

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

M.L. GRENCH

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JULY 1966.

11. Political Situation and Administrative Action.

Conference of State Labour Ministers held at New Delhi, 28 July 1966: National Commission on Labour proposed.

A Conference of State Labour Ministers was held at New Delhi on 28 July 1966. Shri Jagjivan Ram, Union Minister for Labour, Employment and Rehabilitation presided. The Conference discussed, among other things, the question of wage freeze, provision to supply to workers their essential requirements at fairly reasonable prices and the appointment of a National Commission on Labour.

Opening the Conference, Shri Jagjivan Ram, Union Minister for Labour, Employment and Rehabilitation said that the question of wage freeze was often brought up in the context of workers' demand for higher wages. But this, he added, was bound to result in hardships to workers whose daily life was even otherwise being subjected to severe strains. While agreeing that in the existing conditions the economy could hardly afford to meet in full any demand for a general wage rise, he said "equally impracticable" was the proposal to have a general wage freeze. He suggested that arrangements would have to be made to provide to workers their essential requirements at fairly reasonable prices. Unless this was done, it might not be possible to restrain the workers and there there might be serious troubles.

He also announced the Government's proposal to appoint a National Commission on labour. This question, he said, had been engaging the Government's attention for some time.

He said that pressures on the price front had assumed fairly serious proportions in the recent months. The working class was getting more and more restive every day and their demand for higher wages or dearness allowance was bound to become more and more "vocal" in future.

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Provident Fund Arrears.- Later, divergent views were expressed at the Labour Ministers' Conference on the recovery of provident fund dues from defaulting establishments under the Employees' Provident Funds Act.

While generally agreeing that every effort should be made to recover the dues, some State Ministers were of the view that action taken should not result in the closure of the defaulting establishments. Others, however, felt that drastic action should be taken against defaulters.

Shri Jagjivan Ram, however, felt that a minimum fine of 1,000 rupees should be imposed on the defaulting employers. In a memorandum on the provident fund contributions outstanding the Department of Labour stated that arrears were on the increase. There had been an overall deterioration in the arrears position, though some regions had shown a little improvement.

The total arrears at the end of January last amounted to 48.659 million rupees, the textile industry alone accounting for 30.4 million rupees.

~~The total~~ Maharashtra had the highest arrears of 16.627 million rupees followed by West Bengal with 9.227 million rupees. Arrears from Uttar Pradesh and Madhya Pradesh also were increasing.

Shri Mohanlal P. Vyas, Gujarat Labour Minister, said if all dues were summarily recovered from some of the undertakings there was the danger of their closure resulting in unemployment of workers.

Shri Bhaktavatsalam, Madras Chief Minister, who supported Shri Vyas, said that prosecution should not be taken to a point which would lead to the closure of industries.

The Mysore Labour Minister, Shri Devaraj Urs, said some industrial employers in his State were chronic defaulters. He felt that drastic action should be taken against them.

Shri Bijoy Singh Nahar, West Bengal Labour Minister, was of the opinion that certificate powers should be given to employees provident fund officials to take suitable action against defaulters.

The Maharashtra Labour Minister, Shri N.M. Tidke, was hopeful of reducing the arrears from undertakings in his State as a result of the drive being launched there.

(TheStatesman, 29 July, 1966).

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24th Session of Indian Labour Conference,
New Delhi, 29 - 30 July 1966.

The 24th Session of the Indian Labour Conference was held at New Delhi on 29 and 30 July 1966. The Union Minister for Labour, Employment and Rehabilitation presided. The Director of this Office attended the Conference as a "special invitee".

The Conference had before it the following agenda:

1. Action taken on the main conclusions/recommendations of the 23rd Session of the Indian Labour Conference held at New Delhi on 30 and 31 October, 1965.
2. Review of the Working of the Code of Discipline.
3. Implementation of labour laws in Public Sector Undertakings.
4. Industrial Co-Partnership.
5. Proposal to remove the pay limit of Rs.1,000/- per month under the Employees' Provident Fund Scheme, 1952, for eligibility for membership of the Fund.
6. Programme of Evaluation Studies of the Central Implementation and Evaluation Division.
7. Introduction of 3 weeks full time training course for workers under the Workers' Education Scheme.
8. Amendment of the Industrial Disputes Act, so as to prescribe a time-limit within which an industrial dispute can be raised by workmen.
9. Review of the action taken on tripartite decision on -
 - (i) Holding the Price Line.
 - (ii) Linking Dearness Allowance with Consumer Price Index Numbers.
 - (iii) Closures.
10. Automation.

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11. Industrial Disputes Act, 1947 - Section 2(s) - Proposal to amend so as to include supervisory and managerial personnel drawing less than Rs.1,600/- per month.

Item 2. Review of the Working of the Code of Discipline.- The memorandum prepared by the Ministry on this item says that at its tenth meeting on 11 March 1965, the Central Implementation and Evaluation Committee decided that a review of the working of the Code of Discipline in all its aspects particularly the functioning of the State Implementation Committees be undertaken and placed before the Indian Labour Conference. It was also decided that before the Conference reviewed the working of the Code, a Seminar should be organised. The Seminar was held on 21 August 1965 at New Delhi. It was attended by the representatives of State Governments/ Administrations, the Employing Ministries, public sector undertakings and Central employers' and workers' organisations. The representatives at the Seminar generally felt that the Code of Discipline had worked well and introduced a positive approach in industrial relations and there was need to take further steps to ensure more faithful observance of the Code so that its salutary effect could be sustained and enlarged.

The representatives of two workers' organisations (H.M.S. and A.I.T.U.C.) urged the adoption of ballot to determine the representative character of unions for the purpose of recognition. The representative of the INTUC was, however, opposed to ballot on the ground that it would equate a union member with a non-member in the matter of voting and the object of the Code to promote stable paid membership of unions would be defeated. He further suggested that the quality of a union and not merely its numerical membership should be the basis for grant of recognition. The representative of Hind Mazdoor Sabha stressed that free collective bargaining unhampered by compulsory adjudication would lead to the development of a healthy and strong trade union movement. In this connection the INTUC representative felt that a developing country like India with a planned economy could not afford the luxury to abolish adjudication and let collective bargaining be the only means to settle industrial disputes. It was also suggested that effective steps to revitalise the inter-union Code of Conduct be taken so as to eliminate inter-union rivalries which have often threatened industrial peace.

Item 3. Implementation of Labour Laws in Public Sector Undertakings.- The memorandum on this item points out that at its 10th Meeting held in March 1965, the ~~dis~~ Central Implementation and Evaluation Committee discussed the implementation of labour laws in public sector undertakings and decided that this item be placed before the next meeting of the Indian Labour Conference so that all aspects of industrial relations including implementation of labour laws in public sector undertakings be discussed.

Government's policy in the matter of application of labour laws has been that there should be no discrimination between the public and private sectors.

Government's efforts have always been directed towards ensuring that the policy of no-discrimination between the public and private sectors in the matter of application of labour laws is fully implemented. The provisions of the several labour laws regulating industrial relations in the private sector, viz., the Industrial Disputes Act, 1947, Trade Unions Act, 1926 have been made applicable to public sector employees.

The memorandum adds that the problem of industrial relations in the public sector undertaking has received considerable public attention in recent years because of serious labour trouble in some of them. Complaints have been made from time to time that public sector undertakings do not implement certain essential protective and welfare measures statutorily provided and further that they disregard their obligations under the Code of Discipline, particularly in regard to the acceptance of voluntary arbitration, reference of cases to adjudication, setting up of grievance procedure and recognition of unions. Such instances of non-implementation on the part of the public sector undertakings were placed before the Second and Third Meetings of Heads of Public Sector Undertakings held in July 1963 and July 1964 respectively. The meetings recommended that labour laws should be fully ~~manag~~ implemented, through greater cooperation between the managements of these undertakings and the Central/State Labour authorities concerned. The Estimates Committee in its 52nd report (1963-64) observed that all public undertakings have not fully implemented the labour laws and, that these lapses have often been due to "lack of fuller understanding on the part of the management of the obligations which the labour laws and Government's labour policy impose on them". Reviews undertaken at the plant level by competent authorities show that the position regarding implementation of Labour Laws in these undertakings is generally satisfactory although there were some instances of non-observance of safety provisions.

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The memorandum suggests that the Conference consider whether:

- (1) any special measures are called for to ensure full implementation of labour laws and the provisions of the Code of Discipline, particularly those relating to acceptance of voluntary arbitration, adjudication and recognition of unions;
- (2) in view of the steps already taken by Government to ensure better implementation of labour laws and for the improvement of industrial relations in public sector undertakings, it is necessary to set up a separate committee to review the working of the implementation of labour laws, at this juncture, and if so, what should be its composition and functions;
- (3) a review of industrial relations with special reference to implementation of labour laws and the Code of Discipline may be carried out in each public sector undertakings at least once in three years, by the Ministry of Labour and Employment in collaboration with the Administrative Ministry and the State Labour Department concerned.

Item 4. Industrial Co-partnership.— The note concerning this item points out that the subject of Industrial Co-partnership was discussed in the last meeting of the Committee on Labour Management Cooperation on 15 July, 1965. The Memorandum submitted to the Committee proposed the following points for the Committee's consideration:

- (1) As the main characteristics of industrial co-partnership is already reflected in the scheme of joint-management councils, wider extension of the scheme may be awaited before seeking to introduce the principle of employee-shareholding.
- (2) How the public sector could also be brought within the scope of a scheme of Co-Partnership which would include employee-shareholding.
- (3) How best the employees could be helped to acquire shares in an enterprise,
 - (a) by issuing the whole or part of bonus in the form of shares,
 - (b) through a trusteeship scheme wherein the whole or part of the bonus would be paid to a trust and the trust would acquire and hold shares in the enterprise.

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- (c) by arranging for loans repayable in easy instalments to enable interested workers to acquire shares in the enterprise,
 - (d) by reserving a share of the capital issue for the employees which they could purchase at more favourable terms than the public,
 - (e) in any other manner.

- (4) The Committee might suggest the names of Enterprises where the Scheme of Co-Partnership might be tried first.

The Committee decided that the "subject of Industrial Co-Partnership may be brought up for discussion in the Indian Labour Conference".

Item 5. Proposal to remove the pay-limit of Rs.1,000/- per month under the Employees' Provident Funds Scheme, 1952 for eligibility for membership of the Employees' Provident Fund.— The memorandum on this item states that under the Employees' Provident Funds Scheme, 1952, the membership of the Employees' Provident Fund is at present restricted to the employees whose "pay" does not exceed Rs.1,000/- per month in the covered establishment.

The Employees' Provident Funds Act has been extended to newspaper establishments with effect from 31 December, 1956. There is no pay-limit in the case of newspaper employees for becoming a member of the Employees' Provident Fund. Under the Coal Mines Provident Fund Schemes, there is also no such pay-limit for eligibility for membership of the Fund. As a result of this, a large number of supervisory staff and managers, etc., are members of the Coal Mines Provident Fund.

Keeping in view the various advantages of the proposal, it was suggested to Government that the pay limit of Rs.1,000/- for eligibility for membership of the Employees' Provident Fund, may be removed altogether. The matter was placed before the Central Board of Trustees which administers the Employees' Provident Fund, at its 28th meeting held at Shillong on 19 May 1965. The employers' representatives who were present at the meeting opposed the proposal, but all others supported it. Therefore, the Board recommended that as all except the employer's representatives had agreed to the removal of the pay limit, the Central Government might proceed further in the matter.

The matter also came up for discussion at the joint meeting of the Central Board of Trustees, Employees' Provident Fund and the Board of Trustees, Coal Mines Provident Fund held on 16 and 17 July, 1965. It was decided therein that the proposal may be placed before the Indian Labour Conference. The Indian Labour Conference is now requested to consider the matter and express its views on the proposal to remove the wage limit of Rs.1,000/- per month for membership of the Employees' Provident Fund.

Item 7. Introduction of 3 Weeks full time training courses under the Workers' Education Scheme.- The memorandum on this item points out that the successful implementation of the Workers' Education Scheme is dependant on the co-operation extended by the employers, trade union, educational institutions and workers. The contributions by employers have been quite significant. Besides releasing workers with wages for attending Worker-Teachers' Training Course, Employers have also given class-room and other facilities for the unit level classes. In some cases, workers have also been given financial assistance for undertaking study tours and excursions.

The training programme is divided into three phases. The first phase consists in training top level instructors known as Education Officers. They, in turn, train Worker-Teachers. The selected Worker-Teachers so trained, revert to their places of employment and conduct classes at the unit level for the rank and file; this constitutes the third phase.

This third phase, viz. training of workers at the unit level is the most important one. Unit level classes are held for 5 days in a week for 1½ hours a day for a period of 3 months. With a view to encourage sustained and regular attendance in the unit level classes, it was suggested that workers may be given time off for attending these classes. The Standing Labour Committee at its 20th meeting held at New Delhi on 17 October, 1962 recommended that half the time off may be provided by the employers to enable their employees to attend unit level classes. A few employers did give this time-off facility, but several others did not do so. There were also instances where employers paid the workers wages for 45 minutes instead of time-off facility.

The question came up for discussion before the Fourth Five Year Plan Sub-Committee of the Board. In view of the difficulties of some of the employers in releasing workers for attending the part-time three-months course, the sub-committee considered a proposal for organising full-time training courses also.

It was felt that the existing syllabus of the part-time course could be covered in a full time course, of 3 weeks and that this might solve the difficulty faced by some of the employers in giving time off. Shift arrangements will not have to be changed as is necessary while giving time off to the workers. The overtime work will also not suffer. The workers who are engaged on essential and maintenance work and who cannot be given time-off for a broken period of 45 minutes every day, could be released for training in a full-time course. The sub-committee, therefore, agreed to introduce the full-time course during the Fourth Plan period in those establishments where employers could conveniently release workers with full wages and a sufficient number of intelligent workers capable of undergoing intensive course was available. The sub-committee further desired that in this matter, the views of the employers' organisations may be obtained. In reply to the communication on the subject, the All India Manufacturers' Organisation and the All India Organisation of Industrial Employers expressed their support to the proposal. The Employers' Federation of India stated that since the full time course was intended to meet the needs of the employers who found it difficult to give time-off to the workers for attending the unit level classes, the Federation was agreeable to the said proposal, but made it clear, that the option in this matter should be left to the individual employers concerned and desired that no pressure should be brought upon employers to release workers for training. When the Board proposed to introduce this type of course during the Third Plan itself, all the three All India Organisation of ~~All-India~~ Employers extended their support. However, barring the response at one or two Centres, individual employers did not sufficiently respond to this Scheme for running full time courses.

The Board of Governors of the Central Board for Workers' Education, while reviewing the progress of such short-term full time course, in their 26th meeting held on 11 May, 1966, desired that this question may be considered by the Indian Labour Conference.

The proposal is accordingly placed before this Conference.

Item 8. Amendment to the Industrial Disputes Act so as to prescribe a time-limit within which an industrial dispute can be raised by workmen. - The note on this item, prepared by the All-India Organisation of Industrial Employers points out that the Industrial Disputes Act does not prescribe any time limit within which an industrial dispute can be raised from the date of the cause of action.

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Until the amendment of Section 33C by the Amendment Act (36) of 1964 there was no period of limitation prescribed even for recovering by workmen his dues under Section 33C.

In the absence of such limitation industrial disputes can be raised after a long lapse of time from the date of the cause of action. Several courts have observed that industrial adjudication should not recognise or encourage ~~state~~ ^{such} claims on grounds of social justice.

Therefore, it is necessary that a time limit should be prescribed within which ~~can an~~ industrial dispute can be raised by workmen. It may be mentioned that after long lapse of time the evidence relating to the cases might not be available.

Item 9. Review of action taken on tripartite decision on (a) Holding the Price Line, (b) Linking of dearness allowance with Consumer Price Index Number, (c) Closures, retrenchment, etc.—A note on this item was prepared by the Indian National Congress.

The note observe that at several earlier tripartite meetings, the question of price rise has been discussed. At the 21st Session of the Standing Labour Committee and later at the 22nd Session of the Indian Labour Conference at Bangalore, Government had put forward a proposal regarding fair price shops in industrial undertakings. On several occasions "solemn assurances" have been given regarding government's intention to hold prices.

However, the scheme of fair price shops has been a total failure insofar as its impact on the price situation is concerned.

The situation has been worsened by the recent devaluation.

A coordinated policy embodying the following steps is immediately for :

- (a) Introduction of State trading in foodgrains, without which no scheme of supplying foodgrains at assured rates can succeed on a countrywide scale;
- (b) Nationalisation of credit institutions like banks in order to prevent utilisation of banking capital to finance speculative activities which play an important role in the mechanism of soaring prices;

- (c) Nationalisation of all the big monopolies who have harmed the interests of the people and have conspired with foreign imperialists to deprive the country and the people of food clothing, and all the essential goods and have dictated impermissible prices and traded in black and done all those crimes that the underworld of finance does;
- (d) Change the pricing policy from the present basis of 'cost plus' to one based on cost reduction and reduction of profits.

In addition to these, 'cheap grain shops' should be opened at once on the lines of those operating previously in the railways, supplying all essential commodities at prices pegged at a certain date.

As regards dearness allowance the note points out that a formal tripartite decision for linking Dearness Allowance with Consumer Price Index Numbers was taken in 1963 in the Standing Labour Committee and this was subsequently reiterated in several other tripartite meetings. This recommendation was necessitated in order to provide relief to the fixed-income wage-earners from the rigours of rising prices and to protect their real wage standards.

No effort has been made by Government to implement this decision beyond expression of a formal hope that the Wage Boards and industrial adjudicators would bear in mind this recommendation.

It is therefore necessary ~~that~~ that the Indian Labour Conference lays down certain guiding lines on Dearness Allowance fixation, as follows:

- (a) In all organised industries, Dearness Allowance should be linked with Consumer Price Index Numbers.
- (b) Dearness Allowance should be readjusted every month, as per the rise or fall in the Consumer Price Index Numbers as far as possible and, in no case, should the period of Dearness Allowance revision exceed three months.
- (c) All workers and employees should be assured cent-per-cent neutralisation in order not to disturb the wage differentials.

The Government should enact ~~enact~~ legislation in this behalf on the above lines.

On the question of closures, the note says although the last session of the Indian Labour Conference discussed the question of closures, etc., almost exclusively, and recommended certain steps, in actual practice no tangible result has been forthcoming. In view of the seriousness of the problem the note suggests that the Indian Labour

Conference should recommend the following specific steps to resolve the difficult situation:

- (a) Amend the Industries (Development and Regulation) Act to provide for government retaining and continuing to run units taken over under the Act even after the expiry of the stipulated period. Units taken over should not be handed back to the very people who were found guilty of mismanagement and frauds.
- (b) Disallow wages/Dearness Allowance/bonus cuts in concerns taken over by Government and disallow abrogation of any provision of labour or industrial law.
- (c) Make an inquiry statutorily obligatory in all cases of closure or apprehended closures. Such inquiry should be completed within two months.
- (d) Raise the quantum of retrenchment compensation to one month's total earnings for each year of service and remove the ceiling on compensation.
- (e) Increase the rate and period of lay-off entitlement and extend the benefit to workmen of all registered factories.
- (f) Intensify efforts for import substitution.
- (g) In all cases of closures due to fraud by management, put the financial liability on the personal estates of those held responsible.

Item 10. Automation.— The note on this item prepared by the AITUC points out that employment in oil companies has fallen steeply because of the introduction of electronic computers. It says that the trade unions, are not opposed to technological improvements but in today's context, technological innovations become nothing but an instrument in the hands of big employers with large capital to spare with, to enhance their already higher rate of profits without conferring any gain on consumers or society in general, and only results in reduction of employment and wages. It asks the Conference to recommend that:

- (i) Government should ban import and use of electronic computers and automation equipment for offices and factories;
- (ii) Government should issue policy directives to establishments in public and private sectors to abandon schemes of automation in offices and factories, particularly in servicing industries.

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Item 11. Industrial Disputes Act 1947 Section 2(s)-
proposal to amend so as to include supervisory and
managerial personnel drawing less than Rs.1,600
per month.- The note on this item says that from
the definition of the term "workman" in the Act it
may be seen that managerial and administrative
personnel and also supervisory staff drawing wages
exceeding five hundred rupees per month are excluded
from the purview of the Act, and the benefits of the
Act would not be available to such personnel.

In a developing country like India, it is necessary
that some sort of security of service for all cate-
gories of employees should be provided so as to enable
them to improve their efficiency and integrity. It is,
therefore, for consideration whether section 2(s) of
the Industrial Disputes Act, 1947 may be amended so
as to include in the definition of the term "workman"
all employees drawing upto Rs.1,600/- (the limit
mentioned in the Bonus Act) even if they are employed
in managerial or supervisory capacity and whether
their jobs are technical or non-technical.

Main Conclusions.- The Conference devoted
considerable time to a general discussion on the
current economic situation, closures, rise in cost
of living, ~~how~~ linking of dearness allowance to the
consumer price index numbers and to productivity and
topical matters of concern to industry and labour.
There was a general feeling of anxiety about the
rising trend in prices, its unsettling effect on
the national economy, and the hardships and difficult-
ies it caused to the weaker sections of the popula-
tion, including the working class.

From the Workers' side, it was argued that any
proposal to impose a wage-freeze was not justifiable
or practicable and would not be acceptable to the
working class in the existing conditions. There
should be linking of dearness allowance with the
consumer price index. Some of the Workers' representa-
tives even suggested issue of an Ordinance by Govern-
ment to ensure such linking, to maintain workers'
real wages and protect them from further erosion;
unless this was done or the rising trend in prices
arrested, it might not be possible to prevent
industrial strifes and troubles; it was also suggested
that unless there was a curb on the activities of the
monopolists and an extension of the public sector to
consumer goods industries, it might be difficult to
control prices or arrest their rising trend.

The Employers' representatives said that rise
in prices was mainly due to faulty planning, excessive
spending and heavy taxation. Linking of the dearness
allowance in the manner proposed would only add to the
problem. Sooner or later the country may have to
think in terms of some restraint or ceiling on wage-
increases. What that ceiling should be, could be
discussed and settled through joint consultations
between the parties concerned. Total earnings would

have to be linked at least partially, if not entirely to rise in productivity. The Employers' representatives suggested that in order to avoid hardship to workers, prosperous industries in the private sector should also be encouraged by means of tax reliefs or incentives to take over uneconomic units.

Other topics covered by the general discussion were - (i) legislation to make the setting up of Fair Price Shops or Consumer Cooperatives a statutory obligations on the part of employers; (ii) right to strike; (iii) arrangements to ensure more satisfactory working of the tripartite Wage Boards; (iv) adoption by Government of suitable measures to meet the situation arising from closures due to shortage of raw materials or threats of strikes; (v) take over of units which had closed down on account of mismanagement; and (vi) suitable arrangements to provide financial assistance to ensure satisfactory running of such units.

Summing up the general discussion, the Chairman draw attention to his Opening remarks and said that the country today was passing through difficult times. The paramount need was to ensure industrial peace to step up production and to ensure fair deal to the working class. The right to strike, brought up during the discussions, was of course a sacred right of the working class. But in the hard and difficult times through which the country was passing today, there was clearly need for some restraint on the part of the workers. The difficulties experienced by the working class were very well known to Government and they would take all possible steps to mitigate their hardships. A number of Fair Price Shops had ^{been} set up to provide the workers, at least their bare essential requirements at reasonable prices. Government might also have to consider the question of subsidy in the matter of such supplies to workers. As suggested by some of the participants, Government would also bring to the notice of the Planning Commission, the general concern of the Conference about the current price situation and the need for price stability. But with all these measures and Government's best intentions, there might be strains and hardships to the working class here and there. He would appeal to the working class to take a realistic view of the situation and observe the maximum possible restraint so that production in the country can go on unhampered. For, any loss in production as a result of industrial strifes would not only be harmful to the economy but was also ~~likely to~~ likely to cause a good deal of misery and hardship to the working class itself.

The Tripartite Wage Boards, had generally done a good job. There were complaints about delays and the abnormally long time such Wage Boards took to complete their deliberations. He was considering the question of setting up a Committee to go into the matter and make recommendations how the functioning of such Boards could be improved.

Discipline and efficiency, referred to during the discussions had to be thought not only in terms of workers. There was need for these at all levels - on the part of workers, managers, owners of capital and all others concerned, if the country had to meet effectively the challenge of economic crisis facing it.

In the matter of application of Labour Laws, there should be no discrimination between the public and the private sectors. These laws applied equally to both and the public sector should ensure that they were fully complied with by them.

The question of closures was receiving Government's constant attention and they would take all possible steps to improve the situation arising from closures, including the taking over of mismanaged units as provided for in the existing law. He was, however, not quite sure if it would be possible to find the necessary financial resources for the Corporation which had been suggested during the discussions for the purpose. We might have to face some difficulties in this regard viz., retrenchments, or lay-off arising from such closures. Government would of course, take all possible steps to meet the situation and alleviate the difficulties and hardships to workers.

The conference was told, says that the Government would proceed with the amendment of the Industrial Disputes Act keeping in view the opinions expressed by representatives of employers and employees.

A seven-member committee of both sides formed by the conference to examine the proposed amendment to empower tribunals to go into the merits of dismissal of individual workers, could not come to an agreement.

Shri P.C. Mathew, Secretary of the Labour Department, who headed the committee, said the only point on which the two sides agreed was that arbitration should also be covered by the proposed amendment.

Shri Mathew said since both parties had now requested the Government to do whatever it deemed fit, the Government would proceed with the amendment of the Act keeping in view the opinions expressed by both sides.

Job Security.- The Employers' representatives raised the question of job security and pointed out that Government decision to go ahead with the proposed amendment to the Industrial Disputes Act to empower Tribunals to go into the merits of individual dismissals, seemed to be contrary to previous tripartite decisions. And in any case, since the stand of the Employers had not been fully understood they should be given another chance to put forward their views, before Government went ahead with the proposal. The Chairman explained the various stages leading to the Government decision to go ahead with the proposed amendment, and pointed out that Government action was in accordance with the decision taken at the Indian Labour Conference and the Standing Labour Committee. It would not be possible for him to reopen the issue unless there was agreement to this effect between the two sides. After some discussion the Conference set up a small Committee comprising representatives of the Workers' and Employers' sides, the State Governments and the Labour Secretary, to look into the matter. The attached note sets out the record of discussion in the Committee. It was agreed that Government might take further decisions and action in the matter taking into consideration the views expressed by the two sides.

Automation.- The Employers' side urged that any resistance or delay in this regard would impede country's progress. It was generally considered that what was called for was a regulation of the pace of technological change to facilitate a smooth and orderly transition, with the minimum of social costs. It was agreed that the requirements of the Model Agreement on Rationalisation should be fully complied with while introducing 'Automation' also. The Chairman affirmed that installation of 'Computers' in the Life Insurance Corporation, Oil Companies, etc., should also be subject to this requirement. He also agreed that Government policy in regard to automation should be a selective one and should ensure social good.

Item 2. Review of the Working of the Code of Discipline.- (i) Differing views were expressed about the effectiveness of the Code of Discipline. Some thought it had worked well while there were others who felt that in the absence of proper sanctions and the non-acceptance of the Code by some Employing Ministries, there were frequent violations of the Code, making it an ineffective instrument. Some of the Workers' representatives suggested a comprehensive review of the Industrial Relations Law and its recasting, with greater emphasis on selection of bargaining agent and promotion of collective bargaining; as also incorporation in the law, the principles of the Code.

The Chairman explained that in his view the Code had worked fairly well and had had a salutary effect on industrial relations. There might have been instances of violations here and there. The solution was not to do away with the Code but to remedy the situation and seek to improve its working. As for the comprehensive review of the Industrial Relations Law, he himself had been thinking about this for some time and felt that the Trade Union Law called for some major amendments. The Organisations should give some thought to this and communicate their views and proposals to Government. In the meantime, however, Organisations should continue to ensure compliance with the requirements of voluntary instruments like the Code of Discipline and the Industrial Truce Resolution.

Item 3. Implementation of Labour Laws in Public Sector Undertakings.- (i) The Conference noted the position stated in the Memorandum and urged that Public Sector Undertakings should ensure full compliance with the requirements of labour laws.

(ii) The proposal referred to in the Memorandum concerning constitution of a Special Committee to review the position about implementation of labour laws in the public sector was not favoured.

(iii) The proposal in para 10(3) of the Memorandum concerning the review of industrial relations in each public sector undertaking at least once in three years, was approved.

Item 4. Industrial Co-Partnership and Item 5. Proposal to remove the pay limit of Rs.1,000/- per month under the Employees' Provident Fund Scheme, 1952 for eligibility for membership of the Fund.- Consideration of these two items was referred to the next session of the Standing Labour Committee.

Item 7. Introduction of 3 Weeks Full Time Training Course for Workers under the Workers' Education Scheme.- (i) The proposal in the Memorandum was generally approved.

(ii) There should be an independent assessment of the working of the Workers' Education Scheme, to find out how it had been functioning, whether benefits of the Scheme had been commensurate with expectations and what further improvements were possible.

Item 8 and Item 10.- These two items have already been referred under general discussions.

Item 11.- Industrial Disputes Act, 1947 - Section 2(s) Proposal to amend so as to include supervisory and managerial personnel drawing less than Rs.1,600/- per month.- Consideration of the item was deferred to the next session of the Standing Labour Committee.

(The Agenda papers and text of Conclusions reached are attached as enclosures to the Report).

(Text of Agenda papers and Conclusions received in this Office from the Ministry of Labour, Employment and Rehabilitation, Government of India, New Delhi; The Statesman, 31 July, 1966).

12. Activities of External Services.

India - July 1966.

Meetings:

The Director attended, as a 'special invitee', the 24th Session of the Indian Labour Conference, held at New Delhi on 29 and 30 July 1966.

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13. Press and Opinion.

India - July 1966.

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

1. The June 1966 issue of 'Asian Labour' publishes a report of the 26th IOFTU Asian Regional Executive Board Meeting. Mention is made of the Board's appreciation of the Government of the Republic of Korea for its intention to seek membership of the ILO.

2. The same issue of the journal refers to a meeting between the ILO Director-General and the General Secretary of the IOFTU. It also publishes a news-item about the IOFTU's complaint to the ILO against the detention ~~of~~ without trial of trade unionists in Rhodesia.

3. The same issue of the journal, gives extracts from 'Congress News' on grievance procedures as quoted from ILO Seminar on Labour-Management Relations within undertakings.

4. "Workers' Education", dated June 1966, publishes the text of the resolution concerning paid educational leave for workers, adopted by the I.L. Conference during its June 1965 Session.

5. 'Behar Herald' dated 18 June 1966, publishes the text of the address of India's Government delegate at the 50th Session of the I.L. Conference. The text of the address is also published in the June 20, 1966 issue of the 'Indian Worker'.

6. 'World Informo' official publication of the United Schools Organisation of India, in its UN Special Number (July 1966) publishes a note on 'Special Bodies of the United Nations'. Mention is made of the ILO in the note.

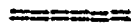
7. 'AIOIE Labour News', Vol. I, No. 1, dated July, 1966, published by the All-India Organisation of Industrial Employers, under its 'Foreign News' column refers to: (a) the 50th Session of I.L. Conference; (b) New G.B. of the ILO; (c) official opening of the Turin Centre.

In Issue No.2 of the same bulletin, dated July 1966, the following ILO activities are mentioned: (a) Fifth Session of the Committee on Work on Plantations; (b) ILO Inter-Regional Seminar on Vocational Rehabilitation.

8. ICCW News Bulletin Vol.XIII, No.3, dated July 1966, publishes a news item concerning the Asian Conference on Children and Youth in National Planning and Development, Bangkok. Mention is made of ILO's collaboration.

9. 'United Nations Weekly Newsletter' dated 8 July 1966 condenses an article concerning the labour Institutes established in India with ILO co-operation, from the current issue of 'ILO Panorama'.

10. Behar Herald, dated 9-7-1966 publishes a report on the World Land Reform Conference held at Rome during June 1966. Mention is made of the ILO's collaboration.



Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - July 1966.

43rd Session of the General Council of INTUC held at Bangalore, 17-18 July 1966.

The General Council of the INTUC held its 43rd Session at Bangalore on 17 and 18 July 1966. The Council adopted several resolutions concerning among others, devaluation, price control, labour policy, employment situation, setting up of autonomous textile corporation, tribunals' powers in disciplinary proceedings, ~~partial~~ partial conversion of Provident Fund into Pension and accident compensation. Some of the resolutions are summarised below.

Price Control - subsidised supply of essential articles.- The Council in its resolution on the subject expressed the view that the Government's decision to rely mostly on Consumer Cooperatives to meet the problem would be extremely inadequate. The problem needed immediate solution and such solution would be possible if only the Government went ahead with its own stores for subsidised supply of essential items, and also forced the employers to do the same. The Council urged upon the Government to take immediate steps by legislation for the setting up of such subsidised Fair Price Shops both by Government and employers.

Autonomous Textile Corporation.- By a resolution on the setting up of autonomous textile Corporation, the Council expressed its serious concern at the continued deteriorating employment in the cotton textile industry in the country following closures, total and partial in several mills. The Council was convinced that there was no other effective means of restarting the closed mills except through an autonomous corporation and the Council demanded the immediate setting up of such a Corporation which should be helped with necessary funds also for modernising the equipment and for running the units without claiming any exemption from any law governing labour.

Tribunals' powers in disciplinary proceedings.- In a resolution, the Council reiterated its demand that Government should give a free hand to Tribunals and Labour Courts to render justice in respect of the most vital aspect of employment viz., employment security while amending the Act.

Accident Compensation.- The Council was of the view that the question whether compensation payable to injured persons or their dependants in cases of accidents, injury or death should be in one lump-sum or as a monthly pension should be left to the choice of the injured persons or his/her dependants as the case may be. This Council urged upon the Government to introduce the necessary amendments to the Act.

Employment Situation.- The resolution on employment situation says: "The employment situation in recent months has continued to be very unsatisfactory. In certain States shortage of electric power has been responsible for considerable lay-off. In certain industries accumulation of stocks of finished goods had resulted in lay-off, retrenchment and closures. In certain other industries the shortage of raw materials had accounted for such lay-off, retrenchment and closures. Most of the industries have been complaining of inadequate credit facilities in recent months. Added to all these, there are units in all industries that have been the victim of either inefficient management or mis-management. Whatever the reasons, the result has been that several units in most industries have not been working to their full capacity for several months now and this is true also of the public sector. Such under-utilisation of plant capacity, with lay-off and retrenchment, has resulted in increasing the cost of production.

"Labour has been urging upon the Government to take over mismanaged or inefficiently managed units; and at the same time give the other units that have become victims of circumstances beyond the control of managements such assistance Government may deem fit."

The resolution urges upon the Government to expedite supplies of raw materials, components and spares, imported or otherwise a dequate stable thermal power coupled with a flexible credit policy, so as to eliminate under-utilisation of plant and unemployment ~~policy~~ of workers. It also asks the Government to expedite taking over of the control and administration of all such units that have ~~their~~ either closed or are ~~threatening~~ threatening to close, either by itself or by any other agency and to amend the Industries Development and Regulations Act to make such taking over meaningful and also to extend its coverage to all organised industries.
(Documents received in this Office from INTUC).

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Chapter 3. Economic Questions

34. Economic Planning, Control and Development.

India - July 1966.

Rupees 232,500 Million Outlay for Fourth Plan:
5.75 Per Cent Annual Growth Rate Envisaged .

According to the final outlay and allocations of the Fourth Plan decided by the Planning Commission, the Fourth Plan will have an outlay of 232,500 million rupees - 160,000 million rupees in the public and 72,500 million rupees in the private sector. Among the major sectors, agriculture will get an outlay of slightly over 24,000 million rupees, power 20,000 million rupees, irrigation 9,500 million rupees, organised industry 39,500 million rupees and small-scale and village industries 3,750 million rupees.

The new Plan has been drawn up on the basis of an annual growth rate of 5.75 per cent. against the earlier assumption of 6.55 per cent. The latest assumption is a rate of growth of five per cent. (simple) per annum in agriculture and 10 per cent. in industry.

A full meeting of the Planning Commission, presided over by Prime Minister Indira Gandhi considered the Draft Plan, and decided on an outlay of 160,000 million rupees in the Public Sector for the Fourth Plan. The Commission felt that an investment of this order was the minimum necessary to ensure a growth rate of around 6 per cent. The Prime Minister is believed to have told the Commission that a Plan of this size was inevitable to meet the minimum expectations of the people.

In spite of detailed discussions for two days the Commission is yet to finalize the allocation of outlays among the various sectors.

The proposed outlay of 160,000 million rupees means an increase of 15,000 million rupees over the investment envisaged in the public sector in the Plan memorandum.

Even so, the revised physical targets would fall short of projections of the Plan memorandum. The Commission is still working out the details of the new targets.

The Commission has not arrived at any precise outlay for the private sector. It has for the time being left the investment for this sector at 70,000 million rupees as envisaged in the Plan memorandum. The idea seems to be to adopt a flexible approach in this regard so as to allow for necessary revision, depending on actual performance and availability of resources.

The public sector investment envisaged by the Commission will entail mobilization of additional resources to the tune of 18,000 million rupees. This is proposed to be secured through additional taxation, increased surpluses from public sector undertakings and the induction of dynamism in the economy through a pattern of investment on quick-yielding projects.

The planners have also assumed that external assistance of the order of 40,000 million rupees (pre-devaluation figure) of \$8.4 billion might be available during the Plan period. This includes foreign private investment of about 3,000 million rupees.

The overall figure for the public sector having now been fixed, the Commission will set about the task of reallocating investments among the various sectors.

(The Hindustan Times, 23 and 26 July, 1966).

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36. Wages.

India - July 1966.

Madras: Working of the Minimum Wages Act, 1948
during the Year 1964*.

The following is a brief review of the Report on the working of the Minimum Wages Act, 1948, during the year 1964, published by the Government of Madras.

Scheduled Employment.- Minimum rates of wages have been fixed in this State in respect of the following scheduled employments:-

(1) Employment in Wollen carpet making or Shawl weaving establishments. (2) Employment in any rice mill, flour mill or dhall mill. (3) Employment in any tobacco (including beedi-making) manufactory. (4) Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee. (5) Employment in any oil mill. (6) Employment under any local authority. (7) Employment on road construction or in building operations. (8) Employment in Stone breaking or stone crushing. (9) Employment in any mica works. (10) Employment in Public Motor Transport. (11) Employment in tanneries and leather manufactory. (12) Employment in cotton, ginning and pressing. (13) Employment in salt pans. (14) Employment in coir manufactory. (15) Employment in match and fire works manufactory. (16) Employment in hosiery manufactory. (17) Employment in brick and tiles manufactory. (18) Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of livestock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce).

* Report on the Working of the Minimum Wages Act, 1948, in the Madras State during the year 1964: Department of Industries, Labour and Cooperation, Government of Madras, 1965: Price Rs.3.45: pp. 30.

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No minimum rates of wages have been fixed for the employment in lac manufactory as the number of workers employed in this industry in the State was estimated to be less than 1,000. This is the only scheduled employment in this State for which minimum rates of wages have not been fixed, statutorily under Act.

There were 23,937 establishments covered by the scheduled employments employing about 892,879 workers. Particulars relating to the number of establishments in each scheduled employment covered by the Minimum Wages Act together with the number of workers employed therein are furnished below:-

| Serial Number and Name of the Employment. | Number of establishments. | Number of worker employed. |
|---|------------------------------|-------------------------------|
| (1) | (2) | (3) |
| 1. Woollen Carpet Making and Shawl Weaving establishments. .. | 11 | 114 |
| 2. Rice, Flour and Dhall Mills. .. | 3,932 | 22,317 |
| 3. Tobacco including beedi manufactory. .. | 2,481 | 46,562 |
| 4. Plantations. .. | 403 | 89,640 |
| 5. Oil Mills. .. | 774 | 5,622 |
| 6. Local Authorities. .. | 13,795 | 662,173 |
| 7. Road Construction or building operation. .. | - | - |
| 8. Stone Breaking or stone crushing. .. | 19 | 196 |
| 9. Public Motor Transport. .. | 1,332 | 25,838 |
| 10. Tanneries and leather manufactory. .. | 271 | 9,248 |
| 11. Coir Manufactory. .. | Nil | Nil |
| 12. Cotton ginning and pressing. .. | 282 | 14,073 |
| 13. Salt pans. .. | 36 | 1,187 |
| 14. Match and fireworks. .. | 285 | 11,030 |
| 15. Hosiery manufactory. .. | 277 | 2,309 |
| 16. Bricks and tiles. .. | 32 | 732 |
| 17. Lac manufactory. .. | - | - |
| 18. Mica Works. .. | - | - |
| 19. Cashew industry. .. | 7 | 1,838 |
| Total. | 23,937 | 892,879 |

Payment of Wages and Deductions.- Of the 23,937 establishments reported to have been covered by the provisions of the Minimum Wages Act, only 7,549 establishments submitted the returns, the number of workers employed in those establishments being 186,374. The remaining establishments have not submitted the annual returns. The approximate number of workers employed in these establishments is based on the data collected by the Subordinate Officers except in the case of 'local authority' where the number of workers furnished is based on the average number of workers employed in establishments submitting returns. The total wages paid in establishments which have submitted the returns was Rs.127,257,346.41P. The largest payment was made in Plantations during this year also.

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A sum of Rs.4,815.34 P. was deducted from the wages of the workers employed in the scheduled employments covered by the Minimum Wages Act.

The details are shown below:-

| | Amount. |
|----------------------------|----------------------|
| | <u>Rs.</u> <u>P.</u> |
| (a) Fines. .. | 911.88 |
| (b) Damage/Loss. .. | 732.88 |
| (c) Breach of contract. .. | <u>3,170.58</u> |
| Total. | <u>4,815.34</u> |

Out of the fine amount of Rs.911.88 P., a sum of Rs.81.28 P. was spent to meet the medical expenses and purchase of magazines.

Enforcement.- The work relating to the enforcement of the Act was attended to by eight Inspectors of Labour, five Inspectors of Plantations, 129 Assistant Inspectors of Labour in the Labour section and by six Superintending Inspectors of Factories, 23 Inspectors of Factories and five Assistant Inspectors of Factories at District level in the Factories Section.

The above officers attended to the enforcement of the provisions of the Minimum Wages Act along with their other work. No special staff was appointed for the enforcement of this Act exclusively. They inspected and verified the payment of minimum rates of wages in the scheduled employments during the course of their inspections of the establishments under the Madras Shops and Establishments Act, Factories Act, 1948 or the Plantation Labour Act, 1951, as the case may be. In the case of other establishments not coming under the purview of the any of the above mentioned Acts, Inspectors have been instructed to inspect them whenever complaints are received with regard to the non-payment of minimum rates of wages fixed.

The Revenue Inspectors who were appointed as Inspectors for the enforcement of minimum wages in agriculture were not able to find time to attend to this work besides their normal work. The question of making alternative arrangements regarding revision and enforcement of the minimum wages is under the consideration of the Government. Till a satisfactory system of enforcement of minimum wages in Agriculture is evolved, it may be difficult to make effective checks in respect of this employment. The Inspectors of Labour who are Gazetted Officers have however been instructed to look into the complaints, if any.

of non-payment of minimum wages during the course of their inspection in those areas. Hence the particulars in respect of employment in Agriculture could not be collected and incorporated.

During the year 1964, the Inspectors inspected as many as 10,414 establishments covered by the Act.

Seventy-four prosecutions were sanctioned during the year 1964 for the contravention of the provisions of the Act and Rules, of which 73 cases ended in ~~conviction~~ conviction. A total sum of Rs.2,170.00 was realized by way of fines. One prosecution was pending at the end of the year.

Claims.- There were 16 claims pending at the beginning of the year 1964. Seventy-one claims were filed during the year. Fifty-one claims were decided during the year and 36 claims were pending at the end of the year. A sum of Rs.5,231.33 P. was directed to be paid to the employees by the authorities and a sum of Rs.150 was also awarded as compensation.

General.- The legislation and its enforcement have been generally well received by the workmen and particularly by those who are not fully organised.

(A review of the working of the Report on the Working of the Minimum Wages Act, 1948, in the Madras State during the year 1963, was reported at pp. 13-16 of the Report of this Office for October-November 1965).



Chapter 5. Working Conditions and Living Standards

56. Labour Administration.

India - July 1966.

Inspection of Mines in India: Annual Report of the Chief Inspector of Mines in India for the year ending 31 December 1963*.

Application.- The Mines Act, 1952 as amended by the Mines (Amendment) Act, 1959, continued to be in force throughout India excepting State of Jammu and Kashmir. The Act has been extended to the Union Territories of Goa, Diu and Daman from 1 October 1963.

The number of mines (coming within the purview of the Mines Act, 1952 excluding mines of atomic minerals) reported to have been worked during the year under review was 3909 comprising of 879 coal mines and 3030 non-coal mines, as against 3648 mines (851 coal and 2797 non-coal) in 1962. The number of mines submitting returns was however less, their number in 1963 being 3206 (870 coal and 2336 non-coal) as against 3009 (840 coal and 2165 non-coal) in 1962. In respect of the nine defaulting coal mines, however, estimates of employment and output have been arrived at on the basis of monthly data submitted through the monthly returns and to that extent, coverage in respect of 879 coal mines is complete. The major difficulty has been in respect of non-coal mines. Further, action for non-submission of the annual returns continues, but this aspect of non-submission of returns by the non-coal mines - mostly small-sized, has to be taken note of when a comparison of figures over the years is made. Where the major variations are due to the inclusion or non-inclusion of returns from big mines, these have been specifically mentioned. Particulars of oil mines have been covered with effect from the year 1962.

* Annual Report of the Chief Inspector of Mines for the year ending 31st December 1963: Mines Act, 1952: 1964: pp. iv-551.

Employment.— The average daily number of persons working in and about the mines regulated by the Mines Act, 1952 in the year 1963 was 703,660 which shows a considerable increase as compared to the earlier years and has recorded a new level of employment in mines coming under the purview of the Act.

The two tables give below show the trends in employment by place of working and by major minerals.

Average Daily Number of Persons Employed

(1) By place of working.

| Year | Under-ground Men | Open-cast workings | | Surface | | Total | Index |
|-------|---------------------|--------------------|--------|---------|--------|---------|-------|
| | | Men | Women | Men | Women | | |
| 1961. | 261,703 | 157,032 | 67,927 | 145,944 | 38,380 | 670,986 | 122.2 |
| 1962. | 276,868 | 153,358 | 64,905 | 151,211 | 37,884 | 684,226 | 124.6 |
| 1963. | 289,902 | 155,943 | 65,936 | 157,037 | 34,842 | 703,660 | 128.2 |

(2) By Major Minerals.

| Year | Coal | Mica | Manganese | Iron ore | Gold | Limestone | Others |
|-------|---------|--------|-----------|----------|--------|-----------|--------|
| 1961. | 411,265 | 29,635 | 46,923 | 54,540 | 16,295 | 54,637 | 57,691 |
| 1962. | 432,909 | 26,092 | 39,141 | 50,124 | 16,397 | 54,499 | 65,064 |
| 1963. | 450,679 | 23,248 | 36,623 | 44,830 | 15,439 | 63,402 | 69,439 |

The overall increase in employment was mainly due to that in underground workings, which is about 5 per cent. of last year's employment. In respect of both open-cast and surface, there have been minor fluctuations in employment. Sex-wise, there has been a further drop in female employment.

Mineral-wise, the increase, was mainly in Coal and Limestone mines. In respect of other major minerals decrease in employment of various degrees was recorded.

Labour Situation.— The mandays lost by strikes and lock-outs in the mining industry as reported by the Regional Labour Commissioners (Central) were 97,629 in 1963 as compared to 292,963 in 1962, 357,385 in 1961 and 234,904 in 1960. Of these, those lost in respect of coal mines accounted for 39,659 while the rest were in different non-coal mines. In respect of coal-mines, the Statewise break-down for the three years 1961 to 1963 may be seen from the following table.

Mandays lost due to strikes and lock-outs in Coal mines by states during 1961 to 1963.

| State | Total Mandays lost during | | |
|----------------------|---------------------------|---------|--------|
| | 1961 | 1962 | 1963 |
| Andhra Pradesh | 1,658 | 46,504 | 4,722 |
| Assam..... | 513 | 4,073 | - |
| Bihar..... | 93,042* | 101,380 | 23,989 |
| Madhya Pradesh..... | 85,911 | 25,899 | 7,399 |
| Maharashtra..... | 705 | 98 | - |
| West Bengal..... | 18,989 | 55,289 | 3,549 |
| All India | 200,818* | 233,243 | 39,659 |

* Information incomplete.

Some of the major strikes in coal mines were at Sijua, Bhelatand and Malkera Choitodih resulting in a loss of about 8,800 mandays, at West Chirimiri Colliery involving 5,300 mandays, Kurherbaree Colliery involving about 4,800 mandays and Manki No. I Colliery involving about 4,400 mandays.

Among non-coal mines altogether 58,000 mandays were lost. About 24,000 and 15,000 mandays were lost in limestone mines and gold mines respectively.

Absenteeism in Coal Mines.- The percentage of absenteeism (absenteeism being defined as to include absence due to sickness, accident, leave, etc., and excludes absence due to strikes, lock-outs or maternity leave) among colliery workers registered a further drop in the year 1963 for the country as a whole as also for most of the coalfields. The table below gives the comparative figures in respect of major fields.

Percentage of absenteeism.

| Year | Andhra Pradesh. | Assam | Bihar Bokaro | Maha- Jharia | Madhya Pradesh. | Orissa | West Bengal Raniganj | All India |
|-------|-----------------|-------|--------------|--------------|-----------------|--------|----------------------|-----------|
| 1961. | 17.23 | 18.84 | 14.76 | 11.90 | 13.60 | 13.97 | 12.66 | 13.53 |
| 1962. | 19.14 | 17.81 | 13.86 | 11.12 | 13.68 | 15.25 | 12.36 | 12.85 |
| 1963. | 19.33 | 15.61 | 13.65 | 10.48 | 14.16 | 13.91 | 12.21 | 12.70 |

Output.- The aggregate pit-head value of coal raised in this country amount to 1,466.47 million rupees as against 1,259.72 million rupees last year. Pit-head value of the output figures of non-coal minerals comparable to the employment and other data published by this office was 439.72 million rupees in 1963. This figure relates however to only mines coming under the purview of Mines Act, 1952 which submitted returns.

| Year | Coal (Tonnes) | Mica* (Tonnes) | Manganese (Tonnes) | Iron-Ore (Tonnes) | Copper Ore (Tonnes) | Gold (Kgms.) |
|-------|------------------|-------------------|-----------------------|----------------------|------------------------|-----------------|
| 1961. | 55,709,143 | Not Available | 1,230,024 | 12,269,560 | 423,270 | 4,868 |
| 1962. | 61,365,981) | - | NOT FINALISED | | - | - |
| 1963. | 66,764,724) | | | | | |

*Dressed.

Coal.- The output of coal continued its rising tempo and recorded a new peak during the current year. The increase over the preceding year was of the order of 5.40 million tonnes, which is slightly less than the 5.66 million tonnes increase in 1962.

Field-wise, the output of coal in Jharia was 19,689,141 tonnes as against 18,447,944 tonnes in 1962 and accounted for about 30 per cent. of the total production in the country. Comparatively, the Raniganj field showed a slightly lesser increase, the production in 1963 being about 21,507,935 tonnes as against 20,907,892 tonnes in 1962 and accounting for nearly 32 per cent. of the country's output.

Among the smaller fields, Karanpura raised 4.78 million tonnes, Bokaro 3.84 million tonnes, Singareni 3.33 million tonnes, Pench Valley 2.90 million tonnes, Korea 2.53 million tonnes and Rewa 1.80 million tonnes.

Raisings were fairly high in the early months of the year. The seasonal effects of monsoon resulted in a fall in output, and the maximum was reached in January. There was a larger accumulation of stocks at pit-head at the end of the year under review than in the preceding year. At the end of the year stocks were 4.74 million tonnes as against 3.56 million tonnes at the beginning of the year.

Despatches of coal, excluding coke, amounted to 58,806,872 tonnes as against 55,087,352 tonnes in the preceding year.

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The amount of coal utilised for coke making at the collieries was 3,961,685 tonnes i.e. about 5.9 per cent. of the total output, the corresponding figures for 1962 being 3,511,439 tonnes and 5.7 per cent. respectively. In addition, about 2,534,310 tonnes of coal i.e. about 3.8 per cent. of the total production, was consumed within the collieries for boilers, attached power houses, etc.

Collieries produced 454,737 tonnes of Hard Coke and 2,304,896 tonnes of Soft Coke during the year under review as compared to 329,934 tonnes of Hard Coke and 2,116,424 tonnes of Soft Coke in 1962. There was thus a slight increase in coke production in collieries. Despatches of Coke from the collieries consisted of 439,301 tonnes of Hard Coke and 2,278,630 tonnes of Soft Coke. Of the rest, 448 tonnes of Hard Coke and 3,379 tonnes of Soft Coke were reported to have been consumed within the collieries. The stocks at the end of the year consisted of 32,328 tonnes of Hard Coke and 127,368 tonnes of Soft Coke.

The aggregate pit-head value of coal produced during the year amounted to Rs. 1,466,466,544 and that of Hard Coke and Soft Coke produced at the collieries was Rs. 19,726,421 and Rs. 64,556,128 respectively.

Output of coal per worker employed has increased further to 148 tonnes in 1963 from 142 tonnes in 1962, 135 tonnes in 1961 and 100 tonnes in 1951.

Mechanisation.- Of the total of 3215 mines for which information is available for the year 1963, 1610 (about 50 per cent.) were using mechanical or electrical power as against 1545 (51 per cent. of total) mines in 1962. These include 770 (nearly 88 per cent. of the total) coal mines, 354 (54 per cent. of the total) Mica mines, 100 (38 per cent. of the total) Limestone mines, 96 (32 per cent. of the total) Manganese Mines and 49 (23 per cent. of the total) Iron-Ore Mines. All the Gold and Copper Mines (4 and 4 in number respectively) reported to have been worked during the year (excluding the Copper mine in Rajasthan which has not yet started working), were using mechanical power.

Use of Electricity.- The number of Coal Mines using electrical energy during the year under report was 690 as compared to 658 in 1962 and 617 in 1961. The aggregate horsepower of electrical plant used in the above mine increased from 440,825 in 1962 to 508,866 in 1963. The increase was due to the introduction of additional electrical plants in mines which had already been utilising electrical power and to the introduction of electrical power in some other mines during the year under review. During the year, electrical plants were installed and brought into use in 32 additional Coal Mines.

The amount of Coal raised from all collieries during 1963 in the Indian Union was 66,727 tonnes. Out of this amount, coal mines numbering 690 using electrical power accounted for the production of 61,461,137 tonnes which is about 92 per cent. of the total raisings. The remaining coal mines numbering 189 which did not use electric power accounted for the production of 5,303,587 tonnes which is about 8 per cent. of the total raisings.

According to the annual returns the total amount of coal consumed in all the collieries during the year under review was 2,534,310 tonnes or about 3.8 per cent. of the total raisings as compared to 2,489,757 tonnes or about 4.1 per cent. of the total raisings in 1962.

Of this figure, the total amount of coal consumed by the collieries not using electricity was 565,137 tonnes which is about 22.3 per cent. of the total coal consumed in all the collieries whereas the coal consumed by the collieries using electricity including the coal consumed at the power stations supplying electrical energy to these collieries was 1,969,173 tonnes of which, consumption for generation of electricity was about 195,103 tonnes. It will thus be observed that in the mines using electrical power the total consumption of coal including the colliery consumption at colliery power houses was about 3.20 per cent. of raisings, whereas in the remaining mines the colliery consumption was 10.66 per cent. of raisings.

Besides the above coal mines electrical energy was used in 211 Metalliferous Mines and 10 Oil wells with an aggregate horse-power of 131,974 compared to 163 mines with an aggregate horse-power of 124,876 in 1962. These figures do not include Mica mines using electricity. The number of Mica mines using electricity during the year under review was 231 with aggregate horse-power of 14,587 as compared to 199 mines in 1962 with an aggregate horse-power of 14,834.

Coal Cutting Machines.- The total number of coal cutting machines worked by electricity was 883 as compared to 815 in 1962, and 669 in 1961. Out of these, 390 were worked in Raniganj, 142 in Jharia, 133 in Madhya Pradesh and 124 in Karanpura. The total quantity of coal cut by these machines was of the 18.79 million metric tonnes as against 17.16 million metric tonnes in 1962 and 14.98 million metric tonnes in 1961.

Mechanised Loaders in Coal Mines.- The number of mechanical loaders in use in the Singareni, Raniganj and Karanpura coalfields were 5, 5 and 14 respectively in the year 1963. The total quantity of coal loaded by these loaders was about 696 thousand metric tonnes which was slightly less than the last year's figures of 728 thousand metric tonnes.

Mechanical Conveyors in Coal Mines.- The number of mechanical conveyors used during the year under review was 193 as compared to 167 in 1962 and 129 in 1961. The highest aggregate length reported for any month during the year was 51,482 metres in February which was slightly more than the preceding year's figure of 50,789 metres. The total quantity of coal conveyed was also much higher than that in the last year, the corresponding figures being 6.05 million metric tonnes in 1963, 4.90 million metric tonnes in 1962 and 4.23 million metric tonnes in 1961.

Mechanical Ventilators in Coal Mines.- The number of coal mines using mechanical ventilators was 291 in 1963 as against 274 in 1962 and 253 in 1961. The number of mechanical ventilators in use was 482 during the year under report as compared to 439 during the preceding year. As usual, the majority of the mechanical ventilators were to be found in the States of Bihar and West Bengal where the number was 203 and 169 respectively.

Mechanical Ventilators in Non-Coal Mines.- Thirtythree Non-Coal Mines used 89 mechanical ventilators comprising of 4 Gold mines using 45 mechanical ventilators, 28 Mica mines using 30 mechanical ventilators and one Lime Stone mine utilising 14 mechanical ventilators.

Safety Lamps in Coal Mines.- The number of Safety Lamps in use in the Coal Mine was 142,902 of which 125,489 were of the electrical type and the rest of flame type. The number of lamps locked by magnetic means was 19,656 and by lead rivets 14,429 while the rest had other arrangements for locking.

Safety Lamps in Non-Coal Mines.- The number of safety lamps in use in Non-Coal mines was 3,523 of which 1,292 were electric type. The number of lamps locked by lead rivets was 767, while the rest had other arrangements for locking.

Rock-Drills in Non-Coal Mines.- There were 568 Non-Coal mines using rock-drills the total number of rock-drills used being 2408. These comprised of 302 Mica Mines using 632 rock-drills, 62 Lime stone mines using 506 rock-drills, 4 Gold mines using 376 rock-drills, 52 Manganese mines using 235 rock-drills and 42 Iron Ore mines using 214 rock-drills.

Explosives.- The figures of consumption of explosives and detonators in Coal and Non-Coal mines for the year 1963 with comparative figures for the preceding years are given in the following table.

Consumption of Explosives

(All figures in thousands)

| Year | Coal | | | | Non-Coal | | |
|----------|----------------------------|---------------------------------|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| | High Explosives. (Kgms) | Permitted Explosives. (Kgms) | Gun powder. (Kgms) | Detonators. (Nos.) | High Explosives. (Kgms) | Gun powder. (Kgms) | Detonators. (Nos.) |
| 1961.... | 2,973 | 1,543 | 2,106 | 17,472 | 2,835* | 1,070 | 12,082* |
| 1962.... | 4,060 | 1,906 | 2,149 | 25,280 | 3,210 | 1,034 | 13,036 |
| 1963.... | 8,111 | 1,371 | 1,857 | 24,784 | 4,203 | 1,143 | 11,850 |

* Revised. The figures of liquid oxygen cartridges, wrongly included in Detonators column have been corrected and after conversion, added under High Explosives.

Accidents.- The increasing trend in the number of fatal accidents which has been observed from 1959 was halted during the year under review. However, the resultant casualties have come to 1961 level. The drop in the number of serious accidents which was first witnessed last year, continued during the current year, the fall being of the order of 800 as compared to 200 during the preceding year. Comparative figures over the past few years may be seen from the table below.

Number of accidents, resultant casualties and rates.

| Year | Fatal Accidents | | | Serious Accidents | | Rate per 1000 persons employed. | |
|-----------|----------------------|---------------------------|--------------------------------------|----------------------|--------------------------------------|---------------------------------|----------------------|
| | Number of accidents. | Number of persons Killed. | Number of persons Seriously injured. | Number of accidents. | Number of persons seriously injured. | Death rate. | Serious injury rate. |
| 1961..... | 289 | 344 | 61 | 5,038 | 5,112 | 0.51 | 7.71 |
| 1962..... | 317 | 368 | 64 | 4,828 | 4,881 | 0.53 | 7.16 |
| 1963..... | 286 | 344 | 55 | 3,982 | 4,055 | 0.49 | 5.84 |

Accidents By Class of Minerals.- Classification of the accidents and resultant casualties by the class of mineral worked is given in the table below:-

Accidents by class of mineral worked.

| Minerals. | Number of Accidents | | Number of Persons | |
|----------------------|---------------------|--------------|-------------------|--------------------|
| | Fatal | Serious | Killed | Seriously Injured. |
| Coal | 223 | 2,443 | 267 | 2,533 |
| Copper | 2 | 139 | 4 | 141 |
| Galena & Sphalerite- | 1 | 34 | 1 | 35 |
| Gold | 12 | 824 | 17 | 836 |
| Iron-Ore | 9 | 117 | 9 | 123 |
| Limestone | 10 | 261 | 10 | 267 |
| Manganese | 5 | 61 | 10 | 61 |
| Mica | 9 | 19 | 11 | 24 |
| Oil | - | 41 | - | 42 |
| Stone | 9 | 13 | 9 | 15 |
| Others | 6 | 30 | 6 | 33 |
| All Minerals | 286 | 3,982 | 344 | 4,110 |

Coal mining, which accounts for about 63 per cent. of the total labour force in all mining, gave rise to 78 per cent. of the fatal accidents and 62 per cent of the serious accidents. Among the rest, Gold, Limestone, Mica and Stone and Iron-Ore mining industries in respect of Fatal Accidents and Gold, Limestone, Copper and Iron-ore industries in respect of serious accidents gave rise to considerable number of accidents. Detailed analysis for some of the major mineral industries is made below.

In coal mines while the number of persons killed is almost equal to the figure for the preceding year, the number of fatal accidents, number of serious accidents and number of persons seriously injured have all been less than those in the preceding year. The number of serious accidents and resulting injuries continued to show a down ward trend during this year and the same can be better appreciated from the following table:-

Accidents, resultant casualties and rates in coal mines.

| | 1961 | 1962 | 1963 |
|---|--|---------------|---------------|
| Number of accidents | (Fatal . 222 (Serious. 3,515 | 229 3,125 | 223 2,443 |
| Number of persons | (Killed. 298 (Seriously 3,605 | 266 3,207 | 267 2,533 |
| Rates per 1000 persons employed. | (injured. (Death rate. 0.65 (Serious 8.77 (injury rate. | 0.61 7.41 | 0.59 5.62 |
| Rate per One Million tonnes of coal raised. | (Death rate. 4.81 (Serious 64.71 (injury rate. | 4.33 52.26 | 4.00 37.94 |
| Rates per One lakh manshifts worked. | (Death rate. 2.92 (Serious 2.96 (injury rate. | 2.91 2.91 | 2.90 1.91 |

From the above table it can be seen that the death and serious injury rates calculated on the basis of average daily employment, output and ~~man-days~~ ~~man-shifts~~ worked have all recorded levels lower than those for the preceding few years.

Mention may be made in this connection of the intensive efforts made by this organisation in collaboration with National Council for Safety in Mines regarding safety by way of conducting "Safety Week" in the various coal-fields, beginning with that in April 1962 in the Jharia and Raniganj fields. The change in the direction in the movement of both the number of serious accidents and the number of seriously injured persons in the year under review can justifiably be attributed to the above, as the safety weeks have brought about an awareness of the safety aspect in one and all.

The number of fatal accidents was on the increase in the States of Andhra Pradesh and Orissa. The decrease in Jharia and Raniganj had not only off set the increase in the above two fields but also had brought down the figure of fatal accidents by six on comparison with the figure on last year. All the fields showed a decrease of varying magnitudes in respect of serious accidents. Excepting Andhra Pradesh, and Jharia where the drop is 14 per cent, and 8 per cent, respectively over the figure of the preceding year, the fall in the remaining fields is more than 20 per cent.

Accidents by Causes.- Detailed classification of the fatal and serious accidents in the year 1963 by different causes and the resultant casualties may be seen from the following statement.

Accidents by causes:

Causes and places of occurrence.

| Causes and places of occurrence. | Fatal Accidents | | | Serious Accidents | |
|----------------------------------|----------------------|---------------------------|--------------------------------------|----------------------|--------------------------------------|
| | Number of accidents. | Number of persons killed. | Number of persons seriously injured. | Number of accidents. | Number of persons seriously injured. |

| (1) | (2) | (3) | (4) | (5) | (6) |
|-----|-----|-----|-----|-----|-----|
|-----|-----|-----|-----|-----|-----|

| | | | | | | |
|--|---------------|----|-----|----|-----|-----|
| 1. Explosion & ignitions of inflammable gas. | Belowground. | 1 | 1 | 1 | - | - |
| 2. Fall of Roof. | (Belowground. | 95 | 117 | 22 | 275 | 289 |
| | (Opencast. | 1 | 2 | 1 | - | - |
| 3. Fall of Sides (Wall). | (Belowground. | 31 | 35 | 3 | 148 | 158 |
| | (Opencast. | 15 | 25 | 1 | 5 | 6 |
| 4. Fall of Sides (Face). | (Belowground. | 2 | 2 | - | 50 | 52 |
| | (Opencast. | 5 | 15 | 3 | 6 | 6 |

(Cont.)

| (1) | (2) | (3) | (4) | (5) | (6) | |
|--|--------------|--------------|-----|-----|-------|-------|
| Rook Burst. | Belowground. | 1 | 5 | 2 | 48 | 51 |
| Haulage. | Belowground. | 28 | 30 | 3 | 512 | 514 |
| | Opencast. | 2 | 2 | - | 43 | 43 |
| | Surface. | - | - | - | 109 | 109 |
| In Shafts. | Belowground. | 11 | 12 | 3 | 36 | 50 |
| | Explosives. | Belowground. | 13 | 16 | 8 | 40 |
| Machinery. | Opencast. | 5 | 5 | 1 | 17 | 20 |
| | Surface. | - | - | - | 4 | 5 |
| | Belowground. | 8 | 8 | 1 | 75 | 75 |
| | Opencast. | 3 | 3 | - | 8 | 8 |
| | Surface. | 8 | 8 | 2 | 44 | 46 |
| Irruption of Water. | Belowground. | 1 | 1 | - | - | - |
| Outbreak of fire. | Belowground. | 1 | 1 | - | - | - |
| At Railway siding belonging to the mine. | Surface. | - | - | - | 29 | 29 |
| Electricity. | Belowground. | 6 | 6 | - | 8 | 9 |
| | Opencast. | - | - | - | 1 | 1 |
| | Surface. | 5 | 5 | - | 5 | 5 |
| Miscellaneous. | Belowground. | 13 | 13 | - | 1,625 | 1,626 |
| | Opencast. | 12 | 12 | 1 | 248 | 248 |
| | Surface. | 19 | 20 | 3 | 646 | 653 |
| TOTAL. | | 286 | 344 | 55 | 3,982 | 4,055 |

Slightly more than half of the fatal accidents continued to be due to falls of ground. Another important feature to be noted is that most of the fatal accidents that involved more than one death are all mainly due to falls of ground and hence this has resulted in the proportion of deaths due to the cause group being as high as 57 per cent. of the overall deaths. Among the remaining causes haulage, explosives and machinery are the specific cause groups accounting for a significant number of fatal accidents, the absolute numbers being practically the same excepting in the case of haulage which has recorded a minimum in the recent year past.

Among the serious accidents excluding the miscellaneous cause group (which accounts for about two out of every three serious accidents), the cause group "haulage" continued to be the main cause and accounted for about 17 per cent. of the total number. Although in absolute number it is less than the figure of preceding year in proportion to the total, this was more than that in last year. Next in order of the same is the cause group falls of ground, giving rise to about 500 accidents (about 1/8th of the total number) which is less than that during last year.

Comparative figures of the number of persons killed in coal and non-coal mines due to various causes in the recent few years are given in the table below.

Increase in the number of deaths due to Falls of Sides face in coal mines and electricity both coal and non-coal may be noted from the same.

Number of persons killed.

| Cause | Minerals | 1961 | 1962 | 1963 |
|---------------------------|------------|------|------|------|
| (1) | (2) | (3) | (4) | (5) |
| Explosions, Ignition etc. | (Coal. | - | - | 1 |
| | (Non-Coal. | - | - | - |
| Falls of Roof. | (Coal. | 122 | 127 | 111 |
| | (Non-Coal. | 2 | 8 | 8 |
| (a) Face. | (Coal. | 8 | 4 | 16 |
| | (Non-Coal. | 6 | - | 1 |
| Falls of Sides. | (Coal. | 23 | 35 | 39 |
| (b) Walls. | (Non-Coal. | 21 | 28 | 21 |
| Rock Burst. | (Coal. | - | - | - |
| | (Non-Coal. | 1 | 15 | 5 |
| Slippage above ground. | (Coal. | 14 | 2 | - |
| | (Non-Coal. | 5 | 2 | 2 |
| Slippage below ground. | (Coal. | 20 | 35 | 29 |
| | (Non-Coal. | - | - | 1 |
| In-Shafts. | (Coal. | 17 | 9 | 6 |
| | (Non-Coal. | 5 | 6 | 6 |
| Explosives. | (Coal. | 14 | 9 | 13 |
| | (Non-Coal. | 14 | 13 | 8 |
| Machinery above ground. | (Coal. | 10 | 7 | 6 |
| | (Non-Coal. | 2 | 3 | 5 |
| Machinery below ground. | (Coal. | 5 | 7 | 8 |
| | (Non-Coal. | - | - | - |
| Suffocation by Gases. | (Coal. | 4 | - | - |
| | (Non-Coal. | - | - | - |
| Eruption of Water. | (Coal. | 1 | - | 1 |
| | (Non-Coal. | - | - | - |
| Outbreak of Fire. | (Coal. | - | - | 1 |
| | (Non-Coal. | - | - | - |
| At the Railway siding | (Coal. | 4 | 6 | - |
| belonging to the mine. | (Non-Coal. | 3 | 1 | - |
| Electricity. | (Coal. | 7 | 4 | 8 |
| | (Non-Coal. | 3 | 1 | 3 |
| Miscellaneous above | (Coal. | 13 | 13 | 17 |
| ground. | (Non-Coal. | 16 | 22 | 15 |
| Miscellaneous below- | (Coal. | 6 | 8 | 11 |
| ground. | (Non-Coal. | 1 | 3 | 2 |
| TOTAL. | (Coal. | 268 | 266 | 267 |
| | (Non-Coal. | 76 | 102 | 77 |

Inspections and Prosecutions.- The total number of inspections made by the various inspecting officers of this organisation in the year 1963 was about 9,900 as against 10,400 in the preceding year. These include the inspections in respect of mining matters by Inspectors of Mines, etc., Inspections by Electrical, Mechanical and Medical Inspectorates. Details of inspections of working mines (excluding those of atomic minerals) coming under the purview of the Mines Act, 1952 in respect of mining matters are as follows:-

| | Number of mines inspected. | Number of inspections made. |
|-------------------|----------------------------|-----------------------------|
| Coal Mines ----- | 790 | 4,387 |
| Non-Coal Mines -- | 2,251 | 3,684 |
| | <u>3,041*</u> | <u>8,071</u> |

* Rest of the mines could not be inspected on account of (i) shortage of inspecting staff, (ii) seasonal operation of mines and (iii) opening/re-opening of non-coal mines towards the end of the year.

In addition, seventy three inspections of sixty two closed mines and five inspections of five non-act mines were also made. Three hundred seventy-seven Coal and 13 Non-Coal mines were inspected by the Electrical Inspectorate, the number of inspections being 680 and 15 respectively. Two hundred forty-seven Coal and 5 Non-Coal mines were inspected by the Mechanical Inspectorate, the corresponding number of inspections being 385 and 11 respectively. Two hundred ninety-seven Coal and 262 Non-Coal mines were inspected by the Medical Inspectorate, the actual number of inspections being 337 and 247 respectively.

In addition, the inspecting officers made enquiries into various matters, viz., enquiries into causes and circumstances of all fatal accidents, and some of the serious accidents and dangerous occurrences. Some others relate to enquiries into the various complaints received.

During the year 133 prosecutions were instituted as compared with 165 prosecutions in 1962. In 39 cases, Owners/Directors and Agents were prosecuted for offences under Section 69 of the Mines Act, 1952 for non-appointment of Managers. In 3 cases, Owners, Agents and Managers were prosecuted under Section 64(e) of the Mines Act for submitting incorrect returns, plans, etc.

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Welfare Amenities.- The report gives an account of welfare facilities connected with, sanitation and medical relief primarily in Coal mines and mica mines. These activities have already been reviewed as below:

Welfare activities in Coal Mines during 1962-63. pp. 45-46 of the Report of this Office for December 1963.

Welfare Activities in Mica Mines during 1962-63. pp. 61-63 of the Report of this Office for September 1963.

Coal Mines Provident Fund.- With effect from 1 October 1962, the rate of contribution has been enhanced from 6½ per cent. to 8 per cent. of total emoluments. Employers are required to contribute an amount equal to the contribution of the employees.

During the year under review 64,201 employees were ~~contrib~~ enrolled as new members bringing the total membership of the Fund to 1.504 millions.

A sum of 64.1 million rupees has been received as provident fund contribution bringing the total contribution excluding the initial contribution to 372.5 million rupees.

During the year 0.373 million contribution cards were received.

During the year under review Government securities for a total nominal value of 51.5 million rupees were purchased. The total nominal value of the securities of the Coal Mines Provident Fund stood at 392.1 million rupees at the end of the year under review.

As usual particular attention was given to ensure prompt settlement of claims for refund of provident fund to outgoing members and nominees of ~~ela~~ deceased members. During the year 35,574 claims involving a payment of about 13.6 million rupees were settled. Thus upto the end of the year a total sum of about 54.6 million rupees was refunded in about 0.215 million cases.

Regular inspection of collieries was taken up to ensure payment of correct contributions. Prompt action was taken to set right contraventions and legal actions were taken.

Some of the new features of the fund during 1963 are introduction of Special Reserve Fund, liberalisation of refund rules, grant of non-refundable advances for purchase of construction of houses and purchase of shares for Co-operative stores and decentralisation of administration of Fund.

Working of the Mines Maternity Benefit Act in Non-Coal Mines.- During the year 1963 three Junior Labour Inspectors of Mines looked after the enforcement of the Maternity Benefit (Mines) Act, 1961.

Information in respect of 542 non-coal mines which submitted returns under the Act is furnished herewith. These mines cover nearly half of the total female workers employed in non-coal mines in India.

The average daily number of female workers employed during the year 1963 in these 542 non-coal mines was about 31,103 and the number of female workers who claimed Maternity Benefit during the same period was 3,937 out of which 3,910 claims were accepted. Of these, 2,746 females received the benefit in full the payments amounting to about Rs.157,308/=-, 561 received the first instalment payments totalling about Rs. 26,810/=- (their second instalments being due next year); and 603 females who were not entitled to the first instalment (as they continued to work upto the date of delivery) received second instalment payments totalling about Rs. 18,102/=-, 26 women absconded after receiving the first instalment of payment, and there were 16 cases of abortions or premature births. Two women died before child birth. In addition, about 301 female workers were paid bonus under Section 6(1) of the Act, the amount totalling upto about Rs.1,959/=- and 108 female workers who received the first instalment of benefit last year, received the second instalment payments amounting to about Rs.2,786/=- during the current year.

Asansol Mines Board of Health.- The Board held 12 ordinary and 3 special meetings during the year.

The birth, death and infant mortality rates per thousand were 6.51, 2.43 and 38.73 respectively as compared to 7.93, 2.43 and 33.51 respectively during the preceding year.

A comparative statement on sickness and mortality in collieries is given below:-

| | 1962 | | 1963 | |
|-----------------------------|---------|---------|---------|---------|
| | Cases. | Deaths. | Cases. | Deaths. |
| Cholera. | 78 | 31 | 77 | 25 |
| Small Pox. | 158 | 31 | 212 | 51 |
| Malaria. | 453 | Nil | 151 | Nil |
| Other fever. | 41,049 | 4 | 62,614 | 8 |
| Dysentery and Diarrhoea. | 39,417 | 7 | 59,932 | 5 |
| Pneumonia. | 1,168 | 5 | 1,437 | 6 |
| Tuberculosis. | 199 | 2 | 248 | 4 |
| Other Respiratory Diseases. | 24,050 | 2 | 27,674 | 1 |
| Accidents. | 15,013 | 24 | 13,563 | 13 |
| Influenza. | 29,535 | Nil | 44,665 | Nil |
| Other causes. | 200,148 | 24 | 56,346 | 22 |
| Total. | 351,268 | 150 | 268,810 | 128 |

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This year Small Pox was more prevalent than in the previous year. For control of the diseases Cholera and Small Pox, all necessary steps such as insistence of early notification, preventive inoculations and vaccinations etc., had been taken. In all 527,071 vaccinations and 305,869 inoculations had been performed.

Leprosy.- During the year 15 Leprosy Clinics in Asansol Mining Settlement and one Leprosy Home and Hospital at Raniganj have been maintained. As a result of survey in 155 collieries covering a population of 154,903, 632 cases were detected.

Maternity and Child Welfare.- In the 11 Maternity and Child Welfare Centres maintained by the Board, expectant mothers and children received all possible care and treatment. All the centres distributed UNICEF skimmed milk powder to ante-natal, post-natal cases, infant and pre-school children during the year.

Water Supply.- Sitalpur Coalfield Water supply scheme has already been completed and is supplying treated water to the coal miners on regular basis. A total of 130 wells have so-far been sanctioned under the scheme of sinking wells on 50 per cent. subsidy basis from the fund. Of these 43 wells have so far been completed and the rest were reported to be under construction.

Silicosis in Mica Mines.- One hundred eight cases of silicosis reported from different Mica Mines in the State of Andhra Pradesh.

Hyderabad Silicosis Rules classify silicosis under two age stages.- Primary and Secondary. Primary stage has been defined as a condition evidenced by silicosis found in medical and radiological examinations with definite and specific physical signs and with not too serious or permanent impairment of work capacity. Secondary stage has been defined as a condition found on medical and radiological examinations with definite and specific physical signs of silicosis are/or have been present and in which capacity for work is/or has been seriously and permanently impaired by the disease. Silicosis with active tuberculosis has been defined as the Secondary stage.

Pneumoconiosis in Coal Mines.- During the year 1963, a total number of 15 cases of Pneumoconiosis were reported from different mines of Bihar, Madhya Pradesh etc.

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The Workmen's Compensation Act 1923 was amended by the Workmen's Compensation (Amendment) Act, 1959 to include inter-alia Pneumoconiosis as a compensable disease. For carrying out the purpose of the Act, the Workmen's Compensation (Occupational diseases) Rules, 1931 were under the consideration of the Government. The rules have now come in force in the States of West Bengal, Bihar, Madhya Pradesh and Union Territory of Delhi. The question of forming Pneumoconiosis Board is under consideration and it is hoped that the affected workers will start receiving compensation in near future.

New Rescue Stations.- Six rescue stations continued to function during the year under review. Another one in the Assam coalfield could not be opened because of the non-availability of suitable accommodation. Because of the increased mining activity consequent to the opening of new mines by the National Coal Development Corporation Ltd., in the Surguja coalfield, the necessity of having a Rescue Station at Saldol was felt and accordingly a proposal was sent to the Government for approval. The Government of India have approved the proposal.

Training Arrangement.- The facilities for training gallery refresher practices which previously existed only in Dhansar and Sitarampur Rescue Stations have now been extended to Ramavaram and Argada Rescue Stations. The number of persons trained in Rescue and Recovery work from different coalfields during the year was 332 as against 394 during the preceding year. The total number of refresher practices given during the year was 1,845.

Equipment.- Import of "Protosorb", Carbon dioxide absorbent, was stopped and an indigenous product under the trade name "Lisasorb" has been used in its place.

(The Report of the Chief Inspector of Mines for 1962 was reviewed at pp. 38-58 of the Report of this Office for October-November, 1965).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN
CATEGORIES OF WORKERS.

INDIA - JULY 1966.

71. Employees and Salaried Intellectual Workers.

Commission to study Central Staff Dearness
allowance set up.

The Government of India announced on 26 July 1966 a three-member Commission with Shri P.B. Gajendragadkar, former Chief Justice of India as its chairman to go into the question of dearness allowance of Central Government employees. The other members of the Commission are Shri M.V. Rangachari and Shri B.N. Ganguli.

The Commission has been asked to examine the principles which should govern the grant of Dearness Allowance to Central Government employees in future, having regard to its repercussions on States finances, to recommend alternative forms of assistance to ensure real benefit to Government employees and to review the Second Pay Commission's formula for the grant of Dearness Allowance. It will make its recommendations "as soon as practicable".

The Commission has also been asked to examine whether the rates of Dearness Allowance now admissible to Central Government employees whose pay is below Rs. 400 per month are adequate keeping in view the broad principles formulated by the Second Pay Commission. If they are not adequate, in its opinion, the Commission will recommend revision of Dearness Allowance and the date from which it should be granted. This part of the Commission's work will be completed within three months.

The Commission has been asked specifically to report whether it is justifiable to maintain the disparity in Dearness Allowance between Central and State employees, to what extent the Government should give preferential treatment to employees when the relief given entails a burden on the rest of the community, and whether the capacity to pay should be the determinating factor for granting relief.

The Commission will take into account the historical background, causes of the rise in prices, the impact of increased emoluments on prices, the state of economy and other circumstances in making its recommendations.

(The Statesman, 27 July, 1966).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JULY 1966.

81. Employment Situation.

Employment Exchanges: Working during May 1966.

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

| Item | April, 1966. | May, 1966. | Increased (+) Decrease (-) |
|----------------------------|--------------------------|------------|-------------------------------|
| Registrations. | 294,005 | 315,695 | + 21,690 |
| Placements. | 37,558 | 40,095 | + 2,537 |
| Live Register. | 2,486,169 | 2,506,541 | + 20,372 |
| Vacancies Notified. | 66,459 | 74,924 | + 8,465 |
| Employers using Exchanges. | 12,889 12,889 | 13,555 | + 664 |

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

Vocational Guidance and Employment Counselling.- Vocational Guidance Sections were functioning at 168 employment exchanges at the end of May 1966.

Gorakhpur Labour Organisation.- During May, 1966 the Labour Depot, Gorakhpur despatched 1,023 workers to Coal Mines, etc.

Depolyment of Surplus and Retrenched Personnel in various Projects.- During the month of May, 1966, no person was retrenched, 57 were registered and 8 were placed in employment. The detailed information is given in the table below:-

| Name of Project. | No. awaiting assistance at the end of April, 1966. | No. retrenched during month. | No. of retrenched personnel (including those left voluntarily) registered during the month for employment assistance. | No. placed during the month. | No. left indicating no desire for assistance. | No. awaiting assistance at the end of the month. |
|---|--|------------------------------|---|------------------------------|--|--|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Amodar Valley Corporation. | 220 | - | - | - | - | 220 |
| Chakra Mangal Project. | 29 | - | - | - | - | 29 |
| Bhilai Steel Project. | 2,637 | - | 57 | 4 | 40 | 2,650 |
| Burgapur Steel Project. | 14 | - | - | - | 6 | 8 |
| Special Cell of the Ministry of Home Affairs. | 101 | - | - | 4 | - | 97* |
| | | | | | *Class II ----- 50 Class III & IV ----- 47 ----- 97* | |
| Total. | 3,001 | - | 57 | 8 | 46 | 3,004 |

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

East Pakistan Migrants.- Five hundred sixty-four East Pakistan Migrants got themselves registered with various employment exchanges during the month of May, 1966 and 240 were placed in employment during the month bringing the total number of EMPS placed upto the end of May, 1966 to 1,779.

Burma Repatriates.- Upto the end of May, 1966, 506 repatriates from Burma have been registered and 135 placed in suitable employment.

Opening of additional Employment Exchanges.- The total number of Employment Exchanges including 37 University Employment Information and Guidance Bureaux and one Professional and Executive Office in the country at the end of May, 1966 was 421.

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

83. Vocational Training.

India - July 1966.

Labour Ministry's Training Schemes:
Working during May 1966.

According to the Review of the Principal activities of the Directorate-General of Employment and Training for the month of May 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 97,520.

Central Training Institute for Instructors.-
The following was the position of Instructor trainees on roll at various C.T.Is. in session which commenced in October, 1965.

| Name of the C.T.I. | No. of trainees on roll |
|------------------------------|-------------------------|
| C.T.I., Calcutta | 568 |
| C.T.I., Bombay | 362 |
| C.T.I., Kanpur | 354 |
| C.T.I., Madras | 245 |
| C.T.I., Hyderabad | 232 |
| C.T.I., Ludhiana | 162 |
| C.T.I. Cr. Road, New Delhi.- | 95 |

Special Short Term Courses.- Apart from the regular course for Crafts-Instructors the C.T.Is. also run a few short term and pilot courses as detailed below:-

Training of Storekeepers.- This is a short term course for 10 days duration conducted periodically for training of Store-keepers from I.T.Is. and is conducted at all C.T.Is.

Training of Surveyors.- This course is conducted periodically at all C.T.Is. and cater to the need of the Apprenticeship Training Scheme.

Training of Workshop Instructors.- A course of three months duration at C.T.I. Calcutta and a similar course of six ~~month~~ weeks duration for catering the need of Industry under the Apprenticeship Training Programme are run at C.T.I. Bombay and Madras. The current session at C.T.I. Calcutta started with effect from May, 1966.

Pilot Course.- A pilot course for the training of Instructors in Workshop arithmetic and Reading of Drawing is being conducted at C.T.I. Calcutta. This course is of 10 months duration. Twelve trainees are undergoing training in this course and will be completed in July, 1966.

Training of Millwright.- The course of 6 months duration is being conducted at C.T.I. Calcutta. The present session started in May, 1966.

Equipment.- Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana are being assisted by the United Nations Special Fund, while the one at Bombay is being assisted by the United States Agency For International Development. The value of equipment received in each C.T.I. upto May, 1966 is given in the Statement below:-

| Name of Centre | Value of aid (in Millions) | Receipt upto April, 1966. | Received during May, 1966. | Total receipts upto May, 1966. |
|--------------------|----------------------------|---------------------------|----------------------------|--------------------------------|
| C.T.I., Kanpur. | 1.560 | 1.349 | nil | 1.349 |
| C.T.I., Madras. | 1.560 | 1.388 | nil | 1.388 |
| C.T.I., Hyderabad. | 1.560 | 1.408 | 0.003 | 1.411 |
| C.T.I., Ludhiana. | 1.560 | 1.353 | 0.001 | 1.354 |
| C.T.I., Calcutta. | 1.910 | 1.647 | nil | 1.647 |
| C.T.I., Bombay. | 1.933 | 1.713 | nil | 1.713 |

Sanction of seats under the Training Schemes.- During the month under review 1,248 additional seats were sanctioned in the existing Industrial Training Institutes, bringing the total number of sanctioned seats to 147,794 in 360 I.T.Is. (including 8 sanctioned in Maharashtra for one session only i.e. upto July, 1966).

Apprentices Act, 1961.- The number of apprentices under-going training under the Apprentices Act was 26,204 at the end of March, 1966 of which 21,463 were full-term apprentices and 4,741 short-term apprentices. These apprentices were engaged in 1,998 establishments.

Introduction of training in Electronics and Tools and Die Making and Development of Instrument Mechanic and Motor Mechanic Sections etc. in C.T.I. Bombay with assistance from U.S. Aid.-An agreement has been signed between the Government of India and the US AID authorities on the 13th May, 1966 for the introduction of training in Electronics and Tools and Die Making and Development of Instrument Mechanic and Motor Mechanic Sections etc. in C.T.I. Bombay with assistance from US AID. The US AID authorities will render expert advice of Technical Advisers and award fellowship to 4 Senior/Junior Masters in the trades of Electronics and Tools and Die Making in USA for a period of 12 months. According to the agreement the Government of India will allocate foreign exchange up to an amount of US \$389,000 from sources available with them for the purchase of equipment from abroad. The residuary normal expenditure regarding staff, air conditioning of buildings, furniture, local cost of experts, etc. will be borne by the Government of India. The matter is under examination in consultation with the Ministry of Finance.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the Month of May, 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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CHAPTER 9. SOCIAL SECURITY.

INDIA - JULY 1966.

90. General.

Unemployment Insurance Plan accepted by
Government.

Replying to a question in the Lok Sabha on 27 July 1966, Shri Shah Nawaz Khan, Deputy Minister for Labour, said that the Government has accepted the unemployment insurance scheme in principle. All employees covered by the Employees State Insurance Scheme and the Employees Provident Fund Scheme would come under the insurance plan. The proposal was, however, still under consideration, and its details had not been worked out. It was before the Standing Labour Committee.

Replying to another question whether Government servants who lost their jobs would benefit from the scheme, the Deputy Minister for Labour said that compensation for lay-off and retrenchment benefits given to the industrial labourers would be additional to the benefits from unemployment insurance. The amount of benefit proposed under the scheme would be about half the salary drawn at the time of retrenchment for six months.

Casual labour would not be included in the scheme.

(The Hindustan Times, 28 July, 1966).

92. Legislation.

India - July 1966.

Working of the Maternity Benefit Acts during 1964*.

An article on the Working of the Maternity Benefits Acts during 1964 has been published in July 1966 issue of the Indian Labour Journal. The following is a brief review of the article.

Introduction.- Legislation providing for payment of cash maternity benefit for certain periods before and after confinement, grant of leave and certain other facilities etc. to women employees in factories exists in almost all the States of Indian Union. Besides, there are three Central Acts viz., the Mines Maternity Benefit Act, 1941, the Employees' State Insurance Act, 1948 and the Plantations Labour Act 1951, which provide similar benefits to women workers. The scope of these Acts, qualifying conditions for payment, the period and rates of maternity benefit are not, however, uniform.

In order to reduce the disparities existing at present in these three Central Acts relating to maternity protection, the Maternity Benefit Act, 1961 was enacted by the Central Government during the year 1961.

The administration of the Acts in the States is generally the responsibility of the Factory Inspectorates. The Mines Maternity Benefit Act, which is now replaced by the Maternity Benefit Act, 1961 is administered by the Coal Mines Welfare Commissioner so far as coal mines were concerned. In respect of mines other than coal, the responsibility for enforcement rested with the Chief Inspector of Mines. Annual Reports on the working of the Acts prepared by the administering authorities, give statistics relating to the number of women workers covered by the Acts, number of claims made, number of claims paid, amount of benefit paid etc. These statistics relate to the number of establishments submitting returns and hence do not give the complete picture.

*Indian Labour Journal, Vol.VII, No.7, July 1966, pp. 637-641.

During the year under report, the percentage of establishments submitting returns to the total number of establishments covered by the State Acts/Central Acts varied from 14.7 in Madhya Pradesh to 100.0 in Bihar, Orissa and Uttar Pradesh in respect of factories and 65.3 in Tripura to 100.0 in West Bengal in respect of plantations. The percentage was 67.9 for coal mines and 26.1 for mines other than coal. The State/Central Maternity Benefit Acts cease to be operative in areas where the integrated Social Insurance Scheme framed under the Employees' State Insurance Act, 1948 is enforced. The Central Act viz., the Maternity Benefits Act, 1961 has replaced certain State Acts, whose scope is different in certain cases from the State Act(s).

For factories, among States, Kerala reported the largest number of cases in which maternity benefit was paid either fully or partially. Next in order came Gujarat and Madras. In Plantations, Assam reported the largest number of cases in which maternity benefit was paid during the year under review. The number of claims paid in factories as well as the amount of maternity benefit paid was the highest in Kerala. The proportion of women workers who were paid maternity benefits in full or in part in factories and plantations, to the total number of women workers who claimed such benefits during the year under review was fairly high in all the States.

The percentage of claims to the total number of women employed in 'factories' and in 'plantations' was the highest in Kerala and West Bengal respectively. As compared to 1963, the overall percentages of claims to the total of women employed were higher in factories and mines during 1964. The percentage of claims in plantations declined from 20.8 in the previous year to 20.3 during the year under review.

The average amount of benefit paid per case in factories varied from State to State, the highest (Rs.373.00) being in Punjab and the lowest (Rs.47.00) in Andhra Pradesh. The average amount of maternity benefit paid per case during 1964 was Rs.82.00, Rs.117.00 and Rs.195.00 for factories, plantations and mines respectively.

The number of complaints received was the highest in Kerala in respect of factories and plantations. Prosecutions were launched only in a few cases, as generally the violation of the Act or the Rules thereof which led to complaints was reported to be of a minor nature.

The extent of areas covered under the Employees' State Insurance Act, varied from State to State and year to year. Taking all the States together the average amount of benefit paid per case was about Rs.229.00 during the year under review.

As the women workers can claim maternity benefit under either the State/Central Act or the Employees' State Insurance Act, the total of the respective figures under these Acts is expected to indicate the progress in the extension of the particular benefit to eligible women workers. During 1964, the total number of claims under the various State/Central Acts and the Insurance Scheme together increased to 100,373 from 97,776 in 1963, while the corresponding number of claims paid decreased to 95,129 from 95,256 during the same period. The total amount paid as maternity benefit under these provisions together was 12.322 million rupees in 1964 as compared to 9.927 million rupees in 1963 and the overall average amount paid per effective claim was Rs.129.53 in 1964 as compared to Rs.104.22 in 1963.

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - JULY 1966.

111. General.

Conference on Safety in Mines held at
Calcutta, 9 July 1966.

A Conference on Safety in Mines was held at Calcutta on 9 July 1966. The Conference was inaugurated by the West Bengal Chief Minister, Shri P.C. Sen, and addressed, among others, by Shri Jagjivan Ram, Union Minister for Labour, Employment and Rehabilitation. In his address Shri Jagjivan Ram said that no amount of safety legislation could be really effective if those concerned "do not all the time work for safety". He said "No one could claim that the mining accidents will be completely prevented", but most of the accidents that "occur are preventible as these are caused by the failure of the human factor". The Union Minister said that if the industry was to fulfil its production targets, deep workings and increased mechanisation would be inevitable, exposing their workers to newer risks and hazards. But higher production, "is not to be secured at the cost of safety" of mine workers.

Referring ~~of these equipment~~ to the danger involved in mining operations the Minister said that a scheme for vocational training to be given to all workers except those in the supervisory cadres had been drawn up. The scheme, in addition to the initial training provided for refresher courses to be imparted to those who rejoined the mining professions after a gap of one year. This the Minister said, would reduce the chances of accidents.

Rehabilitation of disabled workers.-The conference has recommended the setting up of a committee comprising representatives of the Central and State Governments and other interests to deal with matters concerning rehabilitation of disabled mine workers. Quite a few of them suffer from occupational diseases and large number are disabled in mining accidents.

The Conference discussed the question of making available adequate safety equipment and recommended that the import of such equipment may as far as possible be permitted.

The possibility of manufacturing safety equipment indigenously was also explored by the Conference which recommended the constitution of a committee to find ways and means to manufacture such equipment within the country. The proposed committee will comprise, among others representatives of industrialists, the development wing of the Union Ministry of Industry and the Union Ministry of Labour, Employment and Rehabilitation. A museum of safety equipment will also be set up soon.

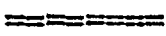
(The Hindu, 12 July, 1966).

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* Publication received in this Office.