

COPY NO. 3

96 JUN 1963

C ??-2-269

INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in May, 1963.

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

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Contents.

Pages.

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

25. Wage-Earners' Organisations:

- (a) First National Young Workers' Conference: Declaration on Needs of Young Workers adopted. 1-2
- (b) 14th Annual Session of Indian National Trade Union Congress, Jaipur, 25-26 May, 1963: Recognition to only one Union urged: More Wage Boards demanded. 3-8
- (c) Eleventh Annual Convention of Hind Mazdoor Sabha, Dalmianagar (Bihar), 12-15 April 1963. 9-16

CHAPTER 3. ECONOMIC QUESTIONS.

34. Economic Planning, Control and Development:

Maharashtra: Development of Small-Scale Industries needed for Economic Growth. 17

36. Wages:

- (a) Working of the Fair Wage Clause and Central Public Works Department Contractors' Labour Regulations for the Year 1961. 18-20
- (b) Wage Boards for Iron-Ore Mining and Limestone and Dolomite Mining Industries set up. 21

Contents.

Pages.

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

42. Co-operation:

- (a) Closer Link between Cooperatives and State Cooperative Banks Recommended: Report of a Study Group published. 22-23
- (b) Pattern of Financial Aid to Co-operative Farming Societies Revised. 24

CHAPTER 5. WORKING CONDITIONS AND
LIVING STANDARDS.

55. Protection of Minors:

- Needs of Young Workers: National Young Workers' Conference Adopts Declaration. 25

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

67. Conciliation and Arbitration:

- (a) ~~Int~~ Working of the Industrial Relations Machinery (Central) for the Year ended 31 March 1961. 26-28
- (b) Violation of Labour Laws in Rourkela Steel Plant: Management asked to make amends within 2 Months. 29

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

- Review of Joint Management Councils Scheme: Poor Progress Reported. 30-31

CHAPTER 8. MANPOWER PROBLEMS.

81. Employment Situation:

- Employment Exchanges: Working during April, 1963. 32-34

<u>Contents.</u>	<u>Pages.</u>
83. <u>Vocational Training:</u>	
(a) Training of Personnel for Welfare Schemes: Assessment to be made by Planning Commission.	35
(b) Survey Report of Job Analysis Published: Training Programmes for Technical Personnel being accelerated.	36
(c) Punjab: Specialised Training in Technical Trades introduced.	37
(d) Labour Ministry's Training Schemes: Working during April, 1963.	38-39
<u>CHAPTER 9. SOCIAL SECURITY.</u>	
93. <u>Application:</u>	
<u>VI. Compensation in Case of Employment Injury or Occupational Disease:</u>	
Maharashtra: Annual Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1961.	40-43
<u>BIBLIOGRAPHY - INDIA - MAY 1963.</u>	44-48

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Chapter 2. International and National Organisations

25. Wage-Earners' Organisations.

India - May 1965.

First National Young Workers' Conference: Declaration on Needs of Young Workers adopted.

The First National Young Workers' Conference was held at Jaipur on 25 May 1965 under the auspices of the Indian National Trade Union Congress. The Conference was inaugurated by Shri Khandubhai Desai, M.P., who, in his address said that freedom of the country having been achieved by the older generation, it was up to the younger generation to work for and achieve economic and social freedom.

Needs of Young Workers.— The Conference adopted a 'Declaration on needs of Young Workers'. The declaration emphasises that in the wake of rapid industrial growth of the country it was imperative for young workers themselves and the trade union movement to engage in sustained and co-ordinated action and to channelise their youthful vigour and enthusiasm to promote the interests of young workers and also to prepare them for shouldering increasing responsibilities of strengthening the trade union movement and serving the country. Pointing out that trade unions have lacked the interest required to look into the needs of young workers, both before finding employment and during employment, the declaration stresses the awareness of the Conference that greater efforts were needed to make young workers aware of necessity of joining trade unions and also to make trade unions aware of the needs of young workers.

Vocational Training for Youth.— On the question of vocational training, the declaration says: "The future progress of a young worker is linked to selection of right type of vocation according to his own aptitude and finding an opportunity to attain atleast a minimum standard of proficiency in vocational training. In past years young people have shown a tendency to enter working life somehow without any consideration of interest and training which is perhaps due to large scale unemployment. This presents a gloomy

2

picture to workers after a few years, either due to losing interest in job or inability to keep pace with technological changes in industries and establishments and they find themselves totally stranded in life unable to achieve any progress due to complete absence of general education and basic vocational training. The stagnation in career creates frustration which is definitely not a healthy sign for such needed efficiency and productivity.

"This Conference, therefore feels that this problem requires handling at three levels. Firstly vocational guidance should be provided to all students during the ~~least~~ last year of their studies in schools and colleges. Secondly adequate facilities for apprenticeship and vocational and technical training are required to be provided. Thirdly to keep pace with technological changes and to give opportunity to workers to improve their skill, facilities have to be provided within the plant for training of workers in new methods and techniques."

Problem of Unemployment.— As regards unemployment the declaration points out that: "The worst victims of unemployment are always the young people who are either fresh from school or are not equipped with adequate education and training to find and maintain a job. This is also due to limitations in the creation of new jobs in comparison to the new entrants in the employment market. The continued increase in number of unemployed youngmen year after year inspite of our planned economy presents an alarming situation."

"The Conference, therefore, invites immediate attention of government and trade unions to find ways and means to bring about a downward trend in unemployment situation by raising the age for free and compulsory education in schools upto the age of 16, by bringing about restricted and planned growth in population, by providing a large number of vocational and technical training institutes and by assisting the young workers in establishing co-operatives for self-employment."

The declaration also discusses youth's useful role in society, elimination of illiteracy, and development of personality.

(The Indian Workers', 3 and 17
June, 1963).

14th Annual Session of Indian National Trade Union Congress, Jaipur, 25-26 May 1963:
Recognition to only one Union urged: More Wage Boards demanded.

The 14th annual session of the Indian National Trade Union Congress was held at Jaipur on 25 and 26 May 1963. The conference, inaugurated by Shri D. Sanjivayya, President of the Indian National Congress, was attended by about 2,000 delegates from all over the country representing various industries. The INTUC President, Dr. (Mrs.) Maitreyee Bose, presided.

The conference adopted various resolutions on such subjects as Government's policy regarding taxation, maintenance of industrial truce, bonus, wage boards and recognition to only one union. The resolution on recognition to one union urged Government to 'stop forthwith' recognition to the All-India Trade Union Congress as an "Organisation representing a section of the Indian working class and inviting its representatives to conferences and committees for advising the Government on its labour policies".

Inaugural address.— Shri D. Sanjivayya, President of the Indian National Congress, in his inaugural address appealed to INTUC leaders to organise agricultural labour, initially in selected districts.

Shri Sanjivayya said in the absence of responsible leadership, the agricultural labour was being misled and exploited by irresponsible and interested persons in furtherance of their political objectives.

He hailed the progress of the INTUC which "could today claim to be the most representative central organisation of workers in the country."

Shri Sanjivayya said INTUC leaders had shown magnanimity and tolerance towards rival and minority organisations and had not objected to their representation at international or national conferences and committees.

But the existence of such organisations divided workers into several factions and was detrimental to their interests, he said.

4

"It would, therefore, be a good thing if the Government could devise a plan by which larger organisations do not suffer by reason of their magnanimity and the consideration they showed towards smaller organisations in the matter of consultation at the Central and State levels," Shri Sanjivayya said. He hoped this might eventually reduce the number of central organisations and to that extent foster unity and solidarity among the working class.

He welcomed the pattern of mixed economy evolved and encouraged by the Congress. The country was discouraging the concentration of economic wealth and power in a few hands and at the same time steering clear of regimentation, he said.

The Congress President suggested that the trade union movement should educate workers on the need for planned parenthood and population control. This, he said, was the most effective way of tackling unemployment on a longterm basis.

He deplored the lack of organisation among agricultural labour which numbered about 100 millions. He said their standard of living was falling. He suggested a minimum national wage of at least one rupee and urged the Government to give this matter top priority.

Shri Sanjivayya said they should not rest content with merely ensuring a minimum wage or fair wage for the working class. The ultimate goal should be to ensure a living wage for the workers who expect a fair share in the profits of the industry.

"Gone are the days when the employers can deny a share of their profits to workers. Gone are the days when they can argue that bonus is an ex-gratia payment which the workers could not claim as a matter of right", he said. It was gratifying that the Government had referred the bonus issue to a commission, he added.

Shri Sanjivayya urged trade unions to pay greater attention to the improvement of workers' condition of living in respect of housing, health and sanitation. He hoped that besides co-operative consumer stores, facilities for co-operative credit would also be created for the workers.

5

Presidential Speech.- Dr. (Mrs.) Maitreyee Bose in her presidential address, called for effective participation of workers in management and steps to ensure job security for the workers.

She urged the abolition of intermediaries in food trade in order to check the "rising spiral of prices" which she said was a standing threat to better wages.

She said socialist economy and socialist legality "cannot under any circumstances envisage non-utilisation of manpower leading to abject poverty and destruction. Therefore, job control is also a very important function of all trade unions."

The meeting was also addressed, among others, by Mr. Omer Dean, General Secretary of IOFTU.

General Secretary's Report.- Presenting the annual report for 1962-63, the General Secretary, Shri S.R. Vasavada, said that one could afford to remain idle, hoping that there would be an amicable settlement with China. "Even when the diplomats are trying to bring about a settlement, it cannot be forgotten that the alternative to settlement is war," he said.

Referring to the working of the industrial truce resolution, Shri Vasavada said that as far as workers and their "national organisations believing in democratic methods" were concerned, the resolution had been "very satisfactorily implemented."

"There have been no stoppages, there have been no undue demands; workers have volunteered to work more with a view to increasing production and millions of rupees have been contributed by the workers to the National Defence Fund."

So far as employers were concerned, he added, they had not declared any lock-outs. They had also expressed their willingness to produce more if raw materials and power were made available and contributed according to their mite to the defence fund.

The annual report which reviews the activities of the INTUC in the State and Central sphere, contains a chapter on 'International Labour Organisation' and another on 'International Solidarity'. The chapter on ILO refers to various meetings of the ILO at which INTUC representatives participated.

According to the annual report the total membership of the INTUC was 1,722,621. The total number of unions was 1,589. The total income was Rs. 106,177.14 and expenditure was Rs.112,288.09.

Resolutions: National Emergency and Industrial Truce.- The resolution points out that the Industrial Truce Resolution under which due to the Chinese attack on India, labour undertook to give up the weapon of strike and employers agreed not to resort to lock-outs, has been working rather one-sidedly. The employers' undertaking to resort to increasing use of the machinery of voluntary arbitration generally and invariably in the case of dismissals and discharge, has not been implemented. Labour has faithfully kept up its undertaking not to go on strike even under normally justifiable circumstances. The resolution states: "..... it will be very difficult for labour to go on continuing to make this one-sided sacrifice, and appeals to the Government at the Centre and in the States to take effective steps to see that the employers too discharge fully their obligations under the Industrial Truce Resolution. The Congress feels that it is necessary for this purpose to get the employers in the public and private sectors to individually undertake to carry out their obligations under the truce resolution.

"The new psychology created and the enthusiasm released by the National Emergency could have been better utilised for a lasting benefit of the industry, labour and the country, if only timely steps had been taken to capitalise the new upsurge and canalise the new enthusiasm. The failure to give effect to even the agreed emphasis on voluntary arbitration by appropriate governmental action has resulted in a serious default. The new forces should have ~~given~~ ~~us a testing ground~~ been effectively harnessed to bring home to the parties that the machinery of voluntary arbitration must become an effective reality during the period of the emergency. This would have given us a testing ground and would have provided an opportunity to satisfy those who doubt the efficacy of this method. It could have been tried, tested and improved and suitably remoulded if necessary, to suit even normal times as a permanent satisfactory machinery for resolving industrial disputes.

7

"This Congress feels that the initiative in this direction lies with the Government of India and that even now it is not too late. The Congress, therefore, appeals to the Government of India to take effective steps under the Defence of India Rules immediately for the principles underlying industrial trade resolution to become a live force in industrial relations both in the private and public sectors, with special reference to the machinery of voluntary arbitration."

Government's policy towards the AITUC.— The resolution on Government's policy towards the AITUC was moved by Shri Abid Ali, former Union Minister of State for Labour. It urged the Union Government to withhold recognition to the Communist-dominated AITUC "which is qualitatively dangerous and quantitatively in minority." The resolution says: "It is not, however, demanded that the Government of India should ban the AITUC though the AITUC richly deserves that. What is demanded is that the Government should not accord recognition to such an organisation qualitatively dangerous and quantitatively a minority. It is, therefore, high time that the Government should reconsider its labour policy and start recognising only one organisation which is the most representative and whose objectives — immediate and ultimate — do not clash with the interests of the nation. This is already being done for representation in the ILO. Let us adopt the same standard for recognition within the nation also. Even within the country, for purposes of recognition of trade unions at the plant level only one union is recognised — that which has the majority. Thus the principle for recognition for representation both at the international level and at the plant level i.e., at the highest and the lowest levels, is the same. ~~Why~~ Why then should a different standard be adopted by the Government of India for representation on committees and conferences convened by itself. This attitude of Government of India conflicts with its own standards adopted for recognition at the highest and the lowest levels."

"It is now for the Government of India to take a longrange view of the situation, having before them the ultimate interests of the nation, its lasting freedom and integrity and stop trying to placate the AITUC, its affiliates and the so-called independent trade unions that are really controlled by men planted by the CPI. On the positive side the Government should have a policy for recognition of the Central Trade Union Organisation that would be consistent with its own policy at the international level and at the plant level as well as with the requirements of democracy."

8

Wage Boards.- By a resolution the Congress urged upon the Government of India to set up Wage Boards for the following industries: Chemical Industry; Paper; Engineering; Working Journalists; Electricity.

Bonus.- By a resolution the Congress endorsed the suggestion that Bonus should be linked in terms of percentage of gross profits properly defined. Such gross profits should be the profits arrived at before taxation, but after providing for a remuneration to management and actual wear and tear depreciation of the plant and machinery. Since gross profits provide the starting point for the application of any formula, it is necessary to have agreed figures of gross profits. In order that labour may satisfy itself that the gross profits have been correctly arrived at, it is necessary that it should be given the right of inspection of accounts. Such rights exist even under the present law regarding industrial disputes. The Commission should make such inspection possible by providing for access to accounts so that apart from the financial satisfaction, the formula could give psychological satisfaction as well.

Under any new formula, it will be also necessary to provide for a minimum bonus regardless of profits or losses, and because of its insistence of a floor level of bonus this Congress would also accept a ceiling on bonus regardless of the size of the profits.

This Congress hopes that the Bonus Commission would ~~expedite~~ expedite its recommendations.

Nationalisation of Audit.- Ceiling for nationalisation of audit, another resolution said the present audit system was extremely limited in its scope and auditors were appointed by the shareholders to meet their own interests.

Yet another resolution asked the Government to devise effective means to check any unjustifiable increase in prices. It was pointed out that fair price shops in adequate numbers could arrest spiralling prices and adulteration.

The Congress supported the Super Profits Tax and the Compulsory Deposits scheme.

Office bearers.- Shri Kashinath Pandey was elected President for 1963-64 and Shri S.R. Vasavada was re-elected General Secretary.

(The Hindustan Times, 26 May 1963).

9

Eleventh Annual Convention of Hind Mazdoor
Sabha, Dalniganagar (Bihar), 12-15 April 1963.

The 11th annual convention of Hind Mazdoor Sabha was held at Dalniganagar from 12 to 15 April 1963. Shri P.S. Chinnadurai, the President of the Sabha presided. It was attended by approximately 500 delegates representing a claimed strength of 555,317 members from 522 unions. Shri V.K.R. Menon, Director of the India Branch Office attended the convention on behalf of the I.L.O.

Presidential address.— Speaking about the emergency situation in the country, Shri P.S. Chinnadurai, in his presidential address said that there was a widespread feeling amongst the people in general and the working population in particular, that the emergency situation had given opportunity to the rich to become richer, and that the tendency to exploit was taking deep roots during this period. Obviously, with this kind of feeling growing amongst the people, mobilisation of resources required to meet the Chinese danger would become difficult. Efforts should be made to infuse confidence in the working class and the middle income group of people as to the steps that were being taken by the Government to minimise the inequality between different income groups and as to the measures Government proposed to take against vested interests taking undue advantage of the emergency situation. Viewed from this context he said Government had only aggravated the atmosphere still further by their budget for the year 1963-64. While even richest employers had begun to raise their voice against a slight increase in direct taxes, the fact remains that the bulk of the people with meagre income were hard hit by indirect taxes and the workers in the organised industries would be suffocated by compulsory savings schemes. The President added that instead of the unequal burdens imposed upon the people by the Government by way of Budget proposals the nation would have preferred a "defence levy" till the end of emergency, and in place of compulsory savings the wage earners and salaried group would have welcomed an increase in the rate of contribution to Provident Fund Scheme. The eternal and ever-increasing nature of new taxes and levies was the outcome of mischievous economy and was due to administrative waste.

10

Speaking about the trade union movement in the country the President said that India needed a strong patriotic united labour force. But it was disappointing to note the tendencies in the labour movement of our country. The recent development was to build trade unions on sectional and caste basis. The number of National Centres of trade unions were on the increase, the result being more and more division among the working class and consequent loss of bargaining power for labour as a whole. After the country attained independence, the labour movement got divided on political party lines. Securing a status in the Political life for labour became the new objective and the real objective ~~and~~ of attaining a rightful place in socio-economic life of the society was lost almost, since a divided labour force could no more assert itself in their dealings with powerful employers. But one thing was admirable and that was that the Indian working class was politically conscious enough and could match any other enlightened section of the society. There had been talks for a single united labour movement in the country. The unity could not be achieved due to strong political reasons. Attacking the Communist Party he said so long as the Communist Party was allowed to function taking its instructions from outside the country, there ~~was~~ could be no hope for a single united labour movement. So long as the democratic set up was questioned by the Communists and their fellow-travellers in the trade union movement, there could be no unity among the working class in the country.

General Secretary's Report to the Convention.-

The General Secretary, Shri Bagaram Tulpule submitted his report to the Convention which among other things dealt with the threat to India's freedom from the Chinese invasion and the problems of Indian labour under conditions of national emergency. The report criticised the Government's failure in the discharge of obligations placed on it by virtue of the Industrial Truce Resolution passed in New Delhi on 3 November 1962. For example certain additional industries were to be declared as Public Utilities under the Industrial Disputes Act, but nothing was done in this respect. The rate of the employers' contribution to the National Defence Fund was to be fixed in consultation with the Government and it was the moral obligation of the Government to ensure that this rate would be equitable in comparison with the sacrifices of the workers. This too has not been done. Above all, it was the duty of the Government to draw up plans for raising production especially in those sectors which were related to defence. Certain steps were.

11

no doubt, taken by the Government of India very early during the emergency, in this direction. However, several months after the declaration of the emergency, it was still apparent that the talk of higher production was still in the stage of generalities and practically no measures calculated to produce results on the shop floor were devised or enforced. The report was also criticised critical of the budget for the year 1963-64 which had distributed the burdens imposed most inequitably. The bulk of additional revenue was sought to be raised through levies on consumption goods of the common people. Even the increase in direct taxes was proportionately heavier for middle incomes than on the higher ones. Thus, even in a national emergency, the Government could not get over its softness for rich businessmen and industrialists. The report said that there was a two-fold task before the Hind Mazdoor Sabha. On the one hand, to be constantly vigilant and maintain constant pressure upon the Government and the employers to ensure that the legitimate interests of the workers were not thrown overboard under the pretext of national emergency, and on the other hand, that the morale of the workers and their will to defend were nursed.

Describing the work of the Hind Mazdoor Sabha during the year under report, the General Secretary mentioned some of the difficulties which the Sabha organisations in public sectors undertakings, particularly at Bhilai, Rourkela and Hattia, had to face due to the Government policy of partiality towards the Indian National Trade Union Congress organisations. In Rourkela, for one reason or another, verification of the membership of the unions for grant of recognition, which had been demanded by I.N.T.U.C. affiliate, was being avoided for over two years while the Plant Officers were reported to be deliberately boosting up the I.N.T.U.C. union in that place. At Bhilai, the I.N.T.U.C. union was recognised as the representative union under the State Act without any proper verification of its membership. Systematic efforts were made both by the State Government and the plant authorities to coerce the workers into accepting the membership of the I.N.T.U.C. It does not seem to be realised that, as past experience has shown, such efforts on the part of the Government and the plant authorities must seriously undermine industrial relations in these places and consequently harm the industry and the nation.

12

Resolutions.— The following are some of the important resolutions adopted by the Convention.

Welfare measure for Mica Factories Workers.— The Convention of the Hind Mazdoor Sabha strongly urged the Government of India in the Ministry of Labour and Employment to extend the Welfare measures to the Mica Factories' workers out of the Mica Mines Labour Welfare Fund. At present 2½ per cent. advalorem welfare cess is levied on all Mica exported unless it is from India. No Mica can be exported unless it is processed or graded by the skilled employees working in factories. By refusing the welfare measures, such as medical and educational facilities to the Mica Factories' workers, the Government have created unjust discrimination between Mica Mines and Mica Factories workers. If necessary suitable amendment may be made to the Mica Mines Labour Welfare Fund Act (XXII of 1946) to facilitate the extension to Mica Factories workers to avail of the benefits of the welfare Fund.

Security of Employment.— By another resolution, the Convention expressed concern at the fact that there was virtually no Security of employment for workers under the present Industrial Relations Legislation, as interpreted in a succession of decisions given by High Courts and the Supreme Court during recent years. According to these rulings the employer had been given almost unrestricted rights to discharge or dismiss an employee after holding some kind of an enquiry or even without any enquiry, on the plea of discharge simpliciter. While technically it was said that victimisation or wrongful dismissal was prohibited under the law, the sanctity attached by the Courts to the findings of a domestic enquiry and the principle of discharge simpliciter, in fact, left the victimised worker virtually without any remedy. The rulings of the High Courts and the Supreme Court to the ~~extent~~ effect that Tribunals were not entitled to examine the justifiability on merits, of proposals put forward by the employers for retrenchment of employees had added to the insecurity of employment. In the opinion of the Convention, this state of affairs was seriously prejudicial to the interests of workers and need be immediately remedied by appropriate amendment to the laws.

The Convention was also of the view that the bitter opposition of the employers in the country to the proposal that the law should be amended to empower Labour Courts and Industrial Tribunals to examine the propriety and justifiability of individual cases of termination of employment on the basis of facts and merits, betrayed an attitude which belied their profession about the desire for sound industrial relations.

This Convention stressed the fact that the Right to Work is a Directive Principle of State Policy under the Constitution of India. It was therefore, the duty of the laws and the Government to protect the employment of the workers and not the so-called freedom of the employers to hire and fire.

Welcoming the proposal before the 47th Session of the International Labour Conference, for a Recommendation on the subject of Termination of Employment on the Initiative of the Employer, the Convention noted that the draft of the proposed Recommendation clearly prescribed that the employment of a worker should not be terminated unless there was a valid reason connected with the capacity or conduct of the worker, that an aggrieved worker should have the right to appeal to a neutral body like a court or an arbitrator and further that such bodies should be empowered to examine the reasons given for the termination and to give a decision on its justification. The Convention strongly urged that the Indian Delegation to the 47th Session of the International Labour Conference should strongly support the proposed Recommendation and that it should be accepted and implemented by the Government of India.

By another resolution the Convention expressed dissatisfaction at the Labour Policy of the Government towards its own employees and in the Public Sector Industrial Undertakings. The various declarations on policy made by the Government of India after the Central Government Employees' strike in 1960, promising suitable machinery for consultation and arbitration, had remained unimplemented for over two years.

14

This Convention pointed out that inspite of the repeated declarations of the Union Labour Minister that all the Tripartite decisions and Codes were applicable to Public Sector undertakings and to the private Sector, there was no real implementation of the Code of the Discipline in Industry in public sector undertakings, by and large. Various public sector undertakings like the Reserve Bank and the State Bank of India and so on, have insisted upon the precondition to its ratification. There has been a deliberate avoidance by Public Sector industrial undertakings to grant recognition to its appropriate trade unions under the Code of Discipline unless the unions concerned happened to be in the favour of the ruling party. Instances of this were witnessed in the Hindustan Steel Plant at Rourkela, the Oil and Natural Gas Commission in Gujarat, the Kanpur Electricity Supply Administration, the Government of India Press at Nasik Road, and various other places. On the other hand the public sector undertakings showed unholy alacrity in granting recognition to Government favoured unions, as at Bhilai, Durgapur, Bhopal and elsewhere. Moreover, individual employing ministries like the Railways were went on granting recognition to new unions in total disregard of the Code even when duly recognised unions were already in existence and functioning properly. Even where recognised union were in existence, normal collective bargaining processes, on which Code of Discipline layed on so much stress, were conspicuous by their absence in public sector undertakings.

Taxation and Price Policies.- By a resolution on taxation and price increase, the Convention felt that the objective of attainment of a higher standard of living for the people has been frustrated by the failure of the Government to keep under control the prices of essential commodities and services. This failure in turn has resulted in the continuous erosion of the real wages of the workers and they still do not receive in spite of substantial dearness allowances the fair or minimum real wages at pre-war prices. In the context of the present National Emergency the Convention urged that the question of price stability be dealt with, greater urgency than has been evident in Government action.

Regarding the taxation policy the Convention pointed out that the Government had disregarded the fundamental equity of distributing the burdens according to the capacity of various sections of the people. In the opinion of the Hind Mazdoor Sabha, the taxation proposals of the budget for the year 1963-64 had been inequitable and would impose increasing burdens on the poor and working people of the country. This Convention, therefore, called upon the Government to amend the budget proposals by:

(a) Withdrawing the Compulsory Deposit Scheme in relation to the Industrial and Commercial employees and increasing the rate of provident fund contribution.

(b) Revising the income-tax structure so as to give relief to the low income groups of the people.

(c) Lifting the excise imposts on kerosene and other necessary commodities of daily consumption.

The Convention also demanded that the Government should collect the much needed resources from the affluent sections of the society who have been and continue to be the biggest beneficiaries of economic development and are best qualified to bear the financial burdens of defence. The Convention also invited the attention of the Government to the widely expressed need of tapping alternative sources of revenue by the abolition of prohibition and prompter realisation of Income-tax.

In the interest of price stability and the consequent protection of the meagre real wages of the working people the Convention called upon the Government ~~and~~ to take effective steps to stop profiteering and hoarding and to introduce measures of price control and rationing of scarce but essential commodities.

The Convention passed as many as five resolutions demanding faithful implementation of Industrial Truce resolution and Code of Discipline, proper fulfilment of demands of workers due to obstructions and scales of pay as recommended by the Cement Wage Board, payment of Bonus to Refractory and Cement Products workers for the year 1962 and to stop increasing further workload upon the workers against the Code of Discipline.

Among others, the Convention elected the following Office bearers for the ensuing year:

President: Shri S.R. Kulkarni.

General Secretary: Shri Manohar Kotwal.

Treasurer: Shri Khan.

(The Hind Mazdoor, Vol.X,
No.4-5, April-May 1965,
pp. 4-11).

17

Chapter 3. Economic Questions

34. Economic Planning, Control and Development.

India - May 1963.

Maharashtra: Development of Small-Scale Industries needed for Economic Growth .

Shri S.K. Wankhede, Maharashtra State Minister of Industries said in Bombay on 10 May 1963 that handicapped by meagre agricultural resources, Maharashtra's growth solely depended on the development of industries, especially in the small-scale ~~indus~~ sector.

Shri Wankhede envisaged a bright future for the small-scale industries in Maharashtra. Apart from the policy of dispersing industrial units from the Bombay-Poona industrial complex to all parts of the State, the prospect of location of major defence projects in Maharashtra in the near future would ~~espen~~ open up a good many opportunities for the small entrepreneurs to develop ancillary units. The Minister suggested the setting up of facility centres in the industrial estates for giving technical guidance in the matter of manufacturing precision instruments and tools required by the small enterprises.

The Minister said that for achieving the goal of speedy industrialisation of the State, the Government had planned to establish 43 industrial estates during the Third Plan and a sum of 21.7 million rupees had been allotted for their development. The funds were built up through 20 per cent. Government's contribution, 20 per cent. contribution from the co-operatives of entrepreneurs and 60 per cent. by borrowings either from the Life Insurance Corporation or other financial agencies with a guarantee from the Government.

(The Times of India, 11 May 1963).

36. Wages.India - May 1963.Working of the Fair Wage Clause and Central
Public Works Department Contractors' Labour
Regulations for the Year 1961.

Enforcement.— The enforcement machinery during the year consisted of 27 Conciliation Officers, 9 Labour Officers and 101 Labour Inspectors. These officers are required to make on-the-spot enquiries at the worksites and report irregularities noticed to the Executive Engineer concerned for securing rectification thereof by the contractors. The contractors were also directly asked by the inspecting officers to rectify the irregularities and submit compliance reports to them.

There were as many as 5,474 contractors' establishments during the year 1961 as against 5,993 during the previous year. The average daily number of workers employed in these establishments was 36,904. Of these 5,474 establishments, 1,548 were inspected by the Labour Officers of the C.P.W.D. and 493 by the Officers of the Central Industrial Relations Machinery. Thus the percentage of inspections conducted in relation to the number of establishments by the Labour Officers and by the officers of the Central Industrial Relations Machinery during the year came to 28.33 and 9 respectively. The total inspections made during the year were 3,353 as against 3,392 during the previous year. The percentage of the workers covered by the inspections made by the Labour Officers and officers of the Central Industrial Relations Machinery were 32 per cent. and 24 per cent. respectively of the total number of workers employed in the establishments as against 48.71 per cent. and 16.81 per cent. during the previous year.

As many as 7,546 irregularities were detected during the year under review. The largest number of irregularities i.e. 1,540 related to miscellaneous irregularities, which accounted for about 20 per cent. of the total irregularities. The next in order were non-display of acts and omissions for which fines can be imposed (1,139), non-maintenance of wage register (936), non-display of notices regarding wages and hours of work (828), non-maintenance of register of deductions for loss or damage (743), non-maintenance of registers of fines (716), non-submission of returns (645), non-maintenance of wage slips cards (626), delay in payment of wages (190), non-payment of wages (112), irregular deduction from wages (19), and irregular imposition of fines (2). Of the total irregularities noticed, 6,349 about 84 per cent. irregularities were rectified during the year. The corresponding percentage for the previous year was about 83.

During the year, 40 appeals were filed by the contractors before the Regional Labour Commissioners and 15 appeals were pending at the beginning of the year. Fifty-four appeals were disposed of during the year leaving a balance of only one appeal pending at the end of the year.

The Inspecting Officers investigated cases of non-payment and short payment of Wages and submitted their reports to the executive engineers specifying the amounts to be held from the contractors' bills on this account. As a precautionary measure contractors are required to obtain clearance certificates in this regard from the Labour Officers before their bills are passed for payment and their security deposits refunded. As many as 1,683 clearance certificates were issued by the Labour Officers during the year. An amount to the tune of 109,901 rupees in respect of 142 cases was actually withheld from the contractors bills during the year under review as against 117,358 rupees approximately in respect of 140 cases during the previous year.

Welfare Facilities.— Owing to the short duration of works and the casual nature of employment, the welfare facilities provided were mostly scanty and far from satisfactory. However, certain model rules for the protection of health and sanitary arrangements for workers employed by the Central Public Works Department and their contractors are incorporated as additions to general conditions of the C.P.W.D. contracts. These rules are applicable to construction works in which on an average 50 or more workers are employed and enjoin upon the contractors to provide first aid facilities.

drinking water, washing and bathing places, latrines and urinals (separate for men and women) rest shelters, creches and canteens, Inspecting officers also examine these items in their periodical inspections of contractors' establishments and point out defaults in this regard to the contractors as well as to the executive engineers concerned who advise the contractors to do the needful. During the year under review 1,798 cases of defaults in this regard were reported by the Labour Officers to the executive engineers concerned. The executive engineers dealt with 1,769 cases and thus leaving a balance of only 29 cases at the end of the year.

Labour
 (The Indian Journal, Vol. IV, No. 5,
 May 1965, pp. 461-462).

Wage Boards for Iron-Ore Mining and Limestone
and Dolomite Mining Industries set up.

The Government of India has set up two wage boards - one for the iron-ore mining industry and the other for the lime-stone and dolomite mining industries - with headquarters in Calcutta. Shri L.P. Dave is the chairman of both the boards, which will determine the categories of employees who should be brought within the scope of the proposed wage fixation and work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

(The Times of India, 20 May 1963).

22

Chapter 4. Problems Peculiar to Certain
Branches of the National Economy

42. Co-operation.

India - May 1963.

Closer Link between Cooperatives and State
Cooperative Banks Recommended: Report of
a Study Group published.

A report of the Study Group appointed by the Government of India with Shri G.D. Goswami as its chairman to assess the working of cooperatives under Railways and Posts and Telegraphs, has, among other matters, recommended closer link between the cooperatives and State cooperative banks. Stressing the need for closer relationship between the credit societies and the State co-operative banks, the group says at present a number of credit societies are not even affiliated to the State cooperative banks. Except in a few cases, the State co-operative banks had not even provided any financial accommodation in the shape of cash credit and overdraft facilities to these credit societies.

It has expressed itself in favour of these societies being affiliated to the State cooperative banks. These banks, in their turn, should provide finance and other facilities to the credit societies. On the question of maintaining adequate fluid resources, the group recommends a fluid cover of 40 per cent. of \times deposits at call or current account, cash credits and overdrafts sanctioned but not drawn, 25 per cent. of savings deposits, 25 per cent. of fixed deposits, maturing within 90 days and 100 per cent. of thrift deposits falling due within 30 days. The group has expressed itself against the existing provision in the bye-laws of the credit cooperatives under the railways and the Post and Telegraphs Department for undertaking activities like housing and running of canteens. It recommends that a credit society should not get involved in housing and other schemes, which should be taken up by separate cooperatives. The group is in favour of the introduction of a system of thrift deposits in all credit societies under the railways and the Post and Telegraphs Department.

Only about 54 per cent. of the railway staff are at present covered by the credit co-operatives. The group recommends that it is necessary for the existing societies to continue their efforts to attract fresh members. The aim should be to cover at least 75 per cent. of the railwaymen by the end of the third Plan, and 100 per cent. during the fourth Plan.

About consumer stores under the railways the group points out that there is considerable scope for the organisation of new consumer societies and for increasing the membership of the existing ones as the present coverage is only some 7 per cent. of the total staff. It recommends the establishment of a primary consumer store for every 600 families within a radius of about 20 miles.

(The Hindustan Times, 30 May 1963).

Pattern of Financial Aid to Cooperative Farming Societies Revised.

According to the Special Correspondent of the Hindu dated 7 May 1963, the pattern of financial assistance to co-operative farming societies in the pilot and non-pilot areas has been revised from this year. In view of the fact that central assistance to farming societies in the pilot areas would be outside the State Plan ceilings from 1963-64 and the assistance provided in the State Plans for pilot projects would be available to supplement the resources of the States, the State Governments have been requested to review their programme of co-operative farming in the pilot project areas for 1963-64 and to formulate a larger programme. The Union Ministry of Community Development and Co-operation has also asked the States to send their revised proposals immediately.

The main object of the revised pattern of financial assistance is to encourage organisation of co-operative societies in both pilot areas. The programme already formulated by the State Governments for 1963-64 provides for organisation of 588 societies in the pilot areas and 363 societies in the non-pilot areas as against the target of 2,000 societies suggested by the Centre, namely 1,200 in pilot areas and 800 in non-pilot areas.

An attempt is being made to work out an expanded programme for the organisation of 1,000 co-operative farming societies in the pilot areas. The revised programme implies that the State Governments will have to find their share of the matching contribution for the additional societies from within their own resources to secure the additional financial assistance from the Centre. It is estimated that the State Governments, by finding additional funds of about 1.5 million rupees will be able to secure about 4.5 million rupees additional assistance from the Centre.

(The Hindu, 7 May 1963).

25

Chapter 5. Working Conditions and Living Standards

55. Protection of Minors.

India - May 1963.

Needs of Young Workers: National Young Workers' Conference Adopts Declaration.

A declaration on the needs of young workers was adopted at a Conference of Young Workers convened at Jaipur on 25 May 1963 under the auspices of the Indian National Trade Union Congress.

The declaration is reviewed at pages 1-2, paragraph 25 of this report.

Chapter 6. General Rights of Workers

67. Conciliation and Arbitration.

India - May 1963.

Working of the Industrial Relations Machinery (Central) for the Year ended 31 March 1961.

Introduction.- The Central Industrial Relations Machinery has been mainly engaged since its inception in 1945, in the promotion of industrial harmony in the Central Sphere undertakings namely, railways, mines, banking and insurance companies, major ports and oilfields. Some of the important functions of this organisation are: (i) administration of certain Labour Acts; (ii) investigation and settlement of industrial disputes by way of conciliation as provided for by the Industrial Disputes Act, 1947; (iii) annual verification of membership claimed by the unions affiliated to the Central Organisations of the workers for the purpose of according representation to them on the various national and international committees, and conferences and also the verification of membership of unions for the purpose of recognition by employers in accordance with the terms and conditions of the Code of Discipline in Industry; and (iv) adoption and promotion of measures, both statutory and non-statutory, for the welfare of the workers employed in the Central Government undertakings.

The office of the Chief Labour Commissioner at New Delhi forms the nucleus of the organisation. The Chief Labour Commissioner at the headquarters is assisted in his work by a Deputy Chief Labour Commissioner, a Regional Labour Commissioner, a Welfare Adviser, three Assistant Labour Commissioners, a Welfare Officer and two Labour Inspectors. The field is covered by 6 Regional Labour Commissioners, 27 Conciliation Officers, 100 Labour Inspectors and 12 Junior Labour Inspectors.

Industrial Relations.— The year under review was marked by an all round and in some aspects really remarkable improvement in industrial relations as a result of effective implementation of Code of Discipline. The number of disputes came down from 4,437 during the previous year to 4,256 during the year under review, the number of strikes from 457 to 256, the number of lock-outs from 5 to 1, and the number of man-days lost from 926,100 to 319,960. In terms of percentage the disputes declined by about 4 per cent., the strikes by about 46 per cent., the lock-outs by 80 per cent., and the number of man-days lost by 65.5 per cent.

During the year under review, 4,256 disputes were brought to the Industrial Relations Machinery of which 284 were considered unfit for intervention. Of the remaining 3,972 disputes 2,503 were settled without recourse to formal conciliation proceedings. Out of 1,299 disputes in which formal conciliation proceedings were held, 693 were settled and in the case of 606 the efforts were unavailing. Thus only 170 remained pending at the end of the year. Leaving out of account the disputes that remained undisposed and those which were rejected as unfit for intervention the rate of settlements comes to 84 per cent. Forty-nine cases were referred for adjudication.

There were as many as 210 cases in which the dispute was accompanied by the threat of a strike. By the intervention of the Industrial Relations Machinery, threat was prevented from being materialised in as many as 88 cases. There were 271 cases of actual strikes and as a result of intervention by the officers of Industrial Relations Machinery 55 strikes were called off.

Implementation of Awards and Settlements.— Out of total number of 174 awards, 155 had been implemented by the end of the year and 14 were in the course of implementation, thus there were 25 awards which remained unimplemented. Of these, awards were stayed by the Appellate Court in 18 cases. Prosecution was instituted in 1 case and 5 cases were under consideration. In the remaining one case the workmen were advised to approach the Labour Court for the determination of their dues under sub-section 2 of Section 33 of the Industrial Disputes Act.

28

Enforcement.- Officers of the Industrial Relations Machinery carried out inspections in mines and railways under the Payment of Wages Act, 1936 and establishments covered by the Minimum Wages Act, 1948. Details of inspections made, irregularities detected are given below:-

Payment of Wages Act, 1936:

- (a) Mines.- A total number of 2,651 inspections were carried out and as many as 15,461 irregularities were detected, out of which 8,479 irregularities were rectified during the year.
- (b) Railways.- During the year under review 6,264 inspections were carried out in various railway establishments and 11,321 irregularities were detected. There were in all 22,563 irregularities including those of the previous year, out of which 18,284 were set right during the year.

Minimum Wages Act, 1948:

As many as 1,948 inspections were made during the year under review and 10,271 irregularities were detected. There was a total of 16,942 irregularities which included those left over from the previous year. Of these, 10,809 irregularities were rectified during the year.

Standing Orders.- One hundred and three draft standing orders were submitted for certification during the year and 183 were pending for certification at the end of the previous year. Thus, the Certifying Officers had to deal with the certification of 286 drafts out of which 103 were disposed of during the year.

Works Committees.- The Industrial Relations Machinery constituted 115 new committees during the year under review. The total number of works committees which were functioning during the year under report was 857.

(The Indian Labour Journal, Vol. IV, No. 5, May 1963, pp. 457-458).

29

Violation of Labour Laws in Rourkela Steel Plant:
Management asked to make amends within 2 Months.

The State Implementation and Evaluation Committees on Labour Laws has agreed to give two months to the management of the Rourkela steel plant to make amends for the reported violation of various labour laws, agreements and statutory awards. The meeting of the committee was held in Bhubaneswar on 4 May 1963.

Details of the violations and workers' grievances, were discussed at a conference of representatives of workers and the management at Rourkela in the presence of the Labour Commissioner, who is also Implementation Officer for the State. The personnel manager of the Rourkela steel plant, assured the Implementation ~~Offic~~ Committee that an emergency production committee with a representative of the labour on it would soon be formed.

The ~~par~~ Implementation Committee discussed the report of the Implementation Officer which enumerated 40 violations by the Rourkela steel plant authorities and agreed to give two months for the ironing out differences between the management and the labour. The committee also noted objections raised by representatives of the private sector over exemption granted to the Rourkela steel plant in the matter of Shops and Establishments Act and is reported to have held the view that if certain ~~specific~~ specific difficulties were brought to the notice of the committee the exemption granted to the steel plant might be reviewed at the next meeting.

(The Statesman, 6 May 1963)

30

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

India - May 1963.

Review of Joint Management Councils Scheme:
Poor Progress Reported.

According to a news item in the Statesman, dated 27 May 1963, the scheme of joint management councils was introduced in 1957 to promote industrial peace and create conditions for increased production by giving workers a share in the management. It has not made much headway. During the past six years it has not been possible to form joint management councils in more than 54 concerns, including 16 in the public sector. Not many of these are stated to be functioning well. The failure of the scheme is all the more glaring because of the superlative terms in which its virtues have been enunciated by the Labour Minister. It has been described as a scheme of "great significance" and as one which "holds great promise for the future".

The public sector undertakings in which these councils have been formed are mostly small concerns owned by State Governments. There are only two medium scale concerns having these councils. In none of the bigger undertakings have these been established.

Three State Governments - Assam, Gujarat, and Jammu and Kashmir - have not yet even set up special cells to implement the scheme. No one seems more keenly aware of the tardy progress of the scheme than the Labour Ministry itself. After the emergency, the Ministry sponsored another scheme to set up emergency production committees with the aim of "maximising production through labour-management collaboration". This has also not proved to be a signal success, and whatever enthusiasm was there at the initial stages seems to be fast wearing off now.

The Union Labour Ministry has written to the central trade union organisations requesting them to forward to it names of industrial concerns in which conditions are suitable for the formation of joint management councils. In its letter to the trade unions, it says that "in the context of the present emergency the setting up of joint management councils has become all the more necessary to help the war effort".

(The Statesman, 27 May 1963).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - MAY 1963.

81. Employment Situation.

Employment Exchanges: Working during
April, 1963.

According to a Review on the Principal activities of the Directorate-General of Employment and Training for the month of April 1963, the number of registrations effected during the month of April 1963 by the employment exchanges was 356,511 as against 320,944 during March 1963, showing an increase of 35,567. The number of registrants on the Live Register during the month under report stood at 2,562,834 as against 2,485,093 in the previous month. The number of employers using employment exchanges was 12,545 as compared to 11,420 in the month of March 1963. The number of placements effected during the month under review was 41,044 as compared to 41,072 in the previous month. The number of vacancies notified during the month was 80,247 as against 75,953 in the month of March 1963.

Shortage and Surpluses.- Shortage was experienced in respect of typists, stenographers, nurses, midwives, compounders, doctors, physical training instructors, trained teachers, draughtsmen, engineers, overseers, turners, fitters and electricians. On the other hand surpluses persisted in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Collection of Employment Market Information.- Ninetytwo Employment Market Reports relating to different areas in different States were issued during the month. The following additional reports were also issued by the States during the month:-

1. Report on Shortage Occupations. 4
2. Quarterly Employment Reviewed. 4
3. Quarterly Report on Employment in the Public Sector. 1

Vocational Guidance and Youth Employment Counselling.- Two more Vocational Guidance sections were opened at Nadiati and Cuddalore Employment Exchanges, thus raising the total number of Vocational Guidance Sections in the Employment Exchanges to 113.

Gorakhpur Labour Organisation.- During the month, the Gorakhpur Labour Organisation despatched 813 workers to various work sites.

Deployment of Surplus/Retrenched Persons.- During the month, 36 persons who were declared surplus from various river valley and steel projects and Government establishments were registered. A total of 208 persons were found employment. A detailed statement showing the number of retrenched persons registered and placed and the number of persons awaiting assistance is given below:-

Name of the Projects.	No. awaiting assistance at the end of March, 1963.	No. of ret-rench- ed dur- ing the month.	No. of retren- ched per- son- nel (includ- ing those left volun- tarily)	No. of placed dur- ing the month for employment assistance.	No. awaiting assistance at the end of the month.
1	2	3	4	5	6
1. Damodar Valley Corporation.	542	4	4	42	304
2. Bhakra Nangal Project.	22	9	9	-	19
3. Bhilai Steel Project.	2,236	-	466	93	2,376
4. Durgapur Steel Project.	525	-	-	-	525
5. Special Cell of Ministry of Home-Affairs.	1,383	23	23	73	71 (Class I & II) 1,262 (Class III & IV)
TOTAL.	4,506	36	502	208	4,555

Opening of Additional Employment Exchanges.- An employment exchange for the handicapped persons was opened in West Bengal, Calcutta, during the month of April, 1963, thus bringing the total number of employment exchanges functioning in India to 370 at the end of April, 1963.

(Note on the Principal Activities of the Directorate-General of Employment and Training, for the Month of April 1963: Ministry of Labour & Employment, ~~and Training~~ Government of India, New Delhi).

83. Vocational Training.

India - May 1963.

Training of Personnel for Welfare Schemes:
Assessment to be made by Planning Commission.

The Planning Commission at its meeting held at New Delhi on 21 May 1963, decided to make an assessment of the type of personnel required to man the various welfare programmes included in the development plans. An expert panel will be set up under the auspices of the Commission to evolve and regulate minimum standards in the various training schemes. This measure is expected to introduce an element of uniformity and proper co-ordination in different training schemes.

Stressing the need for introducing proper standards in the training courses organised by official and non-official institutions for various types of welfare personnel, Prof.V.K.R.V. Rao, Member, Planning Commission, pointed out that it was necessary to classify the training courses and to lay down minimum necessary levels of training. It was suggested that there should be a large base of training at the higher secondary levels mainly to prepare field workers. There was also scope to introduce graduate courses in social welfare. The post-graduate courses now offered by the schools of social work could represent the apex of a broad-based pyramid. Prof. Rao stated that there was also scope for short-term training and orientation courses for voluntary social workers or for auxiliary personnel in welfare institutions provided these were properly planned.

(The Economic Times, 22 May 1963).

Survey Report of Job Analysis published:
Training Programmes for Technical Personnel
being accelerated.

According to a job analysis conducted at the instance of the Home Ministry's Manpower Directorate, diploma holders can replace science graduates in several positions without affecting efficiency or output. The analysis was ordered when several Ministries put in their future demands for technical personnel. It was felt that probably some jobs did not require science graduates and could be effectively handled by persons with lesser qualifications. Consequently, the requirements of the different Ministries are being scrutinised so as to reduce the heavy demands for science graduates.

Accelerated Training.- Meanwhile the Technical Manpower Committee under the chairmanship of Prof. M.S. Thacker has reviewed the existing plans and programmes for training of technical personnel. Several steps for the augmentation of existing programmes and for accelerated training courses have been initiated. For craftsmen and related categories, an accelerated accelerated accelerated course of six months' duration has been introduced. The first course had started from the beginning of February in all States.

Engineering Courses.- As regards degree and diploma courses in engineering, the training of students now studying in the third and fourth years of the five-year degree course has been accelerated by reducing the holidays and vacations and working extra time. A two-year diploma course is being introduced in selected polytechnics.

To increase the number of doctors, some decisions have been taken with the approval of the Medical Council of India. They are (a) the duration of the medical degree course should be reduced from 5½ years to 4½ years by dispensing with the requirements of compulsory internship; (b) annual intake in well established medical colleges should be raised from the next session up to 200; and (c) frequent examinations might be held with a view to reducing the high rate of wastage and stagnation among medical students to the minimum.

Punjab: Specialised Training in Technical Trades introduced.

The Punjab Council for Training in Vocational Trades has decided to introduce specialised training in the conventional technical trades, such as those of electricians and fitters, to meet the requirements of the developing economy of the State. Electricians will be provided facilities for specialisation in electronic control devices employed in the river valley projects of the State.

The Council has fixed a target of 2,000 trainees to be sent during the Third Plan period to factories located in various States. The programme of expansion of industrial training facilities in the State, raising the capacity of institutions from about 5,000 at the end of the Second Plan to 19,000 by the end of the current Plan period at a total cost of approximately 110 million rupees has been approved. The Council has also approved the proposal to raise the amount of stipend from 25 rupees to 40 rupees per month. The stipends will henceforth be available to 60 per cent. and not 33-1/3 per cent. of the trainees.

(The Tribune, 16 May, 1963).

Labour Ministry's Training Schemes:
Working during April 1963.

According to the Review of the activities of the Directorate-General of Employment and Training for the month of April 1963, there were 231 institutes for training craftsmen, 85 undertakings imparting apprenticeship training, and 21 Centres holding part-time classes for industrial workers. The total number of seats stood at 65,492 and the total number of persons undergoing training was 54,056.

Craftsmen Training Schemes.- During the month of April 1963, 32 seats under the Craftsmen Training Scheme were sanctioned. The progressive total of seats sanctioned under various Training Schemes and the number of new Industrial Training Institutes sanctioned during the Third Five-Year Plan is given below:-

1. Craftsmen Training Scheme.	52,696 seats
2. Evening Classes Scheme.	2,745 seats
3. Apprenticeship Scheme.	2,787 seats
4. Number of New Industrial Training Institutes.	138

Equipment.- The statement showing the progressive position of equipment received by various Central Training Institutes for Instructors during the month of April, 1963 is given below:-

Name of Centre.	Value of Equipment received during April, 1963 (in Millions Rupees)
	<u>Rs.</u>
1. Central Training Institute, Calcutta.	1.650
2. Central Training Institute, Kanpur.	0.836
3. Central Training Institute, Madras.	0.065
4. Central Training Institute, Bombay.	1.426

Most of the supply orders for equipment required for Central Training Institutes, Hyderabad and Ludhiana have been placed by the I.L.O., Geneva and shipping documents for some of the equipment have been received.

Implementation of Apprentices Act, 1961.- In connection with the implementation of this Act, a number of employers, particularly in Uttar Pradesh, Bihar and Assam were contacted by the officials of this Directorate-General, and the implication of the Act were explained and doubts of the employers were removed. It was noticed that the employers were all taking necessary preparatory steps towards implementing the Act.

(Note on the Principal Activities of the Directorate-General of Employment and Training for the Month of April, 1963: Ministry of Labour and Employment, Government of India, New Delhi).

Chapter 9. Social Security

93. Application.

India - May 1963.

VI. Compensation in Case of Employment Injury or Occupational Disease.

Maharashtra: Annual Report on the Working of The Workmen's Compensation Act, 1923, for the Year 1961*.

According to the Annual Report on the Working of the Workmen's Compensation Act, 1923 for the year 1961 in Maharashtra State, published recently, the year opened with 548 cases (both applications and agreements) pending from the last year and 1,370 were received during the year. Out of these 1,918 cases, 1,345 were disposed of during the year under report and, 573 were pending at the end of the year as against 1,601 and 551 respectively last year. The difference in the figures of cases shown as pending at the commencement in the beginning of the year ~~is~~ is due to the corrections made by the ex-officio Commissioner at Nasik while submitting returns. Out of 1,345 cases disposed of during the year, 459 related to fatal accidents, 886 to non-fatal accidents of which 701 resulted in permanent disablement and 126 in temporary disablement and the remaining 59 were miscellaneous. The total compensation paid by the employers covered by the Notifications issued under Section 16 of the Workmen's Compensation Act was 1,013,846 rupees (311,160 rupees for death, 221,322 rupees for permanent disablement and 481,364 rupees for temporary disablement).

* Annual Report on the Working of the Workmen's Compensation Act, 1923, for the Year 1961 in Maharashtra State: Printed at the Government Press, Kolhapur, 1963. pp.15.

41

Proceedings before Commissioners.- The total number of cases disposed of during the year was 354 as against 854 last year, of which 384 were cases of award under Section 10, 411 of voluntary deposits under Section 8 and the remaining 59 were miscellaneous. Out of 411 cases of deposits in ten cases a sum of 29,250 rupees was refunded to the employers under Section 8(4) of the Act as no claimants came forward to claim the amount deposited. The Court fees recovered in all applications was Rs. 2,503.14 nP. as against Rs.2,620.14 nP. last year.

Cases of Agreements.- The total number of cases disposed of during the year was 491 as against 747 last year, of which 452 were registered without any modification, 5 after modification and in 34 registration was refused. The total compensation paid in respect of 457 agreements registered during the year was Rs. 241,672.93 nP. as against Rs. 287,850.34 nP. paid last year when the number of agreements registered was 697.

Wage Groups of Workmen.- The total number of persons in respect of whom compensation was awarded during the year was 563 as against 519 last year of whom 536 were male adults, 26 were women and 1 minor. In 45 cases the injuries resulted in temporary disablement, in 215 cases in permanent disablement and in 303 cases in death. This year also the wage group most numerously represented was Rs.100-200 with Rs.80-100 as the next group.

The total compensation reported by the employers in respect of all accidents amounted to Rs. 1,013,846 as against Rs. 1,452,940.32 nP. last year.

Reports of Fatal Accidents under Section 10-B and Notices issued under Section 10-A.- At the beginning of the year 200 reports were under investigation, 71 of which were submitted by employers under Section 10-B and remaining 129 were received from other sources. During the year under report 225 reports were received, 83 from employers under Section 10-B and 142 from other sources. Of the total number of 425 reports in 30 cases deposits were received voluntarily and in 90 after issue of notices under Section 10-A. In cases in which liability was denied, applications were received from the dependants in 100 cases. In 1 case no dependants existed. In 44 cases dependants did not apply and hence the papers were filed and 3 cases were not covered by the Act. The number of reports in which investigation was not completed at the end of the year was 157.

Deposits under Section 8(1) and 8(2).— The following table shows the deposits received both voluntarily under Section 8(1) and 8(2) and under awards in contested cases and amounts disbursed during the year under report.

	<u>Rs.</u>	<u>nP.</u>	<u>Rs.</u>	<u>nP.</u>
<u>Opening Balance</u>				
Fatal Accidents.	799,813.94			
Non-fatal Accidents.	<u>50,376.82</u>		<u>850,195.76</u>	
<u>Receipts</u>				
Fatal Accidents.	1,071,989.35			
Non-fatal Accidents.	<u>107,909.72</u>		<u>1,179,899.07</u>	
<u>Payments</u>				
Fatal Accidents.	1,059,202.34			
Non-fatal Accidents.	<u>170,582.58</u>		<u>1,229,784.92</u>	
<u>Closing Balance</u>				
Fatal Accidents.	712,605.85			
Non-fatal Accidents.	<u>87,703.96</u>		<u>800,309.81</u>	

Investments under Section 8(7).— As per Government Notification, Labour and Social Welfare Department, No. WCA-125-J, dated 30 January 1958, Rule 10 of the Workmen's Compensation Rules, 1924, was amended as a result of which the Commissioner for Workmen's Compensation cannot deposit money, payable to the parties, in Post Office Savings Bank. Accordingly all the Post Office Savings Bank Accounts were closed and the amounts were deposited in the Personal Ledger Accounts of the Commissioners as stated in the Report for 1958. The total amount invested in the Government Securities or National Savings Certificates was Rs. 82,600 only.

Comparative Statement.— The total number of cases dealt with during the year including those pending from last year was 1,918 as against 2,152 for the last year. The number of cases disposed of during the year was 1,345 as against 1,601 last year. The cases of agreements and those of deposits disposed of were 491 and 411 as against 747 and 408 respectively last year, the number of contested and non-contested cases disposed of being 328 and 115 as against 322 and 123 last year.

The following table gives the number of cases decided by each Commissioner in the State:-

Jurisdiction.		Non-contested cases.	Contested cases.	Cases of Agreements.
Bombay.		522	230	415
Thane	District	6	3	2
Jalgaon	"	14	-	-
Dhulia	"	3	6	-
Nasik	"	12	16	-
Almednagar	"	6	10	1
Poona	"	28	5	3
Kolaba	"	5	7	-
Kolhapur	"	9	-	2
Satara	"	12	6	33
Sangli	"	7	-	-
Sholapur	"	9	6	9
Retnagiri	"	16	1	10
Aurangabad	"	5	3	-
Parbhani	"	2	-	-
Osmanabad	"	1	-	-
Bhir	"	4	-	-
Nanded	"	2	-	-
Rajura(Chanda)	"	-	-	-
Nagpur	"	19	14	13
Wardha	"	13	1	-
Amravati	"	2	4	1
Akola	"	8	3	1
Bhandara	"	6	2	1
Chanda	"	14	4	-
Buldana	"	-	-	-
Khangaon(Buldana)	"	1	2	-
Yeotmal	"	-	-	-
		<u>526</u>	<u>328</u>	<u>491</u>

It will be seen from the above table that practically the main burden of the administration of the Act has fallen on the Commissioner for Workmen's Compensation, Bombay.

Appeals under Section 30 and References under Section 27.- There were 19 appeals pending at the beginning of the year and 11 were filed during the year. Out of these 30 appeals, 1 was allowed, 14 were dismissed, one was settled and 14 were pending at the end of the year.

Industrial Diseases.- No case of any industrial disease came up for decision before any Commissioner nor was any reported by any employer.

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