

COPY NO.

INTERNATIONAL LABOUR OFFICE  
INDIA BRANCH

Industrial and Labour Developments in  
September-October 1966.

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

ANNEXE

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - SEPTEMBER 1966.

12. Activities of External Services.

Meetings:

a) The Director of this Office attended as a special invitee the inauguration of the Local Productivity Councils on 3 September 1966.

b) The Director of this Office attended as a 'special invitee', the 25th Session of the Standing Labour Committee held at New Delhi on 26 October 1966.

c) The Director of this Office attended as a special invitee the inauguration of the Scheme for Joint Consultation and Compulsory Arbitration for Central Government Employees on 28 October, 1966.

d) The ILO was represented by Mr. Kaul of this Office at a Seminar on 'Women's Education and Community Development' held at New Delhi from 15-23 September 1966. The Seminar was organised by the Women's International League for Peace and Freedom.

e) The ILO was represented by Mr. Kaul of this Office at an Asian South Pacific Seminar on 'The Role of Educational Institutions in Promoting of Adult Education' held at New Delhi from 24-27 October 1966.

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13. Press and Opinion.

India - September-October 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 July 23, 1966, issue of 'The Indian Worker', publishes a synopsis of a memorandum submitted to the Central Wage Board for Port and Dock Workers. The memorandum makes an incidental quotation from an ILO publication.

The same issue of the Journal summaries an article from "ILO Panorama" on the role of labour institutes set up in India and the assistance given by the ILO in setting up these institutes.

2. 'Labour Gazette', Bombay, dated July, 1966, publishes a news item concerning the election of Messrs Abd Ali and N.H. Tata to the ILO's Governing Body.

3. The 'Industrial Bulletin', dated 15 September 1966, issued by the Employers' Federation of India, publishes a note based on an 'ILO Panorama' article concerning the 'benefits of automation'.

4. 'Industrial India', Annual Number, 1966, publishes an article on 'Trade Unions in a Welfare State'. The article lists the establishment of the ILO and the awareness that 'poverty everywhere constitutes a danger to prosperity everywhere' among the factors which exercised a great deal of influence on the rise and growth of trade unionism in almost all the countries.

5. 'Indian Labour Gazette' dated September 1966, publishes news items on: (a) Fiftieth Session of the I.L. Conference and (b) Admission of Guyana to ILO membership.

6. The 12 September 1966 issue of 'The Indian Worker' publishes a note on ICFWU's complaint ~~for~~ to the ILO against the Government of Spain for violation of trade union rights.

The same issue of the Journal contains a news item concerning Indonesia's resumption of ILO membership.

7. The September 19, 1966, issue of 'The Indian Worker', publishes a note on the "ILO's Turin Centre".

The same issue of the Journal contains a news item concerning Nepal's admission to ILO membership.

8. September 1966, issue of 'Asian Labour' refers to a 'Special Training Course' for trade union research workers organised by the ICFTU Asian Trade Union College, New Delhi, during August. Among those who addressed the course were Mr. Ghatak from ILO Headquarters and Mr. Menon from this Office.

The same issue of the Journal contains a news item about a training course organised by the Indonesian trade union organisation. The programme of the course included 'the aims and activities of the ILO'.

The same issue of the Journal contains an article (condensed from 'ILO Panorama') entitled 'Human Factor in Productivity: Lesson from Labour Institutes in India'.

The same issue also publishes extracts from the address of the Ghanian Workers' delegate to the 50th Session of the I.L. Conference.

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13. Press and Opinion.

India, Sept-Oct. 1966



Industrial Bulletin. Vol XII, No 17,  
dated, 1.9.1966 (published by the  
Employers' Federation of India, Bombay)

### LABOUR AND SOCIAL IMPLICATIONS OF AUTOMATION

The International Labour Conference, at its 1956 Session, adopted a Resolution urging the Director-General of the Organisation to carry out further study and analysis of the labour and social implications of automation and other recent technological developments. The Conference suggested various ways by which the I.L.O. might intensify its work in this field. Pursuant to this Resolution, the Director-General, in his report in 1957 placed for discussion a brief preliminary survey of some of the problems which automation and other changes in technology appear to raise in the areas of primary concern to the I.L.O. In view of the current interest in this subject, we give below a summary of the points of general agreement on the question of automation, as set out by the Director-General:

"...Despite the controversy which has raged around automation and other recent technological developments, there is far wider agreement on many points than might be expected.

*First*, automation, atomic energy and related technological developments make it possible to produce many goods and to do many things that could not have been produced or done before.

*Second*, they have given a great impetus to the achievement of higher labour standards and higher living standards.

*Third*, they offer great promise for the further development of the industrially less advanced countries.

*Fourth*, they need not create over-all unemployment and do not of themselves do so.

*Fifth*, they create new employment opportunities and new skill requirements.

*Sixth*, like all technological innovations, they cause labour redistribution within the undertaking and also from one industry, occupation and undertaking to another and sometimes from one place to another.

*Seventh*, they may create in some instances specific transitional problems and in particular problems of re-employment, whether in certain localities or for certain individual workers.

*Eighth*, they have a direct and immediate impact on wages and working conditions and thus on the central area of labour-management relations.

*Ninth*, they have equally direct and immediate implications for the structure of social protection: for

unemployment insurance and other forms of social security and for all social assistance and services designed to protect the individual worker from hardship and to promote general community welfare.

*Tenth*, they thus have serious repercussions for Management, for trade unions and for governments and impose on each of them new responsibilities and new tasks.

These are what I would regard as the basic ten points of agreement. They take us a long way forward in the search for guiding principles. They suggest—first, that a positive welcome should be accorded to technological innovation; secondly, that there is a need to prepare for change in all areas of social policy; and thirdly, that it is desirable to distinguish between the long-term problems of adjustment and the short-term problems of transition, and to have policies to meet both groups. They also indicate where the onus of action lies.

This, in turn, provides the framework for the outlining of policies making for the combination of industrial and social progress that is required to raise standards of living and of human welfare and to adjust smoothly to the continuing technological changes which are inevitable."

*Report of the Director-General (I.L.O.)*

*The Hindustan Times,  
New Delhi, 8.9.66*

## Indonesia Returns to I.L.O.

GENEVA, Sept. 7.  
Indonesia informed the International Labour Organisation that it was resuming active membership, I.L.O. Director-General David Morse, said here to-day.

Mr. Morse said that he had received a letter from Foreign Minister Adam Malik saying that Indonesia considered as annulled its notice of withdrawal from the I.L.O. sent on March 8, 1965.—  
AFP.

The Times of India.  
Bombay,  
8.9.66

**ROUND-THE-CLOCK  
WORKING URGED  
To Yield From Plants**

By A Staff Reporter

Whenever plant is costly or in short supply it makes sense to make it work round the clock. Mr. A. W. H. Lamond, ILO specialist in general management, told a conference on "Profit planning and profit control" in Bombay on Wednesday.

Speaking at the conference organised by the National Institute for Training in Industrial Engineering (NITIE) he said that in India there was no dearth of labour. Additional shift-working would double or even more than double the volume of output which could be "squeezed" from the existing plant.

Not only might this help exports in some industries, but the additional employment created would itself help to increase home-spending power and demand and make the "snowball" of industry roll faster.

Mr. V. S. Vernekar, director of NITIE, presided.

14. Conventions and Recommendations.

India - September-October 1966.

Legislation to give effect to ILO Recommendation  
No.119 introduced in Parliament.

The Government of India introduced in the Rajya Sabha on 6 September 1966 a Bill further to amend the Industrial Disputes Act, 1947. The Bill, among other things, gives effect to ILO Recommendation No.119 concerning termination of employment at the initiative of the employer. For details please see pages of this report.

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## Chapter 2. International and National Organisations

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### 24. Non-Governmental Organisations (International, Regional and National) Other than Employers' and Workers' Trade Organisations.

India - September-October 1966.

Seminar on Women's Education and Community  
Development Organised by Indian Women's  
League for Peace and Freedom, New Delhi,  
15-23 September, 1966.

An International Seminar on "Women's Education and Community Development", one of a series organised by the Women's International League for Peace and Freedom was held at New Delhi from 15-23 September 1966. The Seminar was organised by the Indian Women's League for Peace and Freedom.

The main objective of the Seminar was to bring together prominent women from different countries to define and discuss mutual problems and to find a common approach to their solutions.

The theme of the Seminar, was "Women's Education and Community Development".

The main subject was subdivided into the following topics:

1. Role of Women in Community Development, Rural and Urban.
2. Women's Education; Objectives, Programmes and Problems.
3. Problems of Working Women.
4. Freedom from Hunger and Home Science Education.
5. Women as Agents of Social Change.
6. Women's Role in Health and Family Planning.
7. Recreation and Leisure.

Countries represented in this Seminar were Ceylon, Nepal, Kenya, U.S.A., Japan, Iran, Iraq, Mauritius, Australia, Denmark, Sweden, Columbia, Lebanon, West Germany, German Democratic Republic and India. Twenty delegates from different States in India also attended the Seminar. The UNESCO, UNICEF, FAO and WHO also sent their delegates. The I.L.O. was represented by Mr. Kaul of this Office.

A copy of Mr. Kaul's report along with documents of the Seminar has been sent to Headquarters under this Office minute No.A.27/3362/66 dated 26 September 1966).

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Asian South Pacific Seminar on the Role of Educational Institutions in the Promotion of Adult Literacy, New Delhi, 24-27 October 1966.

An Asian South Pacific Seminar on the Role of Educational Institutions in the Promotion of Adult Literacy, was held at New Delhi from 24-27 October 1966. The Seminar was organised by the Asian South Pacific Bureau of Adult Education.

The Seminar was inaugurated by Dr. V.K.R.V. Rao, Member, Planning Commission and former Vice-Chancellor, Delhi University.

Besides India, participants from the Philippines, New Zealand, Indonesia, Singapore, Japan, Malaysia, Australia and South Korea attended the Seminar. The I.L.O. was represented by Mr. Kaul of this Office.

A copy of Mr. Kaul's Report has been sent to Headquarters under this Office minute No. F.47/3938/66 dated 15 November 1966.

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25. Wage-Earners' Organisations.

India - September-October 1966.

Indian Trade Unions (Madhya Pradesh Amendment)  
Bill, 1966.

The Government of Madhya Pradesh published on 2 September 1966 the text of the Indian Trade Unions (Madhya Pradesh Amendment) Bill, 1966, proposed to be introduced in the Assembly of the State. According to the Statement of Objects and Reasons of the Bill, the Trade Unions Act, 1926 provides for registration of trade unions subject to fulfilment of certain conditions. One of the conditions is that the rules of any union seeking registration should prescribe the minimum subscription of twenty-five paise per member per month. It is felt that in the case of workers employed in agriculture, this condition operates harshly keeping in view the meagre earnings of agricultural workers. Presumably, it is due to high rate of subscription that there is almost no unionisation amongst agricultural workers where it is needed most. In order to encourage unionisation amongst such workers, it is necessary to prescribe a lower rate of subscription.

Opportunity has also been taken -

(i) to exclude those industries from the purview of Chapter III-A of the said Act for which the Central Government is the appropriate Government within the meaning of the Industrial Disputes Act, 1947 (14 of 1947), and

(ii) to declare Registrar, Additional Registrar and Deputy Registrar and members of the staff of their offices to be public servants within the meaning of section 21 of the Indian Penal Code, 1860 and also afford protection in regard to anything which is in good faith done or purported to be done under the Act.

Hence the Bill.



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The Bill seeks to substitute a new clause (ee) to the existing clause (ee) of section 6 of the Indian Trade Unions Act, 1926, providing that "the payment of subscription by members of the Trade Union which shall be not less than twenty-five paise per month per member; provided that the minimum rate of subscription in the case of members of a Trade Union of agricultural workers shall be five paise per month per member."

Other amendments are: For sub-section (1) of section 28-C of the principal Act, the following sub-section shall be substituted, namely:-

"(1) Any representative Union or where there is no representative Union any registered Trade Union in any industry other than an industry for which the Central Government is the appropriate Government within the meaning of sub-clause (i) of clause (a) of section 2 of the Industrial Disputes Act, 1947 (14 of 1947) may apply in the prescribed form for being entered in the approved list."

After section 28-J of the principal Act, the following sections shall be inserted, namely:-

"28-K. The Registrar, Additional Registrar and Deputy Registrar of Trade Unions appointed under section 3 and members of the staff of the offices of the aforesaid officers shall be deemed to be public servants within the meaning of section 21 of the Indian Penal Code, 1860 (XLV of 1860)."

28-L. No suit, prosecution or other legal proceeding shall lie against any person for anything which is in good faith done or purported to be done under this Act."

(Madhya Pradesh Government Gazette,  
Extraordinary, 2 September 1966,  
pp. 2121-2123 ).

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Maharashtra: Annual Report of the Working  
of the Indian Trade Unions Act, 1926, during  
1964-65\*.

Number of Unions and Membership.- According to the annual report on the working of the Indian Trade Unions Act, 1926, for the year 1964-65, there were 1,626 registered trade unions in the State on 31 March 1964 and during the year under review 359 unions were registered. Thus there were in all 1,985 unions on the register during the year 1964-65. Out of these 1,985 unions the registration of 105 unions was cancelled during the year 1964-65, for failure to submit their respective annual returns of account as required under Section 28 of the said Act. Dissolution of one union, was registered during the year under report and two unions were amalgamated to form one union. Thus there were 1,877 registered trade unions, at the end of the year 1964-65.

Of these 1,877 unions, 1,440 unions submitted their returns for the year 1964-65 by due date. After scrutiny only 1,058 returns which were in order in material particulars were accepted for the purpose of the report. For the year under review, the registration of unions was not cancelled for failure to submit returns.

The total membership as reported by 1,050 unions (excluding 8 federations) included in the report was 836,845 at the beginning of the year and 934,192 at the end of the year 1964-65. The number of members who joined during the year was 227,624 while the members who left the unions during the year was 130,277. Thus the net increase in the membership of these unions is 97,347. The average membership of the unions which stood at 866 in the year 1953-54 considerably declined in the last few years and has increased to 890 at the end of the year 1964-65. The total estimated membership of all the 1,857 unions (excluding 20 federations) at the end of the year 1964-65 was 1,129,033 as compared with the total approximate membership of 1,259,661 of 1,607 unions (excluding 19 federations) at the end of the year 1963-64.

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\* Government of Maharashtra: Annual Administration Report on the Working of the Indian Trade Unions Act 1926: 1964-65: Printed in India by the Manager Government Central Press, Bombay and published by the Director, Government Printing and Stationery, Maharashtra State, Bombay-4:1966: Price Re.0.40P. pp. 51.

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The following table gives the classification of 1,857 registered trade unions (excluding 20 federations) and their estimated membership according to the industrial groups as on 31 March 1965.

Group .	No. of registered unions.	Membership (latest available).
1	2	3
0. Agricultural, Forestry, Fishing, etc.	43	12,292
1. Mining and Quarrying.	33	17,875
2-3. Manufacturing.	661	473,372
4. Construction.	14	4,128
5. Electricity, Gas, Water and Sanitary Services.	52	22,696
6. Commerce.	219	87,658
7. Transport and Communication. (Other than Workshops).	170	251,597
8. Services.	420	109,898
9. Activities not adequately described.	245	149,517
Total.	<u>1,857*</u>	<u>1,129,033</u>

\*This figures excludes 20 federations.

The available information regarding the geographical distribution of trade union membership in the State shows that the union in Greater Bombay had 70.64 per cent. of the total membership of 1,857 unions while Poona, Nagpur, Thana and Ahmednagar districts accounted for 5.01, 4.84, 4.33 and 2.55 per cent. of the total membership respectively.

Out of the 1,857 registered trade unions (excluding 20 federations) ~~shown in the following~~ 618 unions were in Greater Bombay, 191 unions were in Poona District, 179 unions in Nagpur District, 98 unions were in Thana and Nasik Districts respectively and 93 unions were in Kolhapur District and the remaining 580 unions were from the other Districts of Maharashtra State.

Out of the 1,877 registered trade unions at the end of the year under report, 1,820 unions (including 10 federations) were State unions and 57 unions (including 10 federations) were Central unions. The following table shows the variation in the membership of the registered unions in the State since 1959-60.

Year.	No. of Regis- tered unions.	No. of unions included in the Report.	Total membership of Unions			Average member- ship per union includ- ed in report.	Percentage of female members to total member- ship.
			Males.	Females.	Total.		
1	2	3	4	5	6	7	8
9-60.	1,373	*825	568,913	48,370	617,283	748	7.83
0-61.	1,417	*833	532,615	45,458	578,073	694	7.86
1-62.	1,446	*841	551,861	48,934	600,795	714	8.02
2-63.	1,506	*909	598,404	42,624	641,028	705	6.65
3-64.	1,626	*971	751,460	59,354	810,814	835	7.32
4-65.	1,857	*1,050	870,766	63,426	934,192	890	6.79

This number excludes Federations.

Income and expenditure.— The total income of 1,050 unions (excluding 8 federations) during the year under report was Rs.6,429,982 with a balance of Rs.6,334,624 at the beginning of the year while the total expenditure for the year was Rs.4,784,747 with the balance of Rs.7,979,859 at the end of the year. Four unions maintained political funds and collected Rs.1,297 during the year under report. They had an opening balance of Rs.6,793 in their political fund accounts and incurred an expenditure of Rs.1,700. They had a closing balance of Rs.6,390 at the end of the year under report.

The total income of 8 federations (4 State and 4 Central) was Rs.30,687 during the year under report with a balance of Rs.64,308 at the beginning of the year, while their total expenditure during the year was Rs.30,628 with a balance of Rs.64,367 at the end of the year.

State Unions.— Excluding 63 employers' unions and 10 State federations there were in all 1,214 State unions in private sector, 443 State unions in the State Sphere of Public Sector and 90 State Unions in the Central Sphere of Public Sector on the register during the year under report. Out of which the returns of 671 State Unions in the Private Sector, 271 State unions in the State Sphere of Public Sector and 56 State unions in the Central Sphere of Public Sector have been accepted for the purpose of the report.

Female membership.- The number of unions having female membership was 413 in the Private Sector, 161 in the State Sphere of Public Sector, 39 unions in the Central Sphere of Public Sector with a membership of 44,032, 14,469 and 2,088 respectively.

Income of State Unions.- The total income of 671 State unions in the Private Sector, 271 State unions in the State Sphere of Public Sector and 56 State unions in the Central Sphere of Public Sector amounted to Rs. 4,107,525; Rs.921,114 and Rs.208,321 respectively whereas the corresponding figures of total expenditure were Rs.2,856,571; Rs.842,261 and Rs.176,784 respectively. The general fund of these unions which was Rs.3,629,618, Rs.1,096,261 and Rs.261,237 at the beginning of the year stood at Rs.4,880,572, Rs.1,175,114 and Rs.292,774 respectively at the end of the year under report.

Subscription from members was the main source of income in case of all the three divisions of the unions. Of the total subscription of Rs.2,928,753 an amount of Rs.2,653,613 was subscription actually received from the members and Rs.138,853 was in arrears for three months or less and Rs.136,287 was in arrears for more than three months in case of the unions in the Private Sector. Similarly in case of the unions in the State Sphere of Public Sector the subscription actually received was Rs.538,409 while the subscription in arrears was Rs.39,414 for three months or less and Rs.61,808 for more than three months. In respect of the unions in the Central Sphere of Public Sector the subscription actually received was of Rs.123,040 whereas the subscription in arrears was of Rs.9,474 for three months or less and Rs.14,155 for more than three months. Donation was the next source of income for all the three divisions of the unions and it comprises of 20.01 per cent. of the total income in respect of the unions in the Private Sector, 18.05 per cent. of the total income in case of the unions in the State Sphere of Public Sector, 21.11 per cent. of the total income in case of the unions in the Central Sphere of Public Sector.

An amount of Rs.1,695,317 or 59.34 per cent. of the total expenditure of Rs.2,856,571 was spent on salaries, allowances and expenses of officers and establishments in respect of the unions in the Private Sector. The other expenses which included meeting and propaganda expenses, irrecoverable unpaid subscription, depreciation, written off, etc., amounted to Rs.597,454 or 20.92 per cent. of the total expenditure. The expenditure on account of administration of the unions thus amounted to Rs.2,292,771 or 80.26 per cent. of the total expenditure. The expenditure in other items such as expenses incurred under Section 15(j) of the Act, expenses towards educational, social and religious benefits, expenses in conducting trade disputes, expenses for payment of compensation to members for loss arising out of trade disputes, legal expenses, etc. represented 19.74 per cent. of the total expenditure.

The State unions in the State Sphere of Public Sector incurred Rs.434,357 or 51.57 per cent. of the total expenditure on salaries and allowances of officers and establishments. The other expenses which included meeting and propaganda expenses, irrecoverable unpaid subscriptions, depreciation, written off, etc. amounted to Rs.278,543 or 33.08 per cent. of the total expenditure. Thus the total expenditure on administration of the unions alone amounted to Rs.712,900 or 84.65 per cent. of the total expenditure. The remaining 15.35 per cent. of the total expenditure was spent on other items such as expenses in conducting trade disputes, expenses on educational, social and religious benefits, legal expenses, expenses incurred under Section 15(j) of the Act.

The unions in the Central Sphere of Public Sector spent Rs.77,228 or 43.68 per cent. of the total expenditure on salaries, allowances of officers and establishments. The other expenses which included meeting and propaganda expenses, irrecoverable unpaid subscriptions, depreciation, written off, etc. amounted to Rs.42,703 or 24.15 per cent. of the total expenditure. The expenses on account of establishment charges thus amounted to Rs.119,931 or 67.83 per cent. of the total expenditure. The remaining 32.17 per cent. of the total expenditure was spent on other items such as legal expenses, expenses incurred under Section 15(j) of the Act, cost of publishing periodicals, etc.

As regards the funds of the 671 State unions in the Private Sector, 608 unions opened the year with credit balance of which two unions only ended the year with debit balance. Of the remaining 63 unions which opened the year with debit balance one union only ended the year with debit balance. This means that only three unions closed with debit balance.

Of the 271 State unions in the State Sphere of Public Sector, 235 unions opened and closed the year with credit balance while the remaining 36 unions which opened the year with debit balance ended the year with credit balance. Of the 56 State unions in the Central Sphere of Public Sector 54 unions opened and closed the year with credit balance while the two unions which opened the year with debit balance closed the year with credit balance.

State unions in the Private Sector had cash either in hands or in banks of Rs.3,035,003 or 52.13 per cent. of the total assets. The "Manufacturing" group accounted for the largest amount of cash, namely Rs.2,129,763. The "Commerce" and the "Activities Not Adequately Described" groups coming next with Rs.583,033 and Rs.156,709 cash respectively. An amount of Rs.286,915 was invested in securities by 39 unions of which National Machinery Manufacturers Employees' Union, Thana, Cine Artists Association, Bombay, Bombay Parasse Textile League, Bombay, Imperial Tobacco Co. of India Ltd., Employees' Union, Bombay, Paints Employees' Union, Bombay and Bank of India Staff Union, Bombay held securities worth ~~Rs.15,448~~ ~~respectively~~ Rs.50,413; Rs.40,000; Rs.24,999; Rs.17,000; Rs.15,971 and Rs.15,448 respectively. The unpaid subscription due amounted to Rs.671,223 or 11.53 per cent. of the total assets. Out of the total amount of subscription due, Mumbai Girni Kamgar Union, Bombay and Bombay Labour Union, Bombay reported Rs.216,751 and Rs.161,609 respectively as unpaid subscription due. An amount of Rs.1,828,616 or 31.41 per cent. of the total assets represented assets from the miscellaneous sources such as loans, goods and furniture, immovable property, etc. Out of the total amount of ~~Rs.50,484~~ Rs.192,029 given as loans Rs.47,610 were given to the officers, Rs.50,484 were given to the members and Rs.93,935 were given to others.

However, in case of the unions in the State Sphere of Public Sector an amount of Rs.703,212 or 48.39 per cent. of the total assets represented assets from the miscellaneous sources such as loans given, goods and furniture, immovable property, etc. Out of the total amount of Rs.184,723 given as loans by unions; Rs.5,974 were given to the officers, Rs.28,311 to the members and Rs.150,438 were given to others. The unions had cash either in hands or in banks amounting to Rs.530,957 or 36.54 per cent. of the total assets. The securities invested by the unions amounted to Rs.23,883 or 1.64 per cent. of the total assets. Out of the total amount of unpaid subscription of Rs.195,148 the Municipal Mazdoor Union, Bombay alone reported Rs. 72,990 as unpaid subscription due.

Unions in the Central Sphere of Public Sector had cash either in hands or in banks amounting to Rs.194,205 or 58.88 per cent. of the total assets. The "Commerce" group accounted for the largest amount of cash namely Rs.101,911 and the "Transport and Communication" (Other than workshops) and the "Manufacturing" groups coming next with cash amounting to Rs.42,612 and Rs.25,895 respectively.

The securities invested by the unions represented 22.87 per cent. of the total assets. The unpaid subscription due amounted to Rs.57,215 or 8.25 per cent. of the total assets. An amount of Rs.32,965 or 10.00 per cent. of the total assets was assets from the miscellaneous sources such as loans, goods and furniture immovable property, etc. Out of the total amount of Rs.4,475 given as loans by the unions Rs.403 were given to the officers, Rs.2,554 to the members and Rs.1,518 to others.

The total amount to the credit of general fund accounts of all the State unions in the Private Sector amounted to ~~Rs.48~~, Rs.4,880,572 and other liabilities amounted to Rs.941,185 as against the total assets of Rs.5,821,757.

In case of the State Unions in the State Sphere of Public Sector the general fund of the unions accounted for Rs.1,175,114 of the total liabilities when other liabilities amounted to Rs.278,086 as against the total assets of Rs.1,453,200.

The unions in the Central Sphere of Public Sector had a general fund of Rs.292,773 and other liabilities of Rs.370,308 as against the total assets of Rs.329,811.

Unions with Political Funds.— Four unions in the Private Sector, namely, (1) Rashtriya Mill Mazdoor Sangh, Bombay, (2) Bombay Labour Union, Bombay, (3) Jahazi Mazdoor Union, Bombay, and (4) National Union of Seafarers of India, Bombay, reported that they have maintained political fund under Section 16 of the Act.

The unions in the State Sphere and Central Sphere of Public Sector did not, however, reported to have maintained Political Fund.

Agricultural Trade Unions.— Thirty-seven unions in the Private Sector which were registered under the Act enrolled as their members workmen working on Sugarcane Farms adjoining the sugar factories.



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Information furnished by 5 unions out of 37 unions mentioned above and whose members were engaged on Sugarcane farms shows that 7,064 out of the total of 35,644 or 19.82 per cent. of the total membership was engaged in agricultural operations on Sugarcane Farms.

Unions of Employers.- There were 62 unions of employers on the register during the year under report. All these are State unions and are classified in the Private Sector. Of the 63 unions the statistical portion of only 26 unions has been found to be in order and has been accepted for the purpose of this report.

The membership of the 26 unions which was 9,115 at the beginning of the year increased to 9,903 at the end of the year under report. The total income of the unions amounted to Rs.157,613 and the total expenditure amounted to Rs.128,477. The general fund of these unions which was Rs.247,574 at the beginning of the year increased to Rs.276,710 at the end of the year under report. The main source of income of these unions was subscription from members which amounted to Rs.122,070 of the total income of Rs.157,613. The income from miscellaneous sources was the next source of income of the unions which amounted to Rs.30,310.

Out of the total expenditure of Rs.128,477 the unions incurred an expenditure of Rs.80,510 on salaries and allowances of officers and establishment. Other miscellaneous expenses which included expenses on meeting and propaganda expenses, irrecoverable subscription and depreciation written off amounted to Rs.32,058 of the total expenditure. Thus the total expenditure on administration only amounted to Rs.112,568 of the total expenditure.

The total amount to the credit of the general fund accounts of the unions amounted to Rs.276,710 and other liabilities amounted to Rs.80,859. Out of the total assets of Rs.357,569 an amount of Rs.147,422 was cash either in hand or in banks, Rs.125,596 was unpaid subscriptions and Rs.45,807 were given as loans to the officers, members and others. The securities invested by the unions amounted to Rs.173. The other assets including goods and furniture amounted to Rs.38,571.

State Federations.- There were ten State Federations. Of these two federations were in the "Manufacturing" group, one federation was under the "Electricity, Gas, Water and Sanitary Services" groups, one federation was under "Commerce" group and the remaining six federations were in the "Services" group.

Of these federations returns of four federations which are found to be in order have been accepted for the purpose of the report.

The assets of one federation whose return is found to be in order in the "Electricity, Gas, Water and Sanitary Services" group were made up of cash amounting to Rs.34 whereas there were no other assets to the credit of the federation. Similarly it had the liability of Rs.34 only which accounted to its general fund account. Out of the total income of Rs.1,700 during the year under report the federation collected Rs.500 by way of subscription and Rs.1,200 as donations. The federation incurred an expenditure of Rs.1,666 during the year out of which Rs.1,596 were spent alone on administration of the federation.

The assets of three federations in the Services group were made up of cash amounting to Rs.14,101 and other assets amounting to Rs.9,294. The unpaid subscription due to the federations amounted to Rs.700 and the loans given by the federations to their officers, members and others amounted to Rs.3,208. The federations had general fund of Rs.23,886 and other liabilities of the federations amounted to Rs.3,417. The main source of the income of federations was income from miscellaneous sources which amounted to Rs.10,279. The subscription due to the federations amounted to Rs.9,870 out of the total income of Rs.21,386. The federations incurred total expenditure of Rs.17,019 of which an amount of Rs.16,220 alone was spent on administration.

Affiliation of State Unions.- Available information regarding the affiliation of the State unions to All India Organisations of Labour shows that out of the 671 State unions in the Private Sector, 95 unions were affiliated to the Indian National Trade Union Congress; 44 to All India Trade Union Congress; 35 unions to Hind Mazdoor Sabha; 46 unions to Bharatiya Mazdoor Sangh; one union to United Trade Union Congress; and 5 unions to Hind Mazdoor Panchayat. Out of the 271 State unions in the State Sphere of Public Sector, 38 unions were affiliated to the Indian National Trade Union Congress; 7 unions were affiliated to Hind Mazdoor Sabha; 7 unions to All India Trade Union Congress; 12 unions to Bharatiya Mazdoor Sangh; and 11 unions to Hind Mazdoor Panchayat. Of 56 State unions in the Central Sphere of Public Sector, 2 unions were affiliated to Indian National Trade Union Congress; 4 unions to Hind Mazdoor Sabha; and one union to Hind Mazdoor Panchayat.

The following table gives the relative strength of the unions affiliated to the different Organisations of Labour.

Name of the Central Organisations of Labour.	Private Sector.		State Sphere of Public Sector.		Central Sphere of Public Sector	
	No. of unions reporting affiliation.	Total Membership on 31 March of the unions mentioned in Column 2.	No. of unions reporting affiliation.	Total Membership on 31 March of the unions mentioned in Column 4.	No. of unions reporting affiliation.	Total Membership on 31 March of the unions mentioned in Column 6.
1	2	3	4	5	6	7
Indian National Trade Union Congress.	95	190,361	38	22,121	2	776
Hind Mazdoor Sabha.	35	37,061	7	23,156	4	4,499
All India Trade Union Congress.	44	31,030	7	2,633	..	..
United Trade Union Congress.	1	228	..	..	..	..
Not affiliated.	381	161,035	142	27,766	33	27,143
Affiliation Not Known.	64	51,961	54	43,613	16	7,321
Bhartiya Mazdoor Sangh.	46	27,049	12	2,162	..	..
Hind Mazdoor Panchayat.	5	60,782	11	19,235	1	932
<b>Total.</b>	<b>671</b>	<b>559,507</b>	<b>271</b>	<b>140,686</b>	<b>56</b>	<b>40,671</b>

Central Unions.— The Central unions are classified in three parts, viz., (1) Central Unions in the Private Sector; (2) Central Unions in the State Sphere of Public Sector; and (3) Central Unions in the Central Sphere of Public Sector.

Out of the 47 Central Unions (excluding 10 Central federations), 24 unions are classified as Central Unions in the Private Sector and 23 unions are classified as Central unions in the Central Sphere of Public Sector. There is, however, no Central union registered so far under the State Sphere of Public Sector.

Out of the 24 Central Unions in the Private Sector, the statistics of 16 unions have been included in the report. Similarly out of the 23 Central unions in the Central Sphere of Public Sector the returns of 10 unions were accepted for the purpose of the report.

The membership of the Central unions in the Private Sector which was 51,571 at the beginning of the year decreased to 35,129 at the end of the year under report. The membership of the Central unions in the Central Sphere of Public Sector which was 139,645 at the beginning of the year increased to 148,296 at the end of the year under report.

The decrease in the membership of the Central unions in the Private Sector was mainly due to the decrease in the membership of "Transport and Communication (Other than workshops)" group. The decrease in the membership of "Transport and Communication (other than workshops)" group was due to the decrease in the membership of National Union of Seafarers of India, Bombay. The total decrease in the membership of this group alone stood at 16,338.

The Central Unions in the Central Sphere of Public Sector however, showed increase in their membership in all the groups of industries and the highest increase in the membership was in the group "Activities Not Adequately Described".

Out of the 16 unions in the Private Sector, 8 unions reported female membership of 372 at the end of the year under report. In the Central Sphere of Public Sector, 5 unions out of 10 unions reported female membership which stood at 2,342 at the end of the year under report.

The total income of 16 Central Unions in the Private Sector was Rs.637,965 and the total expenditure amounted to Rs.414,308 with the result that the general fund of the unions which was Rs.771,870 at the beginning of the year increased to Rs.995,527 at the end of the year under report.

The main source of income of the unions in the Private Sector was subscription from members. Out of the total subscription of Rs.511,667 an amount of Rs.376,505 was contribution actually received from the members, Rs.1,575 were in arrears for three months, or less, Rs.133,587 were in arrears for more than three months. The income from miscellaneous sources was the next source of income of the unions which amounted to Rs.106,452 or 16.69 per cent. of the total income. The donations in the Central Sphere of Public Sector was also subscription from members which amounted to Rs.344,652.

Out of the total subscription, Rs.239,771 were actually received from the members, Rs.96,608 were in arrears for three months or less and Rs.8,273 were in arrears for more than three months. The donations received by the unions amounted to Rs.35,173 or 8.85 percent. of the total income and the income from miscellaneous sources amounted to Rs.13,281 i.e. 3.34 per cent. of the total income.

The total expenditure of Rs.414,308 the Central unions in the Private Sector spent an amount of Rs.304,694 on salaries, allowances and expenses of officers and establishment representing 73.56 per cent. of the total expenditure. Other expenses which included expenses on meetings and propaganda, irrecoverable subscription and depreciation written off amounted to Rs.66,801. Thus the total expenditure on administration amounted to Rs.371,495 or 89.68 per cent. of the total expenditure. An amount of Rs.16,907 or 4.08 per cent. of the total expenditure was spent as expenses in conducting trade disputes while Rs.7,993, Rs.6,059 and Rs.5,230 were spent on educational, social and religious benefits, cost of publishing periodicals and legal expenses respectively. An amount of Rs.3,339 or 0.81 per cent. of the total expenditure was spent on expenses incurred under section 15(j) of the Act, while Rs.2,085 were spent on auditors' fees. The total expenditure incurred by 10 Central unions in the Central Sphere of Public Sector amounted to Rs.366,346. Out of the total expenditure an amount of Rs.191,980 was spent on salaries, allowances and expenses of officers and establishments representing 52.40 per cent. of the total expenditure. The other miscellaneous expenses which included meeting and propaganda expenses, irrecoverable subscription and depreciation written off amounted to Rs.143,760 or 39.24 per cent. of the total expenditure. Thus the total expenditure on administration amounted to Rs.335,740 or 91.64 per cent. of the total expenditure. An amount of Rs.17,712 or 4.83 per cent. of the total expenditure was spent on expenses incurred under Section 15(j) of the Act while Rs.6,601 were spent on funeral, old age, sickness and unemployment benefits, etc.

The general fund was the principal liability of the Central unions in the Private Sector. The amount of general fund of all the 16 unions stood at Rs.995,527 as against Rs.391,041 as other liabilities. The total assets of the unions amounted to Rs.1,386,568 which included securities worth Rs.120,766. There were four unions which held securities out of which Maritime Union of India, Bombay, alone held securities worth Rs.104,000.

Out of the total assets an amount of Rs.442,702 or 31.93 per cent. represented unpaid subscription due. Out of the total amount of unpaid subscription due Rs.132,922 were due for the year under report, and Rs.309,780 for the previous year. An amount of Rs.478,788 or 34.53 per cent. of the total assets represented cash either in hands or in banks. Of this amount Maritime Union of India, Bombay, accounted for Rs.301,957. An amount of Rs.344,312 or 24.83 per cent. of the total assets represents assets from miscellaneous sources which included items such as loans given, goods and furniture, etc.

The general fund was also the principal liability of the unions in the Central Sphere of Public Sector. The amount of general fund of 10 unions in the Central Sphere of Public Sector stood at Rs.359,162 as against Rs.61,314 as other liabilities. The total assets of the unions amounted to Rs.420,476 which included securities worth Rs.99,933. There were four unions which held securities and of which the State Bank of India and Subsidiary Bank Employees' Union, Bombay alone held securities worth Rs.58,320. Out of the total assets, Rs.111,522 or 26.52 per cent. represented unpaid subscription due. Out of the total unpaid subscription due, Rs.102,559 were due for the year under report and Rs.8,963 for the previous year. An amount of Rs.76,976 or 18.31 per cent. of the total assets represents cash either in hands or in banks. Of these National Railway Mazdoor Union, Bombay, Indian Pilots Guild, Bombay and Western Railway Employees' Union, Bombay had Rs.34,627; Rs.26,663 and Rs.12,513 respectively cash either in hand or in banks. An amount of Rs.132,045 of the total assets represented miscellaneous assets which included items such as loans given, goods and furniture, etc.

One union in the Private Sector, namely, the Maritime Union of India, Bombay maintained a "Reserve Fund" of Rs.32,858, "Building Fund" of Rs.31,407, M.U.I. Welfare Fund of Rs.77,946 and Late P.N. Rabady Memorial Fund of Rs.1,613 as separate funds for specific purposes. Western Railway Employees' Union classified as the Central Union in the Central Sphere of Public Sector maintained only fluctuation fund of Rs.628.

Central Federations.- There were ten Central Federations. Of these two federations were in the "Manufacturing" group, three in "Commerce" group, one in "Services" group and the remaining four federations in the group "Activities Not Adequately Described". Of these Federations returns of only four federations were accepted for the purpose of this report.

The assets of the three federations in the "Commerce" group comprised of cash amounting to Rs.63,692. The securities invested by the federations amounted to Rs.3,197 and the total unpaid subscription due to the federations amounted to Rs.5,779 of the total assets of Rs.76,010. The federations had general fund of Rs.62,732 and other liabilities amounted to Rs.13,278. The main source of income of the federations was subscription from the members which amounted to Rs.17,926 out of the total income of Rs.23,183. The total expenditure of the federations amounted to Rs.22,819 during the year under report. Of the total expenditure Rs.19,681 were spent on administration.

The one federation in the "Services" group had cash either in hand or in banks of Rs.1,127 out of the total assets of Rs.1,635 and it had the general fund as the only liability which amounted to Rs.1,635. The total income of the federation amounted to Rs.7,504 and the total expenditure amounted to Rs.7,809.

Available information regarding affiliation of the Central unions in the Private Sector and the Central unions in the Central Sphere of Public Sector to the All India Organisations of Labour is given in the following table:-

Name of the Central Organisation of Labour.	Private Sector.		Central Sphere of Public Sector.	
	No. of unions reporting affiliation.	Total strength as on 31 March of the unions mentioned in column 2.	No. of Unions reporting affiliation.	Total strength on 31 March of the unions mentioned in column 4.
1	2	3	4	5
Indian National Trade Union Congress.	2	24,460	00	00
Hind Mazdoor Sabha.	3	3,798	2	119,542
All India Trade Union Congress.	1	2,122	00	00
Hind Mazdoor Panchayat.	0	00	2	3,441
Bharatiya Mazdoor Sangh.	1	11	00	00
Not affiliated.	4	1,539	4	19,389
Affiliation Not Known.	5	3,199	2	5,924
Total.	16	35,129	10	148,296

28. Employers' Organisations.

India - September-October 1966.

Bombay: Fair Trade Practices Association  
Formed.

The Fair Trade Practices Association, a body to promote voluntary self-discipline by businessmen was formed at Bombay on 2 October 1966 with Shri Arvind Mafatlal as its first President. The association, perhaps the first of its kind, intends to propagate and enforce a nine-point code of fair trade practices. Every member of the association has to observe the code scrupulously in his business dealings. Thirty leading business men and industrialists signed a book accepting the code. Under it every member agrees:

- (1) to charge only fair and reasonable prices and to take every possible step to ensure that the prices to be charged to the consumer are brought to his notice;
- (2) to take every possible step to ensure that the agents or dealers appointed by him do not charge prices higher than those fixed;
- (3) not to withhold or suppress stocks of goods in times of scarcity with a view to hoarding and/or profiteering;
- (4) not to produce or trade in spurious goods or those of standards lower than those specified;
- (5) not to adulterate goods supplied;
- (6) not to publish misleading ~~advertiser~~ advertisements;
- (7) to invoice goods exported or imported at their correct prices;
- (8) to maintain accuracy in weights and measures of goods offered for sale;
- and (9) not to deal ~~with~~ knowingly in smuggled goods.

(The Times of India, 3 October, 1966).



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## Chapter 3. Economic Questions.

### 34. Economic Planning, Control and Development.

India - September-October 1966.

#### Managing Agency System abolished in Five Key Industries.

Shri G.S. Pathak, Union Law Minister announced in both houses of Parliament on 5 September 1966, the decision of the Government of India to abolish the managing agency system in five industries - cement, cotton textiles, paper, sugar and jute textiles - after the expiry of three years from a date to be specified shortly, nor will the Government encourage the appointment of managing agents for the first time by a company. The question of continuance of the system in other established industries will be reviewed within the next three years with a view to reducing progressively the number of managing agencies.

The Government's decision goes far beyond the recommendations of the I.G. Patel Committee which had suggested gradual abolition of the system and wanted it to be applied only to three industries - sugar, cotton textiles and cement - in the beginning.

In arriving at this decision, the Law Minister said, the Government had given careful consideration to the arguments put forward by the Committee to defer action in respect of paper and jute textiles.

(The Hindustan Times, 6 September, 1966).

Monopolies and Restrictive Trade Practices  
Commission to be set up.

The Union Government of India announced on 6 September 1966 its decision to establish a permanent statutory commission to be known as the Monopolies and Restrictive Trade Practices Commission with compulsory powers of investigation to deal with restrictive trade practices. The decision, announced in the form of a resolution and published in the Gazette of India, was presented to the Lok Sabha.

To prevent undue concentration of economic power, the new body would only advise the Government on various aspects such as the expansion of existing industrial concerns, diversification of business, amalgamations and related matters, but the final decision in these matters would be the Government's.

The resolution said that so far as product-wise concentration leading to monopolistic tendencies, the Commission's advice, after due investigation, would enable the Government to take appropriate action by terminating "practices found to be monopolistic".

It would also ensure that prices were not determined on the basis of monopolistic status certain producers enjoyed.

The Government's ~~broad~~ broad policy would be to "encourage the smaller units" in any given industry where monopolistic tendencies were dominant, thereby restoring competitive conditions.

(The Statesman, 7 September 1966).

3.7 Per Cent. fall in National Income  
during 1965-66 estimated.

According to the "quick" estimates of the national income prepared by the Central Statistical Organisation, the national income of India in real terms is estimated to have recorded a fall of 3.7 per cent. during 1965-66.

During the first four years of the Third Plan, the national income had been increasing all through, the percentage rise being 2.6, 1.9, 5.0 and 7.7 per cent. during 1961-62, 1962-63, 1963-64 and 1964-65 respectively.

The severe set-back during 1965-66, is mainly, due to unprecedented drought conditions. Income from agriculture fell by 15.7 per cent., and this ~~could~~ could not be made up by a relatively small increase in industries and increases in other sectors.

The per capita national income in real terms declined by 5.9 per cent. during the first four years of the Third Plan.

(The Times of India, 23 September, 1966).

Annual Report of the Central Board of Directors  
of the Reserve Bank of India for the Year ended  
June 1966: Urgent measures urged to check  
inflation.

According to the annual report of the Central Board of Directors of the Reserve Bank of India for the year ended 30 June 1966, which was released in Bombay on 18 September 1966, development without relative price stability is not a helpful process.

For the success of the Fourth Plan it is important that a determined effort should be made to eliminate the causes of inflation, ~~much distortion in the economy~~ the report emphasises. Otherwise, much distortion in the economy is likely to occur as a result of persistent inflation. A major part of the difficulties in the Third Plan stemmed from the fact that while resources grew at an erratic and slow pace, the economy was faced with additional demands for defence and the tempo of investment in both the public and private sectors continued to remain high. Both the public and private sectors resorted to bank credit on an increasing scale as taxation and savings proved inadequate to meet these demands.

According to the report, while the short-term strategy has to concentrate on reduction of inflationary pressures, the long-term strategy has to be conceived in terms of attaining in the shortest possible time, the stage of self-sustaining growth.

The report says export promotion and import substitution are the two prongs of the long-term strategy of self-sustaining growth. The problem of exports, the report adds, is indeed a much more fundamental one and has to be treated as a national problem in which the Government, industry and agriculture co-operate at all levels to exploit to the fullest extent export possibilities of the various sectors.

Referring to the Third Plan, the report says an exceptionally bad monsoon caused the index of agricultural production for 1965-66 to be at the same level as in 1960-61. Industrial production increased by 39 per cent. as against the planned target of 70 per cent. National income in real terms appears to have grown at a rate around 2.5 per cent. per annum and there was hardly any increase in per capita income.

Though the Plan outlay in the public sector is estimated to have exceeded the financial target of ~~Rs~~ 76,970 million rupees, investment, in real terms would show a sizable shortfall in relation to the target because of the rise in prices.

Money supply on the other hand, increased by 57.9 per cent. over the Plan period. Such disparity between the growth of income and the growth of purchasing power resulted in a net rise of 32.2 per cent. in prices over the five-year period.

In an appraisal of the economic trends during the year the report says that the critical phase in development, which the economy has reached, has not only created serious distortions in the short run, but has necessitated a careful rethinking of the strategy of development.

The year 1965-66 was one of very great anxiety and strain for the Indian economy leading finally to devaluation of the rupee. Already the economy was suffering from inflationary pressures as a result of high levels of expenditure by the Government for defence and development, financed increasingly by recourse to the banking system.

According to the report the budgetary operations of the Central and State Governments continued to be the major inflationary factor in the economy. The budgetary position of the Centre for 1965-66 showed, according to revised estimates, an overall deficit of 1,650 million rupees.

The balance of payments data which are available for the financial year 1965-66 shows an overall deficit of 4,493 million rupees, which was more than matched by the net inflow of capital from abroad of 4,976 million rupees, resulting in a net accretion to the reserves of 483 million rupees.

The report points out that the improvement in foreign exchange reserve was of a temporary character and could not have sustained in the context of the increasing need for essential imports except by a revival of the created flow of external assistance.

(The Statesman, 19 September 1966).

Review of Economic and Labour Situation in  
India during 1965-66\*.

An article entitled "Nineteenth Year of Independence" which has been published in September 1966 issue of the Indian Labour Journal, reviews, among other things, the economic and labour events during the year 1966. The following information is taken from the article.

Employment and Training.- By the end of June 1966, there were 423 Employment Exchanges, 9 Special Exchanges for physically handicapped persons and 37 University Employment Information & Guidance Bureaux. Besides, 233 Employment Information and Assistance Bureaux were functioning in Community Development Blocks during ~~the year~~ June 1966. In the public sector, employment continued to maintain a steady upward trend. It increased from 8.79 millions in December 1964 to 9.263 millions in December 1965. Similarly, the employment in private sector undertakings increased to 6.047 millions in December 1965. The number of apprentices undergoing training under the Apprentices Act, 1961 rose to 26,204 at the end of March 1966. Besides, the year under review also witnessed considerable expansion of Vocational and Employment Counselling Programme. Vocational Guidance Sections were set up in 27 Employment Exchanges, bringing the total number of such Exchanges to 163 by June 1966. The Central Institute for Research and Training in Employment Service continued to perform useful activities for training and research programmes. During the year 1965-66, 53 Employment Officers of different States were trained at the Institute in four training courses. In the field of research, a number of studies relating to Employment Service Operations were undertaken at the Institute.

The Labour Depot at Gorakhpur continued to function as an integrated part of the National Employment Service. The Depot recruited and despatched about 14,000 workers for employment in the Coalfields, Iron Ore Mines, North-East Railways, and the State P.W.D. Uttar Pradesh, etc., during the year 1965.

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\* Indian Labour Journal, Vol.VII, No.9, September, 1966, article "Nineteenth Year of Independence", pp. 839-855.

Production.-- According to the Economic Survey Report, 1965-66, the rate of increase in industrial production during the first half of 1965-66 was 7.3 per cent. as compared to 7.1 per cent. in the corresponding period of 1964-65. Industries which were not dependent either on agriculture or on foreign resources for raw material supplies, showed a substantial increase in production which in many cases surpassed the growth rate achieved during the previous year. Increases in production of finished steel, cement, aluminium metal and machinery industries, soda ash and caustic soda ~~during the~~ during the first half of 1965-66 were more than in the corresponding period of 1964-65. The production in the agricultural sector declined due to adverse weather conditions. The Emergency Production Committee which were set up following the declaration of National Emergency continued to benefit the efforts for higher production. The central theme ~~to be~~ of the E.P.C. was labour management collaboration at the enterprise level in the area of production and productivity. Over 2,100 such Emergency Production Committees were functioning throughout the country as against 2,054 on 31 December 1964.

Industrial Relations.-- As in previous years, the policy of the Government was directed towards securing peace in industry and a fair deal for workers. The Government's policy of voluntary settlement of disputes through the Code of Discipline in Industry and the Industrial Truce Resolution continued to exercise a restraining influence. Figures of man-days lost owing to ~~exercise~~ industrial disputes are an index of the climate of industrial relations. The number of man-days lost during 1965 was 6.3 millions (Provisional) as compared to about 7.7 millions in 1964. The decline was mainly due to reduced work-stoppages after the outbreak of hostilities with Pakistan in August 1965. The Code of Discipline had been accepted on a voluntary basis by 150 employers and 90 unions which were not members of any of the Central Employers' and Workers' Organisations. As a result of persuasive efforts, the Code was accepted with certain clarification by the Insurance industry and by the State Bank of India and their Employees' Organisations. Efforts were in progress to obtain acceptance of the Code by Railway, Ports and Docks, Defence Undertakings, the Reserve Bank of India and the private banks. During 1965, the Central Implementation and Evaluation Division received 1,399 complaints of alleged breaches of the Code of Discipline and the Industrial Truce Resolution in the Central Sphere. Of these, 233 cases were referred to concerned organisations as they

did not involve any breach of the Code of the Truce Resolution. Of the remaining 1,166 cases, 85 were not established on enquiry, in 61 cases the parties were brought together and mutual settlements reached, in 453 cases the infringements were either rectified or the parties were advised to avoid them in future. The remaining 567 cases were taken up with the parties concerned for rectification or were under investigation. The Division also received 91 cases of threatened direct action, including strike and hunger strike. As a result of prompt action by the Division, threats did not materialise in 63 cases, in 9 cases the efforts of the Division to avert direct action did not succeed and in the remaining 19 cases the unions concerned were advised to avoid direct action and to utilise the existing machinery for the redress of their grievances. The Division continued to provide assistance to the managements of public sector undertakings on various labour problems. One of the principal aims of the Central Implementation and Evaluation Division is to promote the introduction of a suitable grievance procedure in establishments. During 1965, the Division successfully persuaded managements in 8 units to set up a grievance procedure. The Central Implementation and Evaluation Committee at its meeting held in November 1965 recommended that wherever necessary, the model grievance procedure may be modified to suit the requirements of a particular establishment. The good offices of the Regional Labour Commissioners (Implementation) at Dhanbad and Nagpur would be at the disposal of employers for this purpose. The conciliation machinery set up under the Industrial Disputes Act, 1947 continued to play a useful role in bringing together the parties to the dispute and exploring ways of amicably settling them. During the year 1965, the number of disputes referred to Industrial Relations Machinery was 5,705. Of these, as many as 5,080 disputes were amicably settled. Besides, the Works Committees play an important role in maintaining industrial harmony at the undertaking level. Under the Industrial Disputes Act, 1947 every unit employing 100 or more workers is required to form a Works Committee. The number of Works Committees actually formed and functioning during the year 1965 in the States was 2,171 and in addition there were 962 in the Central Sphere undertakings.



Joint Management Councils.- Increased association of labour with management would help towards the successful implementation of various plan projects by promoting increased productivity, by giving the employees a better understanding of their role in the working of the industry and of the process of production and by satisfying the workers urge for self-expression. In pursuance of this objective, a scheme for Workers' Participation in Management was evolved which ensure closer and fuller association of workers in management through the formally defined constitution of Joint Management Councils. The Third Five Year Plan formed the progressive extension of the Scheme of Joint Management Councils to new industries units so that in the course of a few years, it may become a normal feature of the industrial system. By the end of March, 1966, Joint Management Councils were functioning in 107 establishments - 36 in the public sector and 71 in the private sector representing the manufacturing, mining and plantation industries. Experience has shown that successful working of Joint Management Councils resulted in better industrial relations, a more stable labour force, increased productivity, reduction in waste, better profits and closer understanding between the management and the workers.

Wages.- The problem of wage fixation in both organised and unorganised industries has been under the constant review of the Government. The appointment of the Tripartite Wage Boards, the appointment of the Bonus Commission, the enactment of the Payment of ~~Wage~~ Bonus Act, 1965, among others, are the significant land marks in this direction. Experience has shown that the setting up of Wage Boards has proved to be the most suitable and effective method for settling wage disputes in major industries. The enactment of the Payment of Bonus Act, 1965 has provided statutory guarantee to workers for receiving bonus from their employers. During the period under review, Wage Boards were set up for Heavy Chemicals and Fertilisers, Leather industry, Road Transport Undertakings and Electricity Undertakings and second Wage Board for Sugar industry. Recommendations for interim wage increases were made by the Wage Board for Port and Dock Workers (dearness allowance and interim relief), second Cement Wage Board, and the Engineering Wage Board. The Wage Board for Lime-stone and Iron Ore Mining Industry has recommended for the grant of second interim wage increase with effect from 1 April, 1966. Their recommendations have been accepted by the Government and their implementation was in progress.

The final recommendations of the Central Wage Board for Tea Plantation Industry were accepted by the Government of India on 9 June 1966. The recommendations shall apply to all tea plantations in which tea is being cultivated or manufactured for commercial purposes. The revised wage rates came into force with effect from 1 January, 1966 in the Northern and Southern regions and from 1 April 1966 in the North-East region. Two study groups were set up to consider the feasibility of appointing Wage Boards for the Film and Handloom industries.

Minimum Wages.- During the period under review, minimum wages were fixed or revised in a number of industries under the Minimum Wages Act, 1948. Minimum rates of wages were fixed for the employments in Labelling and Packing in Beedimaking manufactories in Kerala; shops, commercial establishments, residential hotels, restaurants, eating houses, theatres and saw mills in Madhya Pradesh; construction or maintenance of road or in building operations for adolescents and children (Vidarbha region), road construction and in building operation for certain categories of workers (Bombay and Hyderabad areas), local authority, excluding Zila Parishad, for certain categories of workers (in Bombay and Hyderabad areas and for child, adolescents and apprentices in Vidharba region), printing presses (Vidharba region), residential hotels, restaurants, and eating houses in Maharashtra; ferrous-metal rolling and re-rolling industry in Punjab; printing presses and chakki mills in West Bengal and pottery industry in the Union Territory of Delhi. Minimum rates of wages were fixed under the Minimum Wages Act, 1948 for certain categories of employees employed in barytes, bauxite and gypsum mines which were added to Part I of the Schedule to the Act. On the recommendations of the Joint Fixation and Revision Committee, minimum rates of wages fixed earlier under the Minimum Wages Act, 1948 were revised during the period in the following employments:- (i) employees employed by CPWD contractors on construction or maintenance of roads or in building operations and in stone breaking or stone crushing operations carried on in the Union Territory of Delhi by or under the authority of the Ministry of Defence; and (ii) employees employed on the construction or maintenance of roads or in building operations in such portions of the railways as are situated in the Union Territory of Delhi. The minimum rates of wages fixed earlier were revised for the employments in any process of printing by letter press, lithography, photogravure and book binding (in former Bombay area), tanneries and leather manufactory;

in agricultural operations in Orissa; in woollen carpet making and shawl weaving establishments, oil mills, rice, ~~mills~~ flour and dal mills, tanneries and leather industry, cinema industry, agricultural implements, machine tools and general engineering industry, cycle and electrical goods industry, and public motor transport in Punjab; in Public Motor Transport and Plantations in Uttar Pradesh; in Bidi making and Cigar industry in Kerala.

The position regarding minimum wages for agricultural workers was discussed at a Seminar on Agricultural Labour and it was felt that apart from the question of better implementation of the Minimum Wages Act, creation of more employment opportunities for agricultural labour was equally important.

The Payment of Bonus Act, 1965 received the assent of the President on 5 September 1965. The act repealed the Payment of Bonus Ordinance, 1965. The Act is expected to benefit workers in units/industries which had no tradition of disbursing profit bonus. The provision of minimum bonus is expected to benefit a large section of the working class.

Consumer Price Index Numbers.- (a) Industrial Workers.- These index numbers continued to be widely used as wage escalators in different industries at various centres, and the demand for linking of dearness allowance with Consumer Price Index Numbers wherever it has not been the practice so far also continued to gather momentum in the context of rising prices.

The Expert Committee set up by the Delhi Administration in July, 1964 to go into alleged defects in Consumer Price Index Numbers for Delhi on base 1944=100 compiled and published by the Labour Bureau, submitted their report to the Delhi Administration in September, 1965. The report of the Expert Committee was placed before the Technical Advisory Committee on Cost of Living Index Numbers an expert body of the Government of India on matters relating to Consumer Price Index compilation, etc. The recommendations of the Expert Committee were carefully examined by the Technical Advisory Committee at its meeting held in October 1965. The recommendations accepted by the Technical Advisory Committee were mainly with regard to the revision of housing group index kept fixed at 100 so far. The Technical Advisory Committee's recommendation in this regard was accepted by the Government and the Delhi index on base 1944=100 corrected accordingly.

(b) Agricultural Labourers. The Labour Bureau had been publishing an interim series of Consumer Price Index Numbers for agricultural labourers for different States (on base 1950=100) on the basis of the weighting diagrams provided by the First Agricultural Labour Enquiry conducted by the Government of India in 1950-51. The interim series was replaced by a new series on base 1960-61=100 and indices for different States were published in the Indian Labour Journal with effect from its November 1964 issue. The second Agricultural Labour Enquiry conducted in 1956-57 provided the weighting diagram. The new series continued to be maintained and published by the Labour Bureau during the year under review.

(c) Tea Plantation Workers in Tripura.- Consumer Price Index Numbers for Tea Plantation Workers in the Union Territory of Tripura continued to be maintained by the Labour Bureau and published in the Indian Labour Journal regularly every month with effect from its March 1964 issue.

Workers Education.- The success of the various Plan Schemes depends to a large extent on the ease with which the labour force could adjust itself to changing social conditions. It would, therefore, be of great importance that the workers' education programme be related with the schemes of economic and social development. The Workers' Education Scheme was launched with the main object of creating over a period of time well informed, constructive, responsible minded industrial labour force capable of organising and running trade unions on sound lines without lending themselves to exploitation by extraneous interests. The Scheme, which was started almost simultaneously with the Scheme of Workers' Participation in management has made a steady progress since its introduction. At the end of May 1966, 2,867 unit level classes were functioning at different regional centres all over India. A total of 332,843 workers were trained while 33,835 were under training at various Regional and Sub-Regional centres. The over-all figures of workers trained under Workers' Education Scheme by the end of June, 1966 were 351,597 including Worker-teachers. The year under review was notable as the Workers Education Board had succeeded in exceeding the targets of the Third Five Year Plan by the end of March 1966. As against the Third Plan target of training 0.25 millions to 0.3 millions workers, opening of 16 regional centres and converting 10 centres into residential ones with a planned outlay of 19.7 million rupees the Board had actually trained 315,711 workers, opened 18 regional centres and covered 11 centres into residential ones at a cost of 15.0 million rupees.

The Regional Centres organised a number of seminars on topics of labour interest. Audio-visual aids and simple visual aids were used for imparting training. Some of the important proposals of the Board under the Fourth Plan relate to viz., (i) training of about 565,000 workers at the unit level classes, (ii) training of about 9,960 worker-teachers, (iii) training of 200 additional education officers for employment under the Board, (iv) opening of 12 more regional centres, (v) conversion of 12 more regional centres into residential centres. A sum of 51.059 million rupees has been tentatively allotted for implementation of the aforesaid targets.

Social Security.- In the field of Social Security, the Employees' State Insurance Act, 1948, continued to provide medical care and treatment, cash allowance in sickness, maternity and employment injury ~~to workers~~ and pension for dependants on death due to employment injury to workers in perennial factories using power and employing 20 or more persons. During the period April 1965 to March 1966 the benefits of the Employees' State Insurance Scheme were extended to additional areas covering an additional number of 0.189 millions employees. The total number of beneficiaries (insured persons and members of their families) covered for medical care under the Scheme went up to 12.143 millions by the 31 March 1966. As many as 14 hospitals with a total capacity of 2,327 beds were functioning in different parts of the country. Construction of 40 hospitals and 44 dispensaries was in progress. The Committee, which was appointed in June 1963, to review the Employees' State Insurance Scheme submitted its Report to the Government with many important recommendations, which were under the consideration of the Government.

The Employees' Provident Funds Scheme, 1952 was extended to benefit workers in additional industries/establishments. By the end of June 1966, as many as 104 industries/classes of establishments were covered under the Scheme. The total number of establishments covered by the Employees' Provident Funds Act, 1952 reached 32,976 (1921 exempted and 31,055 unexempted establishments) by the end of December, 1965. The number of industries/classes of establishments employing 50 or more persons, covered under the 8 per cent. statutory rate of provident fund contribution increased to 41 up to 1 August, 1966. The Government is also contemplating the enhancement of the rate of contribution in some more industries.

The number of coal mines and ancillary organisations covered under the Coal Mines Provident Fund Scheme reached the level of 1,286 by the end of April 1966 and that of life subscribers to 433,565 during 1964-65. In Uttar Pradesh, 14,826 persons were receiving pensions under the "Old Age Pension Scheme" by the end of April 1966.

Health and Safety.- The problems relating to health and safety of workers have been tackled by the Government with great interest. Among the measures undertaken by the Government during the period under review, the notable event was the President's Conference on Industrial Safety which was held in New Delhi from 11 to 13 December, 1965. The object of the Conference was to high-light the importance of safety in industry by bringing together the managements, workers, Government ~~respectively~~ representatives, safety and medical officers in industry, research workers in safety and industrial hygienists for an exchange of views, knowledge and experience and to make recommendations for the prevention of accidents in industry. The Conference set ~~for the prevention of accident~~ up six technical working groups to deal with the following subjects viz., (i) setting up of National and State Safety Councils; (ii) occupational health services at places of employment; (iii) safety in Iron and Steel industry; (iv) safety in ~~Chemical~~ ~~industry~~ Textile industry; (v) safety in Engineering industry; and (vi) safety in Chemical industry. Reports of the proceedings of the six working groups were presented at the concluding Plenary Session. The Conference endorsed the proposal ~~concerning~~ concerning the setting up of Safety Councils at the National and State levels. Accordingly, the Council was established with effect from 4 March 1966. Its functions include promotion of safety measures in industry and collection and dissemination of up-to-date information on accident prevention in various industries.

The National Council for Safety in Mines, which was set up in July 1963, continued to conduct safety classes and accident prevention classes in different mines regularly to educate the supervisory staff. During the year 1965-66, 35,181 posters, 4,602 hand-bills, 3,584 safety badges, 10,990 car bills, 3,195 solemn pledges, 315 gramophone records and 6,418 safety games were prepared and distributed for use in mines. Two fully equipped publicity vans were put into action and an audio-visual field programme was arranged in 40 coal mines. A new Field Office was opened at Sitarampur (West Bengal) in November 1965. The Council awarded various prizes in cash and kind to successful competitors in First Aid Competitions. It has also started a plan to award quarterly safety prizes to the mine workers with accident free record during the quarter.

To begin with, the Scheme is limited to the mining areas within the districts of Dhanbad, Purulia, and Burdwan. The first competition was in respect of the quarter beginning from 1 October 1965. The Council is actively engaged in the revival of Pit Safety Committees to create a consciousness among the mine workers about the safety methods of working and safety measures to be adopted by them. Safety weeks were celebrated with enthusiasm during the year in the various coal fields and mica mining areas and were of great assistance in generally arousing safety consciousness as well as in improving working conditions in mines. Besides, the Standing Mines Safety Equipment Advisory Board continued its activities which included, among others, the following: (i) to make annual assessments of future requirements of mine safety equipment and material; (ii) to review the position regarding import of such equipment and material; (iii) to keep track of the progress of indigenous production of such equipment and material, and generally to advise on the availability of mine safety equipment. Rescue stations set up under the Coal Mines Rescue Rules assist in recovery operations in coal mines in the event of fire, explosion, etc. For this purpose, permanent rescue grades were maintained at these stations ~~sums~~ to attend to emergency calls. The number of rescue stations functioning were eight. Arrangements were being made to open new rescue stations in the coal fields in Madhya Pradesh. The total number of rescue trained persons on the active list at the end of December 1965 was 2,025. During the year ending March 1966, 29 emergency calls were attended to at the various rescue stations and a total of 738 manshifts worked in that connection. The Central and Regional Labour Institutes functioning under the Directorate General of Factory Advice Service and Labour Institutes conducted a number of important studies in the fields of industrial hygiene, industrial medicine and industrial physiology. Under the Scheme for Shram-Vir National Award and National Safety Awards, 27 and 30 awards were given respectively at a special function held at New Delhi on 29 March 1966.

Housing for Workers.- Among the many housing schemes sponsored by the Government, the Subsidised Industrial Housing Scheme and the Plantation Labour Housing Schemes are mainly meant for workers. The Subsidised Industrial Housing Scheme is intended for low paid industrial workers whose wages are Rs.350 per mensem and below. Since the inception of the Scheme to the end of December 1965, 637.7 million rupees were sanctioned for construction of 179,458 tenements, out of which 154,933 have already been completed. Under the Plantation Labour Housing Scheme, planters are eligible to receive 80 per cent. of the cost of a house as loan subject to maximum of Rs.2,400 in North India and

Rs.1,920 in South India. Up to December 1965, Rs.4.064 millions were sanctioned for the construction of 1,825 houses out of which 999 were completed. It appears that the existing loan facilities to planters have not been sufficient to induce them to provide houses to their workers. The Working Group on Plantation Labour Housing appointed by the Ministry of Labour, Employment and Rehabilitation examined the matter in detail and made a number of recommendations, the most important of which was that the planters, like industrial employers, should be given a subsidy of 25 per cent. in addition to a loan of 50 per cent. of the cost of houses. This recommendation has been accepted by the Government of India.

Besides, the aforesaid Schemes of housing for workers, the Coal Mines Labour Welfare and the Mica Mines Labour Welfare Fund Organisations as well as the different Advisory Committees constituted under the Iron and Ore Mines Labour Welfare Cess Act, 1961, also have their own Schemes for construction of houses for workers. By the end of the year 1965-66, as many as 36,578 houses and 33 barracks were completed and 11,037 houses and 90 barracks were in different stages of construction under the old and current housing schemes of the Coal Mines Labour Welfare Fund Organisation. In the field of progress of housing schemes of the Mica Mines Labour Welfare Fund Organisation, a colony consisting of 50 two-room houses were constructed at Jorasimar (Bihar) and the construction of 10 more colonies comprising 314 such houses was to start. Under the 'Build-Your-Own-House Scheme' sanction was accorded for construction/improvement of 500 houses in Bihar.

Labour Welfare.- The period under review was marked with increase in the number and activities of the Labour Welfare and Multi-Labour Welfare Centres located in various industrial centres of the country. The centres in addition to providing training and recreational facilities to workers and their families also organised sewing, knitting, embroidery, music, adult education classes, and training in arts and crafts. Besides, library and reading room facilities were also provided in most of the centres. At times, film and other entertainment shows were arranged for the recreation of workers and members of their families.



The Ministry of Labour and Employment continued to administer the Central Pool of Labour Officers which was constituted in 1951. Periodical reports on welfare and allied activities, from these officers showed that the welfare measures such as provision of canteens, rest rooms, latrines, urinals, washing facilities, first-aid appliances, etc., were provided in most of the establishments. The Labour Officers initiated and offered assistance to the managements in administering a number of non statutory welfare measures such as reading rooms, libraries, sports and games, recreation centres, primary, middle and high schools, adult education classes, cooperative societies, workers' education classes, labour welfare funds, etc. Particular progress was noticed in respect of educational facilities and co-operative societies. Activities like cultural programmes in workers' colonies were also organised for the benefit of the workers and their families. In the sphere of mining, the organisations of Coal Mines Labour Welfare Fund, the Mica Mines Labour Welfare Fund and the different Advisory Committees constituted under the Iron Ore Mines Labour Welfare Cess Act, 1961, formed a nucleus for providing welfare facilities and amenities in their respective fields including indoor and outdoor ~~games~~ medical treatment, anti-T.B. measures, leprosy and cancer relief, rehabilitation, family planning, educational and recreational facilities, water supply, housing and cooperatives. The Committees set up in Andhra Pradesh, Bihar and Rajasthan for the promotion of workers employed in Mica mines continued their activities which included provision of medical facilities through hospitals, static, mobile and ayurvedic dispensaries, educational and recreational facilities, water supply, housing and cooperatives. Besides, they had made arrangements for family planning counselling, provision of educational scholarships to children of miners, subsistence allowance to patients under-going treatment for T.B., etc. The Iron Ore Mines Labour Welfare Fund Organisation functioning in Orissa, Madhya Pradesh and Maharashtra have approved a number of welfare schemes relating to medical, educational, recreational and housing facilities, water supply, financial assistance to consumer cooperative stores, holiday homes, etc.

Consumer Co-operatives and Fair Price Shops

Under the Scheme drawn up by the Ministry of Labour, the employers are required to assist the consumer cooperative stores with working capital, loans and managerial assistance, besides participating in their share capital. By the end of the year 1965-66, 2,558 consumers' cooperative stores/fair price shops were set up in about 3,849 industrial establishments in the

country employing 300 or more workers. The total coverage in both the public and the private sectors thus came to about 67 per cent. The Ministry of Labour & Employment continued its efforts to persuade the employers to set up such stores/fair price shops in units where such stores have not yet been opened. The Government has proposed to introduce legislation, if these attempts fail, making the setting up of fair price shops a statutory obligation on the part of the employers.

About 500 co-operative societies/stores were functioning in the different coal fields. A non-recurring grant of Rs.67 was paid to each of the 241 societies for meeting the preliminary expenses. The whole-sale central co-operative store at Bhuli township in the Jharia coal-field made supplies of consumer articles to its affiliated primary stores. Four more new wholesale/central co-operative stores - one each at Bagmara in Jharia, Mugma and Seetalpur in West Bengal and one in Pench Valley coal field - were opened during 1965-66. The primary consumer stores in coal fields handled a total business of nearly 60 million rupees during 1965-66.

Labour Legislation.- The period under review marked the enactment of the Payment of Bonus Act, 1965 which is expected to minimise the number of industrial disputes arising out of the question of payment of ~~bonuss~~ bonus. The Act which was brought into force with retrospective effect from 29 May 1965 was made applicable to every establishment in which 20 or more persons are employed. The Act provides that a minimum bonus equal to 4 per cent. of salary or wages or Rs.40 whichever is higher (Rs.25 in case of child worker) shall be payable to every employee in respect of each accounting year. The maximum bonus will be restricted to 20 per cent. of salary or wage. Bonus is payable to all employees drawing salary or wage upto Rs.1,600 per month. However, the amount of bonus payable to employees drawing Rs.750 or above will be calculated as if their salary or wage was Rs.750 per month. A minimum of 30 days work in a year is essential qualification for receiving bonus. The Industrial Disputes Act, 1947 was amended, inter alia, to widen the scope of the term "industrial dispute" so as to include individual discharges and dismissals. Other important amendments relate to imposition of a penalty for non-implementation of awards and settlements even after conviction, payment of lay-off compensation for all days even after the expiry of first 45 days. A Bill to regulate the conditions of workers engaged in the beedi industry was introduced in the Parliament.

The important provisions contained in the Bill relate to licensing of beedi and cigar industrial premises, appointment of inspectors, annual leave with wages, over-crowding, cleanliness, ventilation, supply of drinking water, latrines, urinals, washing facilities, creches, first-aid boxes, canteens, etc. The Government has also proposed to frame legislation regulating the condition of workers employed in the Building and Construction industry and also to regulate the employment of contract labour in different industries. The Government of India in the Ministry of Civil Aviation has framed the Seamen's Provident Fund Bill in order to provide social security for seafarers. The Bill generally follows the pattern of the Employees' Provident Funds Act, 1952. To begin with, the proposed provident fund scheme will benefit about 50,000 seamen. The State Governments of Mysore and Punjab have enacted separate Acts for the constitution of Labour Welfare Funds in their States. The moneys of the Fund shall be utilised on measures aimed at promoting the welfare of labourers and their dependants such as community and social education centres including reading rooms and libraries, community necessities, games, sports, holiday homes, etc.

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35. Productivity.

India - September-October 1966.

Conference of Productivity Councils held at  
New Delhi, 3 September 1966.

A conference of Productivity Councils was held at New Delhi on 3 September 1966. The conference has recommended that large scale industries should be persuaded to assist in the development and improvement of small industries. Representatives of 47 local productivity councils who attended the conference felt that productivity specialists could assist small business in specific areas like tooling, foundry and heat treatment. The conference recommended that groups of small industries might themselves examine the feasibility of setting up testing and laboratory facilities.

Among the other fields of assistance the small-scale industries required were manpower development, intensive utilisation of resources and market intelligence. The conference noted that productivity consciousness had not percolated to the shop level. It was necessary that all training programmes organised for small-scale industries should lay special emphasis on quality consciousness and maintenance of time schedule.

Stressing the increasing importance of agricultural productivity, the conference recommended that the national and local productivity councils should conduct their programmes at the village level in regional languages, preferably in collaboration with other agencies at work.

(The Hindu, 5 September, 1966 ).

36. Wages.

India - September-October 1966.

Second Interim Relief for Port and Dock  
Workers at Major Ports granted.

A Resolution dated 19 October 1966 of the Ministry of Labour, Employment and Rehabilitation, states that the Central Wage Board for port and dock workers at major ports, set up by the Government of India by their Resolution No. WB-21(4)/~~WB-21(14)~~ 64 dated the 13th November 1964, has made recommendations, as shown below for the grant of a second interim relief.

The Government has decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

Board's Recommendations.- The Board had, on 9-4-1965, recommended the grant of an interim relief with effect from 1-2-1965. The Board's recommendations were accepted by the Government, by its Resolution No. WB-21(13)/65 dated 27-4-65.

For some time past, the workers have been asking for a second interim relief. The Board, after having carefully considered the representations and views of parties and all relevant facts, recommends as under:-

A further (second) interim relief of Rs.4 per month should be paid from 1-8-1966 to all categories of workers described in Clause 1 of the Board's earlier recommendations above referred to, on the same terms and conditions as mentioned therein.

(The Gazette of India, Part I, Sec.1,  
29 October 1966, page 714 ).

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Recommendations of Central Wage Board for  
Rubber Plantation Industry accepted by  
Government of India with certain modifications.

A Resolution dated 29 September 1966 of the Ministry of Labour, Employment and Rehabilitation states that the Government of India had appointed a Central Wage Board for the Rubber Plantation Industry in July 1961 under the chairmanship of Shri L.P. Dave. The terms of reference to the Board were:

To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as possible.

In evolving a wage structure, the Board should in addition to the considerations relating to fair wages, also take into account:-

- (i) the needs of the industry in a developing economy;
- (ii) the system of payment by results;
- (iii) the special characteristics of the industry in various regions and areas;
- (iv) categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act);
- (v) working hours in the industry.

Explanation.- Whenever applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall back) wage and also to safeguard against over work and undue speed.

The Board's final report was received by Government on 12 August, 1966.

The Board's recommendations are not unanimous. Minutes of dissent on certain matters have been appended by the employers' representatives on the Board. The workers' representatives have dissociated themselves from the wage structure evolved by the Wage Board and have added separate minutes of dissent. The Chairman and independent members have added a note in explanation of the notes of dissent of the Members representing employers and workers.

The position in regard to the points made out in the notes of dissent of the employers' and the workers' representatives has been considered by Government. A meeting with the representatives of the employers' and workers' organisations was convened by the Government on 20 September 1966 when both parties explained their points of view. After considering these carefully, Government accept the recommendations of the Wage Board subject to the modification in wage rates as shown below and request the parties to implement them expeditiously.

Wage Rates Recommended by the Central Wage Board for Rubber Plantation Industry as Modified by Government:

(1) Daily Rates of Wages:

The following are the daily rates of wages:

From	1-5-64 (1)	1-4-65 (2)	1-4-66 (3)	1-4-67 (4)	1-4-68 (5)
	Rs.p.	Rs.P.	Rs.P.	Rs.P.	Rs.P.
1. For estates of 100 acres or more					
(a) Kerala & Madras States:					
Field Workers:					
Men.	--	2.10	2.20	2.50	To be determined
Women.	--	1.80	1.90	2.20	according to
Adolescents.	--	1.21	1.38	1.57	para 1.2.
Children.	--	1.05	1.10	1.25	
Factory Workers:					
Men.	--	2.30	2.40	2.70	
Women.	--	1.95	2.05	2.35	
Adolescents.	--	1.44	1.51	1.70	
(b) Mysore State:					
Field Workers:					
Men.	--	1.80	1.90	2.25	
Women.	--	1.40	1.50	1.85	
Adolescents.	--	1.10	1.15	1.26	
Children.	--	0.90	0.95	1.13	
Factory Workers:					
Men.	--	1.90	2.00	2.35	
Women.	--	1.50	1.60	1.93	
Adolescents.	--	1.13	1.20	1.42	

Table continued:-

II. For estates of less than 100 acres:

(a) Kerala and Madras States:

Field Workers:

Men.	--	2.03	2.13	2.43
Women.	--	1.76	1.86	2.16
Adolescents.	--	1.29	1.36	1.55
Children.	--	1.03	1.08	1.24

Factory Workers:

Men.	--	2.23	2.33	2.63
Women.	--	1.91	2.01	2.31
Adolescents.	--	1.39	1.46	1.65

(b) Mysore State:

Field Workers:

Men.	--	1.71	1.81	2.16
Women.	--	1.29	1.39	1.74
Adolescents.	--	1.05	1.10	1.31
Children.	--	0.90	0.95	1.13

Factory Workers:

Men.	--	1.81	1.91	2.26
Women.	--	1.39	1.49	1.82
Adolescents.	--	1.10	1.15	1.36

1.2. Dearness Allowance:

The daily wage rates mentioned in column 3 of paragraph 1.1 above will correspond to the average Consumer Price Index number (1960=100) for Mundakayam for the year 1965, which stood at 135. Wages should be revised on 1-4-67 and 1-4-68 by adding dearness allowance at the rate of 1:1 paise per day per point for the rise in the average consumer price index number for Mundakayam for the calendar years 66 and 67 respectively, over the level for 65; this will however be subject to the condition that no dearness allowance will be payable in respect of any rise in the average index number over the level of 160 points.

2. Field Classification:

Rubber fields are to be classified into seven classes in the manner shown below:-

Class.	Yield Per acre	Standard output per tapping block
I.	Upto 110 Kg.	1 1/2 Kg.
II.	More than 110 Kg. upto 180 Kg.	3 Kg.
III.	More than 180 Kg. upto 270 Kg.	5 Kg.
IV.	More than 270 Kg. upto 360 Kg.	7 Kg.
V.	More than 360 Kg. upto 450 Kg.	10 Kg.
VI.	More than 450 Kg. upto 540 Kg.	12 1/2 Kg.
VII.	More than 540 Kg.	15 Kg.



3. Tapping Blocks:

Tapping blocks for (a) ordinary tapping; (b) ladder tapping; (c) assisted collection tapping are to be as follows:-

- (a) In ordinary tapping, 250 trees, where stand ~~standard~~ per acre is 100 or below and upto 300 trees in other cases as at present.
- (b) In ladder tapping - 135 trees.
- (c) In assisted collection tapping (under prescribed conditions); (i) 375 trees in the first year in which the system of assisted collection tapping is introduced; (ii) 400 trees in the second and subsequent years; (iii) Higher tasks by mutual agreement.

4. Safeguards Against Retrenchment:

Recommendations in respect of tasks and assisted collection tapping are subject to the conditions that there should be no retrenchment of any tapper as a result thereof.

5. Piece Rates:

In addition to the fall-back wage mentioned below (paragraph 6), the minimum piece rates for tappers to be as follows:-

Class of the rubber field.	Rate in paise per 1/2 kg. upto standard output.	Rate in paise per 1/2 kg. for output above the standard output.
I.	39	7
II.	20	7
III.	13	8
IV.	9.5	8
V.	8.30	10
VI.	6.64	10
VII.	5.50	10

6. Fall back Wage:

Tappers are to be paid a fall-back wage at the rates mentioned below:-

FROM	Kerala and Madras	Mysore
1-5-64	Re. 1.04	Re. 0.74
1-4-65	Re. 1.11	Re. 0.81
1-4-66 to 31-3-69--	Re. 1.32	Re. 1.07

7. Safeguards for the Existing Level of Earning of Tappers in Malabar:

Recommendations for uniform piece rates throughout Kerala are subject to the condition that the higher earnings of the existing tappers under the old system should remain unaffected by granting them the difference between the earnings under the old system and those under the revised piece rates as personal pay.

8. Rubber Industry Covered:

Recommendations are to apply to all rubber holdings and estates as defined under the Rubber Act, 1947 in the States of Kerala, Madras and Mysore.

9. Categories of Employees Covered:

Recommendations are to apply to all workers on Rubber Plantations, whether they work on the plantation itself or at any place in the rubber plantation district, coming within the purview of the definition of workman in clause (s) of Sec.2 of the Industrial Disputes Act, 1947. Employees working in any office situated at a district headquarters town are to be excluded.

10. Working Hours:

The time rated workers, for whom a task is not fixed, should work for 8 hours a day.

11. Time Rates Tappers:

Time rated tappers, who are employed exclusively for tapping, should be paid not less than 40 paise more than the respective wage rates for the ordinary daily rated workers.

12. Supervisors/Maistries:

The supervisors/maistries in rubber plantations are to be fitted in an all inclusive scale of Rs.85-4-125-5-150 in the manner prescribed.

13. Staff Wages:

The pay scales, dearness allowance and several allowance and provisions for fitment (mentioned below) are the same as modified by the Staff Settlement dated 4 May, 1965.

(i) Scales of pay with effect from 1st January 1965.

LARGE ESTATES IN ALL THE THREE STATES:

General Grade :	Rs.40/50-3-56-4-80-EB-5-120-EB-6-180.
Senior Grade 'A' :	Rs.90-6-120-EB-7-148-EB-8-196-200.
Senior Grade 'B' :	Rs.150-10-280.

MEDIUM ESTATES IN MADRAS AND KERALA:

General Grade :	Rs.40/50-3-56-4-80-EB-5-130.
Senior Grade :	(for Rs.90-6-120-EB-7-148-EB-8-180-10-220 heads of Departments only).

'B'

MEDIUM/ESTATES IN MYSORE:

General Grade :	Rs.40-50-3-60-4-80-EB-5-135.
Senior Grade :	Rs.90-6-120-EB-7-148-EB-8-196.

MEDIUM 'A' ESTATES IN MYSORE:

General Grade :	Rs.40-3-55-4-75-EB-5-105.
Senior Grade :	Rs.90-5-120-EB-6-156.

Note: The definition of large, medium, medium 'A' and medium 'B' estates are the same as in the Staff Settlement of 1957 and 1958.

(ii) Fitment is to be according to the provisions made in the Staff Settlement dated 4 May 1965.

(iii) Dearness Allowance, with effect from 1 January 1965, is to be according to the United Planters' Association of Southern India's revised scales of dearness allowance; a schedule of which is attached to Staff Settlement dated 4 May 1965.

(iv) Servant Allowance at the rate of Rs.35/- p.m. except in the case of small A estates in Mysore where it is ~~Rs.17.50~~ Rs.17.50 p.m.

14. Mixed Estates:

Recommendations are to apply to all workers in rubber areas of the mixed estates.

MISCELLANEOUS:

15. Period of Enforcement:

Recommendations in respect of daily rated workers and supervisory/maistries are to take effect from 1 May 1964 and to remain in force till 31 March 1969 and the recommendations for the staff should take effect from 1 January 1965 and remain in force till 31 December 1969.

16. Splitting of Rubber Estates:

Splitting of rubber estates is not to effect wage rates.

17. Contract Labour:

No contract labour is to be employed on normal work on plantations. All workmen employed on contract are to be considered as covered by the Board's recommendations and no discrimination is to be made in the matter of wages between the contract workers and regular workers. The principal employer should be responsible for payment of wages and implementation of Labour Laws.

18. Board's Recommendations without Prejudice to Existing Earnings and Benefits:

Recommendations are without prejudice to the existing earnings, amenities and benefits, etc.

19. Machinery for interpretation:

Any dispute about recommendations to be referred to the Labour Commissioner of the State concerned for interpretation, with the co-option of a representative each of the employers and labour in the rubber plantations in the State.

(Notification No. WB-3(18)/66 dated 29 September, 1966, the Gazette of India, Extraordinary, Part I, Sec. I, 30 September 1966, pp. 1221-1227 ).

Panel Formed to Settle Bonus Disputes.

A Special Committee of both employers' and workers' representatives was appointed on 26 October 1966 at the special special session of the Standing Labour Committee, to evolve an agreed formula, which will lead to a solution of bonus dispute. The Committee will consist of Shri Navel H. Tata, Shri Rusi Mody and Shri Ram Agarwal (employers' representatives) and Shri G. Ramanujam Shri Satish Lumba and Shri Anthany Pillai (workers' representatives).

The sub-committee has before it four proposals. One ~~is~~ that the Labour Appellate Tribunal full bench formula minus rehabilitation allowance, and profit sharing on 50-50 basis should be applicable. The other ~~is~~ that the major recommendations of the Bonus Commission should be implemented; the third ~~is~~ that Section 34(2) should be ~~int~~ reintroduced with the average of three years substituted for the base year bonus, the provision itself being transitory for 8 years. The fourth suggestion ~~is~~ that the 'status quo' prevailing after the Supreme Court judgment should be maintained.

(The Hindustan Times, 27 October, 1966).

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

INDIA - SEPTEMBER-OCTOBER 1966.

41. Agriculture.

Report of the Land Reforms Implementation  
Committee of the National Development Council  
published.

According to the Report of the Land Reforms Implementation Committee of the National Development Council, published recently, delays in the implementation of land reforms are apt to create uncertainties and hamper execution of the agricultural production programmes in the Fourth Five Year Plan. The Committee was set up in 1963 under the chairmanship of Shri G.L. Nanda. Unless the reforms are speedily implemented, the benefits of the proposed large-scale investment in the Fourth Plan on agriculture in the public sector will not accrue to the rural poor, the disparities will be further enhanced and the tension in the rural area accentuated. To ensure security of tenure for the tiller which "is crucial to the whole scheme of tenancy reform", the Committee has called for an immediate break in the landlord-tenant relationship by the State interposing between them to collect the fair rent from the latter and pay it to the former after deducting the land revenue and collection charges.

The Committee has also made certain suggestions relating to appointment of special staff, for implementation, constitution of a high-level committee in each State to review progress, provision of necessary financial assistance to tenant-cultivators to enable them to participate in production programmes, preparation and correction of records of tenancies, and reporting the progress on these lines to the Centre every six months.

Reviewing the progress of land reforms over the past 15 years, the report said that about 20 million tenants of former intermediaries have come into direct relationship with the State, a good deal of legislation has been enacted to deal with problems of the tenant-at-will in the Ryotwari areas and of the sub-tenant in the zamindari areas.

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## 42. Co-operation.

India - September-October 1966.

Conference of State Ministers for Community  
Development and Panchayati Raj, New Delhi,  
13 October 1966: National Committee set up  
to Study Land Reforms.

The conference of State Ministers for Community Development and Panchayati Raj was held at New Delhi on 13 October 1966. The conference was inaugurated by Shri C. Subramaniam, Union Minister for Food, Agriculture, Community Development and Co-operation. The conference, among other things, decided to set up a national committee to study the implementation of land reforms and the role of Panchayati Raj bodies could play in it. It was felt that land reform measures could not be implemented by legislation without the active co-operation of the people at the village level. The panchayati raj bodies could help by, among other things, maintaining correct land records. The conference also approved the new policy on community development framed by the Centre envisaging panchayati raj institutions as the main instrument of economic and social development in rural India.

The conference decided that at a time when strenuous efforts were being made to achieve self-sustaining economic growth and food self-sufficiency, the C.D. agency and panchayati raj institutions should be revitalized. This should be done by raising extension services to higher levels of skills and knowledge, ensuring quick diffusion of improved agricultural practices, correcting the trend towards decline in community effort and concentrating on efforts to bring the entire community within a minimum framework of development.

The conference agreed to lay more stress on the economic betterment of the tribal areas and to draw up comprehensive development programmes for the purpose. It was also decided to strengthen the extension services for modernisation of agriculture.

(The Hindustan Times, 14 October, 1966).

44. Merchant Marine and Fisheries.

India - September-October 1966.

Merchant Navy Officers' salaries increased:  
Agreement Reached with Shipowners.

A three-year agreement was signed in Bombay on 7 September 1966 between Shipowners and Merchant Navy Officers covering pay scales, allowances and service conditions of maritime employees. Shri R.A. Patel, chairman of the negotiating committee set up by the shipowners, and Capt. J.D. Randeri, general secretary of the Maritime Union of India, on behalf of 2,000 officers manning foreign-going Indian ships, affixed their signature to the agreement.

An immediate 15 per cent. increase in wages, increase in various allowances enjoyed by officers and enhancement of leave to 140 days a year are the features of the agreement effective from 1 January this year to 31 December 1968.

(The Times of India, 8 September, 1966).



## Chapter 6. General Rights of Workers.

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### 63. Individual Contracts of Employment.

India - September-October 1966.

#### Madhya Pradesh Labour Laws (Amendment) Bill, 1966.

The Government of Madhya Pradesh published on 5 September 1966 the text of the Madhya Pradesh Labour Laws (Amendment) Bill, 1966, proposed to be introduced in the Assembly of the State. The Bill seeks to amend the Industrial Employment Standing Orders Act, 1946, and the Motor Transport Workers Act, 1961, in their application to the State of Madhya Pradesh and the Madhya Pradesh Employment (Standing Orders) Act, 1961.

According to the Statement of Objects and Reasons of the Bill, the Law Commission in paragraph 25, chapter 36 of its fourteenth report on the reform of the Judicial Administration has recommended as follows:-

"In minor cases, the accused should be allowed to plead guilty without appearing in the Court. For this purpose, provision should be made on the lines of section 130 of the Motor Vehicles Act, 1939, and as suggested in paragraph 25, chapter 36. Such procedure should be extended to suitable cases under the Indian Penal Code, traffic cases and minor breaches of rules and regulations under various local and minor enactments".

The aforesaid recommendation has been accepted by the State Government and accordingly it is proposed to amend the Industrial Employment (Standing Orders) Act, 1946, and the Motor Transport Workers Act, 1961 in their application to the State of Madhya Pradesh and the Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961.

Opportunity has also been taken to amend section 10 of the Motor Transport Workers Act, 1961, with a view to affording the amenities provided therein to certain other classes of workers as well.

Hence the Bill.

The following are the main amendments proposed to be made to the enactments mentioned below.

Industrial Employment(Standing Orders)Act,1966.-  
After section 13 sub-section (4) of the Act of 1946, the following sub-sections are to be added.

"(5) A Court taking cognizance of an offence under sub-section(2) shall state upon the summons to be served on the accused person that he -

(a) may appear by pleader and not in person; or

(b) may, by a specified date prior to the hearing of the charge, plead guilty to the charge by registered letter acknowledgement due and remit the Court such sum as the Court may, subject to the Maximum limit of fine prescribed ~~in respects~~ for the said offence, specify."

"(6) Where an accused person pleads guilty and remits the sum in accordance with the provisions of the sub-section(5), no further proceedings in respects of the offence shall be taken against him."

"(7) Nothing contained in this section shall apply to the continuing offence referred to in section (2)."

Motor Transport Workers Act, 1961.- (i) For section 10 the following section shall be substituted, namely:-

"10. (1) The State Government may, by notification in the official Gazette, make rules requiring an employer of a motor transport undertaking to provide for the drivers, ~~conductors~~, conductors, cleaners, watchmen and line-checking staff employed in that undertaking such number and type of uniforms, raincoats or other like amenities for their protection from rain or cold as may be specified in the rules

(2) There shall be paid to the drivers, conductors, cleaners, watchmen, and line-checking staff by the employer an allowance for washing of uniforms provided under sub-section(1) at such rates as may be prescribed:

Provided that no such allowance shall be payable by an employer who has made at his own cost adequate arrangements for the washing of uniforms"; and

(ii) after section 35, the following section shall be inserted, namely:-

"35-A. (1) A Court taking cognizance of an offence under section 30, shall state upon the summons to be served on the accused person that he -

(a) may appear by pleader and not in person; or

(b) may, by a specified date prior to the hearing of the charge, plead guilty to the charge by registered letter acknowledgement due and remit to the Court such sum as the Court may, subject to the maximum limit of fine prescribed for the said offence, specify.

(2) Where an accused person pleads guilty and ~~remits~~ remits the sum in accordance with the provisions of sub-section (1), no further proceedings in respect of the offence shall be taken against him."

Madhya Pradesh Industrial Employment (Standing Orders) Act, 1961.- After section 17 of the Madhya Pradesh Industrial Employees (Standing Orders) Act, 1961, (26 of 1961), the following section shall be inserted, namely:-

"17-A. (1) A Labour Court taking cognizance of an offence under sub-section (2) or (3) of section 17 shall state upon the summons to be served on the accused person that he -

(a) may appear by pleader and not in person; or

(b) may, by a specified date prior to the hearing of the charge, plead guilty to the charge by registered letter acknowledgment due and remit to the Labour Court such sum as the Court may, subject to the maximum limit of fine prescribed for the said offence, specify.

(2) Where an accused person pleads guilty and remits the sum in accordance with the provisions of sub-section(1), no further proceedings in respect of the offence shall be taken against him.

(3) Nothing contained in this section shall apply to -

(a) continuing offence under sub-section(2) and clause (b) of sub-section(3) of section 17;

(b) the previously convicted person under clause (a) of sub-section (3) of section 17."

(Madhya Pradesh Government Gazette, Extraordinary, 5 September 1966, pp. 2241-2243).

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64. Wage Protection and Labour Clauses in  
Employment Contracts with the Public  
Authorities.

India - September-October 1966.

Payment of Wages (Manner of Recoveries of  
Excess Deductions) Rules, 1966.

The Ministry of Labour, Employment and Rehabilitation published on 15 October 1966 the text of the Payment of Wages (Manner of Recoveries of Excess Deductions) Rules, 1966, made in exercise of the powers conferred under the Payment of Wages Act, 1936. The Rules provide that where the total amount of deductions which have to be made under sub-section (2) of section 7 of the Act in any wage period from the wages of any employed person exceeds the limit specified in clause (i) or, as the case may be, clause (ii), of sub-section (3) of that section, the excess shall be carried forward and recovered from the wages for succeeding wage period in such number of instalments, not exceeding six, as may be necessary to enable the deductions to be made in compliance with the said limits.

Illustration.- The wages of a monthly rated employed person for January are one hundred rupees and deductions (which include deductions on account of dues of a co-operative society) amount to ninety rupees. His maximum deduction from the wages for January will be seventy five rupees. The excess amount of fifteen rupees will be carried forward and recovered in not more than six instalments by limiting other deductions for those months so that the total deduction do not exceed seventy five rupees in any month.

(Notification SO 3090/PWA/Sec.7(3)/Rules  
dated 7 October 1966, Gazette of India,  
Part II, Sec.3, sub-sec.(ii), 15 October 1966,  
pp. 2906-2907 ).

67. Conciliation and Arbitration.

India - September-October 1966.

Industrial Disputes (Amendment) Bill, 1966:  
Amendment to give effect to I.L.O.  
Recommendation.

Shri Jagjivan Ram, Union Minister for Labour, Employment and Rehabilitation, Government of India, introduced in the Rajya Sabha on 6 September 1966, a Bill further to amend the Industrial Disputes Act, 1947. According to the Statement of Objects and Reasons of the Bill, in *Indian Iron and Steel Company Limited and another v. their workmen* (AIR 1958 S.C.130 at 138), the Supreme Court, while considering the Tribunal's power to interfere with the management's decision to dismiss, discharge or terminate the services of a workman, has observed that in cases of dismissal on misconduct, the Tribunal does not act as a court of appeal and substitute its own judgment for that of the management and that the Tribunal will interfere only when there is want of good faith, victimisation, unfair labour practice, etc., on the part of the management.

The International Labour Organisation, in its recommendation (No.119) concerning "Termination of employment at the initiative of the employer" adopted in June, 1963, has recommended that a worker aggrieved by the termination of his employment should be entitled to appeal against the termination, among others, to a neutral body such as an arbitrator, a court, an arbitration committee or a similar body and that the neutral body concerned should be empowered to examine the reasons given in the termination of employment and the other circumstances relating to the case and to render a decision on the justification of the termination. The International Labour Organisation has further recommended that the neutral body should be empowered (if it finds that the termination of employment was unjustified) to order that the worker concerned, unless reinstated with unpaid wages, should be paid adequate compensation or afforded some other relief.

In accordance with these recommendations, it is considered that the Tribunal's power in an adjudication proceeding relating to discharge or dismissal of a workman should not be limited and that the Tribunal should have the power, in cases wherever necessary, to set aside the order of discharge or dismissal and direct reinstatement of the workman on such terms and conditions, if any, as it thinks fit or give such other relief to the workman including the award of any lesser punishment in lieu of discharge or dismissal as the circumstances of the case may require. For this purpose, a new section 10B is proposed to be inserted in the Industrial Disputes Act, 1947.

Opportunity has been availed of to make (as in the case of other financial corporations) the Central Government as the appropriate government in relation to industrial disputes concerning the Industrial Finance Corporation also and to declare service in major ports and docks as public utility service.

The main amendment sought to be made to the Act is an addition of another section 10B after section 10A of the Industrial Disputes Act, 1947. The new section 10B provides that "where an industrial dispute relating to the discharge or dismissal of a workman has been referred to a Labour Court, Tribunal or National Tribunal for adjudication and, in the course of the adjudication proceedings, the Labour Court, Tribunal or National Tribunal, as the case may be, is satisfied that the order of discharge or dismissal was not justified, it may, by its award, set aside the order of discharge or dismissal and direct reinstatement of the workman on such terms and conditions, if any, as it thinks fit, or give such other relief to the workman including the award of any lesser punishment in lieu of discharge or dismissal as the circumstances of the case may require.

Provided that in any proceeding under this section, the Labour Court, Tribunal or the National Tribunal, as the case may be, shall rely only on the materials on record and shall not take any fresh evidence in relation to the matter."

(The Gazette of India, Extraordinary, Part II, Sec.2, 6 September 1966, pp. 907-911).

Important Awards and Agreements Relating to Basic Wages, Dearness Allowance and Bonus during the Year ending 31 December 1965.

The Labour Bureau has been making periodical studies of the awards of Adjudicators, Industrial Tribunals and Industrial Courts, etc., published in the official Gazettes of the Central and State Governments and important agreements arrived at by the parties concerned before the Adjudicators, Tribunals and Courts or between the employers and employees themselves, with a view to collecting up-to-date information on principal changes in basic wages, dearness allowance and profit bonus paid to workers in the country. During the year 1965 there were 141 awards and 236 agreements relating to Basic Wages, Dearness Allowance and Bonus, ~~details of which are given~~. Of the 141 awards, 44 (31.2 per cent.) related to basic wages only; 12 (8.5 per cent.) to dearness allowance only; 21 (14.9 per cent.) to both basic wages and dearness allowance; 57 (40.4 per cent.) to Bonus only; 4 (2.9 per cent.) to both basic wages and bonus and the remaining 3 (2.1 per cent.) to ~~both~~ basic wages, dearness allowance and bonus. Of the 236 agreements, 56 (23.7 per cent.) related to basic wages only; 25 (10.6 per cent.) to dearness allowance only; 18 (7.6 per cent.) to both basic wages and dearness allowance; 111 (47.0 per cent.) to bonus only; 16 (6.8 per cent.) to both basic wages and bonus and the remaining 10 (4.3 per cent.) to basic wages, dearness allowance and bonus. It is gratifying to note that as many as 236 cases (about 63 per cent.) of the total Awards/Agreements were settled mutually between the parties concerned.

Classified According to States.- According to the State-wise breakup, of the 141 awards, 68 (48 per cent.) were made in the State of Maharashtra. Next in order were the States of Madras (20 or 14.2 per cent.) and Delhi (17 or 12.1 per cent.). Of the 236 agreements, 61 (25.8 per cent.) were made in the State of Maharashtra. Next in order were Delhi (45 or 19.1 per cent.), Uttar Pradesh (36 or 15.3 per cent.), Madras (20 or 8.5 per cent.), Kerala (17 or 7.2 per cent.), Gujarat (13 or 5.5 per cent.) and Punjab (11 or 4.7 per cent.).

Classified According to Industry Group.-

According to the industry-wise analysis of these awards/agreements, out of 141 awards, the maximum number of cases were in Textile Industry (13 cases or 9.2 per cent.). Next in order came Basic Metal Industries (10 cases or 7.1 per cent.) and Transport and Transport Equipment (9 cases or 6.4 per cent.) and Non-metallic Mineral Products, Machinery (except Electrical but including Engineering) and Personal Services (8 cases or 5.7 per cent.). In case of agreements also the maximum number of cases were in Textile Industry (40 cases or 16.9 per cent.). Next in order came Machinery (except Electrical but including Engineering) (22 cases or 9.3 per cent.), Basic Metal Industries (18 cases or 7.6 per cent.), Recreational Services (15 cases or 6.3 per cent.), and Printing and Publishing as well as Transport and Transport Equipment (12 cases or 5.1 per cent. each).

The article has also described the recommendations of the Wage Board for Coffee Plantation, Wage Board of Rubber Plantation, Wage Board for the Iron and Steel Industry, the Wage Board for Coal Mining Industry and the Wage Board for Non-Journalist Employees. The article has also given details of dearness allowance paid to the Cotton Textile Workers in certain selected Centres during the years 1963, 1964 and 1965 to show that there was an upward trend in case of all the Centres.

(Indian Labour Journal, Vol.VII, No.10,  
October 1966, pp. 949-974 ).



CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - SEPTEMBER-OCTOBER 1966.

71. Employees and Salaried Intellectual Workers.

Railway Officers' Federation formed.

At a two-day Convention of the Railway officers which concluded in New Delhi on 29 September 1966, a Federation of Railway Officers' Association was formed, with Shri L.D. Panke as its President. The ~~Federation~~ Federation demanded that the cadre structure of the railway services should be "rectified to assure to the officers reasonable chances of promotion" keeping in view of their growing responsibilities and developments in other central services.

(The Hindustan Times, 30 September, 1966).

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Government Press Workers' Pay scales Revised.

In the light of the recommendations of the Categorization Committee for Government of India presses, the Union Ministry of Works, Housing and Urban Development had modified the existing scales of pay in respect of the following posts, pending re-fixation of the cadre strength in the posts of binder grade II and machineman grade I and II.

(a) All existing binders (skilled) in the scale of Rs.100-3-130 will be brought on with effect from 1 January to the scale of Rs.110-3-131-143-EB-4-155 being the scale prescribed for binders grade II skilled.

(b) All existing machinemen (falcon-skilled) ~~in the scale~~ and machinemen (platen-skilled) in the scale of Rs.100-3-130 and machineman (cylinder-skilled) in the scale of Rs.100-3-130-EB-3-142 will be brought on with effect from 1 January to the scale of Rs.110-3-131-4-143-155 (being the scale prescribed for machineman grade III skilled).

(c) All existing automatic machinemen (skilled) in the existing scale of Rs.140-5-175 will, with effect from 1 January be brought on to the scale of Rs.150-5-175-6-205 (skilled) being the scale prescribed for machineman grade II (highly-skilled).

Arrears of pay will be admissible with effect from 1 January.

(The Hindustan Times, 4 September,  
1966 ).

Dearness Allowance of Central Government  
Employees Increased: Recommendations of  
Commission Accepted.

The Government of India has accepted the recommendations of the Gajendragadkar Commission on dearness allowance on the limited issue of the adequacy of the dearness compensation granted from 1 December 1965 to Central Government employees drawing pay below Rs.400 per month. The Government has also decided to revise the rates of dearness allowance of all employees drawing pay below Rs.1,000. The following are the rates of dearness allowance which will be effective from 1 December 1965 and 1 August 1966:-

Pay Ranges.	Existing rates of D.A. from 1-12-65.	Revised rates of D.A. from 1-12-65.	Revised rates of D.A. from 1-8-66.
	<u>Rs.</u>	<u>Rs.</u>	<u>Rs.</u>
Below Rs.110.	38	41	47
Rs.110 and above but below Rs.150.	58	61	70
Rs.150 and above but below Rs.210.	76	78	90
Rs.210 and above but below Rs.400.	93	96	110
Rs.400 and above but below Rs.1000.	100	105	120

The other recommendations were (1) the adequacy of the rates of dearness allowance payable to the employees for the period prior to 1 December 1965 should not be reopened; and (2) as the 12-monthly average of working class consumer price index number reached 175 in July, 1966, for the entire rise of 75 points, dearness allowance be paid at the percentages specified by the Das Independent body to the four categories of pay ranges below Rs.400 respectively, with effect from 1 August 1966.

(The Hindustan Times, 20 October 1966).

Bank Employees emoluments raised: 3-Year Agreement Signed.

A bipartite agreement providing for a 10 to 25 per cent. increase in the emoluments of about 80,000 bank employees in the country was signed at New Delhi on 19 October 1966.

Under the agreement, the emoluments of clerical staff have been increased from 10 to 15 per cent. while the increase in the emoluments of the subordinate staff has been of the order of 15 to 25 per cent. The special allowances for clerical and subordinate staff have also been increased with effect from 1 July 1966. Scales of Dearness Allowance payable to all grades of employees will continue to be linked to cost of living index as under the Desai Award with full neutralization for subordinate staff. The provident fund and gratuity benefits have been liberalized so as to entitle the employees to those benefits on their total pay instead of 80 and 75 per cent. of pay for the clerical and subordinate staff, respectively. The age of retirement has also been raised from 58 to 60 years.

Under the agreement, several cities and towns have been upgraded so as to entitle the employees to higher emoluments. A provision has also been made to review the classification of areas twice between two census as against the existing practice of a single review after each census.

The agreement is to be operative retrospectively from 1 January 1966 in so far as scale of pay, Dearness Allowance and provident fund benefits are concerned, and will be in force till 31 December, 1968.

(The Hindustan Times, 20 October, 1966).

73. Officials and Public Employees of National, Regional and Local Administrations, of Nationalised Undertakings or Undertakings Managed with the Participation of the Public Authorities.

India - September-October 1966.

Joint Councils Scheme for Government Staff inaugurated.

A Scheme for providing joint consultative machinery and compulsory arbitration for Central Government employees was inaugurated at New Delhi on 28 October 1966, by the Union Minister for Home Affairs, Mr. G.L. Nanda.

Inaugurating the Scheme, Mr. Nanda said the Government's "patient persuasiveness" and the employees' "co-operative responsiveness" were responsible for inauguration of the Scheme despite all the hurdles that came in the way.

As a trade unionist of 25 years' standing, he felt a sense of satisfaction at the outcome.

The Scheme, Shri Nanda said, provides a machinery and procedure for resolving differences which might arise in a climate of goodwill and co-operation. It creates a forum for discussion of matters of common interest, specially the means by which we can make an increasingly effective contribution for the good of the nation.

The Home Minister felt that the best yardstick to judge the success of the Scheme would be the infrequency of arbitration for which provision had been made in case differences between the staff and the Government were not resolved through negotiations.

Shri Nanda said that a concomitant of arbitration was elimination of direct action or an agitational approach. An undertaking to abjure strikes was introduced in the Scheme.

This had now been replaced by the declaration of joint intent to give a fair trial to the Scheme for a minimum period of five years and to agree that during this period disputes will be resolved through the machinery of joint consultation and compulsory arbitration.

Speaking on the occasion the Union Labour Minister, Shri Jagjivan Ram hoped that the constitution of joint councils would eventually lead to management of trade unions by workers themselves. He was happy that his hope that a section of employees which did not have a machinery for resolving their disputes would now have an opportunity of getting a redressal of their grievances.

The Labour Minister felt that it would be wrong to characterize the relationship between the Government and its staff as employer-employee relationship. A Minister or a Secretary was as much an employee of the taxpayer as a clerk or a daftry. "All of us are engaged in a common enterprise of implementing the objectives which the nation has placed before itself".

He said there was a difference in the kind of relationship between the Government and its staff and between employees and management of a factory. In a private undertaking strike was aimed to bring pressure on the employer who benefited by the production in the undertaking.

The Labour Minister hoped that as a result of the decision to constitute joint councils it will be possible for India to ratify the I.L.O. Convention on Freedom of Association.

Prime Minister's Message.- In her message, the Prime Minister said that the Government employees were members of the family of the Government. They had an important role to play in the economic and social development and serving the interests of the people. She hoped that the scheme would be worked in a spirit of co-operation, understanding and goodwill on the part of all concerned.

A message received from the Chairman and Vice-Chairman of the British National Whitley Council was also read at the meeting.

(The Hindustan Times, 29 October, 1966).

74. Indigenous Labour.

India - September-October 1966.

Study Team on Tribal Development Programmes  
Appointed.

The Government of India has set up a three-member study team on tribal development programmes under the chairmanship of Shri P. Shilu Ao, former Nagaland Chief Minister; other two members being Shri L.M. Shrikant, Secretary Bharatiya Adimjati Sewak Sangh and Shri B. Mehta, Chief Secretary, Government of Rajasthan. The team is set up with the object of giving practical effect to various recommendations regarding tribal development programmes and for assisting the States in evolving concrete schemes of development which are specially adapted to the needs and conditions of tribal areas. It will work in close co-operation with the Planning Commission, the Department of Social Welfare, the Commissioner for Scheduled Castes and Scheduled Tribes, the Department of Community Development and other Central Ministries concerned with tribal welfare.

(The Hindustan Times, 28 October, 1966).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - SEPTEMBER-OCTOBER 1966.

81. Employment Situation.

Employment Exchanges: Working during August 1966.

According to the monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the month of August 1966, the following was the position of registrations, placements, Live register, vacancies notified and employers using exchanges.

Item	July 1966	August 1966	Increase (+) Decrease (-)
1	2	3	4
Registrations.	433,561	369,136	(-) 64,425
Placements.	40,688	44,198	(+) 3,510
Live Register.	2,717,846	2,770,905	(+) 53,059
Vacancies Notified.	75,020	* 77,241	(+) 2,221
Employers using Exchanges.	14,148	15,205	(+) 1,057

\* Includes 2,202 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 against which submission action was not required.

Gorakhpur Labour Organisation.-The Labour Depot, Gorakhpur recruited and despatched 892 workers to various work sites during the month of August 1966.

Vocational Guidance and Employment Counselling.-Five more V.G. Sections at Employment Exchanges, Parbhani, Thana, Akola, Chanda and Warda (Maharashtra State) started functioning making a total of 173 V.G. Sections functioning during the month under report.

A pamphlet entitled 'Careers for Non-Matriculates' was printed under the Occupational Information Series during the month under report.



Deployment of surplus and retrenched personnel in various projects.- During the month under review 28 persons were retrenched, 53 were registered and 29 were placed in employment. The detailed information is given below:-

Name of Project.	No. awaiting assistance at the end of July, 1966.	No. retrenched during the 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
1. Damodar Valley Corporation.	224	-	-	-	-	224
2. Bhakra Nangal Project.	13	18	18	-	6	25
3. Bhilai Steel Project.	2,650	-	25	21	666	1,988
4. Durgapur Steel Project.	8	-	-	-	-	8
5. Special Cell of the Ministry of Home Affairs.	88	10	10	8	-	* 90
<b>Total.</b>	<b>2,983</b>	<b>28</b>	<b>53</b>	<b>29</b>	<b>672</b>	<b>2,335</b>

\* Class II ..... 50  
 Class III & IV... 40  
90

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

Displaced persons from East Pakistan.-Seven hundred Ninetythree East Pakistan Migrants were registered with various Employment Exchanges during the month under report. Fortysix East Pakistan Migrants were placed in employment during the month bringing the total number of East Pakistan Migrants placed upto the end of August 1966 to 2,041.

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

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

62-Year Age Limit for Staff of Government  
Undertakings.

Sixty-two years of age has been made the deadline for extensions or re-employment in public undertakings. This is more than four years allowed in Government Departments.

The Home Ministry has sent to public undertakings a circular laying down six broad principles to be followed about extension or re-employment to superannuated officers.

Extension of service or re-employment of employees of the public sector undertakings may be granted beyond the age of superannuation upto the age of 60 years by the public sector undertakings. This would imply that in the case of those public sector undertakings where the age of superannuation is 60, if the higher age of superannuation is to be justified because of the special requirements of the public sector undertakings, these public sector undertakings may be allowed to grant extension or re-employment to its employees upto the age of 62.

Public sector undertakings should be required to obtain the concurrence of the administrative Ministry for the grant of extension or re-employment to its personnel beyond the age of 60.

Sixty-two years of age should be the deadline for such extension or re-employments.

Re-employment beyond the age of 62 should only be permitted in case of honorary appointments "provided that the appointments are really honorary and do not convey any substantial remuneration".

(The HindustanTimes, 10 October, 1966 ).

83. Vocational Training.India - September-October 1966.Labour Ministry's Training Schemes: Working during August 1966.

Central Training Institute for Instructors.-  
 During the month of August, 1966, fresh admissions were made in all the Central Training Institutes. The duration of the course henceforth will be one year. The number of trainees admitted in each Central Training Institute is as under:-

<u>Name of the C.T.I.</u>	<u>No. of Trainees on Roll.</u>
1. C.T.I., Calcutta.	354
2. C.T.I., Bombay.	343
3. C.T.I., Kanpur.	319
4. C.T.I., Madras.	235
5. C.T.I., Hyderabad.	236
6. C.T.I., Ludhiana.	216
7. C.T.I., New Delhi.	307
	<u>2,010</u>

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

i) Training course for foremen not trained in the C.T.I.- A training course of 3 months duration for the training of Foremen (Group Instructors) who had not the benefit of receiving C.T.I. training before their promotion, has started at C.T.I. for Instructors, Calcutta with effect from 1 August 1966 and will run throughout the IV Plan Period.

ii) Training of Workshop Instructors.- A course of three months duration at C.T.I., Calcutta and similar course of six weeks duration for catering to the need of Industry under the Apprenticeship Training Scheme Programme are run at C.T.I., Bombay and Madras.

iii) Pilot Course.- A pilot course for the training of Instructors in Workshop Arithmetic and Reading of Drawing is being conducted at Central Training Institute, Calcutta. The current session has commenced with effect from 1 August, 1966. ~~is~~

iv) 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 the Central Training Institutes.

v) Training of Surveyors.- This course is of 8 days duration and is conducted periodically at all Central Training Institutes and caters to the need of the Apprenticeship Training Scheme.

vi) Training of Millwright.- The course of 6 months duration is being conducted at Central Training Institute, Calcutta. The present session started in May 1966. Sixteen trainees are undergoing training in this course.

Sanction of Seats under the Training Schemes.- During the month under review 1,512 additional seats under Craftsmen Training Scheme were sanctioned, bringing the total number of sanctioned seats to 152,698 in 354 Industrial Training Institutes.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 27,206 at the end of June, 1966 of which 22,317 were full-term Apprentices and 4,889 Short-term Apprentices. These apprentices were engaged in 2,022 establishments.

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

Chapter 9. Social Security92. Legislation.India - September-October 1966.Madras: Workmen's Compensation Act, 1923,  
extended to Employment in Highways Research  
Station and its Laboratories.

In exercise of the powers conferred under the Workmen's Compensation Act, 1923, the Government of Madras has made the following amendment to Schedule II of the said Act:

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

(Notification II-1 Nos.3370 of 1966,  
G.O. Ms. No.2959 Industries, Labour and  
Housing (Labour) 14 July, 1966, Fort St.  
George Gazette, Part II, 31 August 1966,  
page 1360).

Andhra Pradesh: Employees' State Insurance Scheme extended to certain areas in the State.

In exercise of the powers conferred by the Employees' State Insurance Act, 1948, the Central Government has appointed the 16th day of October, 1966 as the date on which the provisions of Chapter IV (except sections 44 and 45 which have already been brought into force) and Chapters V and VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas of the State of Andhra Pradesh, namely:-

Area within the limits of the revenue village of Gundur in Nellore district bounded as under:-

- North - Vindur village.
- South - 1. Mangalapur village.  
2. Palicherla village.  
3. Mekanur.
- East - 1. East Gudur.  
2. Chillakur.
- West - Chennur village.

(Notification SO 3082 dated 6 October 1966, the Gazette of India, Part II, Sec.3, sub-sec.(ii), 15 October 1966, page 2904).

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