour\*.

The Administration Report of the Commissioner of Labour, Ceylon, for the year 1950, reviews the main developments in Ceylon in the ~~five~~ field of labour legislation and labour administration. Part I of the Report deals with the conditions of labour and the working of labour laws generally in the Island, and Part II deals with special matters relating to Indian immigrant labour.

Part I - General

Membership of the I.L.O.- The Report mentions the participation by Ceylon delegations in the various meetings of the I.L.O., during the year including the Asian Regional Conference, Nuwara Eliya, Thirty-third session of the International Labour Conference, Geneva, Committee on Work on Plantations, Bandung, the Asian Advisory Committee, Bandung and the Asian Technical Conference on Co-operation, Karachi. The Report also mentions the award of an I.L.O. fellowship to an official of the Government of Ceylon, and participation in the apprenticeship programmes and the T.W.I. courses conducted by the I.L.O. Asian Field Office for Technical Training.

Ratification of I.L.O. Conventions.- Five I.L.O. Conventions were ratified during the year, bringing the total number of ratifications to six. The Conventions ratified in 1950 are the following:-  
(1) Convention (No.6) concerning Night Work of Young Persons employed in Industry-1919; (2) Convention (No.7) concerning Minimum Age-Sea-1920; (3) Convention (No.41) concerning Night Work of Women (Revised)-1934; (4) Convention (No.45) concerning Underground Work of Women-1935; and (5) Convention (No.80) concerning Final Articles Revision. Several other Conventions were also examined by the Department with a view to ratification.

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\* Ceylon: Part I-Civil(F): Administration Report of the Commissioner of Labour for 1950: To be purchased at the Government Publications Bureau, Colombo: Price: Re.1.90, pages 94.

Committees of Inquiry.- Two Committees of inquiry for mercantile employees and private motor car drivers submitted their report during ~~the~~ this year.

Labour legislation.- The Industrial Disputes Bill was passed by the Parliament during this year. This measure, when it comes into force, would replace the existing Industrial Disputes (Conciliation) Ordinance.

The Shops and Offices (Regulation of Employment) Bill was ready for introduction in the Parliament in 1949, but the appointment of an inquiry committee has necessitated staying further action on the Bill.

A Bill was in the first instance prepared for the eviction from estate lines of labourers by civil process on the termination of their contracts of service. Subsequently it was suggested that the scope of the Bill should be extended to cover all workers including Government employees in occupation of quarters supplied by employers. This was accepted by the Government and a single Bill dealing with both categories of workers was prepared for submission to the Cabinet. A Bill to amend the Wages Boards Ordinance, No.27 of 1941, was prepared and was under discussion with the representatives of employers and workers.

Legislation concerning children and young persons.- The Department was concerned with problems relating to child labour and juvenile employment during the year. Measures for bringing into operation the Children and Young Persons Ordinance, No.43 of 1939, as early as possible were under the consideration by the Ministry of Home Affairs and Rural Development to which the Ordinance has been assigned. Although Part 4 of this Ordinance deals with the employment of children and young persons, the Ordinance does not vest in the Labour Commissioner any powers of administration or enforcement of the provisions of this part. At a Conference convened by the Minister of Home Affairs and Rural Development on 1 September 1950, at which the Minister of Labour and Social Services and Officers of the two Ministries were present, it was agreed that a Bill should be introduced for a separate Ordinance containing the provisions of Part 4 of the Children and Young Persons Ordinance. It was also agreed at the Conference that a Committee, consisting of representatives of the Departments concerned with the administration of the Children and Young Persons Ordinance, the Adoption of Children Ordinance and the Domestic Servants Registration Ordinance, should be appointed to co-ordinate the work connected with the three Ordinances.

Trade Unions.- During the year 112 Unions applied for registration under the Trade Unions Ordinance and the number registered was 52. This was the largest number of applications received in any one year since the Ordinance came into force and the number of unions registered was also the highest so far recorded. 142 unions were functioning at the end of 1949. The registration of 9 Unions ~~was~~ cancelled during the year, and with the 52 that were registered the number of Unions functioning at the end of the year was 185.

69 unions of public servants applied for registration during the year and 35 were registered. Rules forwarded with the applications for registration of most of these Unions were found to be defective and the ~~re~~ rectification of these to conform to the requirements of the Ordinance and the Amendment Act of 1948 took much time in certain cases. The total number of unions of public servants functioning at the end of the year was 76.

The following table shows the classifications of unions and their membership according to trade:-

	Number of Unions federated	Total Membership
<b>Federations:</b>		
<b>Employers-</b>		
(1) Employers' Federation of Ceylon.....	9	169
<b>Employees-</b>		
(1) Ceylon Trade Union Federation.....	12	13,265
(2) All Ceylon Trade Union Congress.....	5*	8,174
(3) Ceylon Federation of Labour.....	12	4,339
	<b>Number of Unions</b>	<b>Total Membership</b>
<b>Unions:</b>		
Central Government.....	31	17,188
Imperial Government.....	1	413
Local Government .....	9	2,223
Non-Government: (a) Employers.....	11	762
(b) Workers.....	49	107,985
<b>Total..</b>		<b>128,571</b>

The Workers' Unions may be classified in <sup>6</sup>5 main occupational groups as follows:-

	Number of Unions	Total Membership
(1) Plantations and Agricultural.....	8	87,168
(2) Industrial.....	15	4,949
(3) Transportation.....	19	5,983
(4) Clerical.....	15	11,784
(5) Professional.....	8	1,772
(6) General .....	25	16,153
<b>Total</b>		<b>127,809</b>

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Among the Workers' Unions the Lorry Drivers' Union of Matara had the largest credit balance, viz., 31,231.67 rupees. The Ceylon Estates Staffs' Union came next with a credit balance of 15,642.29 rupees and the Government Medical Officers' Association was third with 9,673.50 rupees. An examination of the accounts of unions revealed that the financial position of most unions was gradually deteriorating. No interest appears to have been taken by the officers of most unions in the collection of membership fees and if rules in regard to arrears of fees had been rigidly enforced, perhaps over 50 per cent of the members of these unions would have lost their membership.

At the beginning of the year there were only three Unions which had a political fund, namely:- The Ceylon Labour Union; the Ceylon Estate Staffs' Union; and the Ceylon Bank Clerks' Union. No contribution was made during the year to the Political Fund of the Ceylon Labour Union by its members. The total amount of the fund to the credit of the three unions at the end of the year was 4,377.43 rupees.

The total membership of workers' unions at the end of the year was 127,809 which gives a density of 8.52 per cent if the total number of organisable workers in the country is assumed to be 1,500,000. The largest membership of unions was in the plantation industry which had 87,168 union members, which means that more than 68.22 per cent of all trade unionists are in the plantations. Of the 101 unions which sent in their annual returns 58 had a membership of less than 250, 31 between 250 and 1,000, 9 between 1,000 and 5,000, and 3 over 5,000.

The Report states that it was a regrettable feature that most unions did not send in their annual returns punctually. The response was poor in spite of three successful prosecutions last year. Statutory requirements such as notifying change of address, officers or rules were often not observed in accordance with the requirements of the Trade Union Ordinance and the rules. The large majority of these Unions did not show any signs of their existence till they intervened in disputes.

Industrial relations.- An important feature during the year in the sphere of industrial relations was the placing on the statute book of the Industrial Disputes Act, 1950, which provides for the registration of collective agreements, for the establishment of adequate machinery for the settlement of disputes by conciliation, arbitration by consent and compulsory arbitration in public utility services and those declared essential for the life of the community. The necessary regulations under the Act were being prepared at the end of the year.

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On the direction of the Government, the Director of Statistics conducted a middle-class Family Budget Inquiry and his report was published during the year. In the light of this report the Government reviewed the cost of living allowance paid to State employees and certain increases designated as "special living allowance" were sanctioned with effect from 1 October 1950, to relieve the burden of the increased cost of living. Private mercantile employers organized under the Employers' Federation of Ceylon who were also paying their clerical and allied categories of workers cost of living allowances at the rates paid by Government to State employees also fell in line and granted similar increases to their clerical employees.

In May 1950, the Ceylon Estates Employers' Federation decided to cease to have any dealings with the Ceylon Plantation Workers' Union for the reason that certain acts of the union indicated a complete disregard of what the Federation regarded as normal trade union principles and practice. This union made representations to the Federation as well as to this Department with the object of having the ban against it removed but the employers were not prepared to alter their decisions.

Industrial disputes in 1950.- Although there was an appreciable increase in the total number of strikes during the year, yet the total number of man-days lost was nearly 1/7th of the total for the previous year. 109 strikes, besides 5 strikes still in progress at the end of the year, were reported during the year as against 94 in 1949 and the total number of man-days lost as a result of strikes in 1950 was 106,470 as against 695,916 1/2 during 1949. This reduction in man-days lost could in the main be attributed to the decision made to re-apply Part II of the Wages Boards Ordinance to the rubber growing and manufacturing trade.

There was an increase in the number of disputes on estates which ended in a deadlock. This, the Report ascribes, partly to a tendency shown by some organizations to ~~discuss~~ discuss labour disputes on the basis of legal rights. The Report points out that the legal concepts which were generally invoked were ~~new~~ conceived and formulated at a period when trade unions of workers did not exist and when combinations of this kind were considered illegal. Since then the Government had accepted the trade union as an instrument for the adjustment of wages and conditions for the working population. The statement of a case, therefore, on what may fairly be termed ancient rights would immediately bring into focus the question whether drastic legal revision was not necessary to bring the law into conformity with modern concepts and present day needs. But a more practical approach



would be to discuss labour ~~dis~~ disputes (discussion itself was on a number of occasions refused) on the basis of common sense and of well accepted principles of social justice.

The following table shows the number of strikes during 1950 analysed according to causes:-

Causes	Estates 1950	Others 1950	Total 1950	
			No.	Per cent
Dismissal or loss of employment in any way, Failure to provide work.....	19	6	25	22.94
Wage increases. Higher rates for piece work, etc.....	8	7	15	13.76
Other wage disputes (e.g., delay in payment, cash advances, etc.)...	14	8	22	20.18
Estate rules, working arrangements, discipline, disputes with sub-staff, etc.....	9	4	13	11.93
Food matters. Welfare.....	9	2	11	10.09
Right of association and meeting.	4	0	4	3.67
Factional disputes and domestic matters.....	4	0	4	3.67
External matters (e.g., arrest by police, immorality, etc.).....	0	0	0	0
Assaults by employer or agent or others.....	2	1	3	2.75
General demands.....	5	0	5	4.59
Sympathetic strikes.....	7	0	7	6.42
<b>Total.....</b>	<b>81</b>	<b>28</b>	<b>109</b>	<b>100.00</b>

Industrial relations in estates.- There were 80 strikes on individual estates and one token sympathetic strike on some estates in the Bogawantalawa area during the course of the year as against 60 strikes on individual estates and 6 token strikes last year. The number of workers involved was 22,684 and the number of man-days lost was 83,853.

The Report states that further negotiations were conducted during the year on the question of setting up joint negotiating machinery for the settlement of disputes between the Ceylon Estates Employers' Federation and the Ceylon ~~Workers' Congress~~ Workers' Congress. A draft agreement acceptable to the Ceylon Estates Employers' Federation was forwarded as agreed last year to the Labour Ministry by the ~~Rada~~ Federation in April 1950. It was referred to the Ceylon Workers' Congress which raised objections to some of the clauses. The Permanent Secretary of the Ministry met the parties separately with the object of narrowing down the differences and ~~paying~~ paving the way for a successful joint conference with both parties. A reply from the Federation was being awaited at the end of the year. In November 1950 the Ceylon Workers'

Congress put forward 17 demands (to which were added three demands subsequently) Before the Ceylon Estate Employers' Federation. The main demands were - the establishment of an agreed negotiating machinery, right of entry into estates for union officials, non-resort to criminal trespass law to evict workers, basic minimum wage of 1.25 rupees, a price bonus on an agreed basis when prices of tea and rubber rise, no retrenchment without consultation with the Union, establishment of provident fund and pension schemes, recognition of all registered trade unions, etc. As the reply sent by the Federation was considered unsatisfactory, the Ceylon Workers' Congress and some other trade unions of estate workers proposed to stage an Island-wide ~~work-strike~~ token strike <sup>from</sup> 26 to 28 December 1950. At ~~the~~ this stage through the intervention of Government the parties agreed to meet at a conference to pursue negotiations and the Ceylon Workers' Congress rescinded its decision to stage a token strike. The parties subsequently met in conference and negotiations were still in progress at the end of the year.

Wages Boards.- A separate wages board for the furniture trade was set up during the year.

A Bill to amend the Wages Boards Ordinance, 1941, as amended by Ordinance No. 40 of 1943 and Ordinance No. 19 of 1945 was drafted and was before the Cabinet at the end of the year. It is expected that the Bill will be before Parliament in the near future. The clauses of the proposed amending Bill were discussed with the representatives of organizations of workers and employers and the draft was subsequently modified in the light of these discussions.

In the past some of the wages boards have found it ~~rather~~ difficult to take decisions best suited to the trade for which they are set up in view of a certain degree of inflexibility in the law. A notable example during the current year was the wages board for the dock, harbour and port transport trade. The decisions which the board took were found to be impracticable in application due to the fact that the harbour needed special adjustment in view of the nature of the work performed there. The proposed amending Bill would empower the wages board to make decisions more ~~than~~ in conformity with the conditions prevailing in the harbour than at present but the wages board was confronted with the problem of making suitable arrangements in the meanwhile. A solution to the difficulty was eventually found by way of a ~~an~~ 'Gentlemen's Agreement' between the employers' and workers' groups which suited the ~~working~~ working requirements in the harbour. Although at present not legally enforceable, this Agreement is being worked in a most satisfactory manner.

There have been changes in the decisions of a number of wages boards during the course of the year. Most of these changes involved increase in rates of pay. This was particularly so in the three agricultural ~~main~~ growing trades, i.e., tea, rubber and coconut growing trades. In the tea and rubber trades in particular, the rising price levels created a strong demand for increases in wage levels and this demand was met by an increase in the basic rates payable in the trades. The experience gained in dealing with these demands for increases based on the price of commodities manufactured in the trade has demonstrated the need for some form of sliding rates which would automatically adjust themselves to changes in price ~~rate~~ levels. Provision on these lines has been included in the proposed amending Bill and would do much to stabilize conditions in the trades in which such a sliding scale is adopted.

The phenomenal prosperity in the tea, rubber and coconut industries and the consequent increase in the rates paid in these trades had brought to light a peculiar result of the decision of a number of wages boards relating to the computation of holiday wages payable to workers. Most of these decisions prescribe the computation of the remuneration for holidays on the basis of average earnings over a specified period in the qualifying year. The year under review has seen an upward progress of the special allowance based on the cost of living index and this has resulted in the remuneration payable in respect of holidays being less than the working rate applicable during the month in which the holidays were allowed. The question needs consideration whether the rates paid in respect of holidays should not be the normal rate of wages applicable to the period in which the holiday is taken as the worker is compelled by law to desist from working during the holiday and is at present paid at rates less favourable than those he would be entitled to, had he worked.

The number of inspections made during the year was 4,292 - 2,488 of estates and 1,804 of establishments. In spite of the fact that the provisions of the Ordinance and the obligations of employers are, or should be, widely known today, an appreciable number of breaches detected involved failure to exhibit ~~notice~~ notices required under the Ordinance or adequately to maintain wage records. Large number of workers have been materially benefited by inspections and short payments amounting to 248,145.24 rupees were recovered for 14,426 workers in the different trades. Besides the recovery of short payments, action was taken to recover for the workers remuneration in lieu of holidays where such holidays had been earned but had not been granted within the specified period.

Unauthorized deductions from the wages of workers were detected in 219 estates and 143 other establishments. There were 810 instances of deductions exceeding the permissible maximum and 57 cases of irregular deductions for fines.

Decisions of wages boards.- i) Building trade.-

A wages board for the building trade was set up in March 1950. According to the decisions of this board workers in the trade have been grouped into 4 classes - unskilled, semi-skilled grade II, semi-skilled grade I, and skilled. Daily basic rates of 1.24 rupees, 1 rupee and 80 cents have been fixed for the male adults, the female adults and the young workers (under 18 years of age) respectively in the unskilled class. The daily basic rates for the remaining classes are 1.44 rupees, 1.60 rupees and 1.80 rupees respectively. The rates ~~xxxxxx~~ of special allowance, when the cost of living index number for the previous month is 200, are 62 cents a day for ~~an~~ unskilled labour and 72 cents a day for a worker other than an unskilled labourer. These rates of special allowances are to be increased or decreased, as the case may be, for each complete unit of 5 points by which the index number exceeds or falls short of 200, by 3 cents. The minimum hourly overtime rate is 1 1/2 times the minimum hourly rate ascertained by dividing the minimum daily rate (basic wage plus special allowance) by 8. The decisions also provide for a weekly holiday on Sunday (without wages) and ~~14~~ 14 annual holidays with wages.

ii) Tea growing and manufacturing trade.- The daily minimum rates of wages for workers in the tea growing and manufacturing trade which were raised by 17 cents in the case of men, 14 cents in the case of women and 19 cents in the case of child workers with effect from 1 December 1949, were raised again to 1.10 rupee, 90 cents and 65 cents, respectively with effect from 1 December 1950.

iii) Rubber growing and manufacturing trade.- In the case of the rubber growing and manufacturing trade, the workers had two increases in their rates during the course of the year. The basic rates of wages of 58 cents in the case of a man worker, 46 cents in the case of a woman and 41 cents in the case of a child worker were raised to 75 cents, 60 cents and 50 cents respectively, with effect from 1 July and to 1.10 rupee, 1 rupee and 75 cents respectively, with effect from 1 November 1950.

iv) Coconut manufacturing trade.- The piece rates of wages in the coconut growing trade were increased with effect from 1 May. The wages board for the same trade increased its daily basic rates as well as the rates of special allowance with effect from 1 October. The increase in the basic rates of workers other than kanganies was 15 cents a day. The increase in the basic wage of a kangany was 12 cents. The rates of special allowances with the cost of living index number at 215, were increased by 2 cents in the case of man worker and 7 cents in the case of any other worker. The wages board also made a decision to increase the annual holiday from 12 days to 14 days. This decision came into force from 1 March. It also ~~made~~ made a decision to increase the minimum rates of wages of the workers on time work. The new decisions came into force from 1 August.

v) Plumbago trade.- The wages board for the plumbago trade fixed a rate of 2.25 rupees a day for an onsetter or donakatakaraya with effect from 1 July.

vi) Motor transport trade.- The wages board for the motor transport trade decided, with effect ~~from~~ from 1 September, that where a worker worked on any day which was in excess of the minimum number of working days specified in respect of a month, such worker should be paid 1 1/2 times his minimum daily rate in respect of a normal day's work and 1 3/4 times his minimum hourly rate in respect of each hour of overtime on such a day.

Maternity benefits.- The Report states that the enforcement of the Maternity Benefits Ordinance during the course of the year has been satisfactory and there has been no material change of any importance either in the law itself or in the standard of compliance with the law. It was necessary to file only one single prosecution under the Ordinance during the course of the year and this related to the failure of an employer to maintain the necessary records. There has been no lack of co-operation by employers who have readily responded to the corrective advice given them by the Department. There has been no change in the rates of maternity benefits or in the alternative benefits as prescribed by the regulations made in 1946.

Shops Ordinance.- The health and sanitary provisions of the Ordinance have not yet been enforced and are ~~is~~ not likely to be enforced in the near future. The housing situation has not improved to any appreciable extent and it would probably not be justifiable to enforce these sections as it would result in "de-housing" several hundred persons.

1,350 shops were inspected for the first time and 12,492 re-inspected during the year in municipal and urban council areas. There was an increase in the

number of inspections during the year as compared with last year owing to the strengthening of the inspectorate.

Health, safety and welfare in factories.- The Factories Ordinance of 1942, came into force on 1 January 1950.

The Report states that with the legal powers conferred upon them by the Ordinance, inspectors were able to obtain a substantial improvement in the general health conditions in factories, and reviews the observance of the various provisions relating to submission of plans, cleanliness, ventilation, lighting and drainage. A ~~general~~ great deal of the inspectors' time was spent in the effort to improve the standard of guarding in factories. In the main good results have been achieved in ~~securing~~ securing additional guarding of prime movers and transmission machinery, the protection of dangerous pits and openings and in the provision of better stairs and platforms. In all the larger factories with fresh water mains a few upward jet fountains or taps had been provided. In the country districts many of the factories had their own water supply from streams or wells. Although arrangements are not always too satisfactory, drinking water can be obtained at most factories. Most of the larger factories have provided wash basins and shower baths. The Ceylonese worker, to his great credit, says the Report makes the fullest use of washing facilities. In new factories adequate washing accommodation had been arranged. Soap, towels and nail brushes were seldom provided. In dry districts the water supply was difficult at certain seasons and full washing facilities became impracticable.

Employment.- At ~~the~~ the end of the year under review there were 65,122 persons on the registers of the employment exchanges ~~is~~ classified under the following categories: technical and clerical 5,627; skilled 10,525; semi-skilled 13,523; and unskilled 35,447. This is a decrease of 4,510 from the figures for last year. Of the total of unemployed 3,650 were ex-Servicemen inclusive of 1,695 pioneers who returned from Malaya.

The employment exchanges were able to place 10,779 persons in employment during the year as against 14,780 in 1949. The Report states that the aim of practically every registrant is to get a permanent job under Government and when they were offered such work as was available they declined to accept either because the vacancies were temporary or that the pay was not sufficient.

The total number of fresh registration for the year was 89,410 as against 115,364 last year. The three commodities, viz., tea, rubber and coconut, were fetching extremely good prices and this probably accounts for the decrease. A stricter check was also maintained on those applying for registration to ascertain whether they were unemployed persons or not. Presumably owing to the rise of the cost of living, a larger number of women sought employment at the exchanges. In the outstations a tendency was noticed for persons to register after orders had been placed for a particular vacancy at the exchanges. A large number of registrations lapse each year due to non-renewal or cancellation for various reasons. 80,425 persons failed to renew their registrations and 2,117 persons refused employment for various reasons. Of this number 337 failed to report to the prospective employer for interview and 12 persons after accepting employment left within a short time without good reason.

Unemployment relief. Unemployment relief schemes were undertaken during the course of the year in and near Colombo and in the outstations in the Kandy District, Kandy Municipal Council area, Galle, Puttalam, Negombo, Kalutara, Badulla and Nawalapitiya. These schemes provided employment to nearly 8,300 persons.

A Committee on Unemployment under the Chairmanship of the Parliamentary Secretary to the Minister of Labour and Social Services and composed of the Permanent Secretaries to the Ministries of Health, Transport and Works, Industries, Industrial Research and Fisheries, Agriculture and Lands, Labour and Social Services and the Labour Commissioner was set up towards the end of the year to consider (1) the question of unemployment with a view to finding employment for the registered unemployed particularly in Colombo, (2) co-ordinating the work for which monetary provision appeared in the estimates for expenditure by the different Departments and (3) fresh schemes to absorb the unemployed in the future.

## Part II. Indian Estate Labour

Migration between India and Ceylon.— The ebb and flow of labour between Ceylon and India remained consistent in volume and unchanged in character, somewhat larger than numbers travelling than in the previous year, 50,910 labourers being despatched to Ceylon in comparison with 44,425 during 1949. Those returning to India numbered 55,360 against 46,538 for the previous year.

(The Administration Report of the Commissioner of Labour for the year 1949 was summarised at pages 41-55 of the report of this Office for May 1949).

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Punjab: Working of the Factories Act, 1948,  
during 1949.

Number of factories and workers employed.- The number of registered factories in the Punjab increased from 715 in the year 1948 to 820 during the year under report. One hundred and fifty new factories were registered while forty-five were removed from the register. The increase in the number of new factories was due to the enforcement of the amended Factories Act with effect from 1 April 1949, which included within its scope all power-driven workshops employing minimum number of ten persons and factories running without the aid of power with 20 or more workers employed therein. The classification of seasonal and non-seasonal factories was likewise abolished with the result that factories previously registered under sections 2(j), 5(i) and 59(A) of the Act of 1934, were automatically brought within the scope of the definition of section 2(m) (i) of the Factories Act, 1948.

The total number of factories ~~wix~~ which carried on their operations during the year under report was 744 as against 594 in the previous year. In all 76 factories remained closed throughout the year as compared with 148 in the last year and this fact has been attributed partly to the pool system adopted by certain cotton ginning and ice factories and partly to the comparatively poor cotton crop in Hissar district.

The number of workers employed in factories during the year was 39,364 as against 36,625 in the previous year. This number included: (i) men 36,934; (ii) women 1,800; (iii) young persons 244; and (iv) children 366.

Inspections.- Four hundred and ninety-eight factories were inspected by the Chief Inspector of Factories and his staff Inspectorate during the year under review while 246 factories remained un-inspected, and this fact is attributed to the paucity of field staff. In all 794 inspections had been carried out in the year which included 351 factories inspected once and 76 inspected on two occasions. 71 factories necessitated additional visits with a view to secure strict vigilance over their working. The result of these inspections has had a very wholesome effect on the employees and the workers in general.

The sanitary and lighting arrangements in the factories showed signs of considerable improvement while the supply of water for drinking and other purposes was adequate except in some of the factories



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at Ambala City and Bhiwani. The general health of the workers remained quite normal throughout the year and no ~~epidemic~~ epidemic of any kind was reported with the exception of malaria, which prevailed after the heavy rains at Amritsar and Gurdaspur. It goes to the credit of certain factory owners that they have provided free dispensaries for medical aid of the workers and their families. No practical improvement was visible in the housing condition of the workers probably because building material remained in acute shortage. All the same in some of the large factories at Amritsar, Bhiwani and Abdullapur additional housing accommodation was provided for labour. Adequate steps were also taken by industrial establishments in some of the important commercial centres to provide amenities for the welfare of their workers, in accordance with the new provisions contained in the Factories Act, 1948. Fencing and guarding of the machinery and premises received a satisfactory response and adequate arrangements were enforced by the inspection staff to save the workers from accidents arising out of negligence in the improper handling of machinery.

Accidents.- One ~~hundred~~ thousand three hundred and two accidents were reported during the year as against 1,054 ~~in~~ in the previous year. Of these five proved fatal and 1,297 non-fatal. In the case of fatal and serious accidents necessary investigations were carried out by the inspection staff and suitable action was taken to avoid their recurrence. First-aid boxes were maintained in almost ~~in~~ all the registered factories while such as <sup>(Case work)</sup> violated the provisions of law were prosecuted and adequately fined by the Law Courts. The figure of compensation paid to the workers is not available.

Prosecutions.- Four hundred and thirty-eight prosecutions were instituted against the occupiers and managers of 232 factories out of which 310 cases resulted in convictions of fine. In 4 cases the accused were acquitted, while 124 cases are awaiting final decision. The total amount of fine imposed in these cases amounted to 6,444 rupees. Three hundred and sixty warnings were issued by the Chief Inspector of Factories, Punjab, for minor offences discovered during the course of surprise visits.

(Supplement Part II, Punjab Government  
Gazette, dated 1 June 1951; pages  
83-86 ).

## 67. Conciliation and Arbitration.

India - June 1951.

### Industrial Disputes in India during 1950: Increase in Number of Man-days lost.

The year 1950 recorded a considerable drop in the number of industrial disputes resulting in work-stoppages compared to the previous year. The resultant time-loss to industry however showed a large increase during the year on account of a general strike in the cotton mill industry in Bombay City.

According to the statistics released by the Labour Bureau for the year, there were 814 disputes resulting in work-stoppages, involving ten or more workers, in the 12 States formerly known as provinces, compared to 920 disputes in 1949. These disputes involved 719,883 workers in all and resulted in a time-loss of ~~12,886,704~~ 12,806,704 man-days.

The number of man-days lost during the year was the highest recorded since 1947, when industrial unrest was at its highest pitch, and reflects an increase of about 94 per cent. over the time-loss recorded during the previous year. Of the time-loss of nearly 12.8 million ~~of~~ man-days, the general strike in the cotton textile industry in Bombay (vide page 33 of the report of this Office for August 1950) alone accounted for over 9.4 million man-days.

The largest number of disputes was reported in Bombay (271), followed by West Bengal (138) and Madras (105). Bombay also accounted for about 80 per cent of the total recorded time-loss. Compared to the previous year, while Bombay, West Bengal, Madras, Bihar, Assam and Delhi reported fewer disputes, the others especially Uttar Pradesh, Madhya Pradesh and the East Punjab showed a larger number.

Among the various industries, the cotton mill industry suffered heavily on account of the general strike. Most of the other factory industries, as also plantations and municipalities, showed an appreciable improvement compared ~~to~~ to the previous year, while coal mines and railways suffered large time-losses.

As in the previous year, about 39 per cent of the disputes related to wages, allowances and bonus. While, however, the proportion of disputes relating to wages and allowances slightly declined, that concerning bonus correspondingly increased. Nearly half the

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number of disputes were unsuccessful from the point of view of workers, and about 30 per cent of them were either successful or partially so.

(Press Note dated 14 June 1951, issued by the Press Information Bureau, Government of India ).

Settlement of Bank Disputes: Board of Conciliation constituted.

In exercise of the powers conferred by the Industrial Disputes Act, 1947, the Central Government has, by an order dated 22 May 1951, constituted a Board of Conciliation consisting of Mr. A.N. Sen, retired judge, High Court, Calcutta and four others representing the employers and workers and has referred to the Board for settlement the dispute between the employers ~~and banking companies~~ of banking companies specified in Schedule I ~~of~~ to the Order and the workmen employed by them. Schedule I to the Order lists 161 banking companies, including scheduled banks and non-scheduled banks. The matters of dispute referred to the Board include, inter alia, rules for fitting the existing staff into the revised ~~in~~ scales of pay, provident fund, gratuity, leave rules, hours of work and overtime, medical aid and expenses, recognition of All-India Bank Employees' Association and/or its constituent units, ~~method~~ method of recruitment, terms and conditions of service and procedure for termination of employment or for taking other disciplinary action, etc.

(The Gazette of India, Extraordinary, Part II, Section 3, dated 22 May, 1951, pages 783-788 ).

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Industrial Disputes (Amendment and Temporary  
Provisions) Bill, 1951, Passed by  
Parliament.

Mr. Jagjivan Ram, Minister for Labour, Government of India, introduced in Parliament on 5 June 1951, a Bill further to amend the Industrial Disputes Act, 1947 and to make certain temporary provisions relating to pay and allowances of certain workmen.

The Statement of Objects and Reasons appended to the Bill declares that certain disputes between banks having branches in more than one State and their employees were adjudicated upon by an industrial tribunal called the All-India Industrial Tribunal (Bank Disputes) last year. The awards of the Tribunal have recently been declared void by the Supreme Court (vide pages 60-61 of the report of this Office for April 1951) on the ground ~~that~~ of the defects in the constitution of the Tribunal. The disputes have, therefore, to be resolved afresh. ~~The~~ The main object of the Bill is to ensure that pending such settlement, employees continue to get whatever scales of ~~pay~~ or rates of allowances were allowed to them immediately prior to the declaration of the awards as void. Provision has also been made for enabling the appointment of persons other than judges as members of multi-member tribunals and, in particular, the appointment of a banking expert on tribunals ~~and~~ ~~in particular, the appointment~~ adjudicating upon disputes in banks. There is also a clause which extends the provision now applicable only to public utility services to other classes of establishments, prescribing a period of two months as the normal time allowed for conciliation proceedings before a Board. Other clauses are largely consequential.

The Bill was passed by Parliament on 8 June 1951. Mr. B. Das, speaking on the Bill, said that labour legislation should not blindly imitate the Geneva Conventions without relating it to the economic and industrial prosperity of the country. He wanted the Labour Minister to explain why banking labour should be organised into trade unions. Trade unionism would mar the efficiency of the banking industry which was collapsing. Mr. Sarangdhar Das while welcoming the Bill, said the Government was late in bringing it forward. He protested against the inclusion of the provision for associating men with experience of banking and insurance with the bank tribunals. In such a case in all fairness men having experience of labour matters should also be included.

Replying to the debate the Labour Minister said that the employees of banks had a right to organise themselves on trade union lines and the Government had the right to regulate the conditions in banks. To say that employees of banks should not be allowed to organise themselves on trade union lines was an antiquated idea. Though the Bill was brought forward only now, an agreement had been reached between employers and employees that pending settlement through a new tribunal, the status quo should not be disturbed. Referring to criticism that the inclusion of a person with banking experience on the tribunal was due to pressure on the Government by employers, the Labour Minister said he would not say that in this world Governments were free from pressures. But if the employees had more influence at present it was because they were better organised. He would ask labour also to organise itself so that its voice might be heard by society better.

The Labour Minister accepted an amendment ~~moved~~ moved by Mr. R. Venkataraman (Madras) to the effect that where an industrial dispute affecting any banking or insurance company is referred to a tribunal one of the members may be a person with special knowledge of banking or insurance.

(The Gazette of India, Part II, Section 2; dated 9 June 1951, pages 413-416; The Hindustan Times, 9 June 1951).

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Travancore-Cochin: Travancore-Cochin Industrial  
Disputes Rules, 1951 gazetted.

The Government of Travancore-Cochin gazetted on 22 May 1951 the Travancore-Cochin Industrial Disputes Rules, 1951, made in exercise of the powers conferred by the Industrial Disputes Act, 1947. The rules prescribe, inter alia, procedure for reference of industrial disputes to Boards of Conciliation, Courts of Inquiry or Industrial Tribunals, powers and duties of Conciliation Boards, Courts and Tribunals, and manner of constituting works committees.

(Travancore-Cochin Government Gazette,  
No.21, dated 22 May 1951; Section IV,  
pages 1-14 )

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JUNE 1951.

81. Employment Situation.

Employment Exchanges: Working during  
May 1951.

Employment situation.- According to the Report of the Directorate of Employment Exchanges for May 1951, the general employment situation was considered satisfactory. The number of registered unemployed persons at the end of May was the lowest since June 1950. From a peak figure of 366,000 in August 1950, the number has since fallen steadily to a little under 329,000. This is primarily due to increased employment opportunities which rose from about twenty four thousand a month in February 1950 to between forty and forty-five thousand a month during the period December 1950 to May 1951. The number of placings effected by exchanges fell slightly during May but a record number of submissions was made against an increased number of notified vacancies. The number of employers who used the exchanges during May was also the highest ever recorded. With the beginning of the new budget year a sharp rise in Central and State Government employment opportunities occurred. This led to a corresponding fall in the number of unemployed discharged Government employees on the registers of Exchanges.

Some Doctors, engineers, pattern and dye-makers, loco-drivers and fitters, accountants and statisticians were reported as being in short supply in various parts of the country. The general shortage of trained technicians persisted. Semi-skilled technicians, clerical workers, unskilled labourers and untrained teachers were surplus in most places.

Registration and placings.- The total number of registrations for employment and the total number placed during the month are shown below:-

	May 1951	April 1951
Total Number of registrations.....	115,685	113,437
Total number of placings.....	34,719	35,396

Of these registered, 9,128 were ex-Servicemen, 12,395 were displaced persons (including 5,097 from East Pakistan) and 3,663 discharged Government employees.

Appreciable increases were recorded in Punjab (2,282), West Bengal (1,515), Delhi, Ajmer and Rajasthan (1,331) and Bombay (1,249). Madras, Bihar and Uttar Pradesh, on the other hand, showed a fall of 2,252, 973 and 942 respectively, during the month.

Of those placed 2,279 were displaced persons (including 795 from East Pakistan); 1,748 were ex-service personnel and 1,227 discharged Government employees. 19,969 men and women were placed with private employers and 14,750 in Union and State Government Departments. Placings during the month showed a slight fall of 677 as compared with the previous month. Placings fell in Madras (1554), ~~Ma~~ Madhya Pradesh (675), Delhi, Ajmer and Rajasthan (340) and Orissa (201) but this was largely counter-balanced by an increase in placings in West Bengal (572), Uttar Pradesh (528), Bombay (519) and Punjab (256).

Placings by wage groups.- Figures relating to placings by wage groups are as follows:-

<u>Wage group: basic monthly pay</u>	<u>Number of placings</u>
Above 101 rupees .....	665
61 to 100 rupees .....	4,068
30 to 60 rupees .....	25,736
Below 30 rupees .....	4,250

Vacancies notified and submissions.- The number of vacancies notified by employers during May 1951 was 43,089 as compared with 41,813 in the previous month, that is, a rise of 1,276. Of the vacancies notified 20,709 were by Union and State Government establishments and 22,380 by private employers. There was an increase of 4,760 in Government vacancies and a fall of 3,484 in private vacancies. The fall in vacancies notified was comparatively large in Bihar (1,483), Hyderabad (266) and Madhya Pradesh (815). On the other hand there was marked increase in notifications in the regions of Assam (201), Bombay (796), Punjab (621), Uttar Pradesh (1,164) and West Bengal (1,073).

The number of persons submitted to employers during May 1951 was 88,736 as compared with 80,486 during the previous month. This was a record figure. Information received ~~from~~ from employers during the month showed that 3,470 applicants failed to report for interview without offering any satisfactory explanation. 1,149 had declined offers of appointment because pay offered was considered inadequate and 1,580 had declined for various reasons.



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The number of employers who used the exchanges during May was 7,020, the greatest number ever reported. The previous record was 6,387 during April 1951. 55.4 per cent were private employers.

Employment of highly qualified persons.- During the month under review 936 persons of the Appointments' Branch standard (those experienced in administrative, executive, supervisory and managerial work and possessing technical, scientific or professional qualifications) were registered at employment exchanges against the figure of 912 relating to the previous month. The number of candidates of the Appointments' Branch standard placed in employment showed an encouraging rise, being 135 against 91 placed in April 1951.

Employment assistance for women.- 4,113 women were registered for employment assistance, i.e., 1,803 less than the number registered in the previous month. 1,959 were placed in employment, as against 3,365 in the previous month.

Assistance to Scheduled caste applicants.- The number of Scheduled Caste applicants registered by the employment exchanges during the month of May was 12,534 as against 11,376 registered in April 1951. 5,088 Scheduled Caste applicants were placed in employment as against 4,975 ~~were~~ placed in the previous month. Among those placed during May, 1,053 were in Union Government vacancies, 421 in State Government vacancies and 3,614 in other vacancies. The number of Scheduled Caste applicants submitted to employers during the month was 8,914 as compared with 8,100 during April. During the month under review 370 vacancies meant specifically for Scheduled Caste applicants were notified to employment exchanges. At the end of May, 24,689 Scheduled Caste applicants remained on the Live Registers of Exchanges of whom 1,195 were women.

Vacancy and labour clearing.- During the month under report the vacancy clearing machinery was utilised to fill 601 vacancies by applicants from other exchange areas as against 497 filled in this manner during April 1951.

208 fresh vacancies were notified to the Central Employment Co-ordination Office for wider circulation, of which 188 were given all India circulation and the remaining 20 limited circulation. The total number of vacancies under circulation on 31 May 1951 was 740 as compared to 827 at the end of April 1951. In addition to these, 300 vacancies in the Bhopal Police Force; 50 vacancies of Work Mistries in the E.P. Railway; 52 vacancies of Equipment Assistants in the I.A.F., and 30 miscellaneous vacancies,

including 3 for medical personnel in the Andamans and Nicobar Islands and 2 vacancies of motor mechanics in Nepal were given all India or limited circulation.

Work of mobile exchanges.- Mobile sections of employment exchanges succeeded in placing 9,232 persons in employment, as against 9,444 persons in the previous month. 11,149 persons were registered by the mobile exchanges in the month of May, as against 12,200 persons in the previous month.

The live register.- The number of persons still seeking employment assistance on the last day of May was 328,837 which was 2,535 less than the figure for April 1951 and the lowest figure since June 1950. Of them 48,068 were displaced persons (including 27,975 from East Pakistan), 34,748 ex-service personnel and 13,254 discharged Government employees. Among discharged Government employees 8,945 were Union Government and 4,309 State Government employees.

(Report on the Work of the Directorate Employment Exchanges during the Month of May 1951, issued by the Ministry of Labour, Government of India ).

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83. Vocational Training.

India - June 1951.

All-India Trades Certification Board to be set up for Engineering and Building Trades: Committee to examine scheme.

The Government of India has accepted the recommendation of the All-India Council for Technical Education to the effect that a Central Board be set up for conducting examinations and awarding certificates of proficiency to craftsmen in engineering and building trades on a national basis. The Government has accordingly decided to set up a Committee to prepare a scheme for the establishment of an All-India Trades Certification Board.

The Committee will be composed of a chairman who will be a Member of Parliament; three representatives of the Government of India from the Ministries of Education, Commerce and Industry, and Labour; one representative each of the Governments of Bombay, Madras, Uttar Pradesh, West Bengal and Mysore; one representative of the Institution of Engineers (India); and two representatives each of the organisations of employers and workers. The terms of reference of the Committee will be to prepare and submit to Government a detailed scheme for the establishment of an All-India Trades Certification Board for conducting examinations and awarding certificates to craftsmen in engineering and building trades on a national basis; and to make recommendations to Government as to what interim arrangements should be made for this purpose pending the establishment of the Board.

(Resolution dated 22 May 1951, the Gazette of India, Part I, Section 1, dated 2 June 1951, page 259 )

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Labour Ministry's Training Programme:  
Progress during May 1951.

Training of adult civilians.- According to the Review of Work done by the Directorate-General of Resettlement and Employment during May 1951, the number of trainees on the rolls of the various training institutes was 7838 on 31 May 1951. Of those on rolls 6015 persons were receiving training in technical trades and the rest in vocational trades.

Training of displaced persons.- 2083 displaced persons were undergoing training at the end of the month at the Training Institutes in the various States under the new training scheme for displaced persons against the sanctioned capacity of 2272 seats.

Apprenticeship training scheme.- 1,000 seats have been sanctioned for apprenticeship training of displaced persons in West Bengal, and Uttar Pradesh. 744 persons were undergoing training at the end of May 1951.

Training of women.- A total of 249 women were undergoing training at the end of the month at the three women's industrial training institutes at New Delhi, Dehra-Dun and Madras. In addition 16 women were undergoing training at the industrial training institute, Virajpeth (Coorg) and 5 women at the industrial training centre, Christian School of Commerce, Lucknow.

Instructor and supervisor training.- The seventh ~~an~~ regular session of the Central Training Institute for Instructors, Koni, Bilaspur commenced from 15 May 1951 and the total number of supervisors and instructors who had joined the session till the end of the month was 91.

In addition to the categories of trainees mentioned above primary school teachers were receiving training in wood work at the Industrial Training Institute, Aundh, under a special arrangement with the Government of Bombay.

(Review of work done by the Directorate-General of Resettlement and Employment during the month of May 1951, issued by the Ministry of Labour, Government of India).

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CHAPTER 9. INCOME SECURITY.

INDIA - JUNE 1951.

92. Legislation.

Ajmer: Ajmer Employees' State Insurance  
(Medical Benefit) Rules, 1950.

The draft Ajmer Employees' State Insurance (Medical Benefit) Rules (vide page 75 of the report of this Office for April 1951), have been approved and gazetted on 16 June 1951.

(The Gazette of India, Part III, Section 3,  
dated 16 June 1951, pages 661-663 ).

Himachal Pradesh: Draft Himachal Pradesh  
Employees' Insurance Courts Rules,  
1949.

In exercise of the powers conferred under section 96 of the Employees' State Insurance Act, 1948, the Chief Commissioner of Himachal Pradesh has published the draft of the Himachal Pradesh Employees' Insurance Courts Rules, 1949. The rules, inter alia, relate to the constitution of Employees' Insurance Courts to be set up under the Act, conditions of service of judges, execution of orders, fees and costs, etc. The draft rules will be taken into consideration after 15 September 1951.

(The Gazette of India, Part III, Section 3,  
dated 26 May 1951, pages 592-597 ).

Vindhya Pradesh: Vindhya Pradesh Employees'  
Insurance Courts Rules, 1950.

The draft Vindhya Pradesh Employees' Insurance Courts Rules, 1950 (vide page 94 of the Report of this Office for January 1951), have been approved and gazetted on 26 May 1951.

(The Gazette of India, Part III, Section 3,  
dated 26 May 1951, pages 599-605 ).

Vindhya Pradesh: Vindhya Pradesh Employees' State Insurance (Medical Benefit) Rules, 1950: draft published.

The Chief Commissioner of Vindhya Pradesh published on 23 June 1951 the draft of Vindhya Pradesh Employees' State Insurance (Medical Benefit) Rules, 1950, proposed to be made in exercise of the powers conferred by the Employees' State Insurance Act, 1948. The draft rules related, among other things, to the provision of medical ~~benefit~~ facilities under the Act and the scale of medical benefit; it also prescribes the conditions of service of full-time insurance medical officers. The draft rules will be taken into consideration after 31 July 1951.

(The Gazette of India, Part III, Section 3, dated 23 ~~July~~ June 1951, pages 688-690 ).

94. Application.

India - June 1951.

Government's Views on proposed Convention  
on Objectives and Minimum Standards of  
Social Security: Question in Parliament.

Answering a question in the Indian Parliament on 7 June 1951, Mr. Jagjivan Ram, Minister for Labour, Government of India said that the Government has replied to a questionnaire from the International Labour Organisation concerning provisions to be included in a world social security code, which is on the agenda of the 34th session of the International Labour Conference being held in Geneva. In its reply, the Government has indicated its preference for a Recommendation to a Convention.

Though the Government of India was in favour of a Recommendation, it was likely, the Minister said, that the majority opinion would favour a Convention. Therefore, the India Government proposed to press for modification of coverage, conditions and contents of benefits so that it may be possible for them to ratify the Convention within the framework of the present Employees' State Insurance Act.

(Press Note dated 7 June 1951,  
issued by the Press Information  
Bureau, Government of India )

Employees State Insurance Scheme: Wage Bill  
xxx of Employees affected.

Answering a question in the Parliament on 7 June 1951, Mr. Jagjivan Ram, Minister for Labour, Government of India, stated that the total wage bill of the employers of industries in India to whom the Employees' State Insurance Scheme under the bill before Parliament would be applicable, excluding the State of Jammu and Kashmir, would be about 2,000 million rupees. He said that the rate ~~of~~ at which the employers' special contribution towards the scheme should be charged was under consideration. The employees in areas where the benefit provisions of the Employees' State Insurance Act applied would contribute in accordance with the ~~the~~ rates laid down. This would be approximately 2 1/2 per cent of the wages in places where the scheme was implemented. The amounts that would be collected from the employers and employees, the Minister added, would depend upon the rate of contribution to be charged from employers and the places where the scheme was applied.

(Press Note dated 7 June 1951,  
issued by the Press Information  
Bureau, Government of India ).



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CHAPTER 11. INDUSTRIAL SAFETY.

INDIA - JUNE 1951.

111. Prevention of Accidents.

Coal Mines Safety (Stowing) Amendment Act, 1951  
(Act No. XVII of 1951): Maximum rates of  
Excise Duty raised.

The Coal Mines Safety (Stowing) Amendment Bill, 1951 (vide page 99 of the report of this Office for January 1951) as passed by Parliament, received the assent of the President on 25 April 1951 and has been gazetted as India Act XVII of 1951.

(The Gazette of India, Extraordinary,  
Part II, Section 1, dated 26 April,  
1951, page 73 )

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LIST OF THE PRINCIPAL LAWS PROMULGATED  
DURING THE PERIOD COVERED BY THE REPORT  
FOR JUNE 1951.

INDIA - JUNE 1951.

Chapter 1. International Labour Organisation

The Constitution (First Amendment) Act, 1951; the Gazette of India, Extraordinary, Part II, Section 1, 18 June 1951, pp.203-206.

Chapter 3. Economic Questions

Minimum Wages (Amendment) Act, 1951 (Act No. XVI of 1951); The Gazette of India, Extraordinary, Part II, Section 1, 24 April 1951, page 71.

Chapter 5. Working Conditions and Living Standards

Uttar Pradesh: Uttar Pradesh Sugar and Power ~~and~~ Alcohol Industries Labour Welfare and Development Fund Act, 1950; Government Gazette of the Uttar Pradesh, Part VIIIA, 2 June 1951, pp.14-22.

Chapter 11. Industrial Safety

Coal Mines Safety (Stowing) Amendment Act, 1951 (Act No. XVII of 1951); The Gazette of India, Extraordinary, Part II, Section 1, 26 April 1951, p.73.

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LIST OF THE MORE IMPORTANT PUBLICATIONS RECEIVED  
IN THE NEW DELHI OFFICE DURING JUNE, 1951.

INDIA - JUNE 1951.

International and National Organisations

- (a) Annual Report on the Working of the Indian Trade Unions Act 1926 (XVI of 1926) in the United Provinces for the year ending March 31, 1948: Allahabad, Superintendent, Printing and Stationery, Uttar Pradesh, India, 1951. Price Rs.3/-, pp.141. (Sent as annexure to this Report).
- (b) Annual Report of the Government of Central Service Union, Ceylon, April, 1950 - March 1951. pp.18.

Economic Questions

- (a) Budget Speech by the Hon'ble Sri Sampurnanand, Minister in charge of Finance, Labour and Education on the Estimates for 1951-52. Allahabad: Superintendent, Printing and Stationery, 1951. pp.28.
- (b) Government of Uttar Pradesh. Memorandum on the Budget Estimates for the year 1951-52 (As passed by the Legislature). Allahabad: Superintendent, Printing and Stationery; Uttar Pradesh, India, 1951. Price Rs.3-4-0; pp.169.
- (c) Government of Uttar Pradesh, New Items of Expenditure included in the Budget for 1951-52. Allahabad: Superintendent, Printing and Stationery, Uttar Pradesh, India, 1951; price Re.1/-, pp.18.
- (d) Government of Uttar Pradesh: Detailed Estimates and Grants for the year 1951-52 (As passed by the Legislature) Final. Allahabad, Superintendent, Printing and Stationery; Uttar Pradesh, India, 1951. Price Rs.9-4-0, pp.336.
- (e) Government of India: Ministry of Labour: Labour Bureau: Larger Industrial Establishments in India, 1946. Published by the Manager of Publications, Delhi, 1950. pp.214. (Two copies sent as annexure to this Report).
- (f) Annual Report on the Administration of Municipalities in the Province of Bombay for the Year 1946-47 (including Statistical Statements for the City of Bombay). Obtainable from the Superintendent, Government Printing and Stationery, Bombay, 1951. Price Rs.4/- pp.141.

Economic Questions (Continued):-

- (g) Annual Report on the Administration of the Industrial Housing Scheme for the Year 1945-46: Obtainable from the Superintendent Government Printing and Stationery, Bombay, 1948. Price Anna 1, pp.6.
- (h) Annual Report on the Administration of the Industrial Housing Scheme for the year 1949-50. Bombay, 1951. Obtainable from the Superintendent, Government Printing and Stationery, Bombay, Price Annas 12, pp.10.

Problems Peculiar to Certain Branches of the National Economy

- (a) Annual Administration Report on the Working of Co-operative Societies for the year 1948-49. Volume 1, Bombay 1951. Obtainable from the Superintendent, Government Printing and Stationery, Bombay. Price Re.1 Annas 7. pp.144.
- (b) Statements relating to Annual Administration Report on the Working of Co-operative Societies for the year 1948-49, Volume II, Obtainable from the Superintendent, Government Printing and Stationery, Bombay, Price Rs.4 As.9, pp.255.
- (c) Government of India, Ministry of Labour: Report on an Enquiry into the Conditions of Agricultural Workers in Village Dorwan, Bihar State. Printed in India by the Manager, Government of India Press, New Delhi, 1951. Price Re.1 As.6; pp.81. (Sent as annexure to this Report).

Social and Industrial Medicine

- (a) Asansol Mines Board of Health. Annual Administration Report for 1949-50: pp.21. (Sent as annexure to this Report).
- (b) Report on a Tuberculosis Survey in Lashkar Mohalla, Mysore City, 1945-47. Bangalore: Printed by the Director of Printing, Stationery and Publications at the Government Press, 1950, pp.61.

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