

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

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I.L.O. REC. GENEVA
24 JUN 1966
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From: The Director of the New Delhi Office.

To: The Director-General, GENEVA.
(For attention of the Technical Co-operation
Branch).

ANNEXE
351

ci-joint ✓

I have sent you today under separate
packet (air mail) four copies of the Report
of this Office for April-May 1966.

P.M. MENON
Director.

COPY NO. 1

51593 A)

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
April-May 1966.

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

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23 JUN 1966
File No 33-2-215
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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - APRIL-MAY 1966.

12. Activities of External Services.

Meetings:

The Director attended the All India First Annual Conference on Labour Arbitrators organised by the Indian Academy of Labour Arbitrators held at New Delhi on 21-22 May 1966 and presided over the Second Session of the meeting on 21 May 1966. The subjects discussed during the Second Session were:

- (1) Problems of Arbitration from the Management point of view; and
- (2) Problems of Arbitration from the Labour point of view.

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CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - APRIL-MAY 1966.

31. General Economic Situation.

72 Jute Mills and 15 Textile Mills closed.

All 72 jute mills affiliated to the Indian Jute Mills Association closed for a week with effect from 23 May 1966. This decision was taken by the Association and approved by the Government of India. According to the Association the object of the block closure was to conserve raw jute in view of the short crop last season and the expected delay in the next crop. The block closure was expected to effect a saving of 150,000 bales of raw jute.

Textile Mills.- Replying to a question, Shri M.S. Qureshi, Deputy Commerce Minister, stated in the Lok Sabha on 15 April 1966, that 15 textile mills were closed because of financial difficulties between 1 January and 31 March 1966. Shri Qureshi said that on the basis of investigations under Section 25 of the Industries (Development and Regulation Act 1951) action had been taken to reopen them under the supervision of authorised controllers. The Reserve Bank had authorised additional credit facilities to enable mills to hold more than their normal stocks of cloth and yarn. In some cases they were helped to raise loans against Government guarantee. Immediate measures had been taken to give relief to primary weavers' societies in Madras which had accumulated large stocks of cloth.

(The Statesman, 16 April and 25 May, 1966).

33. Full Employment Policy.

India - April-May 1966.

Chief Ministers' Conference held at New Delhi,
10 April 1966: Food output target fixed at
97 Million tonnes.

A Conference of Chief Ministers of the various States was held at New Delhi on 10 April 1966. The Conference was also attended, among others, by Union Ministers and Members of the Planning Commission.

Besides fixing a food production target of 95 to 97 million tonnes for 1966-67, the Chief Ministers agreed that an agricultural credit corporation be set up at the Centre and the floor as well as purchase prices of food grains be increased. Union Food Minister C. Subramaniam said that a major part of the increase in food output would be derived by bringing about 6 million acres of land under the high-yielding varieties of paddy, ^{wheat} wheat, maize, bajra and jowar. An additional yield of 4 to 5 million tonnes was expected as a result of the programme for which the necessary inputs would be provided. He said a "memorandum of agreement" would be signed by the Centre with each State and for each programme separately, clearly identifying the fields of responsibility of each. Time schedules for carrying out the obligations may also be worked out. The pattern of division of responsibility between the Centre and the States would vary with each State. For instance, supply of seed for a seed-growing State would have to be the State's own responsibility, but the supply of fertilisers, pesticides and credit would necessarily be the Centre's responsibility.

With regard to the demand for increase in the price payable to the farmer, Shri Subramaniam said the Government would have to take into account the seasonal factor which meant that the price would be higher for the lean season.

The Conference also approved the proposal to set up large-sized central seed farms - at least one in each State. These farms will be of the size of 5,000 to 10,000 acres and farm equipment for this programme is to be obtained from the Soviet

Union. The States would also have their seed farms of 500 acres and above.

It was also agreed, that in regard to co-operative credit, no restrictions should be placed next year on farmers who had not repaid previous loans in view of the very bad harvest this year.

The Statewide targets under the high-yielding varieties programmes for 1966-67 are: Andhra 1.1 million acres; Assam 8,000 acres, Bihar 0.15 million acres, Gujarat 0.227 million acres, Jammu and Kashmir 37,500 acres, Kerala 0.5 million acres, Madras 0.45 million acres, Madhya Pradesh 0.235 million acres, Maharashtra 1.79 million acres, Mysore 0.26 million acres, Orissa 0.215 million acres, Punjab 0.335 million acres; Rajasthan 41,000 acres, Uttar Pradesh 0.36 million acres, West Bengal 0.2 million acres, Delhi 5,000 acres, Goa 17,000 acres, and Himachal Pradesh 4,000 acres.

(The Hindustan Times, 11 April, 1966).

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34. Economic Planning, Control and Development.

India - April-May 1966.

Conference on Management, New Delhi,
27 May, 1966.

The conference on Management which started in New Delhi on 27 May 1966 discussed the reports of the four study groups on management tasks in the Fourth Plan. The conference was attended, among others, by representatives from Ministries and State Governments, over 100 persons with experience and knowledge of the public and private sectors, from universities and the labour movement and specialists from management institutes.

The study group on reduction of cost in public and private sectors and export industries, agreed that there was a general lack of cost and time consciousness resulting in inflated costs. The group felt that pre-planning was inadequate, which led to delay and inefficient execution. There was also a lack of awareness and some reluctance in the use of new techniques. Unless the top level was fully cost conscious, the report said, it was not possible to curb these adverse tendencies.

Some of the suggestions made for reduction in cost were scrutiny of plan layout to ensure optimum utilisation of land and facilities for operation and holding to the minimum of prices and usage in case of steel, cement and bricks works, were basic items in the construction of every object project. It was also pointed out that the cost of services was high, because the safety margin provided by the projects was excessive. Proper contract management could also lead to significant savings and obviate friction and claims.

In regard to operational cost reduction, the group felt that there was no substitute for internal review of efficiency and the existing performance appraisal units in each plant should be adequately trained to be of positive assistance to the management.

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The group on increasing productivity by promotion and application of scientific research and development agreed that research was the key-stone to productivity. It was also felt that the overall investment in research was inadequate, and a lacuna in the field of engineering design needed to be urgently filled.

The group on increasing export earnings came to the conclusion that the objective to double exports in 10 years was feasible, provided the Government implemented the right policies and management and labour applied themselves devotedly to this task.

The group made recommendations for developing new markets through market research, higher standards of performance in terms of product quality and tolerances, packaging standards and sales service. Among other recommendations made by the study group were those for improvement in the working of export promotion councils in pre-shipment inspection and quality control and creation of conditions ~~favourable~~ favouring a rapid expansion of exports.

(The Hindu, 31 May, 1966).

36. Wages.

India - April-May 1966.

Annual Report on the Working of the Minimum Wages Act 1948 during the Year 1962*.

Employment Covered.- The Minimum Wages Act covers sweated industries i.e. employments in which labour has been unorganised and where the chances of exploitation are great. The employments covered have been enumerated in the schedule appended to the Act. The schedule consists of two parts viz. Parts I & II. Part I of the schedule comprises the following employments:-

- 1) Woollen carpet making or shawl weaving establishments;
- 2) Rice, Floor or Dal Mills;
- 3) Tobacco (including Bidi making) manufactory;
- 4) Plantations;
- 5) Oil Mills;
- 6) Local Authority;
- 7) Construction or Maintenance of Roads or Building Operations;
- 8) Stone Breaking or Stone crushing;
- 9) Lac Manufactory;
- 10) Mica Works;
- 11) Public Motor Transport; and
- 12) Tanneries and Leather Manufactory.

Part II of the Schedule covers employments in Agriculture.

Extension of the Act to other employments.- The following statement shows the extension of the provisions of the Minimum Wages Act to additional employments till the end of 1962:-

* Report on the Working of the Minimum Wages Act, 1948, during the year 1962: (Labour Bureau), Ministry of Labour and Employment, Government of India, Publication No.67: 1966: pp.93.

State Governments.

Employments added to the
Schedule upto 31-12-1961.Employments added
to the Schedule
during the year
1962.

(1)

(2)

(3)

1. Andhra Pradesh.

- (i) Wooden Furniture and Manufacturing Establishments;
- (ii) Hotels, Restaurants and Eating Houses; and
- (iii) Cinema Industry.

-

2. Bihar.

- (i) Printing Presses;
- (ii) Automobile Engineering Shops;
- (iii) Brick Laying;
- (iv) Dam Construction and Irrigation works;
- (v) Cinema Industry;
- (vi) Cold Storage; and
- (vii) Hotels, Eating Houses and Restaurants.

-

3. Gujarat.

- (i) Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work or work incidental to such process or book binding is carried on;
- (ii) Cotton Ginning or Pressing Manufactory;
- (iii) Shops and Commercial Establishments; and
- (iv) Hotels, Restaurants and Eating Houses.

-

4. Kerala.

- (i) Printing Presses;
- (ii) Tile Manufactory;
- (iii) Toddy Tapping Industries;
- (iv) Match Industry;
- (v) Shops and Establishments including Hotels and Restaurants;
- (vi) Timber Industry;
- (vii) Coir Industry;
- (viii) Cashew Industry;
- (ix) Cardamom Plantations;
- (x) Brick Manufactory;
- (xi) Banks;
- (xii) Handloom Industry;
- (xiii) Salt Pan Industry;
- (xiv) Water Transport other than Motor Boat Transport; and
- (xv) Plywood Industry.

Minor parts

5. Madhya Pradesh.

- (i) Cement;
- (ii) Glass Works;
- (iii) Potteries;
- (iv) Cotton Ginning and Printing; and
- (v) Printing Presses.

-

6. Madras.

- (i) Cotton Ginning and Pressing; -
- (ii) Salt Pans;
- (iii) ~~Coin~~ Coir Manufactory;
- (iv) Match and Fire Works Manufactory;
- (v) Hosiery Manufactory;
- (vi) Bricks and Tiles Manufactory; and
- (vii) Cashew Industry.

7. Maharashtra.

- (i) Employment in any industry (i) Rubber in which any process of Manufactur- printing by letter press, ing Indus- lithography, photogravure or try. other similar works or work ~~indicated~~ incidental to (ii) Paper Board such process or book bind- Industry. ing is carried on;
- (ii) Cotton Ginning and Pressing Manufactory;
- (iii) Shops and Commercial Establishments;
- (iv) Glass;
- (v) Potteries;
- (vi) Hotels, Restaurants and Eating Houses; and
- (vii) Cement*.

8. Mysore.

- (i) Cardamom Malais and Cardamom Gardens;
- (ii) Tile Industry;
- (iii) Cotton Ginning and Pressing Manufactory;
- (iv) Cashewnut Industry;
- (v) Printing Presses;
- (vi) Residential Hotels and Eating Houses@;
- (vii) Foundry with or without Attached Machine Shops;
- (viii) Automobile Engineering Industry;
- (ix) Salt Pan Industry; and
- (x) Silk Textile Industry.

9. Orissa.

- ~~(i)~~ - (i) Salt Pans;
- (ii) Printing Presses;
- (iii) Tiles and Brick Making;
- ~~(iv) Private Eating Houses and Restaurants;~~
- ~~(v) Hotels-~~
- (iv) Private Road Transport;
- (v) Hotels, Eating Houses and Restaurants;
- (vi) Distilleries;
- (vii) Shops and Establishments

(1)	(2)	(3)
9. Orissa.	-	(viii) Metal Industry(except Cottage and Village Scale Units); (ix) Cinema Industry; (x) Saw Mills; (xi) Timber Trading (excluding felling and wewing); and (xii) Handloom and Hosiery.
10. Punjab.	(i) Foundries with or without Attached Machine Shops; (ii) Private Presses. (iii) Agricultural Implements, Machine Tools, etc.; (iv) Scientific Industries; (v) Textile Industry@; (vi) Chemical Cinema Industry; (vii) Contractors' Establishments of the Forest Department; (viii) Ayurvedic and Unani Pharmacies; (ix) Metal Rolling and Rerolling Industry; and (x) Brass, Copper and Aluminium Utensil Making Industry.	(i) Cotton Ginning & Pressing Manufacturing; (ii) Saw Mills and Timber Trade.
11. Rajasthan.	(i) Cotton Textile Industry; (ii) Wool Cleaning, Pressing and Bailing; (iii) Gota Kinari Industry; (iv) Printing Presses; and (v) Salt Pan Industry.	-
12. West Bengal.	(i) Bone Mills; (ii) Cinema Industry@; (iii) Printing Press; (iv) Silk Printing Printing; and (v) Chakki Mills.	Tailoring Industry.
13. Delhi.	(i) Printing Presses; (ii) Foundries; (iii) Automobile Engineering; (iv) Metal Working Establishments; and (v) Brick Kiln Industry.	-
14. Himachal Pradesh.	(i) Forest Operations; and (ii) Timvering Operations.	

@ Fixing Minimum rates of wages in this employment has been declared null and void by the High Court.
* Delete in 1961.

/0

Fixation of Minimum Wages.- During the year under review, the question of fixation of minimum rates of wages in certain scheduled employments was examined and the position at the end of the year was as follows:-

State/Employment.	Remarks
(1)	(2)
I. Central Government-	
Construction or Maintenance of Roads or in Building Operations in all collieries other than those under control of National Coal Development Corporation Ltd., Ranchi.	After having considered the representation received on the proposals published earlier the minimum rates of wages have been fixed for certain categories of workers.
II. Andhra Pradesh-	
(i) Wooden Furniture Manufacturing Establishments;	After having considered the report of the Committee and also the M.W. Advisory Board the minimum rates of wages have been fixed.
(ii) Hotels, Restaurants and Eating Houses;	
(iii) Cinema Industry.	
III. Bihar-	
(i) Cold Storage.	The Advisory Committees' reports were being examined by the Govt. The Advisory Committees appointed by the Government for the purpose of fixation of minimum rates of wages have not yet submitted their reports.
(ii) Cinema Industry.	
(iii) Hotels, Eating Houses and Restaurants.	
(iv) Mica Works.	
IV. Gujarat-	
(i) Residential Hotels, Restaurants or Eating Houses.	The Govt. have appointed an Advisory Committee for the purpose of fixation of minimum rates of wages.
V. Kerala-	
(i) Handloom Industry.	The recommendation of the State Advisory Board were being considered by the Government. After having considered the representations on the proposals published earlier, minimum rates of wages have been fixed.
(ii) Plywood Industry.	
VI. Maharashtra-	
Residential Hotels, Restaurants and Eating Houses.	The Government of Maharashtra have appointed the Advisory Committee for the purpose of fixation of minimum rates of wages.

VII. Mysore-

- (i) Public Motor Transport (Hyderabad Area).
- (ii) Rice, Floor and Or Dal Mills (Coorg Area).
- (iii) Oil Mills (Coorg Area).

After considering the advice of the Committees, minimum rates of wages have been fixed.

VIII. Punjab-

- (i) Textile Industry.
- (ii) Scientific Industry.
- (iii) Non-ferrous Metal Rolling and Re-rolling Industry.
- (iv) Brass, Copper and Aluminium Utensils Making Industry.

) The Advisory Committees, appointed for the purpose of fixation of minimum rates of wages had not finalised their reports during the year 1962.

IX. Rajasthan-

Salt Pan Industry.

The Advisory Committee's report and recommendations of the M.W. Advisory Board were under consideration of the Government.

X. West Bengal-

Printing Press Industry.

The Government have appointed an Advisory Committee for the purpose of fixation of minimum rates of wages.

XI. Delhi-

Brick Kiln.

The Advisory Committee's recommendations regarding fixation of minimum rates of wages were being finalised.

Revision of Minimum Wages.- The question of revising the minimum rates of wages fixed earlier in certain scheduled employments was examined in 1962 and the position at the end of the year was as follows:-

State/Employment

(1)

Remarks

(2)

I. Andhra Pradesh-

Bidi Making Manufactory.

After having considered the report of the Committee, the minimum rates of wages have been revised for certain areas only.

II. Assam-

Public Motor Transport.

The Advisory Committee has been appointed by the Government for the purpose of revision of minimum rates of wages.

III. Bihar-

Stone Breaking and Stone Crushing.

After having considered the advice of the Committee, the minimum rates of wages have been revised.

IV. Gujarat-

- (i) Public Motor Transport.)
- (ii) Tobacco (including Bidi Making) Manufactory.)
- (iii) Oil Mills.)

The Government have appointed Advisory Committee for the purpose of revision of minimum rates of wages.

V. Kerala-

- (i) Coir Industry.)
- (ii) Tannery and Leather Manufactory.)
- (iii) Rice, Flour or Dal Mills)
- (iv) Local Authority.)
- (v) Agriculture.)
- (vi) Public Motor Transport.)
- (vii) ~~Tile~~ Industry.)

The Advisory Committee, appointed by the Govt. for the purpose of revision of minimum rates of wages have submitted their Reports.

The Advisory Committee, appointed by the Government for the purpose of revision of minimum rates of wages continued to function during the year 1962 also.

- (viii) Road Construction and Building Operations.)
- (ix) Stone Breaking and Or Stone Crushing.)

The After consulting the Advisory Committee and also Board the notification revising minimum rates of wages has been issued but the rates will come into effect from the 1st January 1963.

VI. Madras-

(i) Mica Works.

After considering the representations on the proposals published previously and also having consulted the Advisory Board, the minimum rates of wages have been revised.

- (ii) Public Motor Transport.)
- ~~(iii) Rice, Flour or Dal Mills)~~
- ~~(other than Coorg Area.)~~
- (iii) Tanneries and Leather Manufactory.)
- (iv) Scented and Chewing Manufactory.)

After consulting the Advisory Committees the minimum rates of wages have been revised. After consulting the Advisory Committee the notification revising minimum rates of wages has been published, but the rates will come into force from 15 January, 1963.

VII. Mysore-

- (i) Public Motor Transport (other than Hyderabad Area).)
- (ii) Rice, Floor or Dal Mill (Other than Coorg Area))
- (iii) Oil Mills (other than Coorg Area).)

After having considered the advice of the Committee, the minimum rates of wages have been revised.

II. Rajasthan-

- | | | |
|--|---|--|
| (i) Woollen Carpet Making or Shawl Weaving Establishments. |) | The Govt. have appointed the Advisory Committees for the purpose of revision of minimum rates of Wages. |
| (ii) Rice, Flour or Dal Mills. | | |
| (iii) Oil Mills. | | |
| (iv) Local Authority. | | |
| (v) Road Construction or Building Operations. |) | The Government have appointed the Advisory Committees for the purpose of revision of minimum rates of wages. |
| (vi) Stone Breaking or Stone Crushing. | | |
| (vii) Public Motor Transport. | | |
| (viii) Mica Works other than Mines. | | |
| (ix) Agriculture. | | |
| (x) Tobacco (including Bidi Making) Manufactory. |) | The reports submitted by the Advisory Committees are still under consideration of the Government. |

IV. Uttar Pradesh-

- | | | |
|---|---|---|
| (i) Public Motor Transport. |) | The Advisory Committees' recommendations are under consideration of the Government. |
| (ii) Stone Breaking and Stone Crushing. | | |
| (iii) Local Authority. | | |
| (iv) Road Construction and Building Operations. | | |

X. West Bengal-

- | | | |
|---|---|--|
| (i) Local Authority (Calcutta) Corporation. |) | The Advisory Committee, appointed for the purpose of revision of minimum rates of wages had not yet submitted their reports. |
| (ii) Agriculture. | | |

XI. Delhi-

- | | | |
|---|---|---|
| (i) Metal Working Establishments. |) | After considering the advice of the Advisory Committee, the minimum rates of wages have been revised. |
| (ii) Road Construction and Building Operations. |) | The Advisory Committee, appointed for the purpose of revision of minimum rates of wages has not so far finalised its recommendations. |

XII. Himachal Pradesh-

- | | | |
|-------------------------|---|---|
| Public Motor Transport. |) | A Committee, appointed earlier to revise the minimum rates of wages continued during 1962 also. |
|-------------------------|---|---|

Overtime Wages.- All the State Governments, except Uttar Pradesh and West Bengal Governments, have provided in their rules for overtime wages. The overtime wage-rates prescribed by the State-governments (except the Government of Andhra Pradesh, Bihar, Madhya Pradesh and Punjab) are $1\frac{1}{2}$ times the ordinary rates of wages in the case of agricultural employment and double the ordinary rate of wages in the case of other scheduled employments.

The over-time wage rates prescribed by the Governments of Andhra Pradesh, Punjab and Madras are $1\frac{1}{2}$ times the ordinary rates of wages in the case of employments in Agriculture and Plantations and double ~~the~~ the ordinary rates of wages in respect of other scheduled employments. The overtime wage-rates are double the ordinary rates of wages in respect of Tea Plantation Manufactory in Punjab e.g. it is carried on with the aid of power and also in the case of Plantations in Kanyakumari District and Shencoltah Taluk of Tirunelveli District in Madras. The Minimum Wage rules of Madhya Pradesh have provided the overtime wage rates in agricultural employment at ordinary rate and in other ~~ordinary~~ employment at double the ordinary rates of wages. The overtime wage rates in the Bihar Minimum Wage Rules 1951 have been prescribed at $1\frac{1}{2}$ times the ordinary rates in all the scheduled employments. In West Bengal payment of wages at double the ordinary rates of wages for overtime work beyond 48 hours per week is provided in the notifications issued separately. The government of Uttar Pradesh did not propose to make any provision about overtime wages as they were of the opinion that the Factories Act 1948 and the Uttar Pradesh Shops and Commercial Establishments Act 1947 afforded adequate protection in this matter to the undertakings coming within their purview and as regards other undertakings, they felt that it would be rather difficult, to implement such provisions.

Enforcement.- The following table gives the number of inspections made and irregularities detected in Central Sphere undertakings during 1962:-

Region.	Number of Inspections made during 1962.	Number of Irregularities detected during 1962.
Bombay.	416	3,197
Calcutta.	177	1,699
Dhanbad.	527	3,744
Jabalpur.	469	2,629
Kanpur.	398	1,992
Madras.	370	1,471
Visakhapatnam.	322	1,661
Total.	2,679	16,393

Out of 16,393 irregularities detected during the year as many as 15,513 were noticed in the employment in private sector and the remaining 880 irregularities in the employment in the Public sector. Non-maintenance of registers accounted for 3990 irregularities in the private sector and 110 in the public sector, non-display of notices accounted for 3107 irregularities in the private sector and 137 in the public sector, non-payment of wages accounted for 3868 irregularities in the private sector and 344 in the public sector, non-issue of

15

wage slips accounted for 1425 irregularities in the private sector and 32 in the public sector, improper maintenance of registers accounted for 1475 irregularities in the private sector and 45 in the public sector; short-payment of wages accounted for 527 irregularities in the private sector and 36 in the public sector, non-payment of overtime allowance accounted for 84 irregularities in the private sector and 86 in the public sector, and other irregularities accounted for 1037 in the private sector and 90 in the public sector.

During 1962, the prosecutions launched in the private and public sectors employments were 214 and 'Nil' respectively as compared to 712 and 1 respectively in the previous year. During the year under report 441 cases were disposed of. Of these as many as 387 cases resulted in conviction and the remaining 54 cases in acquittal. The total amount of fines imposed in all the 387 cases of conviction amounted to Rs.45,241.00 and the total amount of cost awarded to Department was Rs.642.50. In all 40 appeals were filed; of these as many as 21 appeals were allowed, 8 dismissed and the remaining 11 appeals remained pending at the end of the year.

Difficulties experienced in the Working of the Act and suggestions.- Some of the practical difficulties experienced in the enforcement of the Act during the year under report in the Central Sphere undertakings and by different State Governments are briefly given below.

Central Government.- In the previous year's report certain practical difficulties experienced in the enforcement of the Act and suggestions for overcoming the same were stated. These remained under consideration of the Government.

Lack of transport facilities for the Inspecting officer retarded proper enforcement of the Act. Most of the establishments covered under the Act were purely temporary or casual, and therefore, it became difficult, for the inspectors to know the address as to which of the establishments had slackened functioning and which had been closed after completion of work. It was therefore, suggested in the last year's report that a suitable amendment may be made in the Act by making it obligatory on the part of employers to intimate to the Inspecting officer concerned the dates of opening and closure of the establishments.

Andhra Pradesh.- It was practically impossible to enforce the minimum rates of wages for certain types of contract workers. Whenever the minimum rates of wages were fixed for certain categories of workers some of the employers changed the designation of the workers to that of a lower class of employment to evade payment of wages at the higher rates. Hence there was need to define the duties of each class of workers while fixing the minimum rates of wages in the same notification.

Bihar.- Illiteracy, poverty and ignorance of the workers in general and lack of any trade union organisation were important factors which hindered the satisfactory enforcement of the Act. As the workers were generally illiterate, the display of notices containing the minimum rates of wages did not help in making them aware of the rates of wages fixed by the government. In some parts, the labour being cheap, they were prepared to work even at lower rates of wages than those fixed by the Act. The next result was that the workers were often reluctant to claim the benefits of the Act from their employers due to the fear of losing their employment.

Gujarat.- The main problem faced by the State Government was that the field work was too much for the existing Inspecting Machinery.

Madhya Pradesh.- Because of certain legal difficulties the enforcement of the Act remained practically suspended during the year 1962.

Madras.- As no separate inspecting staff had been appointed under this Act, it was not possible for the inspecting staff appointed under other Labour Laws to inspect all the establishments covered by the Minimum Wages Act.

Maharashtra.- It was found that the Bidi employers in Bhandra district were not paying the minimum rates of wages under the Act by the Government of Maharashtra. Therefore a Tripartite Conference was held and employers promised to pay the statutory minimum wage-rates to the Bidi-rollers.

Both employers and employees are not literate. Further, the units covered under the Act are scattered. In order to create consciousness amongst the employers and employees, it was felt advisable to give publicity to the provisions of the Act and for this purpose, the inspectors contacted a few of the important trade union and business associations, in Greater Bombay and addressed meetings of the members of the associations.

Mass-raids were arranged in selected important business and trading centres. Such raids resulted in immediate impact on the employers and employees in such centres. As a result of this, the employers appeared to have become aware of the necessity of their complying with the provisions of the Act.

Mysore.- The Act has been extended to a very large number of employments with the result that it was rather difficult to get an exact idea of the number of units in different employments together with their location and workers employed. To overcome this difficulty it was suggested that a provision may be made in the Act for compulsory registration of all the units in the various scheduled employments. Many employers were understood to be paying less wages than the rates fixed. To overcome this difficulty, publicity of the provisions of the Act in Regional languages was suggested.

Orissa.- Since most of the establishments covered by the Act being purely temporary or casual, it became difficult for the inspectors to know in time as to when such establishments were set up or closed down. To overcome this difficulty the Act needs to be amended.

Contractors or other employers do not generally keep records of attendance or payments on the work-spot. The question of making provision in the State rules framed under the Act was under consideration.

Punjab.- All efforts were made by the Inspectorate Staff to enforce the Act effectively.

Rajasthan.- Illiteracy of the employers, sometimes stood in the way of compliance regarding the maintenance of the registers and records. The workers did not admit or acknowledge that they were receiving wages less than the prescribed by the Government as they were not certain about the security of the job.

Uttar Pradesh.- Some of the employers of Tea Gardens and Bidi Industry in the State had not implemented the revised rates of wages. The employers of the carpet industry were of the view that it was not their responsibility to ensure payment of wages to the weavers at the prescribed rates. According to them the weavers were the employees of the loom-owners. Efforts to bring about a settlement between the parties concerned became successful. Difficulties had been experienced by the Field Staff in the enforcement of the Act in Roadways, Local Authorities and Agricultural employments.

West Bengal.- Sufficient number of inspections in all the units of the employments covered under the Act could not be carried out for want of adequate number of Inspectors.

Delhi.- Difficulties were experienced in checking the observance of working hours, weekly holidays, overtime work in ~~case of~~ case of drivers and cleaners employed on goods trucks which ply on inter-state routes.

Himachal Pradesh.- The field of operation being vast for two Labour Inspectors, it was very difficult for them to do full justice to the implementation of the Act. The Administration has proposed to appoint at least one Inspector in each district.

General Evaluation and Conclusions.- With a view to studying the effects of the minimum wage fixation under the Act, information was called for under the following heads:

- 1) Effects on occupations in the Scheduled employments;
- 2) Effect on other occupations in the same industry;
- 3) Effect on other occupations in other industries;
- 4) Inter-Regional effect; and
- 5) General Evaluation.

Effects on Occupations in the Scheduled Employments.- The workers have been benefited to a large extent under the provisions of the Minimum Wages Act and the rules framed thereunder in respect of guaranteed minimum wages, working hours, weekly day of rest with wages, overtime etc. There has been general satisfaction among the workers that minimum rates of wages have been effectively implemented. Migration of workers from one employment to another in the same scheduled employment has gone down. The Chief Labour Commissioner (Central) has reported that disparities in wages in the different scheduled employments, within the same area exist and cause discontent. ~~III~~ effects of such disparity can be obviated if a certain amount of uniformity is introduced. This aspect is, however, considered carefully while revising the minimum rates of wages in all employments coming under the Central Sphere.

Effects on Occupations in the Same Industry.-

The minimum ~~wages~~ rates of wages have been fixed generally in most of the occupations in the Scheduled employments. The employees engaged in these few occupations for which minimum rates of wages have not been fixed are becoming aware of their rights. This may lead to formation of trade unions. The fixation of minimum rates of wages has partially resulted in creating a disparity in respect of workmen covered under the Act vis-a-vis those not covered by the Act working in the same establishments. Some of the progressive employers have, however, extended voluntarily the statutory benefits to such employees in order to minimise disparities and the consequent discontentment.

Effects on Other Occupations in Other Industries.-

On the basis of information available, it is very difficult to assess the effect of minimum wage fixation on other occupations in other industries. However, it is observed that the enforcement of the Act has not adversely affected other industries, because the prevailing rates of wages are, generally higher than those wages fixed for the Scheduled employments.

Inter-Regional Effect.-

Generally the minimum rates of wages were fixed taking into consideration the wages paid in the corresponding employments in the adjoining areas. The Government of Andhra Pradesh has, however, reported that where separate rates of wages have been fixed for urban and rural areas, the small industries have tended to shift from urban areas wherever feasible.

General Evaluation.-

The overall effect of the fixation of minimum rates of wages in the sweated employments has been quite satisfactory. It has enabled the workers to get reasonable wage-rates and better service conditions. This has also helped the workers in other industries to demand and obtain higher rates of wages and other benefits. It has also contributed its share in removing irregular and delayed wage payments and unauthorised deductions.

Conclusions.- Progress of the enforcement of the Minimum Wages Act was substantial in the Central Sphere undertakings as well as in the States and Union Territories. However, the work of the implementation of the minimum rates of wages remained suspended in Madhya Pradesh in case of most of the employments; in Mysore in case of Residential Hotels and Eating Houses; in Punjab for Textile industry; in West Bengal, in case of Cinema industry. In spite of these difficulties and inadequacy of the Inspectorate Staff, special efforts were made during the year to secure a more effective enforcement of the Act and Rules. Extension of the Act to other employments and the work of reviewing minimum rates of wages fixed and revising them, if considered necessary was taken up during the year by the Central and State Governments.

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Punjab: Minimum Rates of Wages fixed for
Employment in Ferrous Metal Rolling and
Re-rolling Industry.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Punjab has with effect from 6 May 1966, fixed the following minimum rates of wages for employment in ferrous metal rolling and re-rolling industry in the State.

Category of workers

All inclusive minimum wages
per mensem

UNSKILLED:

- 1. Palledar)
 - 2. Waterman)
 - 3. Chowkidar)
 - 4. Coalman)
 - 5. Mazdoor)
 - 6. Peon)
 - 7. Weigher (Tolawala))
- Rs. 75 per mensem

SEMI-SKILLED II:

- 1. Girderman)
 - 2. Shaperman Grade II)
 - 3. Oilman)
 - 4. Tolawala Grade II)
- Rs. 85 per mensem

SEMI-SKILLED I:

- 1. Fireman Grade III)
 - 2. Shaperman Grade I)
 - 3. Assistant Blacksmith)
 - 4. Polishwala/Ovalman)
 - 5. Tokewala)
- Rs. 95 per mensem

SKILLED II:

- 1. Fireman Grade II)
 - 2. Tongaman Grade III)
 - 3. Turner Grade III)
 - 4. Electric Wireman/Lineman)
 - 5. Oilman Cum-Engine Driver)
 - Assistant)
 - 6. Kundi Wala Grade II)
 - 7. Paltiwala Grade II)
- Rs. 110 per mensem

Category of Workers

All inclusive minimum wages per mensem

SKILLED I:

- | | | |
|---------------------------|---|--------------------|
| 1. Fireman Grade I |) | Rs. 130 per mensem |
| 2. Engine Driver Grade II |) | |
| 3. Fitter Grade II |) | |
| 4. Tongsman Grade II |) | |
| 5. Turner Grade II |) | |
| 6. Electrician |) | |
| 7. Kundiwala Grade I |) | |
| 8. Paltiwala Grade I |) | |
| 9. Blacksmith |) | |

HIGHLY SKILLED:

- | | | |
|---------------------------------|---|--|
| 1. Foreman |) | No rates of wages are fixed but categories are mentioned for purposes of clarification |
| 2. Engine Driver Grade I |) | |
| 3. Fitter Grade I |) | |
| 4. Tongsman Grade I |) | |
| 5. Turner Grade I / Roll Turner |) | |
| 6. Electrician-cum-Winder |) | |
| 7. Boiler Engineer |) | |
| 8. Supervisor |) | |
| 9. Assistant Manager |) | |

PIECE RATED FOR CONTRACT WORKERS

(Minimum Wages are not fixed)

Cuttingman (Addewala)

CLERICAL:

- | | |
|---|--------------------|
| 1. Clerk (under Matric or Matriculate in the first 12 months of service) / Minimum | Rs. 82 per mensem |
| 2. Clerk (Matric) (after one year's service). | Rs. 100 per mensem |
| 3. Clerk (Graduate). | Rs. 130 per mensem |
| 4. Qualified Accountant. | Rs. 130 per mensem |
| 5. Car Driver. | Rs. 130 per mensem |
| 6. Truck Driver. | Rs. 140 per mensem |

Notes.-(i) Girderman Learner will be paid Rs.75 per mensem.
(ii) Part-time Sweeper Electrician or Milling Machineman will be paid wages on pro rata basis.

Maharashtra: Revised Minimum Rates of Wages
Fixed for Employment in any Shop or Commercial
Establishment.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Maharashtra has fixed the following revised minimum rates of wages in respect of employment in any shop or commercial establishment, not being an employment in any bank or an employment which is included under any of the other entries in the schedule to the said Act.

Class of Employees	Rates per month				
	Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V
(1)	(2)	(3)	(4)	(5)	(6)
	Rs.	Rs.	Rs.	Rs.	Rs.
<u>I. Adult (not being apprentice):</u>					
1. Skilled.	170	150	140	120	110
2. Semi-skilled.	125	110	100	90	75
3. Un-skilled.	90	80	70	60	55
<u>II. Adolescent (not being apprentice):</u>					
1. Skilled.	136	120	112	96	80
2. Semi-skilled.	100	88	80	72	60
3. Un-skilled.	72	64	56	48	40
<u>III. Child (not being apprentice):</u>					
1. Skilled.	85	75	70	60	50
2. Semi-skilled.	62.50	55	50	45	37.50
3. Un-skilled.	45	40	35	30	27.50

IV. Apprentice:

For all the above Zones: 75 per cent. of the wages fixed for any of the aforesaid classes of employees to which he would have belonged if he had not been an apprentice.

Explanation.- For the purposes of this notification -

(a) Zone I shall comprise the area within the ~~limit~~ limits of the Municipal Corporation of Greater Bombay;

(b) Zone II shall comprise-

- (i) the area within the limits of the Municipal Corporation of the Cities of Poona, Nagpur and Sholapur; and
- (ii) the area within the Municipal limits of Thana, Kalyan and Ulhasnagar and the cantonment limits of Poona and Kirkee;

(c) Zone III shall comprise the areas within the municipal limits of Kolhapur, Amravati, Nasik, Nasik Road-Deolali, Malegaon, Ahmednagar, Akola, Aurangabad and Dhulia and the cantonment limits of Deolali and Amrangabad;

(d) Zone IV shall comprise the areas within the municipal limits of Nanded, Jalgaon, Bhusawal, Sangli, Jalna, Gondia, Miraj, Chandrapur(Chanda), Ichalkeranji, Barsi, Wardha, Bhiwandi, Amalner, Yeotmal, Pandharpur, Khamgaon, Satara, Nandurbar, Latur and Kamptee, and the cantonment limits of Kamptee;

(e) Zone V shall comprise all other areas in the State of Maharashtra, not included in Zones I, II, III and IV;

(f) the minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance, and the cash value of concessions, if any;

(g) in the case of an employee employed on daily wages, the minimum rate of daily wages shall be computed by dividing the minimum rate of monthly wages fixed for the class of employees to which he belongs, by 26, the quotient being stepped upto the nearest paisa;

(h) a skilled employee is one who is capable of working efficiently, of exercising considerable independent judgment and of discharging his duties responsibly. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed;

(i) a semi-skilled is one who does not work generally of a well defined routine nature, wherein, the major requirement is not so much of the judgment, skill and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope;

(j) an un-skilled employee is one who does operations that involve the performance of simple duties which require the exercise of little or no independent judgement or previous experience, although a familiarity with the occupational environments is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles or goods.

(Madharashtra Government Gazette,
Part I-L, 5 May 1966, pp.1474-1476).

Bombay Textile Workers to get Interim Bonus:
Agreement concluded between Workers and
Millowners' Association.

Consequent upon an agreement having been reached on 13 April 1966, between the Bombay Millowners' Association and the Rashtriya Mill Mazdoor Sangh, Bombay, 200,000 textile workers will receive an interim bonus for 1964 on 30 April. They will also receive an interim bonus for 1965 in November. The quantum of interim bonus would be on the basis of the majority recommendations of the Bonus Commission. The Millowners, who had challenged certain provisions of the Bonus Act, had agreed that if their case failed they would later pay the amounts that may be due to the workers. If the Supreme Court upheld the case of the millowners, adjustments would be made on the basis of amendments to the Act that may be later brought forward by the Government.

(The Hindustan Times, 15 April 1966).

Delhi: Minimum Wages fixed for Pottery Employees.

On the recommendations of a minimum wage committee appointed by the Labour Department last year, the Commissioner of Labour has fixed the following minimum wages for employees of the pottery industry in the Union Territory of Delhi.

For unskilled employees a minimum wage of Rs.62 per month has been fixed (or Rs.2.36 per day in case of casual labour); semi-skilled employees will receive Rs.69 per month (or Rs.2.65 per day in case of casual labour); and skilled employees have been divided into two categories - those who will get Rs.77 per month (or Rs.2.96 per day) and others who will be paid Rs.85 per month (or Rs.3.27 per day). Supervisory and clerical staff will receive Rs. 80 per month (non-matriculates); Rs. 95 per month (matriculates and non-graduates) and Rs. 115 per month for graduates.

(The Statesman, 26 May, 1966).

Higher Wages and Dearness Allowance
Recommended by Central Board for Tea
Plantations.

The Central Wage Board for Tea Plantations released its final report on 23 April 1966 in Madras. The Board, among other things, has recommended higher wages and dearness allowance linked to the cost of living index for plantation workers in the country. The Board has recommended a minimum salary of Rs.219 against the present Rs.183 for the lowest-paid office staff in the plantations of North-East India. But the Board has not made any recommendation for similar staff in the South-Indian plantations.

About one million plantation workers in the country will benefit by the recommendations, which the Board has suggested should take effect from 1 January last.

According to the Board's recommendations, the minimum daily wage rate of men workers in tea plantations in South-India will be raised by 53 paise from the 1960 level, while the increase in respect of workers in North-~~estates~~-Eastern parts of the country will be 36 paise. Women workers will get corresponding increase in their wages.

(The Hindustan Times, 25 April, 1966;
The Statesman, 25 April, 1966)

Earnings of Employees in Manufacturing Industries during 1963*.

Average annual earnings by States.- The statistics of per capita annual earnings of employees earning less than Rs.200 per month for the year 1962 and 1963 are give in the following table:

State/Union Territories.	For workers earning less than Rs.200 per month							
	1962				1963			
	No. of Factories	In Factories	Aver-	Aver-	No. of	In Factories	Aver-	Aver-
Factoryes.	submitting returns	age daily	age per capita	Factoryes.	submitting returns	age daily	age per capita	
	Covered.	Furni- shing retur- ns.	emp- loy- ment.	earnings.	Cover- ed.	Fur- ni- sh- ing retur- ns.	employ- ment.	earnings.
		(000)	(000)	(000)			(000)	(000)
1	2	3	4	5	6	7	8	9
				Rs.				Rs.
Andhra Pradesh.	1,287	844	61	1,078	1,330	897	60	1,249
Assam.	357	252	11	1,055	369	236	11	1,246
Bihar.	1,213	1193	125	1,385	1,323	1315	127	1,432
Gujarat.	2,729	2398	268	1,666	2,860	2415	270	1,613
Kerala.	1,214	678	48	1,128	1,245	771	49	1,130
Madhya Pradesh.	859	78	31	1,794	927	183	37	1,685
Madras.	2,810	2445	234	1,496	2,962	2413	233	1,468
Maharashtra.	6,197	4821	569	1,699	6,350	4947	577	1,732
Mysore.	1,332	471	65	1,210	1,378	642	101	1,436
Orissa.	297	204	29	1,313	325	108	14	1,292
Punjab.	3,171	2498	89	1,180	3,266	2695	101	1,192
Rajasthan.	316	108	23	1,310	465	181	36	1,286
Uttar Pradesh.	1,973	1508	197	1,277	2,324	1734	203	1,279
West Bengal.	3,507	2502	547	1,325	2,813	2442	536	1,350
Andaman & Nicobar Islands.	12	12	2	1,244	16	15	2	1,262
Delhi.	1,106	855	60	1,671	1,164	849	61	1,586
Tripura.	6	4	£	1,513	17	4	**	1,203
Himachal Pradesh.	25	10	1	1,292	24	13	1	1,197
All States/ Union Territories.	28,411	20811	2360	1,465	30,158	21910	2419	1,479

£ The figures of average daily employment was 61 only.
 ** The figure of average daily employment was 174 only.

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, had advanced from Rs.1,465 in 1962 to Rs.1,479 in 1963 or by one per cent. Of all the States and Union Territories, Mysore recorded the sharpest increase from Rs.1,210 in 1962 to Rs. 1,436 in 1963. All other States and Union Territories except Gujarat, Madhya Pradesh, Madras, Orissa, Rajasthan, Delhi, Tripura and Himachal Pradesh had recorded moderate to substantial increase in the per capita annual earnings of such workers. The fall was significant in Madhya Pradesh and Tripura; whereas in Gujarat, Madras, Orissa, Rajasthan, Delhi and Himachal Pradesh, it was either moderate or quite negligible. In Madhya Pradesh, the fall in the per capita earning was mostly due to fall in the earnings in the industry groups - "Textiles", "Furniture and Fixtures", "Non-metallic Mineral Products" (except Products of Petroleum and Coal), "Metal Products" (except Machinery and Transport Equipment) and "Electricity, Gas and Steam"; whereas in Tripura it was due to fall in the earnings in industry group 'Electricity, Gas and Steam'. While interpreting the changes in the per capita earnings it may be borne in mind that variation may be partly due to the (i) varying non-response by units within the States, (ii) non-submission of the returns by the same units from year to year, and (iii) changes which take place in the structure of employment (i.e. in the same unit the proportion of employees in the lower wage group may vary from year to year).

Similar statistics of per capita earnings of employees earning less than Rs.400 per month for the year 1962 and 1963 are given in the following table:-

(Please see table on the next page)

State/Union Territory.	For Workers earning less than Rs.400 per month			
	1962		1963	
	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	4	5
		Rs.		Rs.
Andhra Pradesh.	63	1,152	62	1,330
Assam.	13	1,393	12	1,600
Bihar.	143	1,748	147	1,832
Gujarat.	283	1,764	286	1,714
Kerala.	49	1,208	51	1,228
Madhya Pradesh.	36	1,973	45	1,896
Madras.	243	1,563	246	1,583
Maharashtra.	630	1,867	652	1,920
Mysore.	67	1,284	108	1,567
Orissa.	30	1,336	15	1,377
Punjab.	93	1,258	105	1,266
Rajasthan.	24	1,360	37	1,334
Uttar Pradesh.	210	1,390	219	1,447
West Bengal.	594	1,484	605	1,578
Andaman & Nicobar Islands.	2	1,324	2	1,346
Delhi.	65	1,819	68	1,736
Tripura.	(£)	1,513	**	1,203
Himachal Pradesh.	1	1,491	1	-
All above States/ Union Territories.	2,545	1,609	2,661	1,661

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

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

** The figure of average daily employment was 174 only.

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

Industry	1962				1963			
	No. of establish- ments.	In Establish- ments furni- shing	Returns.	Aver- age Daily Emp- loy- ment	No. of establish- ments.	In Establish- ments furni- shing	Returns	Aver- age Daily Empl- ment
	Cover- ed under the Act.	Fur- nish- ing Retu- rns.	Aver- age Daily Emp- loy- ment	Aver- age Per Capita Annual earnings.	Cover- ed under the Act.	Fur- ni- sh- ing Retu- rns.	Aver- age Daily Empl- ment	Aver- age Per Capita Annual earn- ings.
	1	2	3	4	5	6	7	8
					Rs.			Rs.
Textiles.	5090	3838	1058855	1574	5192	4006	1065401	1572
Spinning, Weaving and Finishing of Textiles-								
(a) Cotton Mills.	1820	1451	702185	1761	1915	1529	685585	1740
(b) Jute Mills.	95	86	237119	1153	94	87	245499	1227
(c) Silk Mills.	1872	1335	55198	1321	1815	1325	56630	1375
(d) Woollen Mills.	248	194	21772	1410	253	203	30163	1465
Footwear, Other Wearing Apparel, and Made-up Textile Goods.	310	217	19482	1609	334	219	14354	1359
Manufacture of Boots and Shoes (except Rubber Footwear).	77	60	5036	1693	95	68	6243	1595
Manufacture of Wearing Apparel (except Footwear)-								
(a) Clothing.	136	89	10600	1842	143	87	5064	1228
Manufacture of Made-up Textile Goods (except Wearing Apparel).	18	15	1441	914	21	11	1316	1277
Wood and Cork (except Furni- ture).	1752	1160	36429	914	1831	1183	41810	1002
(a) Saw Mills.	1221	785	15962	950	1297	800	16911	988
(b) Manufacture of Plywood.	83	38	6853	888	83	60	7784	962
Furniture and Fixtures.	372	238	9833	1100	384	242	10005	1227
Manufacture of Furniture and Fixtures-								
(a) Wooden.	270	172	6561	1113	270	162	6124	1255
(b) Metal.	76	55	3019	1103	98	62	3513	1255
Paper and Paper Products.	298	229	33773	1209	322	249	34369	1598
Pulp, Paper and Paper Board Mills-								
(a) & (c) Pulp, Paper Board and Straw Board.	86	63	6232	1032	91	69	7837	2311
(b) Paper.	62	43	54970	642	75	51	20319	1443

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

Employees earning less than Rs.200 per month.-
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 overall average daily earnings for all the States/Union Territories for which such figures are available were Rs.2.81 in respect of seasonal factories as against Rs.4.88 in respect of perennial factories. Taking all States and Union Territories together the average daily earnings varied from Rs.1.80 for the industry-group "Processes Allied to Agriculture" to Rs.6.16 for the industry-group "Products of Petroleum and Coal". Among the States/Union Territories, Maharashtra recorded the highest over-all per capita daily earnings (Rs.5.49) followed by Gujarat (Rs.5.02), Delhi (Rs.5.01) and Madhya Pradesh (Rs.4.99); Tripura recorded the lowest per capita daily earnings (Rs.1.95).

Employees earning less than Rs.400 per month.-
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.3.12 and Rs.5.47 for seasonal and perennial factories respectively. Taking all the States and Union Territories together the average daily earnings varied from Rs.1.84 for the industry-group "Processes Allied to Agriculture" to Rs.7.89 for the industry group "Products of Petroleum and Coal". Among the States/Union Territories, Maharashtra recorded the highest overall per capita daily earnings (Rs.6.12) followed by Madhya Pradesh (Rs.5.66), Bihar (Rs.5.63) and Delhi (Rs.5.61). Tripura recorded the lowest per capita daily earnings (Rs.1.95).

(Earnings of Employees in Manufacturing Industries during 1962 has been reported in the monthly Report of this Office for the Month of January 1966).

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

INDIA - ABRIL-MAY 1966.

41. Agriculture.

Report on Survey of Labour Conditions in
Rubber Plantations in India.

The Labour Bureau, Ministry of Labour and Employment, conducted a comprehensive survey of labour conditions in rubber plantations in India and has published a Report* giving information and data regarding rubber plantations. A brief summary of the report is given below.

Scope of the Survey.- A note appended to the report gives details relating to the sample design and method of estimation adopted. In view of absence of a complete list of all Rubber estates, the Survey was confined to establishments coming under within the purview of the Plantations Labour Act, 1951 and listed with the State Governments. Since the Rubber Plantations are concentrated entirely in Southern India it was decided to have a single stratum i.e., All-India. Earlier investigations had indicated existence of wide variations in conditions of work, standards of welfare amenities, etc., in establishments of different size groups in various industries. It was, therefore, considered desirable to collect data separately for establishments of different sizes. In the light of the resources available and from the point of practicability it was decided that, for purposes of the Survey; Rubber Plantations may be divided into two size groups i.e., large and small. For this purpose the stratification point was arrived at on the basis of ~~small~~ the

* Report on Survey of Labour Conditions in Rubber Plantations in India, Labour Bureau, Ministry of Labour and Employment, Government of India, 1965, Price Rs.4.40 or 10sh.4d. or 1\$ 59 cents; pp. 62.

average employment of the units in the industry as a whole, during 1960, the latest year for which information was available. The cut-off point so calculated and used was 194 i.e., units employing up to 194 workers were treated as small size estates and rest as large estates. The sampling fraction adopted was 25 per cent. for the large estates and 12.5 per cent. in the case of small estates. The following statement shows the number of Rubber Plantations together with the number of workers employed therein (a) in the frame, (b) in samples selected and actually covered:-

Size	In the frame 1960		In the samples selected and covered	
	Number of estates	Number of workers employed	Number of estates	Number of workers employed
(1)	(2)	(3)	(4)	(5)
Large Estates.	40	21,299	10 (25.0)	5,889 (27.6)
Small Estates.	107	7,196	13 (12.1)	896 (12.4)
All Estates.	147	28,495	23 (15.6)	6,785 (23.8)

Note- Figures in brackets are percentages of respective totals in Col.(2) and (3).

From the figures given above it would be seen that the Survey ultimately covered about 16 per cent. of Rubber Plantations and nearly 24 per cent. of the workers employed therein. Since only those plantations came in the sample as featured in the frame and as it was not possible to take into account of new estates, if any, which came into being during the period of the Survey or estates which ceased to function and hence went out of the purview of the Plantations Labour Act, 1951, the information given in the report should be treated to relate to conditions in plantations, covered under the Plantations Labour Act, which were in existence during the period to which the frame related i.e., 1960 and which continued to exist at the time of Survey.

The Employment -/ Rubber Plantations Industry is concentrated only in South India and the State of Kerala has almost monopoly of rubber cultivation accounting for as much as about 94 per cent. of the total acreage under rubber. Another noticeable feature of the industry is that nearly 99 per cent. of plantations are small holdings not exceeding 50 acres and such holdings account for roughly 60 per cent. of the acreage under rubber. Since the Plantations Labour Act, 1951 applies to those plantations which admeasure 25 acres or more and in which 30 or more workers are employed, quite a large number of Rubber Plantations are still unregulated.

Judged ~~with~~ from the number of persons employed, the Rubber Plantations Industry is the third major plantations industry of the country next only to Tea and Coffee. It is estimated that on 31 October 1961 the total number of persons employed in Rubber Plantations covered under the Plantations Labour Act, 1951 was 19,339. Of these, about 95 per cent. were 'Production and Related Workers'. Persons falling in other groups constituted a very small percentage of the total.

The following table gives the estimated total number of employees by broad occupational groups in the rubber plantations in the country:-

Size	Estimated Number of Workers*					
	Profess- ional? Techni- cal and Related Personnel.	Adminis- trative, Executive and Manager- ial Personnel.	Clerical and Related Workers (includ- ing Super- visory).	Produc- tion & Related Workers (includ- ing Super- visory).	Watch and Ward and Other Services.	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
Large Estates.	52 (0.4)	59 (0.5)	151 (1.2)	11,680 (94.7)	393 (3.2)	12,335 (100.0)
Small Estates.	7 (0.1)	74 (1.1)	67 (0.9)	6,687 (95.5)	169 (2.4)	7,004 (100.0)
All Estates.	59 (0.3)	133 (0.7)	218 (1.1)	18,367 (95.0)	562 (2.9)	19,339 (100.0)

Note - Figures in brackets are per centages to total in column(7).
 * Relate to workers covered as well as not covered under the Plantations Labour Act, 1951.

Employment of Women and Children.- The composition of the working force continues to indicate that initial system of recruitment when planters provided employment to families. Consequently, the working force even now comprises men, women and children. As at the time of the enquiry of the Labour Investigation Committee, men continued to predominate. However, there has been a change in the proportion of women and children. Unlike the declining trend of women in many industries, in Rubber Plantations there has been a slight increase in the percentage of women. It is estimated that women constituted 29.5 per cent. of the working force in October 1961, as against 24 per cent. in 1944. Another significant feature noticed was the decline in the number of adolescents and children.

Adolescents, i.e., persons between the ages of 15 and 18 are treated as a separate category under the Plantations Labour Act. Even though adolescents were found to be employed in about 20 percent. of the units, their proportion to the total workers was, however, not significant. Wherever employed, they were found to be engaged on light jobs such as weeding or manuring.

At the time the Labour Investigation Committee conducted their Survey children in Rubber Plantations accounted for 4 per cent. of the total workers employed in the industry. The results of the present Survey reveal that there has been considerable improvement in this matter and in October 1961 the proportion of children to the total working force was negligible. It is estimated that only 11 per cent. of estates employed children and that too for certain light jobs like weeding, manuring, etc.

Even though the Plantations Labour Act stipulates that children should carry token giving reference to certificate of fitness, in none of the sampled estates where children were employed this provision of the law had been complied with.

Time and piece-rated workers.- Both the systems of payment i.e., time as well as piece rates are prevalent in the Rubber Plantations. About 51 per cent. of the total estimated number of production workers were time-rated and the rest (49 per cent.) were piece-rated. The system of employing workers through contractors for regular work of plantations or of badli labour was not in vogue in Rubber Plantations. On the basis of information collected regarding employment status it is estimated that of the total number of production workers, about 71 per cent. were permanent, about 4 per cent.

temporary and the remaining (25 percent.) Casual labour. About 32 per cent. of production workers had a service of less than one year and about 61 per cent. were in the service group '5 or more years'.

The rate of accession and separations in the industry was not high being of the order of nearly one per cent. Information given by the managements indicates that 'Quits' were the main cause of separation accounting for about 77 per cent. of the total separations. The rate of absenteeism was about 20 per cent. in the industry as a whole.

The Kangani system of recruitment of workers, which was prevalent in the industry since times immemorial and which was severely criticised by the Labour Investigation Committee, has now been totally abolished. At the time of the present Survey the recruitment was being done directly by the managements. Kanganies who were in service have been either absorbed as Labour Supervisors or dispensed with after paying compensation on the basis of agreements arrived at between individual employees and Kanganies.

Wages and earnings.- There has been a significant upward movement of wages since the Labour Investigation Committee conducted their enquiry. In 1944, the daily rates ~~and~~ of wages of men, women and children in the industry were Re.0.37, Re.0.31 and Re.0.25 respectively, whereas in 1961, the corresponding time rates in Rubber Plantations in Kerala (which accounts for 94 per cent. of the area under cultivation) were Rs.1.72 for men, Rs.1.31 for women (other than tappers), Rs.1.50 (women tappers), Rs.1.06 for adolescents and Re.0.85 for children. Since 1952, the wage structure is regulated by the Minimum Wages Act. On the basis of the statistics collected, it is estimated that the average daily earnings of "all workers" in Rubber Plantations were Rs.2.27 in October, 1961. The earnings of production workers were Rs.2.18 a day. Men, women, adolescents and children earned on an average Rs.2.43, Rs.1.64, Rs.1.13 and Re.0.79 per day respectively. The lowest paid worker earned on an average Rs.1.53 a day. Men lowest paid workers invariably earned more than the women workers. Clerical staff on an average earned Rs.7.58 a day while employees in the 'watch and ward and other services' group earned Rs.1.90 a day.

Information relating to components of earnings of all workers indicate that basic earnings accounted for Rs.1.92 or nearly 85 per cent. of the total daily earnings (i.e. Rs.2.27). The next important item was production bonus constituting about 11 per cent. and the rest (3.5 per cent.) is accounted for by other cash allowances such as servant allowance, Kangani commission, cumbli allowance and food grain concession allowances, etc. The system of paying dearness allowance as a separate component was in vogue in the industry but this was confined to only monthly-rated staff members. Workers received only consolidated wages.

The Survey shows that there was a wide-spread practice of paying way expenses to workers as well as staff once in a year for going to their native place on earned leave.

None of the estates surveyed had any scheme of profit-sharing bonus. However, the system of paying annual bonus was in vogue in about 95 per cent. of Rubber Plantations. The rate of bonus for the workers other than staff was based on agreements between employers and workers and it varied from year to year, but generally ranged from 4 to 10 per cent. of the basic earnings of workers. Staff members were paid bonus ranging from 1 to 4 months' basic pay at the discretion of the managements.

The usual system of settlement of wages was once in a month for 78 per cent. of the workers employed in the industry, it was once a week for 18 per cent. and the rest received wages once in 10 days or daily. No fines were found to be imposed in the plantations. Deductions, wherever made, were only those which have been authorised under the Payment of Wages Act, 1946.

Working Conditions: (i) Hours of Work.- At the ~~this~~ time of the Survey the hours of work for adults in Rubber Plantations were 8 per day or 48 per week. Adolescents in large estates were allowed to work only for 40 hours but in the case of a few small estates, adolescents as well as children were required to work for the same hours as adults. The spreadover of the daily hours of work was generally 9 hours including the rest interval of 1 hour. Generally, there was 'task system' in Rubber Plantations and any worker who completed his day's work was free to go home irrespective of the fact whether the working hours were over or not.

(ii) Leave and Holiday with pay.- Workers at the time of the present Survey enjoyed statutory benefit of annual leave and sick leave under the Plantations Labour Act and festival holidays under Madras and Kerala Acts. Nearly 94 per cent. of Rubber estates were found to be granting annual leave and about 87 per cent. of workers enjoyed the benefit in 1961. The estimated percentage of estates granting sick leave and festival holidays was 89 and 91 respectively. Staff members enjoyed better leave privileges and in fact they alone were entitled to casual leave.

(iii) Welfare facilities.- The Plantations Labour Act makes it obligatory for managements to provide certain Welfare measures and in fact the range of matters covered by it is much wider than those of the factory or mining legislation. Drinking water facility is one of the basic amenity covered by the law, but presumably due to ambiguity in the wordings of the rules framed by State Governments under the Act, majority of the estates were not found to have made such arrangements at work places. In view of large number of women employed in the industry and since work has to be done in open air creche facility can also be termed as a basis amenity. However, the Survey results show that not much attention has been paid by managements towards it. It is estimated that nearly 37 per cent. of Rubber Plantations were obliged to provide creche and only about one-third of them had done so. Even where creches had been provided, they did not conform to the prescribed standard. The position in regard to compliance of the law concerning canteens also was not very happy. Only about one-fourth of those estates which were legally required to provide canteens had showed deference to the law. However, all the canteens were run by contractors or private individuals and were no better than tea or coffee stalls.

So far as medical facilities are concerned, there seems to be a definite improvement. Nearly one-third of the estates had dispensaries or hospitals at the time of the Survey and 50 per cent. had made arrangements with doctors in the nearby areas. Thus, only about 17 per cent. had not made any arrangements. All these defaulting estates were small establishments.

All Rubber Plantations had facilities for the education of workers' children and nearly half of them had some or the other arrangements for recreation of their employees.

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The Survey results show that, in 1961-62, about 89 per cent. of Rubber Plantations had provided housing accommodation and nearly 62 per cent. of workers in the industry were thus housed. The defaulters were all small estates. Of the houses provided by employers approximately 70 per cent. were of the approved standard.

Social Security.- The Survey shows that in 1961-62 nearly 83 per cent. of the Rubber Plantations estates in the country had provident funds and on 31 October 1961 nearly 68 per cent. of the workers in the industry were members of these funds. In all the estates the schemes were introduced only after the application of the Employees' Provident Fund Act, 1952 to the Plantations in May 1957. The schemes existed in all large estates and it is estimated that on 31 October 1961 nearly 9,200 employees (or 75 per cent. of all employees in the estates) were members of the funds. Of the smaller estates only 76.5 per cent., it is estimated, had provident funds with a membership of approximately 3,800 employees, or 56 per cent. of all employees in these estates, on the above mentioned date. The estates which did not have any provident fund were mostly small plantations having no permanent labour force.

Since all the schemes were covered by the Employees' Provident Fund Act, their scope, conditions of eligibility, rate of contributions, etc., were the same as prescribed under the Act. The only departure was that whereas for workers the rate of contribution was $6\frac{1}{4}$ per cent. as laid down under law, in the case of staff members it was $8\frac{1}{3}$ per cent. The enhanced rate in the case of the staff members was introduced from 1-12-1957 as a result of an agreement between the United Planters' Association of Southern India and the Estate Staff Union of South India.

No scheme of pension was reported to exist in any of the Rubber Plantations covered during the Survey.

Gratuity.- All large estates and nearly 92 per cent. of small estates (or 94 per cent. of all estates in the country) had gratuity schemes covering staff members as well as workers. In all large estates gratuity was being paid both in the case of death and retirement. Among small estates though all the concerned estates paid gratuity in the case of retirement of workers, payment in the case of death was being made only by 85 per cent.

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Thus, of all the estates in the country, 89 per cent. paid gratuity in cases of death as well as retirement and an additional 5 per cent. paid gratuity in cases of retirement only. None of the estates paid any gratuity on resignation of employees or termination of service by the management.

The qualifying condition prescribed was 5 years' continuous service in the case of staff members and 10 years' continuous service in respect of workers. The rate of payment was half a month's basic salary for each completed year of service subject to a maximum of 15 months' basic salary in all cases.

Maternity Benefit.- Women workers employed in plantations, are now entitled to maternity benefit under the Maternity Benefit Acts of the State Governments e.g., Kerala Maternity Benefit Act, 1957. The State Government of Madras have specified the benefits in the rules framed under the Plantations Labour Act. The benefits to a woman worker is spread over a period of 12 weeks. Under the Kerala Maternity Benefits Act, 1957, cash payment at the rate of Rs.5.25 per ~~day~~ week is payable for a period of 12 weeks spread over the period prior to the day of delivery and after. The data collected during the Survey indicate that in 72 per cent. of the estates claims for Maternity Benefits were made and paid by the employers.

Industrial Accidents.- Data collected during the Survey relating to accidents, show that in the industry as a whole accidents were reported in about 14 per cent. of Rubber Plantations in the country during the year 1961. The percentage of estates reporting accidents was 29 among large estates while it was only about 8 in case of small estates. Viewed from the number of persons involved in accidents, it is estimated that the rate of accidents was only about 4.4 per thousand of the total estimated average number of persons employed in the industry during the year, the corresponding rates of accident in large and small estates being 6.1 and 1.2 respectively. Ninety-one per cent. of the workers involved, suffered from temporary disability and the rest were incapacitated permanently. All temporary disability cases were reported from large estates whereas permanent disability cases were in small estates.

Industrial Relations.- There have been quite significant developments in the field of industrial relations since the Labour Investigation Committee conducted the enquiry. The most remarkable change has been in the sphere of trade union movement in the industry. Whereas the Committee had found that trade unions were totally absent among plantation labour at that time, the present Survey results show that in 1961-62 trade unions existed in nearly 83 per cent. of the Rubber Plantations and about 66 per cent. of the workers employed in the industry were unionised. Apart from securing claims under the various labour laws, there was practically no other activity of trade unions.

Statistics relating to industrial disputes are given below:-

Year	No. of disputes.	No. of workers involved.	No. of man-days lost.
(1)	(2)	(3)	(4)
1959	12	1,377	22,411
1960	12	5,079	22,971
1961	28	6,012	77,126
1962	9	1,586	12,953

- It will be noticed that the time loss during 1961 was very considerable. The main reason for a loss of nearly seventy seven thousand ~~man-day~~ man-days was due to the fact that there was a total strike in 4 estates in Kerala on a dispute relating to the reinstatement of dismissed workers of these estates. The strike lasted for 18 days and accounted for 90 per cent. of the total man-days lost in the industry during 1961.

Another healthy feature in the field of labour-management relations in the industry is the growth of collective bargaining and agreements. The agreements concluded have covered a wide field of subjects such as wages, bonus and gratuity.

Nearly 39 per cent. of the units were under statutory obligation to frame Standing Orders and all of them had done so. In addition, about 33 per cent. of the units, though not under statutory obligation had also framed Standing Orders for the workers and staff members. None of the sampled units had appointed any Labour Welfare Officer at the time of the Survey.

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The Survey results show that about 39 per cent. of Rubber Plantations were under obligation to constitute Works Committees but only 15 per cent. of these had constituted them.

The Standing Orders framed by the units prescribe the procedure to be adopted for settling grievances of workers. In actual practice, the procedure adopted in all the units was that oral complaints were first taken to the supervisor who usually settled them. In rare cases workers approached the Superintendents/Managers or owners of the estates when not satisfied with decisions of the Supervisors. No time limit was fixed for disposal of the grievances or for appeals.

The Plantations Advisory Boards or Committees set up in various States to advise the State ~~show~~ Governments in the matter of certain welfare facilities such as housing, medical care, etc., were found to be playing an important role in the matter of promoting not only welfare of the workers but also industrial peace.

Labour Cost.- Data pertaining to labour cost collected in respect of workers receiving Rs.300 or less p.m. show that in 1961 the cost per man-day in the industry was Rs.2.87. Of this sum, "wages" element (i.e., consolidated wages or basic wage and dearness allowance and incentive or production bonus) alone accounted for about 74.57 per cent.; other important items in the order of their importance were subsidies (8.01 per cent.), Social Security (7.66 per cent.), Bonus (5.23 per cent.), other cash payments (3.48 per cent.) and protective equipment (1.05 per cent.).

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Seminar on Cooperative Farming for Asia
and Far East, New Delhi, 1 May 1966.

A Seminar on Cooperative Farming for Asia and Far East was held at New Delhi from 1 May 1966. The Seminar was inaugurated by Shri C. Subramaniam, Union Minister of Food and Agriculture, who also holds the portfolios of Community Development and Cooperation. About 30 delegates from Japan, Korea, Thailand, the Philippines, Malaysia, Hong Kong and Nepal and cooperative farming experts from West Germany, Poland and Israel attended the regional Seminar sponsored by the FAO.

Inaugurating the Seminar Shri C. Subramaniam said that co-operative farming required a high degree of leadership, cohesion and social consciousness among members. It would be wrong to introduce the programme on a large scale everywhere.

Clarifying the Government's policy, Shri Subramaniam said that though the fourth Plan proposed to set up 10,000 new co-operatives these would be started in select areas where "old co-operatives have generated a favourable climate as a result of good performance". The Minister also took the opportunity to emphasise that co-operative farming was no threat to individual cultivation. It was a voluntary movement. "Co-operative farming is intended to enable the small farmers, without disturbing the institution of private ownership of land, to share the economies of larger-scale enterprise which would otherwise not be available to them". There was also no compulsion for a cultivator to join a co-operative.

Referring to Government's ambitious intensive agricultural development project to raise an additional 25 million tons of food grains in the fourth Plan, Shri Subramaniam said that one basic problem was small holdings. Mere consolidation would not solve it because that would only mean the combination of various scattered fragments. There would be no increase in the size of the holdings. The programme of co-operative farming he added, was directed mainly to the small and uneconomic cultivators and the landless.

"Co-operative farming brings under one management lands held by a number of uneconomic holders and thus creates a land-base in which economic operations of agriculture and allied industries become possible."

(The Hindustan Times, 2 May, 1966).

42. Co-operation.

India - April-May 1966.

Annual Report of Department of Cooperation
of the Ministry of Food, Agriculture,
Community Development and Cooperation for
the Year 1965-66.

This report, the seventh in the series, outlines the activities of the Department of Cooperation during the year 1965-66. Concrete steps were taken during the year for enabling cooperatives to provide increasing support to agricultural production programmes with due emphasis on the dovetailing of cooperative credit with production needs. Marketing cooperatives assisted effectively in the procurement of foodgrains. Consumer cooperatives provided significant service in the distribution of essential goods at fair prices. Measures for benefiting the weaker sections particularly through dairy, fishery and poultry cooperatives took concrete shape. On these firm foundations the Fourth Plan has been designed as the crucial next step for the building up of a balanced cooperative sector.

Cooperative Credit for Agriculture.- A major objective of Government policy has been to develop the cooperative credit structure as the main agency for provision of credit to agriculturists for production and land improvement. 0.208 millions agricultural credit societies covered 33 per cent. of the rural population and 85 per cent. of the villages with a membership of 26.2 millions by the end of June 1965. Short and medium-term credit to cultivators increased from 2,950 million rupees during 1963-64 to 3,310 million rupees in 1964-65. This is expected to go up to 4,000 million rupees during 1965-66. Emphasis was placed during the year on the implementation of the crop loan system of production-oriented credit, rationalisation of the credit structure at the primary level on the basis of liquidation of dormant societies and amalgamation of weak ones, increasing the resources of cooperative credit institutions at all levels and strengthening the arrangements for credit stabilisation.

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The table below shows the trend of progress of the Central Cooperative Banks for whole of India:-

Item	Beginning of I Plan (1950-51)	Beginning of II Plan (1955-56)	Beginning of III Plan (1960-61)	1963-64	1964-65 (Provisional)
(1)	(2)	(3)	(4)	(5)	(6)
1. No. of Banks.	505	478	390	386	359
2. Share capital (Rs. Millions).	40.4	85.0	389.2	625.0	696.4
3. Deposits (Rs. Millions).	377.9	557.1	1120.2	1742.8	1959.4
4. Working capital (Rs. Millions).	563.7	926.7	3040.5	4647.5	5273.4
5. Loans advanced during the year (Rs. Millions).	828.3	798.3	3543.8	5360.8	5479.8
6. Loans outstanding (Rs. Millions).	341.4	543.4	2200.3	3431.2	3708.4
7. Loans overdue (Rs. Millions).	29.6	78.8	274.3	540.9	608.2
8. Percent loans overdue to outstanding.	8.7	14.5	12.5	15.8	16.4
9. Average per Bank:					
(i) Share capital (Rs. Millions).	0.080	0.178	0.998	1.619	1.940
(ii) Deposits (Rs. Millions).	0.748	1.165	2.872	4.515	5.458
(iii) Loans advanced during the year (Rs. Millions).	1.640	1.670	9.087	13.888	15.264

Cooperative Agricultural Marketing, Processing, Supply and Storage.- A net-work of primary cooperative marketing societies now covers all important secondary markets in the country. During the Second Plan period, 1869 primary marketing societies were organised/re-organised. 395 additional societies were established during the first four years of the Third Plan. About 90 more societies are expected to be organised in the year 1965-66, bringing the total number of primary marketing societies at the end of the Third Plan period to 2,354. Apart from these marketing societies organised on a territorial basis there are over 500 specialised commodity marketing societies dealing in cotton, arecanut, tobacco, coconut, fruits and vegetables etc. Along with the development of the structure at the primary level, higher tiers of the cooperative marketing structure have also been built up during the last ten years.

There are now 152 district level marketing societies in some States and 21 apex marketing societies in all the States and union territories, besides two commodity marketing federations at the state level, for fruits and vegetables and arecanut. At the national level, the State societies have federated into a National Agricultural Cooperative Marketing Federation.

The value of agricultural produce marketed by cooperatives during the cooperative year ending June 1965 is approximately 3010 million rupees as against 2240 million rupees during the year 1963-64. The following table indicates the commodity-wise break up of the value of agricultural produce marketed by cooperatives during the years 1963-64 and 1964-65:-

(Rupees in Millions)

Commodity	1963-64	1964-65
Foodgrains ..	400.0	991.4
Sugarcane ..	987.1	1161.8
Other crops ..	850.5	853.4
	2237.6	3006.6

During the year under review, a number of measures were taken to further develop cooperative marketing of foodgrains. Steps have been taken to ensure that the apex marketing societies act on behalf of the cooperative marketing structure as the main agency for dealing with the Food Corporation of India and other State trading authorities. It has been stressed that the apex marketing society invariably uses the local marketing societies as its ~~the~~ sub-agents, so that the apex society plays its part in activating its affiliated marketing societies in any task of procurement assigned to the cooperatives. It has further been suggested to the State Governments that in areas where the producers dispose of their produce at the village level, suitable village cooperatives particularly those at 'hat' level should be actively involved in procurement operations.

A larger role has been assigned to cooperatives in procurement operations in respect of the kharif crop of foodgrains during the year under review. In Assam, monopoly procurement of paddy through cooperatives is being continued during the year. In Maharashtra, the scheme of monopoly procurement of jowar through cooperatives is also being continued. Besides, paddy and 'nagli' have been brought under the purview of the monopoly procurement scheme. In Madhya Pradesh, monopoly procurement of jowar is being done through the agency of cooperatives. In West Bengal, the State Government

have decided upon a scheme to procure paddy through cooperatives in 15 selected districts. In Andhra Pradesh, Mysore, and Kerala where the Food Corporation of India has been appointed as the State Governments' procuring agents for paddy/rice in specified areas, cooperatives have been preferred for appointment as sub-agents of the Corporation.

Though agricultural commodities constitute about 50 per cent. of the export trade of the country, the participation of the cooperatives, in this activity, has however been limited. The value of export of agricultural produce by cooperative was of the order of 6 million rupees. Cooperatives have been advised to chalk out programmes for increased exports in the light of the recommendations of the Study Group set up by the Board of Trade. To enable cooperatives to participate in the export of agricultural commodities in an increasing measure, it is proposed to assist the National Cooperative Agricultural Marketing Federation and selected state marketing federations for the establishment of export cells with suitably trained and experienced personnel, for the creation of export risk funds and for participation in trade fairs/exhibitions abroad.

During 1965-66 (up to December 1965) 9 new factories were licensed of which 8 were in the cooperative sector. Thus the number of cooperative sugar factories rose from 57 to 65 out of the total number of 219 sugar factories in the country licensed/registered under the Industries (Development & Regulation) Act.

The following table indicates the progressive role played by cooperative sugar factories in the total production of sugar in the country:-

Season	No. of Coop. Sugar Factories in production.	Sugar produced (Million tonnes)	Share of the Coop. Sector in national production.
(1)	(2)	(3)	(4) %
1955-56	3	0.03	1.6
1956-57	8	0.06	2.9
1957-58	14	0.15	7.5
1958-59	21	0.18	9.3
1959-60	25	0.29	11.8
1960-61	30	0.45	14.8
1961-62	34	0.47	17.5
1962-63	41	0.47	21.4
1963-64	48	0.60	23.3
1964-65	50	0.81	24.7

Other processing activities undertaken in the cooperative sector include processing of paddy, ginning and pressing of cotton, processing of oil seeds, fruits and vegetables.

Cooperative marketing societies and village cooperatives continue to play a predominant role in the distribution of chemical fertilisers.

During the year 1964-65, cooperatives handled fertilisers to the extent of retail 2.1 million tonnes as against 1.3 million tonnes in 1963-64. The number of retail depots for the distribution of chemical fertilisers was over 45,000 at the end of 1964-65. The value of chemical fertilisers distributed by cooperatives increased to 730 million rupees in 1964-65 from 570 million rupees in 1963-64.

One significant development in the field of fertiliser production is a proposal by the Indian marketing cooperatives to set up a complex nitrogenous fertilisers plant with the techno-economic collaboration of U.S. cooperatives. The Government of India has formally requested the U.S. AID authorities for arranging a feasibility study in this behalf.

During the year 1964-65, cooperatives distributed improved seeds worth 124.3 millions rupees as against 103.9 million rupees in 1963-64, and sold agricultural implements worth about 58.4 million rupees as against 37.8 million rupees in 1963-64. The cooperatives also distributed pesticides, iron and steel, cement, etc. valued at 125.7 million rupees.

The retail distribution of consumer articles like sugar, kerosene, matches, salt, etc. through the cooperatives started in 1963 continued to make steady progress as shown by the following table:-

Year	No. of Societies under-		Value of consumer article distributed. (Rs. Millions)
	Marketing societies	Village societies	
(1)	(2)	(3)	(4)
1962-63	690	15,290	284.0
1963-64	1,175	25,386	759.8
1964-65	1,280	40,000	1,018.9

Consumers' Cooperatives.- Consumer cooperatives played a vital role during the year in supplying essential commodities to consumers at reasonable prices. By December 1965, there were 230 wholesale stores and 7,332 retail stores in operations under the Centrally sponsored scheme as compared to 222 and 3,837 respectively by the end of December 1964. The membership of these stores reached a figure of 2 millions during the year. To obviate the shortage of working capital faced by wholesale stores, a scheme has been finalised under which advances up to 25 per cent. made by financing agencies to the wholesale stores will be guaranteed by the Government. By December 1965, the monthly sales turn-over of the wholesale stores under the Centrally sponsored scheme reached a figure of 121 million rupees as compared to 88 million rupees in December 1964. A survey made by the Programme Evaluation Organisation of the Planning Commission has shown that the prices charged by the consumer stores under the Centrally sponsored scheme were in no case higher than the market prices and were often appreciably lower. The details regarding the progress made, difficulties encountered and the measures taken to consolidate and expand the consumer movement are also described in the report.

Cooperatives and Weaker Sections.- The weaker sections of the community are defined to include scheduled castes, scheduled tribes, denotified and nomadic tribes, artisans engaged in traditional village industries, other landless labourers, and marginal and sub-marginal cultivators and tenants holding 1/9th or less of the maximum prescribed under the ceilings legislation. This definition was generally endorsed by the Annual Conference of State Ministers of Cooperation in November 1965, but it was left open to each State Government to take additional measures to ensure that assistance reached the hard core of the weaker section in the first instance.

The report deals with the cooperatives of the weaker sections under the following three broad headings:-

- (i) Orientation of general programmes, with earmarked funds to ensure that benefits flow to the weaker sections as defined;
- (ii) Special programmes for backward classes;
- (iii) Specific programmes including cooperative farming, labour cooperatives, etc.

The report recounts in some detail the various steps taken to implement the policy decisions in regard to earmarking of funds in the dairy, poultry and fishery programmes, the organisation of pilot districts to intensify the working of labour cooperatives and other cooperative programmes of benefit to the weaker sections.

Cooperative Farming.- During the Third Five Year Plan, 318 pilot projects, each comprising 10 cooperative farming societies, were programmed to be organised in selected community development blocks in the country. Their purpose was to demonstrate to farmers that by pooling their land, manpower and other resources, they can increase agricultural production, develop agro-industries, improve employment opportunities and raise their standards of living.

The State-wise progress of cooperative farming in relation to the targets for the Third Plan is given in the following statement:-

State	Programme for pilot societies in the III Plan	Pilot			Non-Pilot		
		Number of Societies.	Member-ship	Area (in acres)	Number of Societies.	Member-ship	Area (in acres)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1. Andhra Pradesh.	200	70	2902	8833	75	4739	9525
2. Assam.	110	82	1830	7456	63	2113	10819
3. Bihar.	250	39	922	1831	39	693	2477
4. Gujarat.	250	60	1080	13355	67	1018	15780
5. Jammu & Kashmir.	80	10	351	1514	3	138	1779
6. Kerala.	90	77	2352	2802	95	4846	3087
7. Madhya Pradesh.	300	245	4082	34658	180	3312	18020
8. Madras.	120	46	1387	3641	7	157	451
9. Maharashtra.	300	241	3559	25507	490	9974	74590
10. Mysore.	190	274	5825	33183	127	3100	24369
11. Orissa@.	130	70	1347	4378	26	473	2985
12. Punjab.	200	397	5204	39000	770	15485	63000
13. Rajasthan@.	300	190	2445	34091	141	2018	24252
14. Uttar Pradesh.	450	584	10346	49673	360	7029	33478
15. West Bengal.*	160	67	1231	1755	67	1413	2041
Union Territories:							
16. Delhi.	10	7	132	739	3	11	104
17. Himachal Pradesh.	10	8	105	302	-	-	-
18. Manipur.	10	18	589	1284	10	585	1007
19. Tripura.	10	1	17	34	4	368	2076
20. Pondicherry.	10	2	112	109	-	-	-
Total.	3180	2485	45818	264245	2527	57472	289840

@ Reports received upto October, 1965.

* Reports received upto March, 1965.

Cooperatives in other Sectors.- Apart from the traditional cooperatives sectors described above, the report also deals with cooperative activities in the fields of village and small industries, irrigation, housing, transport, railways, P.& T., printing presses and insurance and emphasises the new approach of area development through location of a complex of cooperative enterprises so as to assist the process of socio-economic transformation.

Cooperative training and education.- A systematic programme for cooperative training and education continued to be under constant review and steps were taken to improve and orient it to meet the changing requirements.

The four-tier set-up of training and education consisting of the National Cooperative College & Research Institute, Poona, for the training of senior personnel, 13 intermediate and 67 junior centres for the training of intermediate and junior level personnel and 612 peripatetic units for non-official education continued to function during the year. In addition, the Cooperative Instructors' Training Centre, New Delhi, provided training for the instructors of the member-education programme.

Training facilities in Cooperation continued to be provided to candidates from a number of African and Asian countries under the Colombo Plan and other programmes. Fifty-seven overseas trainees from Nepal, Ceylon, Afghanistan, Philippines, Malaysia, Ethiopia, Somaliland, Malawi, Tanzania and Uganda received training in the various courses during the year as against 31 last year. Seven foreign educationists and Cooperators visited this country during the year. Forty-three officials and non-officials from this country participated in seminars and training courses in several countries abroad.

Cooperative Development Programme for the Fourth Five Year Plan and the Year 1966-67.- A provision of 2,120 million rupees has been made for cooperative development schemes in the Fourth Plan and it falls under the following categories:-

- (i) Credit;
- (ii) Marketing and Storage;
- (iii) Processing;
- (iv) Cooperative Farming;
- (v) Consumer Cooperatives;
- (vi) Other Cooperatives;
- (vii) Training and Education;
- (viii) Departmental Organisation.

The second part of the Report consists of 15 statements summing up data relating to various aspects of cooperation. Statement No.15 gives a list of publications/visual aids on cooperation brought out during the year 1965.

(Report 1965-66, Government of India, Ministry of Food, Agriculture, Community Development and Cooperation (Department of Cooperation), New Delhi. pp. 75).

Recommendations of Agricultural Team set up
by the Planning Commission: Mechanised Farms
above 5 Acres Favoured.

The Agricultural Team which was set up by the Planning Commission with Shri A.P. Jain as its leader has come to the conclusion that for farmers owning more than five acres, there is no escape from mechanisation. The report is of the view that the mass introduction of medium tractors in the country would give a fillip to agricultural production. It favours the use of tractors in the 1.5 million holdings of 30 acres and above. For farmers owning between 5 and 25 acres the power tiller is the proper implement. According to the report, only mass production could bring down the prices of tractors. Small-scale production has kept the prices of indigenous tractors higher than that of imported ones. Even the price of the assembled tractor was about 40 per cent. higher than the imported one, he pointed out.

The team found that the States had no well-defined system of manufacturing prototypes of improved agricultural implements and supplying them to fabricators so as to ensure the manufacture of implements of standard designs, specifications and quality. This programme required to be taken up in each State at some central workshop where necessary facilities were available.

(The Hindustan Times, 23 May, 1966).

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

India - April-May 1966.

Annual Report of the activities financed from the Mica Mines Labour Welfare Fund during the year ending 31 March 1965.

The Government of India published on 30 April 1966 the annual report of the activities financed from the Mica Mines Labour Welfare Fund during the year ending 31 March 1965. A summary of the report is given below.

General.- The Mica Mines Labour Welfare Fund constituted under the Mica Mines Labour Welfare Fund Act, 1946 (22 of 1946), is intended to provide education, recreational and other welfare amenities to the labour employ in the mica mining industry.

The Act provides for the levy of a duty of customs on all mica exported from India upto maximum rate of $6\frac{1}{4}$ per cent. ad valorem. The present rate is $2\frac{1}{2}$ per cent.

The collections are allocated for expenditure on welfare measures among the various Mica producing areas in proportion to their average production.

The following welfare measures have so far been undertaken in Bihar, Andhra Pradesh and Rajasthan.

(i) Improvement of medical facilities:-

(a) Hospitals.- A 100 bed Central Hospital at Karma (Bihar), a 14 bed Hospital at Kalichedu (Andhra Pradesh) and a 30 bed Hospital at Gangapur (Rajasthan) continued to be maintained from the resources of the Fund. The bed strength of the Hospital at Tisri (Bihar) was raised from 15 to 30. A 50 bed T.B. Hospital at Karma (Bihar) continued to function. Construction of 12 bed T.B. Clinic at Tisri is in progress and work on a 16 bed T.B. Ward attached to the hospital at Kalichedu would begin shortly. An inpatient ward for static dispensary at Talupur was sanctioned.

(b) Other medical facilities.- Other medical institutions set up from the finances of the Fund comprise 5 static dispensaries, 3 mobile medical units, 7 ayurvedic dispensaries, 5 maternity and child welfare centres and 6 community centres in Bihar; 3 static dispensaries, one mobile dispensary, 2 ayurvedic dispensary and 4 maternity centres in Andhra Pradesh; and 8 dispensary-cum-maternity and child welfare centres, 5 static allopathic dispensaries, 3 mobile medical units and ~~centres~~ 12 ayurvedic dispensaries in Rajasthan.

A Health promotion Centre at Dhorakola in mica fields of Bihar continued to function. The Centre attends to the periodical medical check-up of mica miners and their families for detection of diseases (occupational or otherwise) in the early stages.

Ten beds, in the T.B. Sanatorium at Ranchi and eleven beds in T.B. Hospital, Nellore have been reserved for the exclusive use of mica miners and their families. Arrangement has been made for the treatment at the Tetulmari Leprosy Hospital of mica miners of Bihar who suffer ~~the~~ from leprosy. The Fund make grants-in-aid to these institutions for the reservation of beds.

(c) Assistance to T.B. Patients.- A subsistence allowance at Rs.50 per month is being granted, to the dependents of mica miners who are under treatment in the T.B. Ward attached to the Central Hospital Karma or at the T.B. Sanatorium, Ranchi. The Scheme of domiciliary treatment of T.B. and silicosis patients was also continued. The patients attending the out-door department of T.B. Hospital, Nellore were granted travelling allowance. A Rehabilitation-cum-convalescence Home set up in Bihar for workers cured of T.B. continued to function. Financial Assistance in mica miners suffering from T.B. by way of aid of Rs.50 p.m. for six months for special diet was continued to be provided.

(d) Training.- The mica miners in Andhra Pradesh are being trained in first aid.

(ii) Educational facilities.- Eight multi-purpose institutes, each with an Adult Educational Centre and a Women's Welfare Centre, provide educational and recreational facilities to workers in Bihar. Training in handicrafts like sewing and knitting is given to women attending the Centres. Each institute serves as a training-cum-production Centre. One Community Centre is functioning in Andhra Pradesh where male workers learn carpentry in their leisure time. In two women's centres in Andhra Pradesh and seven centres in Rajasthan, girls and women workers are taught tailoring, stitching, etc. Educational facilities for

miners' ~~children~~ children are being provided in 6 primary schools, 2 middle schools, 7 community centres and 8 feeder centres in Bihar; 2 primary schools, one middle school and 24 adult education centres in Rajasthan; and 6 primary schools, one high school and one middle school in Andhra Pradesh.

In all the schools in Andhra Pradesh, children are provided with facilities like free midday meals, milk, books, slates, clothing, bags and chappels. Milk and snacks are provided to the miners' children attending the multipurpose institutes Community Centres and Schools in Bihar. Mid-day meals, books, slates and other stationery articles are supplied to the school-going children of mica miners in Rajasthan.

Four boarding houses in Bihar and two in Andhra Pradesh are being run for the children of mica miners studying in schools and colleges. A hostel has been set up at Gangapur (Rajasthan) for children of mica miners studying in Higher Secondary Schools.

Scholarships are granted to the children of mica miners studying in schools and colleges in Bihar and Rajasthan. Such scholarships are granted for both general and technical education. Mica miners children studying in School are also granted tuition fee in Bihar.

(iii) Recreation facilities.— Three mobile cinema units, two in Bihar and one in Rajasthan give free shows in different mining centre; 18 Radio sets in Bihar; 19 in Andhra Pradesh and 24 in Rajasthan provide recreation to mica miners and their families. In Bihar the recreational facilities are provided at Multi-purpose, Community and Feeder Centres. Out-door and in-door recreational facilities are also provided at the centres and sub-centres in Rajasthan. Bhajan parties and recreational clubs have also been set up in different mining areas.

(iv) Drinking water facilities.— Sixty wells (55 in Bihar and 5 in Andhra Pradesh) have been constructed by the Fund. Twelve more wells are being constructed in Bihar. Eleven additional wells (three in Bihar and eight in Andhra Pradesh) have been sunk under the Subsidy Scheme under which the mine workers who sink wells get a subsidy equal to Rs. 7,500 per well or 75 per cent. of the cost of construction whichever is less. The construction of four more wells under this scheme is in progress in Andhra Pradesh. Five wells are being sunk in Rajasthan through Zilla Parishads and 90 per cent. of the cost of these wells is to be met from the Fund. A dam has also been constructed in Bihar.

(v) Housing facilities - (a) Low Cost Housing Scheme.- As there was no response to ~~the~~ the various earlier housing schemes introduced from 1953, a low-cost housing scheme for construction of 500 low-cost houses costing about Rs.1,300 each, was sanctioned in July, 1962, for Bihar region. The ceiling cost of houses under the scheme has been raised from Rs.1,300 to Rs.1600. The Houses constructed at the cost of the Fund will be handed over to mine owner ~~which~~ who, besides being responsible for their maintenance, will pay a nominal rent of Re. 1 to Rs.2 per month per house and allot the houses free of rent to the mica miners.

(b) Departmental Colonies.- In addition to the above scheme, a colony consisting of 50 two-room houses has been constructed at Jorasimar (Bihar). Ten more colonies comprising 314 such houses stand sanctioned and their construction is to start soon. These houses will be let out to mica miners free of rent through mine owners who will pay a nominal rent to the Fund.

(c) 'Build Your Own House' Scheme.-The scheme envisages financial assistance in the form of cash or building material to the mica miners to the extent of Rs.325 for the purpose of improving their village houses. Technical assistance in the matter will be provided by the Fund. Five hundred houses have been sanctioned under the Scheme for Bihar. Twentyfive mica miners have been allowed this benefit. The question of raising the ~~sub~~ amount of subsidy is under consideration.

(vi) Financial help in case of accidents.- The scheme relating to the grant of financial assistance from the Fund to the widows and children of mica miners who die as a result of accidents was continued.

(vii) Consumers' Cooperative Stores.- One wholesale (Central) Consumers' Cooperative Stores with its four branches and seven primary stores in Bihar and four primary consumers' cooperative stores in Andhra Pradesh and three in Rajasthan set up with the assistance of the Fund continued to supply consumers' goods at reasonable prices to the mica mining population.

(1)

- The statement of accounts for the year 1964-65 appended to the Report shows receipts at 25.538 million rupees including an opening balance of 22.577 million rupees; expenditure amounted to 3.308 million rupees leaving a closing balance of 22.229 million rupees.

(Department of Labour and Employment's Notification SO 1335 dated 23 April 1966, the Gazette of India, Part II, Sec.3, sub-sec.(ii), 30 April 1966, pp.1267-1269).

56. Labour Administration.

India - April-May 1966.

Seminar on Administrative Dimension of Labour Laws held at Simla, 7 May 1966.

A seminar, organised by New Delhi, Shri Ram Centre for Industrial Relations, was held at Simla on 7 May 1966 for a critical assessment of the problems involved in the administration and enforcement of the labour laws. The seminar was inaugurated by Shri V. Vishwanathan, Lt. Governor of Himachal Pradesh, Dr. J.N. Thadani, Deputy Controller of the Delhi Cloth Mills was the chairman of the seminar. Some 60 well-known labour experts and theoreticians, representatives of Ford Foundation, labour counsellors of the British High Commission and the United States Embassy, senior labour administrators, teachers, research scholars and trade union leaders attended the seminar. Among others, Shri Charat Ram, Prof. F.C. Munson of Ford Foundation, and Shri R.S. Pande, Resident Director of the Tata Iron and Steel Co., Jamshedpur, addressed the seminar.

Inaugural speech.— Inaugurating the seminar, Shri V. Vishwanathan, Lt. Governor of Himachal Pradesh, set the tone of the discussion when he said that industrial relations were "essentially social problems. They were not the responsibility of labour and management alone. Therefore, when a deliberative body took a decision, it was for the Government to implement it effectively."

He praised the work of the SRC was doing in promoting research on industrial relations problems. He said it was necessary that the seminar's results should be fruitful not only in the "academic sense," but that "they should lead to purposeful action."

Explaining the consideration which prompted the SRC to convene the seminar, the second one in the last two years, Shri Charat Ram said the research scholars had so far completely neglected the problem of implementation of the laws and the consequences there on. He expressed the hope that in course of time a body of literature would grow, which would help the Government, the management and the unions in enforcing the labour laws more effectively.

Shri Charat Ram said that equity and efficiency should be the guide-lines. If, due to laxity or any other reason, the law enforcement is not impartial, then some firms are put to competitive disadvantage. Apart from studying the factors "which directly or indirectly determine the level of efficiencies in the labour administration", Shri Charat Ram wanted the seminar to "make some constructive suggestions" for making adjudication proceedings less time consuming and less costly. While reviewing the work done by SRC in the past 15 months, he said that much remained to be done in developing suitable teaching and research programmes in universities on industrial relations, and offered the help of SRC.

There was tripartite unanimity on the administrative dimension of labour laws that the Indian Factories Act of 1948 should be amended to revise the statutory functions of labour welfare officers or personnel officers. The seminar conveyed to the Government that most labour welfare officers, who were to be appointed under the Factories Act, did not enjoy the confidence of workers or their unions. For the management, it was futile expenditure. The seminar pointed out that a revision of functions of such officers was called for because of the "industrial and social changes" that had taken place since 1948.

(The Hindustan Times, 3 and 10 May 1966).

67. Conciliation and Arbitration.

India - April-May 1966.

National Council set up to settle disputes.

Under a scheme tabled in the Lok Sabha by the Union Home Minister, Shri G.L. Nanda, the Government of India has decided to set up a Joint Council at the national level and two more at lower levels for resolving disputes with its employees. The council will handle matters affecting Central Government employees generally such as minimum pay, dearness allowance and the emoluments of certain categories like clerks, peons and lower-grade workshop employees. It will also deal with matters common to the employees of two or more departments and will have two standing committees, one for industrial and the other for non-industrial employees.

The lower councils comprise a departmental council, to deal with matters pertaining to employees in the department concerned, and a separate body for Central Secretariat services. Where the structure of a department permits, regional and office councils may also be set up to deal with regional and local questions.

The scheme excludes from its purview Class I services, the police Class II services other than Central Secretariat services, and other comparable services in the headquarters organisation of the Government, employees of Union Territories and persons in industrial establishments employed mainly in managerial or administrative capacities and those supervisory grades with pay above Rs. 675 per month.

The national council, which will be presided over by the Cabinet Secretary will consist of official and staff representatives. The official side may consist of up to 25 members, including the Cabinet Secretary and the Secretaries of the Ministries of Home Affairs, Labour, Communications, Defence and the departments of Expenditure and Revenue.

The departmental councils will also be constituted on the same basis. The official head of the Ministry or department will be the chairman and the strength on each side may vary from 5 to 10 and 20 to 30 respectively.

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The Government has also decided to refer to arbitration certain issues like pay and allowances, weekly hours of work and leave, if no agreement is reached on these issues at the national council or the appropriate departmental council.

The Government will have the right to reject or modify any of the recommendations of the board of arbitration on grounds of national economy or social justice.

The machinery will supplement and not replace the facilities provided to employees to make individual representations or to associations of employees to make representations on matters concerning their respective constituent services, grades etc.

A council may appoint committees to study and report on any matters falling within its scope.

Agreements reached between the two sides of a council will become operative, subject to the final authority of the Cabinet.

Cases of individuals will not be subject to compulsory arbitration.

Matters determined by the Government in accordance with the recommendations of a commission will not be subject to arbitration for a period of five years from the date of the recommendations. After that, they will become arbitrable subject to certain conditions.

Orders made by Government on the recommendations of the board of arbitration shall, unless otherwise specified in those recommendations or modified by mutual agreement, remain in operation for a period of three years.

(The Statesman, 21 April, 1966).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - APRIL-MAY 1966.

71. Employees and Salaried Intellectual Workers.

Pay Scales of University and College Teachers
Revised.

The Union Minister of Education, Shri M.C. Chagla announced in the Lok Sabha on 4 April 1966 the Government's decision to revise the pay scales of university and college teachers. The Central assistance to the States will be for five years and will be 80 per cent. of the additional 270 million rupees the revision is expected to cost. The States will be required to give an assurance that they will take over the responsibility of the additional cost after five years.

The revised scales of pay proposed for college teachers of post-graduate colleges are: Rs.800-50-1250/1000-50-1500 for principals; Rs.700-40-1100 for senior lecturers and readers; Rs.400-30-640-40-800 for lecturers (senior scale), Rs.300-25-600 for lecturers (junior scale) and Rs.250-15-400 for demonstrators and tutors.

Undergraduate Colleges.- In undergraduate colleges the recommendations are Rs.700-40-1100 for principals; Rs.400-30-640-40-800 for senior scale lecturers, Rs.300-25-600 for junior lecturers and Rs.250-15-400 for demonstrators and tutors.

The recommendations would benefit about 50,000 teachers in 1,688 affiliated colleges and over 12,000 teachers in university departments.

The new pay scales will be effective from 1 April 1966.

(The Statesman, 5 April, 1966).

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74. Indigenous Labour.

India - April-May 1966.

Conference of State Ministers of Social Welfare, New Delhi, 16 May 1966: Area Approach for Tribal Development Recommended.

The two-day Conference of State Ministers of Social Welfare was held at New Delhi on 16 May 1966. The Conference was inaugurated by Shri Asoka Mehta, Union Minister for Planning and Social Welfare.

Inaugurating the Conference, Shri Asoka Mehta urged the adoption of an "area approach" to tribal development. The new approach envisages an integrated development of contiguous areas with concentration of tribal population against the existing programme of tribal development which is organised on the block level. He referred to the unrest that had stirred some of the tribal areas in the country and said there was need "to do the right thing for the tribal communities and do that without delay". He said the new approach to tribal development which had been evolved by the Social Welfare Department and the Planning Commission in consultation with the Community Development Department was sound. He called upon the Ministers to examine how this approach could be adopted in their respective States. Shri Mehta said the tribal development blocks programmes, like some other schematic programmes had become a "stereotype" programme and had proved less effective than was originally hoped.

Certain schemes could, however, still be worked effectively at the block level. But several other development projects such as communications, soil conservation, irrigation, marketing, vocational and technical education and processing industries could be better planned and implemented on a ~~pla~~ larger scale, he added. The area development approach might also make it possible to deal more effectively with the problems of forestry and shifting cultivation which occupied an important place in tribal life, Shri Mehta pointed out.

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The tribal people, he observed, were quick to learn and had a great deal of natural skill. The problem was one of technical, economic and human transformation, all at the same time.

As regards Harijans welfare, Shri Mehta said the main approach of the Government had been to help them develop educationally and economically. If the number of post-matric scholarships, which had risen from a few thousands to nearly 250,000 in the past 15 years was any index, educational advance of Harijans had been most encouraging.

Housing facilities.- For Harijans in rural areas, Shri Mehta highlighted the need for housing facilities and said the Centre had decided the programme of housing of Harijans and the larger programme of rural housing be planned and implemented in a co-ordinated manner.

He said the Centre proposed to set up a zonal supervisory organisation under the Social Welfare Department to improve implementation of a few ~~improve~~ select aspects of Harijan welfare, such as abolition of untouchability and eradication of primitive methods of scavenging.

(The Hindustan Times, 18 May, 1966).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - APRIL-MAY 1966.

81. Employment Situation.

Employment Exchanges: Working during
February 1966.

According to a Review of the principal activities of the Directorate-General of Employment and Training for the month of February 1966, the following was the position of registration, recruitment, live register, vacancies notified and employers using the exchanges:-

Item	January 1966	February 1966	Increase (+) Decrease (-)
Registrations ..	265,272	285,548	(+) 20,276
Placements ..	43,276	44,801	(+) 1,525
Live Register ..	2,547,673	2,526,385	(-) 21,288
Vacancies Notified..	65,653	66,099*	(+) 446
Employers using Exchanges ..	10,401	11,999	(+) 1,598

* Includes 945 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of stenographers, typists, teachers, nurses, midwives, engineers, doctors, electricians, draughtsmen and fitters. Surpluses continued to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- The Labour Depot, Gorakhpur recruited and despatched 924 workers to various work sites during the month of February, 1966.

Vocational Guidance and Employment Counselling.- Two more Vocational Guidance Sections at Employment Exchanges Faridabad (Punjab) and Sub-Office Pauri (Uttar Pradesh) started functioning making a total of 164 Vocational Guidance sections functioning during the month under report.

One more University Employment Information and Guidance Bureau at North Bengal University started functioning bringing the total to 37.

Deployment of surplus and retrenched personnel.- One hundred fiftynine persons were retrenched, 176 were registered and 12 were placed in employment. The detailed information is given below:-

Name of Project	No. awaiting assistance at the end of Jan., 66.	No. retrenched during the month.	No. of retrenched personnel (including those left voluntarily) registered during the month for assistance.	No. placed during the month.	No. indicated for assistance.	No. awaiting assistance at the end of the month.
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Damodar Valley Corporation.	220	-	-	-	-	220
2. Bhakra Nangal Project.	7	13	13	-	3	17
3. Bhilai Steel Project.	309	-	17	2	13	311
4. Durgapur Steel Project.	14	-	-	-	-	14
5. Special Cell of the Ministry of Home Affairs.	297	146	146	10	-	433*
Total.	847	159	176	12	16	995.

* Class II ----- 50)
 Class II & IV--383) = 433

Note: Total of columns 2 and 4 is equal to the total of columns 5,6 and 7.

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Six hundred eightysix East Pakistan Migrants got themselves registered with various Employment Exchanges during the month of January, 1966. Fortyeight East Pakistan Migrants have been placed in employment bringing the total number of East Pakistan Migrants placed upto the end of January 1966 to 1,428.

The total number of Employment Exchanges including 37 University Employment Information and Guidance Bureaux in the country at the end of February 1966 was 413.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of February 1966: Issued by D.G.E. & T., Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment) Government of India, New Delhi).

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Recommendations of Tripartite Committee
on Job Security in Private Oil Companies.

A tripartite Committee on job security in oil firms set up by the Government with Shri R.L. Mehta, Additional Secretary to the Government of India, as its head has submitted its report. The Committee has in its report, recommended, among other things, suspension of their early voluntary retirement or separation schemes. The schemes, introduced in different stages by all the three private sector oil companies operating in India - Burmah-Shell, ESSO and Caltex - envisage the payment of a lump sum as ex-gratia payment in addition to the benefits to which an employee is entitled in ~~that~~ final settlement of his claim. These benefits were offered to employees found surplus because of various rationalisation and mechanization processes. The appointment of the Committee followed protests by trade union leaders in Parliament and outside against what they alleged as "retrenchment in oil companies".

The Committee has recorded that during 1960-65 the total number of people employed in the three oil companies dropped by 25.3 per cent. whereas their sales increased during 1962-64 by 35 per cent. compared to the 1959 figure and profits were satisfactory.

The companies did not supply to the Committee the results of their studies on the extent of surplus, the levels at which it occurred and the monetary savings. As a result, the Committee has found it difficult to understand "how the companies would eliminate or even reduce these surpluses", or to appreciate "fully the need for these measures or what they achieved".

The Committee has reportedly noted that in spite of mounting surpluses, recruitment "does not appear to have ceased in any of these companies" and has failed to appreciate fully "the logic or the consistency" of these two processes operating simultaneously.

It has, therefore, been recommended that the oil companies should ensure job security to their employees by avoiding retrenchment or reduction of staff except as provided "under law or by convention".

Bilateral Committees.- To achieve this objective it has laid down certain principles. Bilateral Committees should be formed in each company to consider and decide all applications for early retirement to eliminate charges of coercion.

A proper assessment of the existing surplus personnel should be made in consultation with unions or representatives of the managerial staff before further rationalisation or mechanisation is introduced.

The third suggestion is that methods of reduction or redeployment of surplus labour resulting from labour-saving devices should be discussed or settled with employees' representatives.

In case retrenchment becomes unavoidable, the procedure laid down in the Industrial Disputes Act should be followed. Fresh recruitment in departments where people have already been declared surplus should "invariably" be made known to the staff concerned. In the Committee's view, the schemes introduced by the companies to deal with surplus staff is "of doubtful value".

(The Statesman, 9 May, 1966)

83. Vocational Training.

India - April-May 1966.

Labour Ministry' Training Schemes:
Working during February 1966.

According to the Review of the Principal activities of the Directorate-General of Employment and Training for the month of February 1966 there were 357 institutes for training craftsmen and 34 centres holding part-time classes for industrial workers. The total number of seats including part-time classes for industrial workers stood at 117,902 and the total number of persons undergoing training was 106,931.

Central Training Institute for Instructors.-
The current session in all the Central Training Institutes has commenced with effect from 1 October, 1965 and is progressing well. The admission position in the various Central Training Institutes as intimated by the Principals is as under:-

<u>Name of the Central Training Institute for Instructors.</u>	<u>No. of trainees on roll.</u>
C.T.I., Calcutta.	571
C.T.I., Bombay.	363
C.T.I., Kanpur.	357
C.T.I., Madras.	249
C.T.I., Hyderabad.	232
C.T.I., Ludhiana.	162
C.T.I., Curzon Road, New Delhi.	99
Total.	<u>2,033</u>

Special Short Term Course.- Apart from the regular course of for Craft-Instructors the C.T.I's also run a few short term and pilot courses.

Equipment.- Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana are being assisted by the U.N. Special Fund of the U.N.O. while the one at Bombay is being assisted by the U.S. A.I.D. The value of equipment received in each C.T.I. upto February 1966, is given in the statement below:-

Name of Centre	Value of Receipt Aids (in Millions)	Value of Receipt upto January 1966	Received during February 1966	Total Receipts upto February 1966
(1)	(2)	(3)	(4)	(5)
C.T.I., Kanpur.	1.560	1.341	nil	1.341
C.T.I., Madras.	1.560	1.374	nil	1.374
C.T.I., Hyderabad.	1.560	1.390	nil	1.390
C.T.I., Ludhiana.	1.560	1.343	nil	1.343
C.T.I., Calcutta.	1.910	1.647	nil	1.647
C.T.I., Bombay.	1.933	1.695	nil	1.695

Sanction of seats under the Training Scheme.- During the month of February, 1966, 264 seats of the Industrial Training Institute, Mandla, run by the Tribal Welfare Department of the Madhya Pradesh Government have been integrated with the Craftsmen Training Scheme for the purpose of conducting All India Trade Test only. At Industrial Training Institute Rajkot (Gujarat) 8 seats have been added in the Welder Trade. Under the National Apprenticeship Training Scheme, 626 seats have been sanctioned in Gujarat State. The progressive total number of seats and Industrial Training Institutes etc. sanctioned so far during the Third Five Year Plan is given below:-

(Please see table on the next page)

1. Craftsmen Training Scheme.	...	77,370
2. National Apprenticeship Scheme.	...	5,396
3. Part time classes for Industrial Workers.	...	4,255
4. Number of new Industrial Training Institutes.	...	189

(Monthly Review of the Principal
Activities of the Directorate-General
of Employment and Training for the
Month of February 1966: Issued by
D.G.E. & T., Ministry of Labour and
Employment and Rehabilitation (Department
of Labour and Employment), Government of
India, New Delhi).

92. Legislation.

India - April-May 1966.

Provident Fund Contribution raised to
8 Per Cent.

With effect from 1 June 1966, the compulsory rate of provident fund contribution by the employers and the employees in the following industries - classes of establishments will be raised from $6\frac{1}{4}$ per cent. to 8 per cent. :

Biscuit making industry including composite units making biscuits and products such as bread, confectionery and milk and milk ~~powder~~ powder; plywood industry; automobile repairing and servicing industry; rice milling industry; dal milling industry; flour milling industry; and road motor transport.

The enhanced rate is applicable to factories and establishments employing 50 or more persons.

(The Hindu, 31 May, 1966).

Report of the Employees Provident Fund Schemes
for the Year 1964-65.

A summary of the Report of Employees' Provident Fund Schemes for the year 1964-65 has been published in the Indian Labour Journal, May 1966. The following information has been taken from this article.

According to the Report the number of factories and other establishments covered under the Scheme during the year under review was 29,578 and that of subscribers was 4.209 millions as against corresponding figures of 25,663 and 3.907 millions during 1963-64.

Administration and Finance.- The Central Provident Fund Commissioner who is the chief executive officer of the organisation and Secretary to the Central Board of Trustees controls the organisation through the Regional Provident Fund Commissioners. There are wholtime Regional Provident Fund Commissioners in all the States except in Rajasthan, Orissa and Assam. An employee in a covered establishment, other than an excluded employee, is eligible for membership of the Fund if he has completed one year's continuous service or worked for 240 days during a period of 12 months or less and his total emoluments including dearness allowance, if any, do not exceed Rs.1,000 per mensem. Both the employers and the employees have each to contribute every month at the rate of 6½ per cent. of basic wages, retaining allowance (if any), dearness allowance and cash value of food concessions, if any. During the year under report, the enhanced rate of 8 per cent. was extended to 7 more categories of establishments employing 50 or more persons thereby bringing the total number of such categories of establishments to 30, by the end of March, 1965. The employees and employers are permitted to contribute at a higher rate if they so desire, provided employers agree to pay administrative charges on the members and employers enhanced contributions also. During the year, about 78,547 members contributed at a higher rate as against 34,548 in 1963-64. The total contributions received in cash from unexempted establishments during the year (inclusive of past accumulations received in cash) amounted to 474.8 million rupees as against 355.5 million rupees during the previous year and past accumulations ~~contributed~~ contributed in the shape of securities amounted to 29.2 million rupees as against 43.2 million rupees during the previous year.

The expenditure involved in administering the Act and the Scheme is met from special levies called the Administrative and Inspection charges collected from the employers respectively of unexempted and exempted establishments. It was decided to link the Administrative and Inspection charges to the wages on which contribution is payable instead of relating it to the contributions. The Administrative charges which were 3 per cent. of the contributions in respect of establishments in which the rate of contributions is $6\frac{1}{4}$ per cent. and 2.4 per cent. of the contributions in case of establishments to which the enhanced rate of 8 per cent. applies, were changed to .37 per cent. of the wages for all establishments. Similarly, the inspection charges which were .75 per cent. of the contribution in case of establishments governed by $6\frac{1}{4}$ per cent. rate and 6 per cent. in case of establishments governed by 8 per cent. rate were changed to .09 per cent. of pay. The total income from administrative charges, inspection charges, interest on investment and damages on delayed remittance was 16.003 million rupees, and the total expenditure was 11.785 million rupees during the year.

The provident fund contributions were as usual invested in the Central Government Securities such as 12 years National Defence Certificates and Defence Deposits Certificates and other Government of India Securities (including Defence Bonds). The total investment made during the year in respect of unexempted establishments was 416.2 million rupees as against 313.6 million rupees during the previous year. During the year under review, a sum of 96.6 million rupees was paid in respect of 0.162 million claims as against 179.7 million rupees in respect of 0.152 million claims in 1963-64. Interest at the rate of 4.25 per cent. on members accumulation was credited to their accounts for the year 1964-65. The rate of interest to be paid in 1965-66 was raised from 4.25 to 4.50 per cent.

Advances and Loans.— The scheme provides for the grant of an advance to a member, who has been a member of the Fund for three years, to finance his policy of life insurance. Accordingly 35,752 members availed themselves of this facility and a sum of 2.511 million rupees was withdrawn by them during the year. Advances are also payable for constructing a house, purchasing a house or a plot of land for a house. As amended in 1965 advances are also payable for making substantial additions, alterations or improvements to the dwelling house and for completion of the construction of a house already begun by the member provided the applicant has completed 10 or more years of membership and have an accumulation of Rs.1,000 or more on account of his own contributions. A sum of 7.096 million rupees was advanced during the year in 10,151 cases.

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The facility of granting advances to members for purchasing shares of consumers cooperative society is also available. An advance up to Rs.30 can be granted to a member for purchasing shares of a consumer cooperative society which aims at a minimum membership of 250. A sum of 0.419 million rupees was advanced during the year in 13,332 such cases. A special advance during temporary closure of an establishment is also allowed to a member if the establishment is locked up or closed for more than 30 days and he does not get any compensation during the period of his unemployment. An amount of 0.814 million rupees was paid during the year in 6,551 cases. In case of an individual retrenchment, pending final withdrawal, the member may, at his option be paid for the period during which he is out of employment, monthly withdrawals, not exceeding six, of a non-refundable advance from the fund, of an amount equal to the pay drawn by him for the month immediately preceding the month in which he was retrenched or one-sixth of the amount standing to his credit including interest, whichever is less. This provision was introduced in May 1964 and by the end of March, 1965, an amount of 0.296 million rupees was paid in 1,032 cases. According to new provision introduced in January, 1964, advance is payable in case of hospitalisation lasting a month or more or major surgical operation in a hospital of T.B., leprosy, paralysis, cancer and asthma. An amount of 0.127 million rupees was paid in 521 such cases during the year.

Enforcement.- For the proper implementation of the scheme the inspectorate staff are entrusted, inter-alia, with the enforcement of provision of the Scheme and recovery of the correct dues from the employers. During the year under review, 81,880 inspections were carried out, as against 66,775 inspections in 1963-64, in exempted and unexempted establishments.

(Indian Labour Journal, Vol.VII, No.5,
May 1966, pp. 439-442).

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - APRIL-MAY 1966.

111. General.

Working of Coalmines: Results of an Enquiry
by Experts published: Safety Measures found
Inadequate.

The Russian Experts published recently the results of their inquiry into the working of 860 coalmines in India with special reference to the Safety of 431,000 people employed in them. The experts have found the existing procedure ineffective, enforcement of safety measures casual, and the manner of investigations into accidents faulty and time-consuming.

Read with the findings of the inquiry by Shri S.K. Das, a retired judge of the Supreme Court into the causes of last year's accident in the Dhori colliery in Hazaribagh district, the experts' report would appear to be very disquieting. Inadequacy of safety measures caused the disaster in which 268 people were killed on 28 May.

The Russian experts have emphasised that an important aspect of safety inspection concerns future planning of mines and mining operations. It is suggested that before a new mining venture is started or before major changes of policy as regards the methods and the scale of production are decided upon due consideration should be given to matters which may affect safety. ~~The~~ To ensure this the appointment of a development board is suggested. The board which should include the Chief Inspector of Mines should consider all mining projects and ensure *that safety is incorporated from the very beginning.*

The experts have also recommended the appointment of a Standing Committee of Experts to inquire into the causes of all major accidents and report on the lessons to be learnt from such disasters and on the measures to prevent their recurrence and to bring the results of investigations to the notice of all concerned.

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Reorganisation of mine rescue services has also been recommended. The experts have found that the number of trained rescue workers, now available, is inadequate for the workers employed under ground.

An analysis by experts of past accidents and the inquiry reports on them are stated to have indicated that more than half of the accidents have been attributed to "misadventure". They are of the opinion that this high figure may be due to inadequate investigations into the causes and circumstances of the accidents.

The Union Labour Ministry, which has examined the Russian experts' report, agrees that the Mines Act should be amended to provide for screening and approval in advance of all mine development projects and planning by a suitably constituted mine development board assisted by an adequate technical staff. Meanwhile, mine managements have been advised to plan their work at least three years in advance.

(The Statesman, 24 April, 1966).

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