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INTERNATIONAL LABOUR OFFICE

21 FEB 1966

INDIA BRANCH

ANNEXE  
323

33-2-292

With: Industrial and Labour Developments in  
on: January 1966.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY 1966.

11. Political Situation and Administrative Action.

New Union Cabinet Sworn in: Labour Portfolio  
for Shri Jagjivan Ram.

Consequent on the death of Prime Minister Lal Bahadur Shastri, a new Union Cabinet with Shrimati Indira Gandhi as Prime Minister was sworn in on 24 January 1966. In the new Cabinet the portfolio of Labour, Employment and Rehabilitation is held by Shri Jagjivan Ram. Shri Jagannath Rao\* and Shri Shah Nawaz Khan are Minister of State and Deputy Minister respectively in the Ministry of Labour, Employment and Rehabilitation.

Following is the list of Ministers of the Cabinet:

Mrs. Indira Gandhi - Prime Minister and Atomic Energy.

Shri G.L. Nanda - Home.

Shri Jagjivan Ram - Labour, Employment and Rehabilitation.

Shri Swaran Singh - External Affairs.

Shri Y.B. Chavan - Defence.

Shri S.K. Patil - Railways.

Shri C. Subramaniam - Food and Agriculture and Community Development.

Shri Satyanarain Sinha - Parliamentary Affairs and Communications.

Shri M.C. Chagla - Education.

Shri D. Sanjivayya - Industry.

Shri Sachin Chaudhuri - Finance.

Shri Asoka Mehta - Planning.

Shri G.S. Pathak - Law.

Shri N. Sanjeeva Reddy - Transport and Civil Aviation.

Shri Manubhai Shah - Commerce.

Shri Fakruddin Ali Ahmed - Irrigation and Power.

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The Minister of State holding independent charges are: Shri T.N. Singh - Iron and Steel; Shri S.K. Dey - Mines and Metals; Shri K. Raghuramaiah - Technical Development, Supply and Social Security; Dr. Sushila Nayar - Health and Family Planning; Shri Raj Bahaour - Information and Broadcasting and Shri O.V. Alagesan - Petroleum and Chemicals.

(The Hindustan Times, 25 January, 1966).

\*

On 13 February 1966 it was announced that Shri Jagannath Rao is being appointed Chief Whip of the Congress Party, and that ~~Shri U.C. Shukla~~ will be Deputy Minister in the Ministry of Labour, Employment and Rehabilitation.

Shri D. R.  
Chavan

(The Hindustan Times, 14 February, 1965).

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12. Activities of External Services.

India - January 1966.

Meetings:

The Director, who continues to be a member of the Panel on Labour Policy of the Planning Commission attended a meeting of the Panel's Study Group on Wage Policy on 31 January 1966.

Visits:

On 31 January 1966 a party of about 35 Worker-Teacher Trainees from the Madurai Regional Centre of the Central Board of Workers' Education visited the office. The party was accompanied by an Education Officer and showed keen interest in the function and activities of the ILO which was explained to them in their own language (Tamil) by an official of this Office.

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13. Press and Opinion.

India - January 1966.

In addition to the attached cutting the following references to the work of the ILO appeared in Indian Journal received in this Office.

1. The Indian Worker (No.12 & 13, December 27, 65) publishes an article on 'Economic Development' by B.N. Datar. Discussing the progress of social insurance the article says ----"the adoption (by the ILO) of Social Security (Minimum Standards) Convention ---- is considered as a landmark in the history of Social Security".

2. The December 1965 issue of Asian Labour reports that the problems of working women were examined recently at an international study session and at a national trade union seminar. From 20 to 28 September 1965, five of the fifteen members of the list of ILO advisers on the problem of working women met in restricted session at Geneva, while from 20 to 24 September 120 trade unionists took part in a study and information session on the same subject which was organised in the two national languages by the Belgian trade union federation (FGTB) at its holiday home in Zeezicht on the Belgian coast.

The ILO advisers were primarily concerned with the vocational training of women and girls. Marcelle Dehareng, representing the ICFTU, urged that every effort should be made to obtain the universal application of International Labour Convention No.111 concerning non-discrimination in respect of employment and occupation, as well as of the ILO Recommendation on vocational training in general.

3. The same issue of the journal reports about the annual Convention of the National Dockers' Union in Korea held on 22 September 1965 at which it was "strongly urged upon the Government to submit its application to the ILO at its next annual conference to be held in 1966".

The Indian Worker

NO 12+13.

NEW DELHI 27-12-65

## **New Labour Secretary Assumes Charge**

NEW DELHI.

**S**HR I P.C. Mathew, I.C.S., took over as Secretary, Labour and Employment Ministry on December 18.

He was the member-Secretary of the Fourth Finance Commission earlier.

Other important posts held by him include: Additional Secretary in the Cabinet Secretariat; Director Central Statistics Organisation; Joint Secretary in the Ministry of Home Affairs; Chief Commissioner of Manipur State; and Secretary Labour and Industries, Madras Government.

His predecessor, Shri. P.M. Menon, on his retirement last month had joined as Director, ILO, India Branch.

al Number

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4. The same issue of the journal gives a summary of a statement made by the ICFTU Representative to the twentieth session of the General Assembly of the U.N. in September 1965, concerning human rights the statement says: "We have welcomed the creation of the system of 'periodic reports' but we feel there is a need for a more effective human right machinery along the lines of the ILO Committee on the Application of Convention and Recommendation -----".

5. 'Industrial Bulletin' Vol.XI, No.23, issued by the Employers' Federation of India, reproduces the comments of Commerce on the implication of the proposed unemployment insurance scheme wherein a reference is made to the ILO publication Unemployment Insurance Scheme.

6. 'Industrial India' dated December 1965 publishes an article on 'Maritime Agencies and Instrumentalities' by Dr. Nagendra Singh. There is an incidental reference to the ILO.

7. The same issue of the journal publishes an article on 'India and the ILO' by Shri P.M. Menon, Labour Secretary. The article was circulated by the UNIC in connection with the International Co-operation Year.

8. 'IFUNA' News Letter in its special issue on international co-operation (October-November-December 1965) contains an article on 'India and the ILO' by Shri P.M. Menon, Labour Secretary.

9. Reviewing the special issue of the Employment Service Review the journal of Rehabilitation in Asia (January 1966) mentions that the Review contains a number of articles "on such subjects as implications of automation, ILO and manpower development, etc."

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - JANUARY 1966.

25. Wage-Earners' Organisations.

Annual Convention of All-India Railwaymen's Federation Madras, 27 - 30 November 1965.

The Annual Convention of the All-India Railwaymen's Federation was held at Madras from 27 to 30 November 1965. The Convention was inaugurated by Shri Ramanujan, and presided over by Shrimati Maniben Kara. There were 320 delegates present in addition to over 800 visitors drawn from the Railways all over the country. Shri Peter Alvares, Secretary of the Federation present his annual report.

Presidential address.- Addressing the Convention, Shrimati Maniben Kara, commended the role of the railwaymen during the Indo-Pak conflict and paid homage to those brave railwaymen who had lost their lives while on duty. She urged that the supply of food grains to railwaymen should be arranged through Fair Price Shops run by the Railway Ministry. Shops should be opened inside the Railway Colonies and near their work places to avoid delay and long queues. Arrangements should be made through mobile vans to supply food grains to gangmen and others on duty in far off places. Railwaymen are the life line for defence and their services being essential, they should be assured of food grains at fair prices. She also suggested the decentralisation of power to enable General Managers and other officers to bring about speedy settlement of disputes and said that Industrial Disputes Act should be made fully applicable and unresolved disputes should be referred to arbitration and <sup>that</sup> Joint Consultative Machinery need not be foisted on the Railwaymen who are governed by Industrial Disputes Act. The President also favoured payment of bonus to Railwaymen in consultation with the Federation just as workers of Central Government undertakings are to get bonus.

General Secretary's report.- The General Secretary's report dealt among other matters, with trade union movement, rising prices, wages and productivity, Bonus Act, etc. The report emphasised that a mere struggle for better wages could not satisfy labour in its overall purpose, and that labour should have a national purpose which could only find fulfilment in the context of a socialist society. This meant that progressively labour would step in the arena of political activity in any manner that it wished in order to make the voice of the working class increasingly felt. In the sphere of labour relations, the situation was the worst where ministerial employment was concerned. While the Government of India preached a number of 'homilies' to the private sector etc., in its relations with its own labour, the Government of India was recalcitrant, orthodox and authoritarian. By giving patronage in all possible manners to the INTUC affiliated unions, the Government of India, and many of the State Governments, had brought about a further divisive tendency within the INTUC itself. The AIRF proposed to gather together in a common purpose all the unions affiliated to the ITF, whether they were affiliated to the INTUC or the H.M.S. If this experiment succeeded it could be duplicated in other spheres and extended to broader sections later.

The report pointed out that due to the scarcity all round, prices continued to skyrocket. Both in the field of foodgrains and essential consumer goods prices had increased phenomenally with the result that it had been difficult for labour to maintain the standard of living that it had achieved so far. Rising prices had gone unchecked in the absence of a firm policy on behalf of the Government to keep prices within limits, and by vacillation in proceeding against the unsocial elements who always sought advantage during times of distress. The rise in the price of food articles had contributed to the high cost of living and continued to do so in spite of the fact that, according to the Government estimates, there was a bumper harvest last year. If this was so it obviously meant that Government's policy had either failed or that the big landlord and the trader were holding over stocks in the hope of reaping high profits when prices reached "consumer's distress level".

The report was of the opinion that while the Federation agreed in part with the principle that wages should ultimately be linked to productivity, in the present circumstances, the AIRF must protest against the enunciation of this policy. Linking productivity with the present state of wages would result in a higher productivity in relation to wages that were below the living standard. It was necessary that the wages be brought up to the minimum standard of living at the present productivity standard. After this had been achieved, the wages might be linked with higher productivity standards.

Secondly, because of the low standard of living of the Indian people, the suggestion of relief in the form of public housing, retirement benefits, etc. must be provided in the context of the responsibility of social security which the Government of India must take progressive responsibility for. Social security could not be a substitute for wages.

In spite of all this, however, there was a case for an increase in wages by any standard, and since the Government had not been averse to setting up Wage Boards for a number of other industries whose total effect on the economy would be greater by many times than that of any increase in the wages of Central Government employees, there should be no hesitation of the Government in setting up of a Wage Board for the employees in the Ministerial sector.

The report further urged that railwaymen, particularly, who worked in an undertaking that was run on an industrial-cum-commercial nature, must be granted bonus as they contributed in a very personal manner to the earnings of the Railways in India. It was hoped that with the passing of the Bonus Act, the large spate of litigation took place every year during the period of bonus payment and continued for many years on end, would now be reduced to a very insignificant proportion and workmen would be able to enjoy the fruits of their labour almost simultaneously with the owners of the company who got their dividends at immediate notice.

The report revealed that the membership of the AIRF stood at 362,978. The AIRF's finances were limited to the income from affiliation fees. As the membership of the AIRF increased every year the income naturally increases, but this was again of a very limited character as the extra income was based on the AIRF's membership of 10 Paise.

The report ~~revealed~~ inter alia has discussed the various railwaymen's problems such as recognition of unions, arbitration, reinstatement of victimised employees, promotion of Class III & IV employees, incentive bonus, etc.

Some of the achievements of the AIRF mentioned in the report included increase in dearness allowance to railway employees, grant of privilege of reimbursement of tuition fee to all Government servants, extension of house rent allowance to employees drawing upto Rs.500, revision of classification of cities for the purpose of house rent and compensatory allowance, improvement in payment of night duty allowance, and improvement in the conditions of casual labour and various categories of the staff, etc.

Shrimati Maniben Kara and Shri Peter Alvares were re-elected President and Secretary respectively.

(Indian Railwaymen, January 1966,  
Vol.2, No., pp. 55 + viii).

Chapter 3. Economic Questions

36. Wages.

India - January 1966.

Earnings of Employees in Manufacturing Industries during 1962\*.

Average annual earnings by States.- The statistics of percapita annual rearnings of employees earning less than Rs.200 per month for the year 1961 and 1962 are given in the following table:-

State/Union Territory.	For workers earning less than Rs.200 per month							
	1961				1962			
	No. of Factoris	Furni- shing retur- ns.	Aver- age daily emp- loy- ment (000)	Aver- age per Capita annual earnings.	No. of Factories submitting returns	In Factories submitting returns	Aver- age daily emp- loyment (000)	Aver- age per Capita annual earnings.
1	2	3	4	5	6	7	8	9
				Rs.				Rs.
Andhra Pradesh.	1202	655	53	1,080	1,287	844	61	1,078
Assam.	327	218	10	1,234	373	252	11	1,055
Bihar.	1,064	1059	113	1,484	1,213	1193	125	1,385
Gujarat.	2,520	2215	266	1,617	2,729	2398	268	1,666
Kerala.	1,153	639	48	1,118	1,214	678	48	1,128
Madhya Pradesh.	805	56	29	1,652	859	78	31	1,794
Madras.	2,631	2138	219*	1,411*	2,810	2445	234	1,496
Maharashtra.	5,771	4339	556	1,609	6,197	4821	569	1,699
Mysore.	1,155	527	77	1,278	1,332	471	65	1,210
Orissa.	275	150	18	1,154	297	204	29	1,313
Punjab.	3,027	2354	82	1,110	3,171	2498	89	1,180
Rajasthan.	274	94	15	730	316	108	23	1,310
Uttar Pradesh.	1,962	1476	172	1,201	1,973	1508	197	1,277

(Table to be continued on the next page)

\*Indian Labour Journal, Vol.VII, No.1, January, 1966, pp. 1-27.

Table continued from the previous page:-

1	2	3	4	5	6	7	8	9
				Rs.				Rs.
West Bengal.	3225	2487	540	1,310	3507	2502	547	1,325
Andaman and Nicobar Islands.	13	13	2	1,149	12	12	2	1,244
Uttar Pradesh.	1023	900	58	1,531	1106	855	60	1,671
Madhya Pradesh.	11	-	-	-	6	4	(£)	1,513
Uttaranchal Pradesh.	11	7	**	1,165	25	10	1	1,292
States/ Union Territories combined.	26449	19327	2258	1,417	28411	20881	23360	1,465

B.- The above figures exclude those for Railway Workers and industry groups of seasonal nature consisting of Food, Beverages and Gins and Presses. The figures of average annual earnings have been calculated by dividing the actual wage-Bill by corresponding figures of average daily employment (before rounding them up to thousands as shown in the Table). Figures of average daily employment are as obtained from return received under the Payment of Wages Act, 1936 and hence are different from those collected under the Factories Act.

The figures of Factories covered and submitting returns as reported in columns 2 and 3 are the same for higher wage groups (0-400) also.

\* Exclude figure relating to establishments in the industry groups Textiles in the Public Sector and Products Sector and Petroleum and Coal in Private Sector.

(£) The figures of average daily employment was 61 only.

\*\* The figures of average daily employment was 300 only.

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

Employees earning less than Rs.200 per month.-

Subject to the limitations discussed earlier, it will be seen that average annual earnings for States/Union Territories combined, for which acceptable returns are available, has advanced from Rs.1,417 in 1961 to Rs.1,465 in 1962 or by 3 per cent. Of all the States and Union Territories, Rajasthan recorded the sharpest increase from Rs.730 in 1961 to Rs.1,310 in 1962. All other States/Union Territories except Assam, Andhra Pradesh, Bihar, Mysore and Andaman and Nicobar Islands, have recorded moderate to substantial increase in the per capita annual earnings of such workers. The fall in per capita annual earnings in Assam, Bihar and Mysore was quite high, whereas in Andhra Pradesh and Andaman and Nicobar Islands it was quite negligible. The fall in earnings of employees in Assam was perhaps mostly due to the sharp recession in the earnings of employees employed in industry groups 'Furniture and

Fixbure', 'Printing and Publishing and Allied Industries', 'Chemicals and Chemical Products', 'Metal Products (except Machinery and Transport Equipment)', whereas in Bihar it was due to low earnings of workers employed in the Industry groups 'Paper and Paper Producers', 'Leather and Leather Products except foot wear', 'Non-metallic Mineral Products' and ~~Leather Products~~ 'Electrical Machinery, Apparatus Appliances and supplies'. Similarly the fall in the earnings of employees in Mysore was due to fall in earnings of workers in the industry groups 'Textiles', 'Footwear', Printing Publishing and Allied industries' and 'Transport and Transport Equipment'. While interpreting the changes in the per capita earnings, it should be borne in mind that these may be partly due to (i) the varying non-response, (ii) non-submission of returns by the same group of units from year to year, and (iii) changes that take place in the structure of employment from year to year in the same units (i.e. in the same unit the proportion of employees in the lower income categories may vary from year to year which in turn may affect the average earnings).

Similar statistics of per capita earnings of employees earning less than Rs.400 per month for the years 1961 and 1962 are given in the following table:-

State/Union Territory	For Workers earning less than Rs.400 per month			
	1961		1962	
	In Factories submit- ting returns.	In Factories submit- ting returns.	In Factories submit- ting returns.	In Factories submit- ting returns.
	Average daily employ- ment (000)	Average per Capita annual earnings.	Average daily employ- ment (000)	Average per Capita annual earnings.
1	2	3 Rs.	4	5 Rs.
Anhdra Pradesh.	54	1,149	63	1,152
Assam.	12	1,599	13	1,393
Bihar.	130	1,856	143	1,748
Gujarat.	279	1,702	283	1,764
Kerala.	49	1,152	49	1,208
Madhya Pradesh.	32	1,816	36	1,973
Madras.	244*	1,465*	243	1,563
Maharashtra.	601	1,775	630	1,867
Mysore.	81	1,375	67	1,284
Orissa.	18	1,180	30	1,336
Punjab.	85	1,174	93	1,258

(Table to be continued on the next page)

Table continued from the previous page.

1	2	3	4	5
		Rs.		Rs.
Rajasthan.	274 15	761	24	1,360
Uttar Pradesh.	178	1,264	210	1,390
West Bengal.	569	1,410	594	1,484
Andaman and Nicobar Islands.	2	1,234	2	1,324
Delhi.	61	1,655	65	1,819
Tripura.	-	-	(£)	1,513
Himachal Pradesh.	**	1,288	1	1,491
All above States/ Union Territories.	2,389	1,540	2,545	1,609

\* Exclude figure relating to establishments in the industry groups Textiles in the Public Sector and Products of Petroleum and Coal in Private Sector.

£ The figures of average daily employment was 61 only.

\*\* The figure of average employment was 323 only.

Employees earning less than Rs.400 per month.-  
Subject to the limitation discussed earlier it will be seen that during the year 1962, the per capita annual earnings was the highest (Rs.1,972) in Madhya Pradesh and the lowest (Rs.1,152) in Andhra Pradesh. As in the lower wage group, in this wage group also, there has been a sharp increase in Rajasthan and fall in Assam, Bihar and Mysore in the per capita average annual earning.

Average Annual earnings by Industries.- Statistics of average per capita annual earnings by various broad groups of industries as well as important individual industries in respect of earnings less than Rs.200 per month have been given in the following table:-

Industry	1961				1962			
	No. of establishments.	Furnishing Returns.	Average Daily Employment.	Average Per Capita Annual earnings.	No. of establishments.	Furnishing Returns.	Average Daily Employment.	Average Per Capita Annual earnings.
1	2	3	4	5	6	7	8	9
Textiles.	4,874	3,590	1,012,260*	1,491*	5090	3838	1058855	1574
Spinning, Weaving and Finishing of Textiles-								
(a) Cotton Mills.	1,695	1,328	680,117	1,656	1820	1451	702185	1761
(b) Jute Mills.	94	86	215,074	1,093	95	86	237119	1153



Table continued from the previous page-

1	2	3	4	5	6	7	8	9
Silk Mills,	1803	1288	56739	1266	1872	1355	55198	1321
Woollen Mills,	226	178	22736	1358	248	194	21772	1410
Footwear, Other								
Wearing Apparel								
and Made-up								
Textile Goods.	308	199	14595	1460	310	217	19482	1609
Manufacture of								
Hats and Shoes								
(except Rubber								
Footwear).	76	54	2958	1569	77	60	5036	1693
Manufacture of								
Wearing Apparel								
(except Footwear)-								
a) Clothing.	141	85	8676	1610	130	89	10600	1842
Manufactures of								
Made-up Textile								
Goods (except								
Wearing Apparel).	20	16	1281	841	18	15	1441	914
Wood and Cork								
(except Furni-								
ture).	1632	1033	34357	868	1752	1160	36429	914
Saw Mills.	1145	616	15224	893	1221	785	15962	950
Manufacture of								
Plywood.	78	58	5980	932	83	58	6853	888
Furniture and								
Fixtures.	325	197	9434	1124	372	238	9833	1100
Manufacture of								
Furniture and								
Fixtures-								
a) Wooden.	242	150	6198	1067	270	172	6561	1113
b) Metal.	54	37	2904	1282	76	55	3019	1103
Leather and Paper								
Products.	257	180	32201	1254	298	229	33773	1209
Leather, Paper and								
Paper Board Mills-								
a) & (c) Pulp, paper								
board and Straw								
Board.	76	54	5322	1153	86	63	6232	1032
b) Paper.	53	31	21659	1325	62	43	54970	642
Printing, Publishing								
and Allied								
Industries.	2310	1783	75662	1326	2382	1826	78188	1365
Printing, Book-								
binding, etc.-								
a) Letter Press								
and Lithographic								
Printing and								
Book Binding.	2219	1715	71534	1338	2283	1750	75057	1364
Leather and Leather								
Products (except								
Footwear).	428	324	17190	1180	427	324	15941	1140
Tanneries and								
Leather Finishing.	382	286	12799	962	335	286	21675	1007

(To be continued)-

ible continued-

	1	2	3	4	5	6	7	8	9
Manufacture of Weather Products except Footwear and Other Wearing- Material). 46	38	4391	1814	50	37	2775		1788	
Shoe and Shoe Products. 327	251	29209	1542	353	261	28829		1403	
Chemicals and Products. 1384	1063	122984	1449	1581	1177	124168		1452	
Basic Chemicals including (a) Fertilisers)- (b) Artificial Manure. 103	61	16094	1531	109	78	27210		1273	
(c) Heavy Chemicals. 91	78	14495	1522	95	82	12237		1605	
(d) & (f) Turpenti- ne and Rosin and Others. 93	71	22662	1737	102	75	24875		1729	
Vegetable and Animal Oils and Fats (except Edible Oils). 22	17	1098	789	23	16	753		1127	
(g) Fine and Pharmaceutical Chemicals. 311	254	22829	1410	346	280	26420		1430	
(h) Lac (includ- ing Shellac). 109	80	3799	811	99	77	3598		975	
(i) Matches. 151	109	13764	1218	212	143	12456		1078	
(j) Paints, Colours and Varnishes. 152	121	9772	1580	162	127	7335		1362	
(k) Soap. 89	76	6380	1625	91	65	5721		1745	
Products of Petroleum and Coal. 197	140	9438@	1855@	204	153	9360		1876	
Petroleum Refineries etc.- (a) Petroleum. 51	24	2130	2110	63	40	2206		2180	
(b) Petroleum Pumping, Drilling, and Storage. 14	9	1673	2417	72	56	1257		1886	
(c) Kerosene Oil Pumping and Storage. 102	81	1993	2075	21	19	1723		2122	
(d) Coke Ovens. 7	7	1868	1767	20	16	1559		1668	
Non-metallic Mineral Products except Products of Petroleum and Coal). 2053	1360	141992	1020	2253	1569	157186		994	
Manufacture of Structural Clay Products- (a) Bricks and Tiles. 652	394	39341	905	722	474	44285		885	

Table continued-

	1	2	3	4	5	6	7	8	9
Manufacture of Glass and Glass Products (except Optical Lenses).	268	182	36843	1069	274	208	39890		941
Manufacture of Ceramics, China and Earthenware.	124	92	13840	1030	135	99	10520		1123
Manufacture of Cement.	37	27	17328	1685	35	31	19436		1874
Manufacture of Non- Ferrous Metallic Mineral Products not elsewhere classi- fied-									
(a) Mica Factories.	227	214	12779	543	236	223	13503		492
(b) Non-Ferrous Metal Industries.	1275	970	118866	1514	1377	1040	128081		1566
(1) Ferrous-									
(a) Manufacture of Iron and Steel.	48	36	26486	2243	55	45	34746		2154
(b) Rolling into Basic Forms.	241	160	22052	1244	251	173	20940		1333
(c) Rough Castings.	437	346	30051	1063	476	378	30836		1093
(2) Non-Ferrous-									
(a) Smelting and Refining of Metals.	37	34	7126	1643	42	33	8120		1678
(b) Metal Products (except Machinery and Transport Equipment).	2550	1906	107327	1323	2818	2091	116471		1360
(c) Metal Contain- ers and Steel Trunks.	854	577	26343	1214	909	634	28955		1264
(d) Bolts, Nuts, Springs, Chains, etc.	335	256	14330	1524	361	263	15101		1597
(e) Machinery (except Electrical Machine- ry).	3396	2636	170152	1330	3710	2879	175748		1418
(f) Manufacture of Machinery (except Electrical Machinery)-									
(1) Agricultural Implements.	407	323	15728	1209	439	353	14610		1150
(2) Machine Tools, Wood-working Machinery and Other Tools.	509	395	19137	1369	535	408	18387		1446
(3) Textile Machinery and Accessories.	305	270	15740	1224	321	270	18562		1515
(4) General and Jobbing Engineer- ing.	1703	1240	78395	1235	1825	1373	83309		1284

To be continued.

ble continued-

	1	2	3	4	5	6	7	8	9
Electrical Machinery, Apparatus, Appliances and Supplies.	691		527	53813	1496	812	574	62735	1467
Electrical Machinery.	54		39	5397	1669	72	40	7337	1647
Telegraph and Telephone Workshops.	14		10	4705	1682	16	11	3406	1757
&(d) Electric Lamps (other than Glass Bulb making), Fans, Radiators and other Access- ories.	129		92	9916	1651	141	99	15921	1511
Storage Batteries.	29		24	3344	1957	32	23	2186	667
Radio & Phonographs.	68		58	6324	1358	79	58	6426	1505
Insulated Wires and Cables.	84		67	9214	1387	96	65	7383	1346
General and Jobbing Engineer- ing.	90		67	4338	1205	97	79	6464	1482
Transport and Transport Equip- ment.	1761		1303	180527	1547	1917	1395	171656	1552
Ship Building- ) Ship Building and Repairing.	46		36	28988	1839	46	38	25411	1678
Manufacture and Repair of Rail Road Equipment.- ) Tramway Workshops.	14		13	5014	1679	13	12	2613	1647
Manufacture of Motor Vehicles.	55		48	12173	1785	9	6	11563	1813
Repair of Motor Vehicles and Cycles- ) Motor Vehicles.	1315		979	69602	1499	1425	1047	75234	1552
Manufacture of Bicycles.	85		56	9310	1350	91	62	6992	1364
Aircraft- ) Manufacture of Aeroplanes, Aircraft Parts and Assemblage.	11		8	16568	1522	12	6	1657	1566
Manufacture of Transport Equip- ment not elsewhere classified-									
) Coach Building.	45		38	4104	1391	45	33	4120	1325
Miscellaneous Industries.	1731		1234	88940	1283	1730	1246	93296	1347

able to be continued:

Table continued-

	1	2	3	4	5	6	7	8	9
Wrapping, Packing, filling etc. of articles.	122	101	39336	1578	109	87	36238	1717	
Electricity, gas and steam.	577	368	26755	1650	632	383	27151	1635	
Electric light and power.	535	334	22242	1665	588	346	22839	1640	
Water and Sanitary services.	186	129	5001	1318	199	145	5750	1211	
Water Supply stations.	128	87	3624	1324	130	96	4060	1181	
Sanitary services (pumping and sewage).	62	46	1377	1301	59	53	1681	1290	
Recreation services.	51	34	2772	1421	48	36	2829	1309	
Cinema Studios.	51	34	2772	1421	48	36	2829	1309	
Personal Services.	136	101	4326	981	146	100	4443	1079	
Restaurants, Cafés, etc.	21	19	563	481	15	10	316	422	
Laundries and Laundry Service.	51	33	2337	1093	51	35	2438	1148	
Job Dyeing, dry cleaning, etc.	58	47	1302	1073	51	35	1173	1146	

figures exclude those for Madras in Public Sector.

figures exclude those for Madras and Delhi in the -Private Sector.

Similar statistics for workers in industry earning less than Rs.400 have also been given in the article.

The average daily earnings for all the seasonal industries taken together were lower than those for all the perennial industries taken together ~~were~~ in all States/Union Territories. The over-all average daily earnings for all the States/Union Territories for which such figures are available were Rs.2.90 in respect of seasonal factories as against Rs.4.87 in respect of perennial factories.

Taking all States and Union Territories together it is found that the average daily earnings varied from Rs.2.26 for the industry group "Process Allied to Agriculture" to Rs.5.96 for the industry-group "Products of Petroleum and Coal". Among the States/Union Territories Madhya Pradesh recorded the highest overall per capita daily earnings (Rs.5.79) followed by Maharashtra (Rs.5.47), Delhi (Rs.5.44) and Gujarat (Rs.5.16). Tripura recorded the lowest per capita daily earnings (Rs.2.03).

For the employees earning less than Rs.400 per month also the average daily earnings for all the seasonal industries taken together were lower than those for all the perennial industries taken together in all States/Union Territories. The average daily earnings for all the State/Union Territories, for which such figures are available, were Rs.3.17 and Rs.5.34 for seasonal and perennial factories respectively.

Taking all the States and Union Territories together the average daily earnings varies from Rs.2.30 for the industry group "Process Allied to Agriculture" to Rs.7.78 for the industry-group "Products of Petroleum and Coal". Among the States/Union Territories, Madhya Pradesh recorded the highest overall per capita daily earnings (Rs.6.33) followed by Maharashtra (Rs.6.04), Delhi (Rs.5.91) and Gujarat (Rs.5.46). Tripura recorded the lowest per capita daily earnings (Rs.2.03).

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Madras: Minimum Wages Act, 1948, applied to  
Employment in Automobile Workshops.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Madras has added to Part I of the Schedule of the said Act the following employment:

"Employment in Automobile Workshops".

(G.O.Ms No.4215 Industries, Labour and  
Co-operation (Labour) dated 8 November 1965,  
the Fort St. George Gazette, Part I, Sec.2,  
1 December 1965, page 2353 ).

West Bengal: Minimum Rates of Wages fixed  
for Employees employed in Chakki Mills .

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of West Bengal has fixed the following rates of minimum wages for employment in chakki mills in the State.

1. The following shall be the minimum rates of wages per month payable to the employees employed in Chakki Mills:-

Zones.	Categories of employees.	Minimum Wages Per Month		
		Basic Wage.	Cost of Living Allowance.	Total
1	2	3	4	5
		Rs.	Rs.	Rs.
Zone 'A'.	Chakkiman )	55.00	10.00	65.00
	Machineman )			
	Mistry )			
	Mazdoors.	50.00	9.00	59.00
Zone 'B'.	Chakkiman )	55.00	10.00	65.00
	Machineman )			
	Mistry )	50.00	8.00	58.00
	Mazdoors)			

2. The daily rates of wages of the different categories of employees shall be computed by dividing the total monthly wage by twenty-six and shall be rounded off to the nearest paise.

3. Zonal divisions of different areas are indicated in Annexure "A".

4(a) Cost of living allowance shall correspond to the average cost of living index for the year 1964.

(b) Cost of living allowance shall be adjusted both upward and downward once in a year on the basis of the average index number of the previous year and the revised rate of cost of living allowance shall be effective from the month of March.



(c) The different regional cost of living indices with base year in each case and the areas covered by each of them and also the rate of adjustment of the cost of living allowance, mentioned in sub-clause (b) above, are indicated below:-

Regional cost of living indices with base year.	Area covered.	Rate of adjustment of the cost of living allowance per point per month.	
		Mazdoors	Chakkiman, Machineman, Mistry.
1	2	3	4
		Rs.	Rs.
Calcutta Base 1960=100.	Calcutta and the district of 24-Parganas.	00.60	00.72
Howrah Base 1960=100.	Districts of Howrah and Hooghly.	00.60	00.72
Asansol Base 1960=100.	District of Burdwan.	00.59	00.71
Darjeeling Base 1960=100.	District of Darjeeling except Siliguri Subdivision.	00.62	00.74
Jalpaiguri Base 1960=100.	Districts of Jalpaiguri, Cooch Behar and Siliguri Subdivision of the district of Darjeeling.	00.62	00.74
Bankura and Midnapore Base 1951=100.	Districts of Bankura, Midnapore and Purulia.	00.55	00.66
Birbhum Base 1951=100.	District of Birbhum.	00.53	00.63
Nadia and Murshi- dabad Base 1951=100.	District of Nadia and Murshidabad.	00.64	00.77
Malda and West Dinajpur Base 1951=100.	District of Malda and West Dinajpur.	00.67	00.80

Appendix 'A'

Zone "A" - Comprises the areas within the Corporation of Calcutta and the districts of Howrah, Hooghly, Burdwan, Bankura, Midnapur, Purulia and the district of Darjeeling excluding Siliguri sub-division.

Zone "B" - Comprises the districts of 24-Parganas, Jalpaiguri, Cooch Behar, Birbhum, Nadia, Murshidabad, Malda and West Dinajpur and Siliguri sub-division of the district of Darjeeling.

(The Calcutta Gazette, Part I, 27 January 1966, pp. 123-124 ).

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

INDIA - JANUARY 1966.

41. Agriculture.

All India Rural Debt and Investment Survey  
for the Year 1961-62 carried out by the  
Reserve Bank of India.

The results of the All India Rural Debt and Investment Survey for the year 1961-62, carried out by the Reserve Bank of India, have been reported in an article in the December 1965 issue of "Reserve Bank of India Bulletin". The following is a summary of this article.

Introduction.- The article deals with Survey data pertaining to gross receipts from farm business, net receipts from industry, trade, transport and miscellaneous professions and services as also receipts from salaries and wages and other miscellaneous sources. It is a factual presentation of the Survey results and does not seek to assess the economic significance of these results or interpret their inter-relationships.

The concepts and definitions in respect of items covered in this article are briefly explained below.

Farm business is defined to comprise cultivation, including cultivation of plantation and orchard crops, processing of produce on the farm, animal husbandry and ancillary activities such as collection of honey, firewood, hides and skins, etc. All other activities including miscellaneous professions and services are included under non-farm business.

The value of gross produce of crops and fodder harvested during the year has been evaluated using the average wholesale prices for the two six-month periods of the reference year for the Survey, July 1961 - June 1962. Gross receipts from allied farm activities refer to the value of gross quantity produced or collected, whereas, the term cash receipts has been used to denote the proceeds from the sale of these products.

Receipts from non-farm activities are discussed under four broad categories, viz., (1) industry, (2) trade, (3) transport and (4) miscellaneous professions and services.

Receipts in cash and/or kind which accrued during the year July 1961 - June 1962 from sources ~~are~~ not covered above, are presented under the head 'Other miscellaneous receipts'.

I. Area Harvested and Value of Gross Produce.- The estimates of area harvested and value of gross produce of crops and fodder are as on 31 December 1961 and 30 June 1962. The Survey showed that the average area under personal cultivation per cultivator household as ~~on~~ on 31 December 1961 was 6.63 acres. The average was only 1.27 acres for cultivator households belonging to the lowest asset group, whereas, it was 11.86 acres for households in the asset group Rs. 10,000 - Rs. 20,000 and 23.26 acres for those in the asset group Rs.20,000 and above.

Harvested area has been reported by 98.2 per cent. of the cultivator households at an average of 6.77 acres per household. The value of gross produce of crops and fodder harvested amounted to Rs.901 per cultivator household, the value per acre of area harvested working out to Rs.133. The area harvested per cultivator household increased from 1.32 acres for the lowest asset group to 12.40 acres for the asset group Rs. 10,000 - Rs. 20,000 and 24.04 acres for the asset group Rs. 20,000 and above. The value of gross produce per cultivator household correspondingly increased from Rs.208 for the lowest asset group to Rs.3,930 for the highest asset group.

Among the States, the average area under personal cultivation per cultivator household was the highest in Rajasthan at 17.17 acres followed by the Punjab at 11.54 acres. It was the lowest in Kerala at 1.74 acres and less than the all-India average of 6.63 acres also in the States of West Bengal (3.27 acres), Bihar (3.71 acres), Jammu and Kashmir (3.67 acres), Madras (3.85 acres), Assam (3.88 acres), Uttar Pradesh (4.52 acres), Orissa (5.03 acres), and Andhra Pradesh (6.25 acres). The proportion of cultivator households who reported harvested area during the year ranged from 96.0 per cent. in Andhra Pradesh to 99.1 percent. in Assam. The average value of gross produce per cultivator household was the highest in the Punjab at Rs.2,186 followed by Gujarat at Rs.1,357, Mysore at Rs.1,074 and Andhra Pradesh and Madras at Rs.1,007 each.

The average value of gross produce per cultivator household was very low in Jammu and Kashmir (Rs.518), Kerala (Rs.586) and Orissa (Rs.592).

The value of gross produce per acre of harvested area was Rs.133 in respect of cultivator households for all-India; it was above the all-India figure for cultivator households in the lowest asset group (at Rs.157) and also for those in the two highest asset groups (Rs.137 and Rs.163 respectively). Among the States, it was the highest in Kerala at Rs.272 followed by Madras (Rs.244) and West Bengal (Rs.235), whereas, it was below the all-India average in Rajasthan (Rs.71), Madhya Pradesh (Rs.78), Maharashtra (Rs.87), Orissa (Rs.116), Gujarat (Rs.120) and Mysore (Rs.121). For other States, it varied between Rs.138 (for Jammu and Kashmir) and Rs.178 (for Assam).

In respect of cultivator households in the country the value of gross produce per acre of area under personal cultivation as on 31 December 1961, worked out to Rs.136; for cultivator households in the lowest asset group as also for those in the two highest asset groups it was above the all-India level. Among the States, it was the highest in Kerala at Rs.337 followed by Madras (Rs.262), West Bengal (Rs.253), and Assam (Rs.209), whereas, it was very low in Rajasthan (Rs.53), Madhya Pradesh (Rs.76) and Maharashtra (Rs.87).

II. Receipts from Sale of Crops and Fodder.-  
Estimates of the cash receipts which have accrued to rural households during the year July 1961 - June 1962 from the sale of crops and fodder received from farm business, other as produce or as rent or share, are presented for all-India in the following table:-

(Please see table on the next page)

Asset group	Cultivators			Non-Cultivators			All Rural Households			
	Pro-portion of households (Per cent.)	Average per household (Rs.)	Average per holding (Rs.)	Pro-portion of households (Per cent.)	Pro-portion of households (Per cent.)	Average per household (Rs.)	Average per household (Rs.)	Pro-portion of households (Per cent.)	Average per household (Rs.)	Average per household (Rs.)
Less than Rs.500.	41.9	97	40.6	19.6	4.3	49	2.1	14.3	86	12.4
Rs.500-Rs.1000	44.6	113	50.3	18.3	5.5	87	4.8	28.2	110	31.1
Rs.1,000-Rs.2,500.	56.8	148	84.3	21.7	9.1	88	8.0	47.2	146	68.8
Rs.2,500-Rs.5,000.	70.7	227	160.6	25.9	19.1	152	29.0	65.6	225	147.5
Rs.5,000-Rs.10,000.	81.5	383	311.7	31.0	26.2	189	49.6	77.4	378	292.2
Rs.10,000-Rs.20,000.	89.7	698	626.2	36.9	33.4	351	117.1	86.7	691	599.5
Rs.20,000 and above.	94.2	1906	1796.0	45.7	46.1	872	402.3	91.5	1876	1716.3
All-assets group.	68.4	447	305.8	33.9	8.3	166	13.7	52.4	435	227.9

The various agencies to whom crops and fodder were sold are: (1) Government, (2) Co-operatives, (3) Traders and Commission Agents, (4) Government owned factories, (5) Co-operative owned factories, (6) Private owned factories, and (7) Others.

The average amount received per cultivator household from sale of crops and fodder was Rs.306 per cultivator household. Of the total receipts from sale, traders and commission agents accounted for 78.4 per cent., 'other agencies' for 11.1 per cent., co-operatives for 5.7 per cent., and private owned factories for 3.8 per cent., whereas, Government and Co-operative owned factories accounted for 0.5 per cent. each of the total receipts. About 55 per cent. of the cultivator households reported sales to traders and commission agents, 21.2 per cent. to 'other agencies', 3.2 per cent. to co-operatives and 1.9 per cent. to private owned factories. The proportion of cultivator households reporting sales to Government, Government owned factories and co-operative factories was less than 1 per cent. each. The proportion of cultivator households reporting sales to traders and commission agents increased from about 30 per cent. for the lowest asset group to about 85 per cent. for the highest asset group while the average receipts per reporting household registered a rise from Rs.102 to Rs.1,668. Sales to co-operatives were reported by only 0.4 per cent. of the cultivator households belonging to the lowest asset group and the proportion rose to 6.6 per cent. for households in the highest asset group. The average receipts from sales to co-operatives per reporting cultivator household increased from Rs. 144 for the lowest asset group to Rs.1,797 for the highest asset group.

The percentage shares of the various agencies in the total sale receipts accruing to each of the asset groups will serve to throw light on the preference, if any, of the households in the various asset groups for particular agencies. It is observed that sale receipts from co-operatives formed only 1.5 per cent. of the total sale receipts of cultivators in the asset group less than Rs. 500, 3.5 per cent. for the asset group Rs.500 - Rs.1,000, whereas, it increased from 5 per cent. for the next asset group to 6.6 per cent. for the highest asset group. The sale receipts to cultivator households from traders and commission agents constituted 73 per cent. to 75 per cent. of the total receipts in respect of the three lowest asset groups and 77 per cent. to 80 per cent. in respect of the higher asset groups. The receipts from sale to 'other agencies' formed 21.7 per cent. of the total sale receipts of the cultivator households in the lowest asset group and 18.3 per cent. in respect of households in asset group Rs.1,000 - Rs.2,500; the share showed a gradual decrease for the higher asset groups and for the highest asset group it was only 7.3 per cent.

Among the different agencies to whom the crops were sold 'traders and commission agents' was the most important accounting for more than three-fourths of the receipts. The proportion of cultivator households reporting sales to traders and commission agents was very high at 76.4 per cent. in Gujarat, 74.2 per cent. in Kerala and 69.3 per cent. in Madras, whereas, it was very low in Jammu and Kashmir (12.8 per cent.) and Orissa (21.0 per cent.). Receipts from sale of crops and fodder to 'other agencies' were reported by 21 per cent. of the cultivator households and accounted for about 11 per cent. of the sale receipts of cultivator households. This agency accounted for about 54 per cent. of the sale receipts of cultivator households in Orissa, 32 per cent. of those in Assam and 28 per cent. of those in Jammu and Kashmir; its share was very low in Gujarat (2.8 per cent.), West Bengal (3.9 per cent.), and Rajasthan (5.3 per cent.). Sale of crops and fodder to 'Co-operatives' accounted for more than one-fifth of the total sale receipts of cultivator households in Uttar Pradesh. The share of this agency was above the all-India level of 5.7 per cent. in Maharashtra (9.3 per cent.), Jammu and Kashmir (7.6 per cent.), and Gujarat (6.5 per cent.); for the remaining States, it was 4 per cent. or less. Private owned factories accounted for about 12 per cent. of the total receipts from sale of crops and fodder in Andhra Pradesh, 8 per cent. in Bihar and 5 per cent. each in Gujarat and Madras. Sale of produce to 'Government' was important in Jammu and Kashmir and Rajasthan, where it accounted for about 8 per cent. and 4 per cent. of the total receipts from sale in the respective States.

III. Receipts from Miscellaneous Activities on the Farm.- The estimates of gross receipts during the year July 1961 - June 1962 from miscellaneous activities on the farm presented in the following table for cultivator, non-cultivator and all rural households in the country, represent the value of gross produce of milk and milk products, eggs, honey and other farm products.

Gross receipts from Miscellaneous Activities on the Farm during the Year July 1961 - June 1962 - ALL INDIA.

Asset group	Cultivators			Non-Cultivators			All Rural Households		
	Pro-portion of households reporting.	Average per holding.	Average per holding.	Pro-portion of households reporting.	Average per holding.	Average per holding.	Pro-portion of households reporting.	Average per holding.	Average per household.
1	2	3	4	5	6	7	8	9	10
Less than Rs.500.	79.7	55	44.0	54.6	56	30.7	61.3	56	34.2
Rs. 500 - Rs.1,000.	87.8	87	76.7	66.4	107	71.1	78.8	94	74.3
Rs.1,000 - Rs.2,500.	91.4	130	119.1	69.5	182	126.6	87.0	139	120.6
Rs.2,500 - Rs.5,000.	95.3	193	183.9	66.4	202	134.3	92.4	194	179.0
Rs.5,000 - Rs.10,000.	97.0	280	271.5	66.5	260	173.3	94.7	279	264.2
Rs.10,000 - Rs.20,000.	98.3	419	412.3	64.5	321	207.2	96.5	416	401.6
Rs.20,000 and above.	99.3	721	716.4	65.8	457	300.7	97.4	711	692.6
All-assets group.	93.5	239	223.2	61.1	121	74.1	84.9	216	183.5

The estimates of cash receipts from sale of milk and milk products, eggs, and other products during the year July 1961 - June 1962 are presented for all-India in the table below:-

(Please see Table on the next page)



Cash Receipts from Miscellaneous Activities on the Farm during  
the Year July 1961 - June 1962 - ALL-INDIA

Asset Group.	Cultivators			Non-Cultivators			All Rural Households		
	Pro- por- tion of hou- se- holds re- port- ing. (Per cent.)	Ave- ra- ge per re- port- ing hou- se- hold. (Rs.)	Ave- ra- ge per hou- se- hold. (Rs.)	Pro- por- tion of hou- se- holds re- port- ing. (Per cent.)	Ave- ra- ge per re- port- ing hou- se- hold. (Rs.)	Ave- ra- ge per hou- se- hold. (Rs.)	Pro- por- tion of hou- se- holds re- port- ing. (Per cent.)	Ave- ra- ge per re- port- ing hou- se- hold. (Rs.)	Ave- ra- ge per hou- se- hold. (Rs.)
1	2	3	4	5	6	7	8	9	10
Less than Rs.500.	23.0	51.	11.6	19.3	56	10.8	20.2	54	11.0
Rs. 500 - Rs.1,000.	24.2	73	17.7	25.1	102	25.5	24.5	85	21.0
Rs.1,000 - Rs.2,500.	28.4	98	27.8	27.5	183	50.3	28.2	115	32.4
Rs.2,500 - Rs.5,000.	33.1	129	42.8	23.6	206	48.6	32.2	135	43.4
Rs.5,000 - Rs.10,000.	35.9	169	60.8	20.0	299	59.6	34.7	175	60.7
Rs.10,000 - Rs.20,000.	37.6	228	85.5	17.4	319	55.5	36.5	230	83.9
Rs.20,000 and above.	31.8	374	119.2	16.4	302	49.7	31.0	372	115.2
All-assets groups.	31.3	151	47.4	22.1	119	26.3	28.9	145	41.8

IV. Receipts from Non-Farm Business and Miscellaneous Professions and Services and Salaries and Wages.- Estimates of the net receipts which have accrued to rural households from non-farm activities, viz., industry, trade, transport and miscellaneous professions and services as also from salaries and wages during July 1961 - June 1962, are examined in this section.

About 54 per cent. of the cultivator households and over three-fourths of the non-cultivator households reported earnings from salaries and wages, the average receipts being Rs.190 per cultivator household and Rs. 394 per non-cultivator household. The receipts from salaries and wages formed about 70 per cent. of the total receipts from all the above sources in respect of cultivator households and 67 per cent. in respect of non-cultivator households. The average receipts per household from salaries and wages decreased from Rs.308 for the lowest asset group to Rs.118 for the highest asset group in respect of cultivator households, whereas, the average increased from Rs.382 for the lowest asset group to Rs.519 for the highest asset group in respect of non-cultivator households.

The proportion of households reporting net receipts from industry was 8 per cent. in respect of cultivators and 14.1 per cent. in respect of non-cultivators, the average receipts being Rs.32 per cultivator household and Rs.87 per non-cultivator household. A little less than 12 per cent. of the total receipts of cultivator households and about 15 per cent. of those of the non-cultivator households were derived from industrial activities. The average receipts per household increased from Rs.16 for the lowest asset group to Rs.72 for the highest asset group in respect of cultivator households, whereas, it increased from Rs.35 to Rs.977 in respect of non-cultivator households.

Nearly 4 per cent. of the cultivator households and 7.4 per cent. of the non-cultivator households reported receipts from trade, the receipts per household being Rs.23.8 for cultivators and Rs.63.1 for non-cultivators. The proportion of households reporting receipts and the average receipts per household from this activity increased from 2 per cent. and Rs.6 for the lowest asset group to 5.5 per cent. and Rs.94 for the highest asset group in respect of cultivators and from 4 per cent. and Rs.15 to 19.4 per cent. and Rs.1,140 in respect of non-cultivators.

About 3 per cent. of the cultivator households and 1.3 per cent. of the non-cultivator households reported receipts from transport, the average receipts per household being ~~the average~~ around Rs.9 both in respect of cultivators and non-cultivators.

Receipts from miscellaneous professions and services were reported by 7 per cent. of the cultivators and 8.2 per cent. of the non-cultivators at Rs.18.5 per cultivator household and Rs.34.7 per non-cultivator household and constituted 6.8 per cent. of the total receipts of cultivator households and 5.9 per cent. of those of non-cultivator households.

The proportion of rural households reporting receipts from one or more of the non-farm activities was the highest in Kerala at 85.8 per cent. followed by West Bengal (84.7 per cent.), Orissa (81.8 per cent.), and Andhra Pradesh (80.2 per cent.); it was comparatively low in the Punjab (55.5 per cent.), Gujarat (64.7 per cent.), Uttar Pradesh (65.4 per cent.) and Rajasthan (65.7 per cent.). The average amount received per rural household from non-farm activities also the highest in Kerala at Rs.660 followed by West Bengal (Rs.546) and the Punjab (Rs.455). The average was very low in Uttar Pradesh (Rs.268), Madhya Pradesh (Rs.275) and Jammu and Kashmir (Rs.288).

About 72 per cent. of the rural households in Orissa, 70 per cent. of those in Kerala and 69 per cent. of those in West Bengal reported receipts from salaries and wages and the average receipts per household were Rs.284, Rs.447 and Rs.406 respectively. The proportion of rural households reporting receipts from salaries and wages was the lowest in the Punjab at 41.5 per cent., whereas, it was comparatively low in Assam (49.1 per cent.), Uttar Pradesh (51.0 per cent.) and Rajasthan (52.8 per cent.).

The average net receipts per rural household from industrial activities was the highest in Kerala at Rs.109 followed by Madras (Rs.86), the Punjab (Rs.68) and Gujarat (Rs.65), whereas, it was below Rs.30 in Madhya Pradesh, Assam and Bihar.

The share of net receipts from trade in the total receipts was the highest in the Punjab at 22.3 per cent. followed by Rajasthan (11.5 per cent.) and Uttar Pradesh (10.9 per cent.), whereas, it was very low in Orissa (4.9 per cent.), Maharashtra (5.7 per cent.) and Andhra Pradesh and Jammu and Kashmir (7.5 per cent. each).

The share of net receipts from miscellaneous professions in the total receipts was the highest in Andhra Pradesh at 9.5 per cent. followed by Jammu and Kashmir (8.9 per cent.), Rajasthan (8.8 per cent.) and Uttar Pradesh (8.1 per cent.); it was very low in Madhya Pradesh (3.3 per cent.), Maharashtra and the Punjab (4.2 per cent. each) and Madras (4.6 per cent.).

The share of net receipts from transport activities in the total receipts varied from 1.0 per cent. in Mysore to 3.6 per cent. each in the Punjab and Uttar Pradesh. The average of net receipts from this activity per reporting rural household was above Rs.10, in the Punjab, (Rs.16), Maharashtra (Rs.13), and Gujarat and West Bengal (Rs.12 each).

V. Other Miscellaneous Receipts.- The estimates on the other receipts of a miscellaneous nature such as the rent from land and house property, share of farm produce, share as partner in non-farm business, hire charges on farm equipment and cattle, interest on deposits, dividend on shares and debentures, remittances, received from outside, etc., are covered under this section.

One-fifth of the cultivator households and about 30 per cent. of the non-cultivator households reported receipts from one or more of these sources, the average receipts per household being Rs.63 and Rs.68 respectively. In respect of cultivator households the proportion reporting receipts from these sources has increased from 14.1 per cent. for the lowest asset group to 36 per cent. for the highest asset group, the average receipts per household also showing a corresponding rise from Rs.13 to Rs.288. Out of the total amount which has accrued to cultivator households during the reference year in the form of miscellaneous receipts as defined above, 52.3 per cent. was from remittances received, 18.6 per cent. from the category 'others', 12.7 per cent. from share of produce as partner or co-sharer, 9.1 per cent. from rent of land and house property and 5.4 per cent. from hire charges on farm equipment, cattle, etc.

In respect of non-cultivator households, 34.8 per cent. of the miscellaneous receipts was in the form of share of produce, 32.3 per cent. from remittances received, 14.6 per cent. from rent of land and house property, 13.5 per cent. from the category 'others' and 2.8 per cent. from hire charges on farm equipment, cattle, etc.

Receipts from one or more of these sources were reported by about 23 per cent. of the rural households in the country at an average of Rs.70 per household. The proportion of rural households reporting such receipts was the highest in Kerala at 46.1 per cent. followed by the Punjab (32.4 per cent.) and Bihar (30.7 per cent.); it was very low in Madhya Pradesh (9.6 per cent.), Jammu and Kashmir (14.5 per cent.) and Assam (14.7 per cent.). The average amount received per household from these sources was the highest in the Punjab at Rs.157 followed by Kerala (Rs.134) and Bihar (Rs.114), whereas, it was very low in Madhya Pradesh (Rs.19), Orissa and Jammu and Kashmir (Rs.37 each), Assam (Rs.38) and Maharashtra (Rs.41).

About 8 per cent. of the rural households reported remittances received at an average of Rs.32 per household. The proportion of households reporting receipts from this source was the highest in Bihar at 17.4 per cent. followed by Kerala (16.3 per cent.), Uttar Pradesh (13.8 per cent.) and the Punjab (10.4 per cent.). About 71 per cent. of the miscellaneous receipts in Uttar Pradesh, about 62 per cent. of those in Bihar and about 59 per cent. of those in Jammu and Kashmir, were from remittances received. The average amount received from remittances per rural household was very high in Bihar at Rs.71, Kerala at Rs.64 and Uttar Pradesh at Rs.57.

The proportion of rural households reporting receipts from rent of land and house property was 6.8 per cent. each in Kerala and Mysore and 6.1 per cent. in Andhra Pradesh. The average amount received per rural household from this source, was Rs.21 each in Mysore and Andhra Pradesh and Rs.19 in Madras. The share of receipts from this source was the highest in Andhra Pradesh at 42.9 per cent. followed by Mysore (35.7 per cent.) and Madras (28.7 per cent.); it was below 3 per cent. in Bihar, Uttar Pradesh and West Bengal.

Receipts from hire charges on animals and equipment were prominent in Madras and Orissa where the proportion of rural households reporting such receipts was 7.0 per cent. each and accounting for 13.7 per cent. and 9.5 per cent. of the total miscellaneous receipts in the respective States.

The Appendix to the Article consists of tables giving State-wise data of the Survey.

(Reserve Bank of India Bulletin, December, 1965).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JANUARY 1966.

50. General.

Conditions of Work of Staff on Indian Railways: Railway Board's Annual Report for 1964-65.

The following information regarding conditions of work of railway employees in India during the year ending 31 March 1965 is taken from the Annual Report of the Railway Board on Indian Railways for 1964-65\*.

Number of Staff.- The total number of employees, permanent and temporary, on all the Railways (including non-Government Railways) and in the office of the Railway Board and other offices attached and subordinate thereto, including staff employed on construction works, at the end of 1964-65 was 1,324,218 compared with 1,275,753 at the end of 1963-64. Of this number the non-Government Railways accounted for 5,624 employees at the end of 1964-65 against 5,583 at the end of the previous year.

The strength of staff on the Government Railways, increased by 48,424 or 3.81 per cent. in 1964-65 as compared to 1963-64. This small increase should be viewed in relation to the increase in the volume of traffic handled and the transport output on Indian Government Railways and the increase in track kilometres. The passenger traffic, in terms passengers originating, increased by 6.42 per cent. in 1964-65 over 1963-64, goods traffic in terms of tonnes originating increased by 1.43 per cent. train kilometres increased by 2.73 per cent. and track kilometres increased by 2.34 per cent.

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\* Government of India, Ministry of Railways (Railway Board): Report by the Railway Board on Indian Railways for the year 1964-65: Published by the Manager of Publications, Delhi. 1965: pp. viii + 123.

The total cost of staff, including those on loan from the Indian Audit and Accounts service went up by 282.8 million rupees during the year compared with last year. The increase in cost may be attributed to the increase in the strength of staff to cope with the increase in traffic, the annual increments, increase in dearness allowance etc.

Details of the number and cost of staff on Indian Government Railways are given below:-

Class of staff.	Number of Staff (in units)\$			Cost of staff (In million of rupees)\$				
	Open line	Construction	Total	1963-64*1964-65	1963-64*1964-65			
Classes I and II.	5,005£	5,220£	771£	815	5,776£	6,035£	66.4	73.6
Class III.	500,157	518,423	14,712	17,433	514,869	535,856	1437.7	1608.3
Class IV.	746,214	772,374	3,311	4,329	749,525	776,703	974.1	1079.1
Total.	1251376£	1296,017£	18,794	25,577	1270170£	1318594£	2478.2	2761.0

Figures for 1963-64 are revised.

Excludes 9 officers on loan from the Indian Audit and Accounts Service.

The figures of cost of all staff represent pay, allowances, passages, provident fund, constructions, gratuities, pensionary benefits and grainshop concessions.

These figures exclude casual labour.

The total number of employees belonging to scheduled castes and scheduled tribes at the end of 1964-65 on all Government Railways, the office of the Railway Board and other offices subordinate thereto, including staff employed on construction works, was as under:-

	Scheduled Castes.	Scheduled Tribes.
Class I.	74	5
Class II.	60	7
Class III.	42,614	4,388
Class IV.	166,165	27,993

Recruitment and Promotion.- Sixteen training courses were held during the year which were attended by 372 officers of various departments, including 154 probationers, 141 temporary officers, and 69 Class II officers. Besides these courses a refresher course was also conducted for senior scale officers of the Signal and Telecommunication Department and this was attended by six officers. Three special courses of one week duration was also held: i) Management course for juniors and intermediate; administrative grade officers of different departments of railways attended by twenty officers; ii) a special course for junior administrative grade officers of signal and telecommunication department was attended by seven officers;

iii) a special course on operation and management for senior scale officers of the Transportation, Commercial, Mechanical Engineering and Signal Engineering Departments was attended by sixteen officers. Wood technology was introduced as a regular subject of study for civil and mechanical engineers.

Railway Service Commission.- Some of the important statistics relating to the recruitment of staff by the Railway Service Commissions headquarter at the various centres are given below:

	Degree/diploma holders (engineering)	others
a) Number of posts indented by railways.	2,003	22,518
b) Number of applications received.	20,263	346,075
c) Number of candidates called for test/interview.	14,638	219,181
d) Number of candidates recommended.	2,723	23,788

The variations between items (a) and (d) is due to the fact that candidates were also recommended against the pending indents of Railways relating to the previous financial year.

During 1964-65, the ~~increase~~ income of the Railway Service Commissions by sale of application forms was Rs.856,431 and the expenditure incurred was Rs.1,950,379.

Recruitment of Scheduled Castes and Scheduled Tribes in non-Gazetted Railway Services.-The number of candidates belonging to scheduled castes and scheduled tribes indented for by Railways for Class III categories and the number recommended by Railway Service Commissions during the year 1964-65 are given below:-

Railway Service Commission.	Number Indented		Number recommended	
	Scheduled Castes.	Scheduled Tribes.	Scheduled Castes.	Scheduled Tribes.
Allahabad.	928	98	455	16
Bombay.	1,485	1,487	1,739	153
Calcutta.	1,262	1,009	2,191	279
Madras.	537	53	326	31
<b>Total.</b>	<b>4,212</b>	<b>2,647</b>	<b>4,711</b>	<b>479</b>



The selection of scheduled tribes has been on the low side while the overall position in regard to the scheduled castes has been more or less satisfactory except in technical categories. The shortage of candidates from these communities has been persisting in the case of technical categories.

In order to make up the deficiency of scheduled castes and scheduled tribes, the General Managers of Indian Railways continued to exercise the special powers vested on them. To the Railways Protection Force, relaxed standard of physical fitness continued to be applied, for recruitment of scheduled castes and scheduled tribes for the post of sub-inspectors and for scheduled tribes for the posts of Rakshaks.

The recruitment position of scheduled castes and scheduled tribes on the Railways as a whole has been fairly satisfactory. The figures for the year are given below:-

Category.	Number of posts Reserved.		Number actually appointed	
	Scheduled Castes.	Scheduled Tribes.	Scheduled Castes.	Scheduled Tribes.
Class III.	2,078	1,247	1,589	197
Class IV.	5,659	3,863	6,757	1,918

Technical Training Facilities for Staff.- Theoretical and practical training was imparted to Class III and Class IV staff in the existing zonal system training schools. In addition practical training facilities were provided in workshops, sheds and the divisional training centres for Class IV staff. During the year under report 3,252 apprentice mechanics, trade apprentices and apprentice train examiners were recruited, 1105 completed training and 7,527 were under training at the end of the year.

Relations with Labour.- During the year under review, relations with the organised labour remained generally cordial.

Permanent negotiating machinery for settlement of Disputes.- The permanent negotiating machinery for maintaining contact with labour and resolving disputes and differences arising between them and the administration continued to function satisfactorily during the year under review.

At the first tier of the machinery, 38 meetings were held at headquarters level and 791 meetings at the District/Divisional/Workshops level on the Railways during the year. In all 17,571 items were discussed at these meetings; over 85 per cent. of these items were finalised within one year and this included disposal of 66 per cent. of the items within three months.

At the second tier of the machinery i.e. at the Railway Board's level seven periodical meetings were held with the National Federation of Indian Railwaymen and the All India Railwaymen's Federation. One hundred seventyfive items were discussed at these meetings and 89 per cent. of these items were finalised within one year.

Joint Committees of Management and Staff.-At the close of the year 1964-65, the number of Joint Committees functioning on the Railways was over 480. The object of these Committees is to foster a sense of partnership among the staff of different grades in the task of providing efficient service to the public and to take workers into confidence in all such matters.

The subjects discussed by these Committees covered a wide range of topics such as maintenance of cleanliness at stations and places of work, safety measures, quick out-turn of engines, prevention of losses due to pilferage, improvement of punctuality of trains etc. These Committees held periodical meetings to deal with these and other day to day problems and fair results were achieved in the matter of promoting efficiency and economy.

Working of Staff Councils and Advisory Committees for Welfare Works.- The number of Staff Councils functioning on the Railways during 1964-65 was 337. Seven hundred and eighty meetings were held during the year. Deliberations of these bodies were useful in promoting better understanding between the administration and the staff.

The Advisory Committees for Welfare Works on each Railways with which Railway representatives of labour are also associated in the formulation of welfare schemes, functioned satisfactorily.

Implementation of Labour Laws.- The total number of regular railway employees and departmental casual labour governed by the provisions of the Indian Railway Act relating to hours of employment under different classifications was 1,603,991 during 1964-65 against 1,502,302 in 1963-64.

The number of regular railway employees and departmental casual labour governed by the Payment of Wages Act on the Railways during 1964-65 was 1,823,142 against 1,667,011 in 1963-64.

There were 241 railway installations such as major workshops, electric power houses and sub-stations, printing presses, etc. governed by the Factories Act, 1948. The number of staff of different categories including casual labour in these factories was 197,797. One hundred canteens had been provided in these factories. Overtime payment made during the year to the workers in these factories under the departmental orders and under the provisions of the Factories Act amounted to Rs. 3,416,089 and Rs. 9,799,607 respectively.

Infringements and lapses in the working of the Hours of Employment Rules, Payment of Wages Act, Minimum Wages Act and Factories Act detected by the ~~official~~ officials of the Ministry of Labour were investigated and arrangements were made for prompt rectification of irregularities.

The following is the position in regard to the number of accidents to railways staff which took place during the year 1964-65, the number of accidents in which compensation was paid and the amount of compensation paid under the Workmen's Compensation Act, 1923:-

Nature of accident	Number of accidents which took place during the year 1964-65.	Number of accidents in which compensation was paid.	Amount of compensation paid. Rs.
Death.	371	315	1,669,980
Permanent disablement.	567	501	621,815
Temporary disablement.	28,409	23,151	1,144,575

The following payments were also made in 1964-65 as compensation on account of accidents which had taken place earlier:-

Nature of accidents.	Number of accidents in which compensation was paid.	Amount of compensation. Rs.
Death.	288	1,106,309
Permanent disablement.	494	996,326
Temporary disablement.	5,813	315,908

Service Conditions of Staff.- During the year under review, dearness allowance for railway staff was raised twice, and the pay limit upto which dearness allowance was admissible, was also raised first from Rs.600 to Rs.669 and later to Rs.1090. The additional benefit accruing to the staff thereby ranged from Rs.12.50 to Rs.90 per month depending upon their pay.

Labour Welfare: 1) Railway Schools.- During 1964-65 one higher secondary and one high school were opened, two middle schools were upgraded to high/higher secondary schools and two new traditional type primary schools and 16 new austerity type primary schools were opened.

The total number of schools functioning on the Railways during 1964-65 was 751, 120,067 pupils were on roll in these schools.

ii) Subsidised hostels.- Against the capacity of 616 in the twelve subsidised hostels in the major linguistic areas, the total number of children admitted during 1964-65 was 572.

iii) Staff Benefit Fund.- The contribution from Railway revenues at the rate of Rs.4.50 per non-Gazetted railway employee in respect of the zonal railway and ad hoc grants to other units of smaller size were made during the year. Staff Benefit Fund Committees at the headquarters/divisional levels, consisting of representatives of recognised unions, staff, and the administration, managed the Fund. The balance in the Fund brought forward from the preceding year amounted to 1.881 million rupees and a sum of 6.199 million rupees was credited to the Staff Benefit Fund of the various railway administrations during the year. Additional ad hoc grants amounting to 0.748 million rupees were made to the Staff Benefit Fund mainly for sports activities. In addition 500,000 rupees were sanctioned for relief to employees affected by communal disturbances on the South-Eastern Railway and 65,000 rupees for affording relief to employees affected by cyclone at DHANUSKODI and other places. The total amount of 7,293,763 rupees was spent during the year.

iv) Canteens.- Besides, canteens statutorily required to be provided, the Railways also provided, as a measure of staff welfare, canteens at places having concentration of staff. The number of canteens rose from 273 in 1963-64 to 277 in 1964-65.

v) Institutes and Clubs.- Institutes and clubs on Railways functioned satisfactorily.

For extending some of the facilities provided in the Railways institutes to the Railway staff posted at way side stations, mobile libraries functioned on all Railways.

vi) Holiday homes.- Holiday homes for Class III and Class IV staff at various places continued to be popular. This amenity was made use of by over 2500 employees during the year.

vii) Scholarships for Technical Education.- Under this scheme, financed from the Staff Benefit Fund, scholarships ranging from Rs.15 to Rs.50 per month and in special cases upto Rs.70 per month are awarded for technical education of children of Railway employees whose pay does not exceed Rs.425 per month. During the year in addition to 1805 scholarships, continuing from the preceding years, 996 new scholarships were granted. The total amount spent on such scholarships during the year amounted to 1,062,695 rupees.

viii) Scouting.- Scouting activities maintained their tempo during the year under review. Several training camps, service camps and rallies were held, as usual during the year.

ix) Vocational Training Centres.- Technical training was imparted to unskilled and semi-skilled staff during their off-duty hours at 28 training centres with a view to improving their prospects of promotion to higher grades, in addition to vocational training to children of railway employees to infuse in them a bias for technical jobs. Training was given to over 300 employees and over 650 children under the scheme which was financed from the Staff Benefit Fund.

x) Handicrafts Centres.- The number of handicraft centres for imparting training to women members of railwaymen's families in handicrafts rose to 312 in 1964-65 from 276 in the previous year. These centres continued to be very popular. The number of railwaymen's families who benefitted from these centres was over 20,000.

xi) Sports.- During the year 1964-65, Inter-Railway tournaments in various games were held in different centres on Indian Railways.

Railwaymen's Cooperative Credit Societies and Banks.- There were 26 cooperative credit societies of railway employees at the beginning and at the end of the year. The total membership of these societies at the end of the year was 713,516 as against 705,980 at the beginning of the year 1964-65. The paid-up share capital of these societies rose from 57.546 million rupees to 64.856 million rupees during the year. The membership of these societies which also includes a small number of retired railway employees works out to 54.1 per cent. of the total railway staff. The average share capital paid by the members amounted to about Rs.87 per head as against Rs.81 per head in the previous year.

The total amount of loans issued during the year was 217.599 million rupees which was about 4.861 million rupees less than that issued in the previous year.

All the societies except one worked at profit during the year under review. The ~~societies~~ societies declared dividend on shares to members at rates ranging from 5 per cent. to 7.5 per cent.

Railwaymen's Consumer Cooperative Societies and Fair Price Shops.- The number of railwaymen's consumer cooperative societies actively functioning on the Railways increased during the year from 212 to 274. The Railways gave subsidy to 33 societies during the year to the extent of Rs. 46,120 towards their administrative and establishment charges.

In order to hold the price line, fair price shops were provided through the agency either of the railwaymen's consumer cooperative societies or the State authorised dealers in or near the railway colonies at places having concentration of more than 300 or more of railway employees. At the end of the year 1964-65, 192 railwaymen's consumer cooperative societies were running 256 fair price shops.

There was an allround improvement in the working of the railwaymen's consumer cooperative societies during the year.

Railwaymen's Cooperative Housing Societies.-

There were 19 railwaymen's cooperative housing societies at the end of the year as against 18 such societies at the beginning of the year 1964-65. These societies had 3227 members as against 3497 in the previous year. One hundred thirtythree buildings were constructed by the societies on behalf of the members and 78 buildings were under construction at the end of the year. Of the 19 societies 10 have invested 1.087 million rupees in purchasing land for developing into housing sites for allotment to members. One society paid dividend at the rate of 3 per cent. to members on shares held by them.

Encouragement to Cooperative Labour Contract Societies.-

During the year 46 cooperative labour contract societies undertook handling, civil engineering and vending/catering contracts at 99 stations on the Railways. The annual value of the contracts given to them during the year amounted to 5.653 million rupees as against 3.578 million rupees in the previous year. The Railways disbursed a sum of 3.819 million rupees to the societies towards the execution of contracts against their bills during the year.

Provision of Quarters for Staff.-

In pursuance of the Railway Board's policy of providing quarters to essential staff, who are required to live near the site of their work and for other non-essential staff at places where private accommodation is not available, 14,130 staff quarters and 50 barracks were constructed on the Indian Railways during the year 1964-65.

Activities of the Medical Department.-

The medical facilities were further extended during the year. A new hospital and 24 new health units were opened. There was an all round improvement in the equipment and staff pattern of these institutions.

The cost of medical and health services per employee per annum went up from Rs.76.9 in 1963-64 to Rs.84.8 in 1964-65, the total expenditure being 111 million rupees as against 98 million rupees during last year.

Accidents.-

The number of passengers, railway servants and other persons killed and injured in accidents on Indian Railways exclusive of casualties in railway workshops, during 1964-65 compared with the previous year is shown in the table below:-

	Killed		Injured	
	1963-64	1964-65	1963-64	1964-65
Passengers.	408	521	3,153*	3,062
Railway servants.	332	348	23,979*	22,506
Other than passengers and railway servants.	502*	544	497*	356
Total.	1,242*	1,413	27,629*	25,924

\* Revised figures.

Compared with these of 1963-64 the number of persons killed, both passengers and railway servants showed an increase in 1964-65. This was primarily due to the tidal wave disaster near DHANUSKODI on the 23rd December 1964 in which about 110 passengers and 18 railway employees lost their lives.

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Labour Conditions in Textile Machinery and  
Accessories Manufacturing Factories in India:  
Survey by Labour Bureau\*.

The Labour Bureau, Government of India, undertook during 1961-62 a phased programme of surveying labour conditions in various industries. It has just published a report regarding textile machinery and accessories manufacturing factories under this scheme. The following are the main conclusions of the Survey.

The Textile Machinery and Accessories Industry is a relatively nascent industry of the country and has developed mostly since 1951 after the country embarked upon planned economic development. In the year 1951, there were 111 registered factories in the country employing about 6,000 persons. By the end of 1961, the number of registered factories rose to 298 with an average daily employment of about 22,000, thus recording a rise of more than one and half times in factories and two and half times in employment.

The data collected in the course of the Survey show that on 30 June 1961, the estimated total number of persons employed in the industry was 26.8 thousand. Of these, nearly 88 per cent. were "Production and Related Workers". "Clerical and Related Personnel" constituted the next important group and accounted for 5.4 per cent. of the total, followed by "Watch and Ward and Other Services", which formed 3.7 per cent. of the total.

Almost the entire working force in the industry consisted of men. The proportion of women and contract labour was negligible and child labour was found to be entirely absent. The predominant system of payment was by time and it covered 97 per cent. of the workers in the industry.

Information collected in the course of the Survey in respect of employment status of production workers employed directly by managements shows that about 61 per cent. of workers in the industry were permanent and 10.5 per cent. were treated as temporary. Casual workers formed about 17 per cent. of the total.

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\*Report of Survey of Labour Conditions by Textile Machinery and Accessories Manufacturing Factories in India: Labour Bureau, Ministry of Labour and Employment, Government of India. pp. iv+49.

About 70 per cent. of production, workers in the industry had less than 5 years' service to their credit and about one tenth had put in 10 or more years' service. Persons having longer service were mostly employed in large establishments. The higher proportion of workers with shorter length of service in the industry, as a whole, seems to be largely due to the fact that most of the textile machinery factories were of a recent origin. Such a conclusion is supported by a somewhat low rate of labour turnover in the industry. The accession and separation rates were of the order of 5 and 4 per cent. respectively during the twelve months ending 30 June 1961.

The average absenteeism rate in the industry during the same period was 11.4 per cent. The monthly rates reflected the usual pattern of higher absences during summer months and sowing and harvesting seasons.

There has been no standardisation of wages in the industry on a country-wide basis. Everywhere the wage structure was, generally, found to be based on individual bargaining. It is estimated that since 1956 wage revisions affecting majority of the workers took place in nearly 8 per cent. of the factories and that too once only. Nearly half of the wage revisions were due to Pay Commission's recommendations in public undertakings.

The estimated average daily earnings of workers in textile ~~and~~ machinery and accessories factories in the country were Rs.5.44 in June 1961. Similar figures in respect of men, women and the lowest-paid production workers are estimated to be Rs.4.53, Rs.1.76 and Rs.3.05 respectively. Women were found to be employed as packers in only one small factory. No men were employed as packers. Considerable disparities existed between the earnings of workers employed in factories of different size-groups. The average daily earnings of clerical and related employees and those belonging to the group 'watch and ward and other services' were Rs.8.21 and Rs.4.21 respectively in June 1961.

Information collected in the course of the Survey in respect of main components of earnings shows that basic earnings (i.e., basic wages and dearness allowance) constituted nearly 91 per cent. of the total earnings. The other material component was production or incentive bonus which accounted for 7.5 per cent. The rest was made up of house rent or transport allowance and overtime pay.

There was no profit-sharing scheme in any of the factories covered. However, year-end bonus and festival bonus was being paid in 13 and 42 per cent. of the factories respectively.

With the exception of about 2 per cent. of the factories in the country, where some laxity in the observance of timings was noticed, all were found to be generally complying with the provisions of the law concerning hours of work, rest-interval and spread-over. About 56 per cent. of the factories worked one shift only, 34 per cent. two shifts and the rest had three shifts a day. Only about 17 per cent. of the factories worked night shifts and in about three-fourths of them, there was a regular system of change-over of workers from one shift to another. The system of providing certain amenities or paying cash allowance to night shift workers was not very widespread in the industry. However, quite a large number of factories had prescribed shorter hours of work for night shifts.

About two-thirds of the factories had made suitable arrangements for sitting for all such workers as were obliged to work in a standing position.

Nearly 96 per cent. of the factories surveyed were found to have provided latrines and the defaulters were all small establishments. Though the types of arrangements made varied considerably but a majority of them had provided modern sanitary arrangements. In most of the factories, the privies were properly screened but only about 71 per cent. of them had provided taps near the latrines. The compliance of the law in regard to urinals, however, was not as good. Such arrangements were found to have been made in only about 31 per cent. of the factories. In about three-fourths of the factories providing latrines and urinals, the sanitary conditions was found to be satisfactory.

All the factories surveyed were granting earned leave with pay to their employees. However, in about 11 per cent. of the units workers were not actually granted leave but were paid wages in lieu of leave due to them. Data collected regarding the number of workers who availed of leave show that during the year 1960 about 64 per cent. of the workers enjoyed leave and about one-third of them took 11 to 15 days' leave.

The system of granting casual leave with pay was found to be in vogue in about one-fourth of the factories in the industry. However, the number of days allowed and the categories of employees entitled to leave generally differ~~d~~ from one factory to another.

Managements of only about 12 per cent. of the factories were granting sick leave with pay to their employees and all such factories were situated in areas where the Employees' State Insurance Scheme was not in force. As in the case of casual leave, the type of workers who were entitled to sick leave and the period of leave granted varied from one factory to another.

It is estimated that the practice of granting national and festival holidays with pay existed in nearly 89 per cent. of the factories. The number of holidays allowed in a year ranged from 1 to 14, but nearly three-fourths of the factories granted holidays up to five days.

All the factories surveyed, were found to have provided drinking water facilities for their employees. The predominant~~ly~~ arrangements was earthen pitchers. About 90 per cent. of the factories also stated that they made some arrangements for the supply of cool drinking water during summer months. These arrangements were mostly in the form of earthen pitchers and only a few large factories installed coolers during summer days.

Canteens were found to be functioning in all the establishments which were under a statutory obligation to do so. About three-fourths of these canteens were being run by the contractors and items were sold at market rates. The rest were run departmentally on a 'no-profit, no-loss basis'. Generally, these canteens sold tea, coffee and snacks but about half of them served meals as well. The hygienic conditions and location of about half of the canteens were not satisfactory. It was found that provisions of the law concerning rest shelters were being complied with by large factories but not by small establishments.

First<sup>aid</sup> boxes were being kept in all the factories in the industry but in only 54 per cent. of the cases, they were found to be containing the prescribed contents and in about 36 per cent. of factories, they were under the charge of trained first-aiders. Ambulance rooms were being maintained by about half of the factories which were under a statutory obligation to do so.

Not much attention was being paid to the provision of recreation and cultural facilities to workers as such facilities existed in about 17 per cent. of factories only. The scope of activities was wider in large factories as compared to small ones. While the former had arrangements for in-doors and out-door games, film shows, drama and/or cultural and religious functions, the latter organised only religious functions and picnics.

Arrangements for the education of workers' children existed in only one large factory covered during the Survey. None of the factories surveyed had made any arrangements for adult education.

Only two of the large factories surveyed had co-operative societies, giving an overall percentage of 4 for the entire country.

The information collected on housing shows that nearly 6 per cent. of the factories in the industry were providing housing accommodation to their employees. However, the benefit was not very extensive, as only about 8 per cent. of the workers' were housed.

The security against the contingency of old age which the workers in the industry enjoy, seems to be entirely due to the Employees' Provident Funds Act, 1952. Provident fund schemes existed in about 40 per cent. of the factories in the industry and it is estimated that about 62 per cent. of workers were members of the funds as on 30 June, 1961.

A pension scheme existed in only one small Government-owned factory covered in the course of the Survey. Similarly the system of paying gratuity existed in one large factory only.

It is estimated that in 1960 industrial accidents occurred in about 21 per cent. of the textile machinery and accessories factories in the country and the proportion of workers involved in accidents was about 116 per thousand employed. Of these, about 114 workers per thousand were involved in minor accidents causing only temporary disabilities. No case of occupational diseases were reported by any of the factories covered.

According to the findings of the Survey, it is estimated that trade unions existed in about 16 per cent. of the factories in the country and about 44 per cent. of workers were members of the unions. Managements of about 87 per cent. of the factories having unions had accorded recognition. By and large, the main activity of the unions was confined to securing of claims of their members under various Acts. Some of them also provided recreation

facilities and gave financial assistance to distressed members in times of need.

There was little evidence of the growth of the system of collective bargaining and agreements as during the period 1956 to 1961, such agreements were concluded in only about 8 per cent, of the factories in the industry.

All the covered factories which employed 100 or more workers had framed standing orders. In addition, a few more factories, which were not under any legal compulsion, had also framed such orders. Thus, it is estimated that, at the time of the Survey, about 16 per cent. of the factories had standing orders. In about two-thirds of the factories, these orders covered all workers.

All the sampled factories employing 500 or more workers had appointed Welfare Officers.

Only about one-third of the factories which were under a legal obligation to constitute Works Committees had complied with the requirements. No other committee of the type was found to be functioning in any of the establishments surveyed.

Information collected regarding the system of settling grievances of workers in the industry shows that very few factories had made any systematic arrangements.

Data relating to labour cost in respect of persons covered under the Factories Act and receiving less than Rs.400 per month show that during the year 1960, the labour cost in the industry per manday worked was ~~the~~ Rs.5.75. The cost was as high as Rs.6.09 per manday worked in large factories as against Rs.4.34 in small establishments. Wages, i.e., basic wages, dearness allowance and incentive payments, constituted the main component and accounted for nearly 88 per cent. of the total labour cost. Its proportion was higher in large factories (88.5 per cent.) than small ones (84.1 per cent.). Social security contributions and subsidies accounted for 4.87 per cent and 2.26 per cent. respectively.

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Labour Conditions in Cement Factories:  
Survey by Labour Bureau\*.

The Labour Bureau, Government of India, undertook during 1961-62 a phased programme of surveying labour conditions in various industries. It has just published a Report regarding cement industries under this scheme. The following are the main conclusions of the Survey.

The Cement Industry enjoying world-wide importance, is of a comparatively recent origin in India. The first cement factory set up with the object of manufacturing Portland Cement came into existence only in 1904 in Madras State. Thereafter, it has had a chequered career. The landmarks in the history of the Indian Cement Industry have been the two World Wars and the Independence of the country in 1947. Statistics of registered factories show that as against 22 factories in 1950, there were 38 cement factories in 1961 though, however, there was no corresponding rise in employment. The industry is widely dispersed and is mainly concentrated in Bihar, Andhra Pradesh, Bombay, Madhya Pradesh, Madras and Rajasthan.

On the basis of the present Survey, it has been estimated that, on the specified date, i.e., 30 June 1961, the Industry employed about 29,700 workers of whom 858 workers were not covered under the Factories Act. The distribution of all workers (covered and not covered under the Factories Act), according to the broad occupational groups, shows that nearly 81 per cent. of were 'Production and Related Workers' (including supervisory); 'Watch and Ward and Other Services' accounted for about 8 per cent. of the total, followed immediately by 'Clerical and Related Personnel' (including supervisory) who constituted about 6 per cent. 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel' accounted for the rest. Child labour was entirely absent and the number of women employed was also negligible. Contract labour was found employed in about 33 per cent. of the factories. Nearly 91 per cent. of the

\* Report on Survey of Labour Conditions in Cement Factories in India: Labour Bureau, Ministry of Labour and Employment, Government of India: Price Rs.3.20; pp. iv+60.

'Production Workers' were time-rated and the rest were piece-rated. The system of recruitment was direct for about 88 per cent. of the workers in the Industry. Of these, recruitment at the factory gate accounted for about 57 per cent.

The Survey results show that about 83 per cent. of 'Production Workers' (employed directly) were permanent and 8 per cent. temporary. Probationers, casual workers and apprentices accounted for the rest. The system of employing 'badlis' was not in vogue in any of the sampled units.

It is estimated that approximately 65 per cent. of the directly employed 'Production Workers' in the Cement Industry had more than 5 years' service to their credit on 30 June 1961, a good number having put in more than 15 years' service. In this respect it was found that the large factories had more workers with longer period of service. In the smaller ones, about one-fifth of the workers had been in service for less than one year.

The overall absenteeism rate in the Cement Industry was found to be significant during the reference year from July 1960 to June 1961; it was 12.8 per cent. for 'Production Workers'. Large factories recorded a higher rate of absenteeism than small ones. Only about 16 per cent. of the factories had adopted measures for checking the high absenteeism rate.

Labour turnover data collected for the directly employed 'Production Workers' for the year ending June 1961 show that the overall average accession and separation rates for the Industry were fairly low. Greater mobility of working force was noticed in the small factories than in the large ones. Nearly two-thirds of the separations were on account of discharges and dismissals, while the rest were accounted for by quits, retirement or death.

About 39 per cent. of the cement factories in the country, mostly large units, were providing training and apprenticeship facilities. However, the training was imparted, in most of the factories, on an ad hoc basis and there were no regular schemes.

Nearly 82 per cent. of workers in the Cement Industry were paid their wages once a month and about 3 per cent. once a fortnight. For the rest (15 per cent.) the pay period was a week. The average daily earnings of all workers were Rs.5.29 during June 1961, while those of the 'Production Workers', who formed the bulk of the total working force, were Rs.4.66. Male 'Production Workers' earned more (Rs.4.67) than women



(Rs.3.19). 'Watch and Ward' and 'Clerical Workers' earned Rs.4.59 and Rs.8.58, respectively, per day. The average daily earnings of the lowest-paid 'Production Workers' were Rs.3.39.

A break-up of earnings has revealed that they consisted primarily of basic earnings, i.e. basic wages and dearness allowance or consolidated wages. Nearly 85 per cent. of the cement factories surveyed paid separate dearness allowance to their workers and in all such establishments, dearness allowance had been linked to the Consumer Price Index Numbers. The practice of paying annual bonus was in vogue in nearly 62 per cent. of the factories in the Industry though in only about one-third of such units there were regular schemes regulating the payment of bonus; in the rest, such payment had not been regularised.

Nearly 71 per cent. of the cement factories worked three shifts daily and the remaining 29 per cent., all of which happened to be small ones, only one shift a day. No factory had more than an 8-hour day and a 48 hours week. Though nearly 71 per cent. of the factories worked during night, nowhere any special amenities were being provided for the night-shift workers. However, a regular system of transferring workers from night shift to the day shift existed in all such units. The period of rest interval generally ranged between  $\frac{1}{2}$  hour to 1 hour in both day and night shifts and the spread-over did not exceed nine hours in any unit. Conservancy arrangements in most of the units were satisfactory.

All cement factories in the country, large or small, had a system of granting earned leave to their employees. As regards the period of leave, qualifying conditions and, the rate of payment, the provisions of the Factories Act were generally followed by the managements. Nearly 86 per cent. of the workers were found to have availed of earned leave during the year 1960. The percentage of factories where the facility of casual leave with pay was available was also quite high, being about 85. In most of them, there were no qualifying conditions and all categories of workers enjoyed the benefit of casual leave. Sick leave, too, was being allowed in about 85 per cent. of the units. The practice of granting national and festival holidays was universal in the Cement Industry. All cement factories in the country were complying with the provisions of the Factories Act regarding the grant of weekly-offs, although the payment for the rest-day was being made in only about 85 per cent. of the units surveyed.

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Drinking water facilities existed in all the cement factories covered during the Survey, although there was diversity in the type of arrangements made. In none of the cement factories, the drinking water points were situated within the prohibited distance. Washing facilities were available in all cement factories in the country and facilities for bathing existed in 48 per cent. of them.

Canteens were found functioning in all those establishments which were under a statutory obligation to do so, with arrangements for sale of tea, coffee and snacks and even meals in some of the units. Nearly 90 per cent. of the canteens in cement factories were being run by the managements and the rest by contractors. However, canteen managing committees were functioning in all of them and were responsible for fixing the prices. In general, the location and hygienic conditions of the canteens were satisfactory. Creches were provided in all cement factories employing more than 50 women. Although no factory was under a statutory obligation to provide rest shelters, yet, nearly 62 per cent. of the units surveyed had provided this facility on their own.

Facilities for recreation, which consisted of indoor and outdoor games and cultural programmes, existed in nearly 86 per cent. of the cement factories. In nearly all cases, they were being financed by the managements. As regards educational facilities, it was found that they were available in only about 56 per cent. of the units surveyed and in 29 per cent. of these no fees were being charged. No attention, whatsoever, was paid to adult education in any of the units covered.

Medical facilities in the form of attached dispensaries or hospitals were available to employees in about 71 per cent. of cement factories in the country. Most of the remaining units had made regular or ad hoc arrangements with local medical practitioners for rendering medical aid to their employees. Of the 56 per cent. factories, which were under a legal obligation to maintain ambulance rooms, hardly 15 per cent. had such rooms. Nearly 85 per cent. of the units had provided first-aid boxes for the use of their employees though only 63 per cent. of them were under the charge of trained aiders, first-aiders.

It is estimated that, in the Industry as a whole, about 85 per cent. of the factories had provided housing facilities to their employees. However, the benefit was not very extensive as only 31 per cent. of the total working force had been housed. Most of the houses were one-room tenements.

It is estimated that approximately 85 per cent. of the cement factories had provided fund schemes for their employees. Nearly 82 per cent. of the total number of workers in the Industry were found to be the members of provident funds. Gratuity schemes were in force in about 62 per cent. of the cement factories, but pension schemes were altogether non-existent. Women workers were entitled to receive maternity benefits from the Employees' State Insurance Corporation in the areas where the scheme was in operation. In other areas, according to the Survey, no claim had been made or paid during the year ending 30 June 1961. During the same period, accidents took place in 71 per cent. of the cement factories involving nearly 1,200 workers. Fatal accidents were very rare and those causing permanent disability also formed an insignificant proportion. By far the largest number of workers involved, ~~50 per cent~~ about 50 per cent, thousand employed, was in minor accidents causing temporary disabilities. No case of occupational disease was reported from any of the factories covered.

Statistics of industrial disputes show that there was a considerable loss of man-days in the Industry during 1957, 1959 and 1961. Trade unionism seems to have developed fairly well in the Industry. It is estimated that 85 per cent. of the factories had trade unions and an equal percentage of the cement workers were members of these unions. The favourable attitude of the managements towards unions is reflected by the fact that in 90 per cent. of the factories having unions, recognition had been accorded to them.

Collective agreements since 1956 had been concluded in 62 per cent. of the factories; most of them in the large units. An encouraging feature from the point of view of industrial relations in the Industry was that Standing Orders had been formed in 85 per cent. of the units whereas only 71 per cent. were legally bound to do so. In such units, (i.e. where Standing Orders had been formed) a prescribed procedure for the redress of grievances of workers was obviously laid down. Everywhere, these Orders were found to have been certified, and excepting in a few large factories, they covered all categories of workers. Whereas only 56 per cent. of the factories were under a legal compulsion to appoint

Labour/Welfare Officers, actually 85 per cent. of the units had appointed such Officers. Works or Joint Committees had been constituted in only about half of the factories which were legally bound to set up such Committees.

Data relating to labour cost in respect of workers covered under the Factories Act and receiving less than Rs.400 per month show that, during the year ending June 1961, the cost per manday worked in the Industry was Rs.5.98. Wages, i.e., basic wages, dearness allowance and incentive payments, constituted the main component and accounted for nearly 76.8 per cent. of the total cost. Social security contributions and bonus accounted for about 5.5 and 3.2 per cent. respectively. Expenses falling under the Group 'Subsidies' constituted a significant proportion being 6.5 per cent. of the total labour cost. The main item of expenditure under this head was medical and health care. Other items of expenditure were canteens, recreational and educational services, company housing, etc.

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

India - January 1966.

Report on the activities financed from the Coal Mines Labour Housing and General Welfare Fund during the year 1964-65.

The Ministry of Labour and Employment published on 22 January 1966 an account of the activities financed from the Coal Mines Labour Housing and General Welfare Fund in pursuance of the Coal Mines Labour Welfare Fund Act, 1947. A summary of the activities is given below.

Medical facilities.- (a) Hospitals.- The two Central Hospitals (one each at Dhanbad and Asansol) and the eight Regional Hospitals (two each in the Jharia and Hazaribagh Coal fields and one each at Raniganj, Pench Valley, Vindhya Pradesh and Korea Coal-fields) continued to function. The construction of the building for the Regional Hospital and Bhuli was completed and the remaining work was in progress. Regional Hospitals at Bagmara (Jhari Coalfield) and Ramagundam (Andhra Pradesh Coalfield) were under construction. Work in connection with the ~~expansion~~ expansion of Regional Hospital at Katras (Jharia Coalfield) from 30 to 50 beds was in progress. Work on expansion of Regional Hospital at Jamai (Pench Valley Coalfield) from 30 to 50 beds was completed. In order to meet the increasing demands for medical facilities in the Central Hospitals at Dhanbad and Asansol, sanction for increasing the bed strength from 250 to 300 beds was accorded and work on expansion of the Hospitals was in progress. The total number of new cases of in-patients and out-patients treated at the two Central Hospitals was 22,959 and 87,579 respectively. The number of new indoor and out-door patients treated at the 8 Regional Hospitals was 11,467 and 36,171 respectively.

(b) Allopathic Dispensaries.- The two dispensaries at Bhuli and Mugma treated a total number of 24,928 patients. Steps to start two more dispensaries, one at Bhara in the Raniganj Coalfield and the other in Phusro Group of Collieries in rented accommodation were taken.

Colliery owners maintaining dispensaries of the prescribed standard were given grants amounting to about 0.9 million rupees during the year.

(c) Ayurvedic dispensaries.- To the chain of 15 Ayurvedic dispensaries which were being run in the various coalfields two more were added during the year - one at Patherdih in the Jharia Coalfield and the other at Samla Manderbani in Raniganj Coalfield. The number of new patients treated at the different dispensaries during the year was 120,294. For the manufacture of medicines required for the Ayurvedic Dispensaries, the Central Ayurvedic Pharmacy continued to function at Patherdih in the Jharia Coalfield.

(d) Family Welfare Centres and Maternity and Child Welfare Centres.- There were in all 69 centres. Of these, 53 were Maternity and Child Welfare Centres run by the Jharia, Asansol and Hazaribagh Mines Boards of Health with grants-in-aid from the Coal Mines Labour Welfare Fund. The remaining 16 were Family Welfare Centres run by the Fund.

(e) Other Medical facilities: (i) Anti-T.B. Measures.- There were two 160 bedded T.B. hospitals functioning as adjuncts to the Central Hospitals at Dhanbad and Asansol respectively. The former started functioning from June 1963 and the latter, from October 1964. The 50 bed T.B. hospital at Searsole and 12 bed clinic at Katras continued to function. Besides 86 beds were reserved in various sanatoria for the benefit of T.B. patients. The Domiciliary T.B. Treatment Scheme as well as the scheme for payment of subsistence allowance to the dependents of T.B. patients were continued.

(ii) Leprosy Relief.- The number of beds provided by the Fund in the three leprosy hospitals remained at 54.

(iii) Relief for Victims of Cancer.- The arrangements previously made for the treatment of Cancer patients at the Patna Medical College Hospital were continued. The deep X-Ray Plant installed at the Central Hospital, Asansol for attending to cases requiring, deep-X-Ray Therapy continued to function. The number of cases who attended the Deep-X-Ray therapy department during the year was 2,085.

(iv) Rehabilitation.- The Rehabilitation-cum-physiotherapy centres attached to both the Central Hospitals at Dhanbad and Asansol continued to function.

(v) Family Planning.- All the medical institutions as well as the Family Welfare Centres of the Fund continued to have family planning clinics. Grantsnaid was continued to be paid to colliery owners for providing facilities for family planning at the colliery hospitals. The scheme of cash payment of those who underwent sterilisation operations was continued. A total of 291 sterilisation operations was done at the Central Hospitals at Dhanbad and Asansol during the year.

(vi) Other activities.- Other important activities of the Fund during the year included running of Blood Banks at the Central Hospitals at Dhanbad and Asansol and of Health Promotion Centres at Bhurkunda and Samla Kendra; maintenance of ambulance vans attached to the hospitals; supply of spectacles and dentures free of cost and carrying of anti-Malaria and Anti-Filaria operations.

Educational and Recreational Activities: (a) Miners' Institutes.- ~~Other important as~~ For providing educational and recreational facilities to colliery workers and their dependents, Miners Institutes each with an Adult Education Centre, a Women's Welfare-cum-Children Education Centre and a Children's Park continued to function in the various coalfields. A total of 57 such Institutes functioned during the year. In addition three Women's Welfare-cum-Children's Education Centres and five Adult Education Centres also functioned. Besides 178 Feeder Adult Education Centres were run.

(b) Mid-day-meals.- The Scheme of mid-day meals to children, which was of confined to the Miners' Institute at Bhuli, was extended to 15 other Institutes.

(c) Boarding Houses for School going Children.- For the benefit of the children of colliery workers studying in high schools far away from their places of residence, two Boarding Houses, one each in West Bengal and Madhya Pradesh, continued to function.

(d) Scholarships.- One hundred twenty-five general and 22 technical scholarships were awarded as in the previous year to deserving children of colliery workers to prosecute their studies.

(e) Games and Sports.- The fourth All India Coalfield Sports was organised in the Jharia coalfield and the first All-India Coalfield Volley Ball Tournament at Kothadudium.

(f) Exhibition of films.- One thousand and thirtyfour Cinema shows were arranged in the various coalfields.

Other Welfare activities: (a) Water Supply.-The Scheme for grant of financial assistance for implementation of Water Supply schemes in coalfields continued to function. During the year a subsidy of Rs.270,182 was paid in connection with the different schemes.

Under the subsidy scheme for sinking of wells, of the 291 wells sanctioned so far, 119 wells had been completed and construction of the remaining wells was in progress.

(b) Co-operatives.- Four hundred and fiftyone Co-operative Societies/Stores were functioning in the different coalfields. Six new Central Stores were set up during the year raising the total number of such stores to nine. The total financial assistance given during the year to the societies and stores in the form of loan/grant from the Coal Mines Labour Welfare Fund amounted to about Rs.3 million rupees.

(c) Coal Mines Fatal and Serious Accident Benefit Scheme.- Financial assistance amounting to Rs.59,500 was sanctioned during the year to 88 widows and 51 children of coal miners who died in colliery accidents.

(d) Artificial Limbs.- Arrangements continued with the Artificial Limbs Centre, Poona for the supply of artificial limbs to colliery workers whose limbs were amputated due to colliery accidents.

The statement of receipts and expenditure for the year 1964-65 appended to the report shows receipts during the year as 43.608 million rupees including an opening balance of 27.756 million rupees. Expenditure during the year amounted to 20.480 million rupees leaving a closing balance of 23.128 million rupees.

(Notification S.O. 251 dated 6 January 1966; the Gazette of India, Part II, sec.3, sub-sec.(ii), 22 January 1966, pp.205-207).



CHAPTER 9. SOCIAL SECURITY.

INDIA - JANUARY 1966.

92. Legislation.

Madras: Draft amendment to Schedule II to  
Workmen's Compensation Act, 1923.

In exercise of the powers conferred under the Workmen's Compensation Act, 1923, the Government of Madras has given notice of its intention to add the following clause to Schedule II to Workmen's Compensation Act, 1923:

"(xxiii) employed in any occupation involving indoor or outdoor work in the service of the Highways Research Station and its laboratories".

(The Fort St. George Gazette, Part II, Sec. 1,  
5 January 1966, pp. 26-27 ).

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INDIA - JANUARY 1966.

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CHAPTER 3. ECONOMIC QUESTIONS.

- \* "India's Development and Economic Aid": Published by the Embassy of the United States of America, New Delhi. pp.50.

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

- \*(a) "Report on Family Living Survey Among Industrial Workers 1958-59": Amritsar: Labour Bureau, Ministry of Labour and Employment: Government of India: 1965: Printed in India by the Manager of Government of India Press Simla for the Manager of Publications, Civil Lines, Delhi: Price Rs.6.75 or 15sh.9d. or \$2.42 cents. pp. iv + 89.
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\* Publications received in this Office.