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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Development in October 1953.

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

Contents.

Pages.

CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

11. Political Situation and Administrative Action:

- | | |
|---|-----|
| a) New Andhra State Inaugurated by Prime Minister: Cabinet appointed. | 1-3 |
| b) Mysore Ministry: Reallocation of Portfolios. | 3 |
| c) Ceylon: Sir John Kotelawala forms new Cabinet: Ministry of Housing and Social Welfare created. | 3-4 |

CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

27. Salaried Employees' Organisations:

- | | |
|---|-----|
| Uniform Conditions of Service for Teachers: Demand at All-India Convention. | 5-6 |
|---|-----|

29. International Co-operation:

- | | |
|---|-----|
| a) Meeting of Colombo Plan Consultative Committee, New Delhi, 29 September - 17 October 1953. | 7-9 |
| b) Colombo Plan Council for Technical Co-operation: C.C. Desai elected President. | 9 |

CHAPTER 3. ECONOMIC QUESTIONS.

34. Economic Planning, Control and Development:

- | | |
|--|-------|
| a) Outlay on Five-Year Plan to be raised by about 1,750 Million Rupees: National Development Council's Decision. | 10-12 |
| b) Increased Finance for Private Sectors: Reserve Bank appoints Committee to examine Issue. | 13 |
| c) Crisis in Textile Industry: Prospect of Closures and Retrenchment of Workers: Central Government issues Three Ordinances to meet Situation: Compensation for Lay-Offs provided. | 13-15 |
| d) Industries (Development and Regulation) Act, 1951 made applicable to more Industries. | 16 |
| e) Estate Duty Act, 1953, comes into force. | 17-18 |
| f) First Year of Community Projects: All Round Progress recorded. | 18-20 |

<u>Contents.</u>	<u>Pages.</u>
36. <u>Wages:</u>	
a) West Bengal: Draft Proposals fixing Minimum Rates of Wages for Employment in Agriculture.	21
b) Travancore-Cochin: Draft Proposals fixing Minimum Wages for Employment in Tanneries and Leather Manufactory.	22
38. <u>Housing:</u>	
a) Chandigarh, Punjab's new Capital Inaugurated: Bold and Imaginative Town-Planning.	23-25
b) Designs for Rural Housing: Unit formed in the Ministry of Works, Housing and Supply.	25
<u>CHAPTER 4. PROBLEMS PECULIAR TO CERTAIN BRANCHES OF THE NATIONAL ECONOMY.</u>	
41. <u>Agriculture:</u>	
a) Conference of Agriculture Ministers, New Delhi, 24-29 September 1953: Landless Farm Workers to be resettled.	26-31
b) Abolition of Intermediaries: Review of Land Reforms in India.	31-35
c) Bihar: Bhoodan Yagna Bill, 1953, published.	36
d) Rajasthan: Bhoodan Yagna Bill, 1953, published.	36
e) Delhi: Land Reforms Bill, 1953, introduced in Legislature.	36-37
<u>CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.</u>	
50. <u>General:</u>	
a) Working Conditions in the Cigarette Industry in India: Labour Bureau Survey.	38-45
b) The Collection of Statistics Act, 1953 (No. 32 of 1953).	45
c) Mysore: Gold Mines Regulations, 1953, gazetted.	46
d) Mysore Gold Mines Rules, 1953.	46
52. <u>Workers' Welfare and Recreation:</u>	
U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund (Supplementary) Act, 1953 (No. XXVII of 1953).	47

<u>Contents.</u>	<u>Pages.</u>
55. <u>Protection of Minors:</u>	
The Children Bill, 1953: Measures to provide for the care of Juvenile Delinquents.	48
56. <u>Labour Administration:</u>	
Uttar Pradesh: Working of the U.P. Shops and Commercial Establishments Act, 1947 during year ending 31 December, 1951.	49-50
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
63. <u>Individual Contracts of Employment:</u>	
Travancore-Cochin Industrial Employment (Standing Orders) Rules, 1952, published.	51
66. <u>Strike and Lockout Rights:</u>	
a) Burnpur Steel Workers' Agitation: Strike called off by Action Committee.	52
b) Bihar: Iron and Steel Industry declared a Public Utility Service.	52
c) Uttar Pradesh: Cotton Textile Industry declared a Public Utility Service.	53
67. <u>Conciliation and Arbitration:</u>	
a) Punjab Industrial Disputes (Validation of Proceedings) Ordinance, 1953 (No. VI of 1953).	54
b) U.P. Industrial Disputes (Amendment) Act, 1953 (No. XXIII of 1953).	54
<u>CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.</u>	
74. <u>Indigenous Labour:</u>	
Welfare of Scheduled Castes and Tribes in Madras: Work done by the Government during 1951-1952.	55-57
<u>CHAPTER 8. MANPOWER PROBLEMS.</u>	
81. <u>Employment Situation:</u>	
a) Employment Exchanges: Working during August 1953.	58-61
b) Compensation for Lay-offs: Government issues Ordinance.	61

<u>Contents.</u>	<u>Pages.</u>
83. <u>Vocational Training:</u>	
Labour Ministry's Training Schemes: Progress during August 1953.	62
<u>CHAPTER 9. INCOME SECURITY.</u>	
92. <u>Legislation:</u>	
Employees' Provident Funds (Amendment) Ordinance, 1953.	63
94. <u>Application:</u>	
Madras: Working of the Workmen's Compensation Act, 1923, for the Year 1952.	64-66
<u>CHAPTER 10. SOCIAL AND INDUSTRIAL MEDICINE.</u>	
102. <u>Maintenance of Community Health:</u>	
Model Public Health Act to be drafted: Committee appointed by Central Government.	67
<u>CHAPTER 11. INDUSTRIAL SAFETY.</u>	
111. <u>Prevention of Accidents:</u>	
Draft Delhi Boiler Attendants' Rules, 1953.	68
<u>LIST OF THE PRINCIPAL LAWS PROMULGATED DURING THE PERIOD COVERED BY THE REPORT FOR OCTOBER 1953.</u>	69
<u>BIBLIOGRAPHY - INDIA - OCTOBER 1953.</u>	70

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.INDIA - OCTOBER 1953.11. Political Situation and Administrative Action.New Andhra State Inaugurated by Prime Minister:
Cabinet appointed.

The Andhra State - tenth Part A State - was inaugurated by Mr. Jawaharlal Nehru, Prime Minister at a formal ceremony at Kurnool, which has been selected as the capital of the State on 1 October 1953.

The new State comprises of the territories which ~~known~~ immediately before 1 October 1953, were comprised in Srikakulam, Visakhapatnam, East Godavari, West Godavari, Krishna, Guṭtur, Nellore, Kurnool, Anantapur, Cuddapah and Chittoor districts and in the Alur, Adoni and Rayadrug taluks of Bellary district in the State of Madras.

Governor and Ministers of the new State. - Mr. C. L. Trivadi has been appointed the Governor of the new State and a Council of Ministers with Mr. T. Prakasam as Chief Minister has been formed. The following are the Ministers and their respective portfolios:-

- Mr. T. Prakasam - Chief Minister: Home (Public Services Political Information and Publicity).
- Mr. N. Sanjeeva Reddi - Deputy Chief Minister: Home, Police, Law and Order, and Passports, State Legislature Elections, Public Works and Transport.
- Mr. K. Kotā Reddi - Revenue; also Food and Registration.
- Mr. T. Viswanatham - Law and Finance; also Commercial Taxes, Religious Endowments and Scheduled Areas and Tribes.
- Mr. D. Sanjeeviah - Planning and Public Health; also in charge of Co-operation, Labour and Rural Harijan Welfare.
- Mr. S. B. P. Pattabhirama Rao - Education and Industries; also Excise and Prohibition and Women's Welfare Department.
- Mr. P. Thimma Reddi - Local Administration and Agriculture; also Forests, Animal Husbandry and Fisheries.

Addition of Area to Mysore.- From 1 October 1953, was added to the Part B State of Mysore, the territory which immediately before that day comprised the taluks of Bellary district other than Alur, Adoni, and Rayadrug.

Certain facts and figures about Andhra.- The new State of Andhra which will be the tenth "Part A" State and the 29th unit of the Indian Union, will be the seventh largest State both in area and population. The residuary State of Madras will be the eighth largest in area but the fourth largest in population.

Andhra State, with an area of 63,608 square miles, will thus come after Madhya Pradesh, Rajasthan, Uttar Pradesh, Bombay, Hyderabad and Bihar.

With a population of 20,508,000, the new State will take its place after Uttar Pradesh, Bihar, Bombay, Madras, West Bengal and Madhya Pradesh.

Mysore State which will now acquire a new district formed of seven Kanada-speaking talukas of Bellary district, will add to its present population of 9,075,000 by another 764,000, and to its present area of 29,489 square miles by another 3,821 square miles.

The two States of Andhra and Madras share the geographical area in the proportion of 50 and 47 per cent, three per cent having been transferred to Mysore. The two States share the population in the ratio of 36 and 62.7 per cent respectively, 1.3 per cent going to Mysore.

Andhra will have a larger share of agricultural resources with comparatively less population to support, though in industry the State of Madras will be by far ahead. As against the ~~prosperous~~ prosperous textile and engineering industries of Madras, Andhra will have only the shipyard at Visakhapatnam where the Caltex refinery is also to be set up in a few years.

In regard to irrigation, the Tungbhadra project and the Machkund scheme, both of which have been included in the Five-Year Plan, will be in the new State. A larger share of net irrigated area already lies in Andhra, the share of Madras being less by two per cent. Irrigated area under rice is slightly larger in Andhra but that under millets is considerably greater in Madras. Area irrigated more than once is, however, larger in Madras.

The formation of Andhra has come in response to a long - expressed desire of the Telugu - speaking populations of the northern districts of the Madras State for a separate State.

3

The Andhra State Bill (vide page 1 of the report of this Office for August 1953) as passed by Parliament received the assent of the President on 14 September and was gazetted the same day as Act No.30 of 1953.

(The Hindu, 2 October 1953;
The Hindustan Times, 2 October 1953;
The Gazette of India, Part II, Section 1,
Extraordinary, 14 September 1953, pp.213-253).

Mysore Ministry: Reallocation of Portfolios.

During October 1953, there was a reorganisation of the Mysore State Ministry and its strength was increased from five to six. There was also a reallocation of portfolios, in which the subject of labour has been allotted to Mr. A.G. Ramachandra Rao.

(The Hindustan Times, 7 October 1953).

Ceylon: Sir John Kotelawala forms new Cabinet:
Ministry of Housing and Social Welfare created.

On the resignation of Mr. Dudley Senanayake, Prime Minister of Ceylon, due to illhealth, Sir John Kotelawala was sworn in as Prime Minister by the Governor-General on 12 October 1953. The members of his Cabinet and their respective portfolios are given below:-

<u>Name</u>	<u>Portfolios</u>
Sir John Kotelawala (Prime Minister)	- External Affairs, Defence and Transport and Works.
Mr. J. R. Jayawardene	- Agriculture and Food, and Leader of the House of Representatives.
Sir Oliver Goonetilleke	- Finance.
Mr. E. A. Nugawela	- Health.
Senator Sir Lalita Rajapakse	- Justice.
Mr. A. Ratnayake	- Home Affairs.
Mr. G. G. Ponnambalan	- Industries and Fisheries.
Mr. M. D. Banda	- Education.
Mr. B. Bulankulane	- Lands and Land Development.
Dr. M. C. M. Kaleel	- Labour.

<u>Name</u>	<u>Portfolios</u>
Dr.C.W.W.Kannangara	- Local Government.
Mr. R.G. Senanayake	- Commerce and Trade.
Mr. S. Natesan	- Posts and Broadcasting.
Sir Kanthiah Vaithianathan	- Housing and Social Services.

The main changes that has been made is the creation of a Ministry of Housing which will have grouped with it, social services, formerly attached to the Ministry of Labour.

(The Hindu, 14 October 1953).

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CHAPTER 2. INTERNATIONAL AND NATIONAL ORGANISATIONS.

INDIA - OCTOBER 1953.

27. Salaried Employees' Organisations.

Uniform Conditions of Service for Teachers:
Demand at All-India Convention.

An All-India Teachers' Convention met at New Delhi from 2-5 October 1953. More than 300 delegates from 20 States attended the meeting. The Convention, among other subjects, adopted a resolution demanding uniform conditions of service and pay scales for teachers throughout India.

Inaugural address.- Mr. K.D. Malaviya, Central Deputy Minister for Education, in the course of his inaugural address, said that school teachers still suffered from many handicaps, and in spite of the efforts of commissions and Governments, little had been done to improve their condition. It was essential to stop the growth of ill-equipped institutions and lay stress on improvement in quality. This could be done by bettering methods of recruitment and conditions of service.

Mr. Malviya, however, saw little prospect of an early improvement in pay scales. He suggested that teachers' associations should try to improve their standards by voluntarily weeding out people not suited to the profession. He also asked teachers, to organise themselves into units to survey and allot priorities to rural development projects. With their vast influence they could make enormous contributions to the success of the Five Year Plan.

Decisions.- The Convention adopted a number of resolutions aimed at improving educational standards and living conditions. A draft constitution for an All-India School Teachers' Federation and a charter of duties and rights were approved.

In a resolution on Five-Year Plan and the conditions of service of teachers, the Convention stated that "in this period of national reconstruction, the members of the teaching profession are faced with heavy responsibility. On them falls the great task of creating new youth who can appreciate and realise the national difficulties and their solution, and who can work with a spirit of self-sacrifice". While the teachers realised their responsibility, the resolution pointed out, the "low grades of pay, insecurity of service, want of proper living conditions, and absence of amenities and social services have combined to create a general feeling of frustration".

For the creation of a healthy atmosphere in the teaching profession and for building up a worthy educational system in the country, the resolution asked the Central and State Governments and other educational authorities to take measures to improve the lot of teachers and thus to restore to them a position in society which would be in keeping with the task they were expected to accomplish. Important among the suggested measures were introduction of a uniform pay-scale for teachers all over the country, security of service and setting up of arbitration boards in every State to settle disputes between teachers and school managements, provision of quarters, free medical aid and representation of teachers on legislative assemblies and school managements.

By another resolution, the Convention "viewed with great concern the general tendency in schools whereby teachers are losing personal contact with the pupils". The resolution called upon teachers to take a more patriotic view of their calling and not to regard it as a mere means of livelihood, to shift the stress of teaching from mere book learning to personal contact with students, and to develop a corporate life in the school through camping, touring, community project work and other social, cultural and humanitarian activities jointly with the pupils.

The Convention called upon the Central and State Governments to take early steps to implement the constitutional provision of free and compulsory education up to the age of 14, to set up more teachers' training colleges and to make suitable arrangements for refresher courses and to encourage educational research on a national basis.

The Convention, in a resolution on the proposed All-India School Teachers' Federation, defined the aims and objects of the Federation to include work to improve the educational system, promotion of the rights and privileges of teachers relating to employment, conditions of service and their social, educational and economic status; to secure representation of all bodies affecting their interests; to assist in the organisation of local and State unions and provide assistance to them, whenever necessary.

(The Statesman, 3, 4 and 5 October 1953;
The Hindustan Times, 5 October 1953).

7

29. International Co-operation.

India - October 1953.

Meeting of Colombo Plan Consultative Committee,
New Delhi, 29 September - 17 October 1953.

The fifth meeting of the Colombo Plan Consultative Committee was held at New Delhi from 29 September to 17 October 1953. The conference was attended by delegations from Australia, Burma, Cambodia, Canada, Ceylon, India, Indonesia, Laos, Malaya, Nepal, New Zealand, Pakistan, U.K., U.S.A., and Viet Nam; Philippines and Thailand sent observers. The Indian delegation to the conference was led by Mr. C.D. Deshmukh, Indian Finance Minister.

Agenda.- The main items on the agenda were the following:-

(1) Consideration of the annual report of the Colombo Plan for the second year of its operation, 1952-1953;

(2) Consideration of a proposal to set up an information and publicity organisation for the Colombo Plan; and

(3) Preparation of the final form of the questionnaire to be adopted in future meetings.

The meeting was held in two stages. Initially, delegates at official level prepared a draft report to be submitted to the meeting of Ministers, which met on 13 October 1953, to discuss the report and review the Plan's progress.

Imaginative approach to planning: Mr. Nehru's address.- Inaugurating the Ministers' meeting, Mr. Jawaharlal Nehru, Prime Minister suggested that the participating countries should approach the Committee's problems imaginatively, against the background of the passionate desire of million of people in South and South-East Asia to improve their lot and achieve social justice. He added: "You must make these people realize that they are partners in an enormous undertaking, in a great adventure".

Mr. Nehru said that South and South-East Asia had a long history. About 300 years ago European countries intervened and this produced powerful reactions good and bad, all over the region. That period was mostly over, and where it still existed was bound to end soon. Where political freedom had been achieved, other urges came up in people's mind. Forces which were suppressed when the political issue was dominant, were released.

"In Asia - may be in some other parts of the world too - we are a people generally lacking the primary necessities of life. We do not have enough of them - whether it is food, clothing, housing, health or education - and our energies are directed to giving the people those primary necessities.

8

"Therefore, sometimes the problems that afflict the world elsewhere are secondary to us, though we may be interested in them. For a starving man the next meal is the most important, not some other bigger and graver problems. So in a country which lacks the primary necessities, it is more important to get those than ~~in~~ to talk of high philosophy".

People in the East, said Mr. Nehru, had a very long past, running into thousands of years, and they had been conditioned by that past. They could not and should not uproot themselves. At the same time they had to get out of the ruts, into which they had been left behind while other countries had gone ahead; they had to become dynamic, creative and progressive and refuse to ~~be~~ tied down to a narrow, bigoted approach.

Political and other changes had brought about a tremendous desire to make good in decades what other countries had done in centuries. Not only was there a desire, almost a passion, but there was also a feeling that if they did not act, they would go down in the struggle for economic survival. Of course that passion had to be controlled and directed into right channels; otherwise there would be waste of energy.

Self-help essential. - To solve the problems of poverty, Mr. Nehru said, hard work was essential. "We have to work, and there is a realization that we have to work very hard. We welcome the assistance, co-operation and help of other countries which are in a position to give that help, but we realise that ultimately it is by our own hard work that we will go ahead. Therefore, all our stress is on our own effort, though we welcome all the help that we can get partly because that expedites the process of recovery or going ahead and partly because it brings us into co-operative effort with other countries and also helps in avoiding development in compartments, which would lead to isolation".

The sessions of the Committee were held in camera. It is understood that the Committee unanimously approved the report on the progress of the Plan during its second year, 1952-1953, in the countries where the Plan is in operation. The report is expected to be published after mid-December.

The Committee also decided that a small information unit for the exchange and distribution of news about the Plan to members countries, the Press and public will be set up at Colombo.

In a press communique issued after the end of the meeting, the Consultative Committee said that member countries "have shown, in the face of the magnitude of the task, that they can plan both boldly and realistically and readjust themselves to good fortune and bad.

7

Their courage and resourcefulness have been severely tested in the past years and the manner in which they have responded is perhaps the surest guarantee that the Colombo Plan will come up to and even surpass, the hopes with which it began".

(The Statesman, 28 September and 14 and 18 October 1953).

Colombo Plan Council for Technical Co-operation:
C.C. Desai elected President.

The Council for Technical Co-operation under the Colombo Plan held its fifth policy session in New Delhi on 9 and 10 October, with Mr. R. Coomaraswamy in the Chair.

The Council reviewed the progress of technical assistance and the provision of training facilities within the area. The Council also discussed a proposal that there should be periodical evaluations, specially by the receiving countries, of the assistance received in the form of experts, equipment and training facilities. It was generally agreed that the annual report to the Council from member-Governments should include a qualitative assessment of assistance received.

Mr. C.C. Desai, High Commissioner for India in Ceylon, was elected the next president of the Council.

Delegates from Australia, Burma, Cambodia, Canada, Ceylon, India, Indonesia, Laos, Nepal, New Zealand, Pakistan, Thailand, the U.K., the U.S.A., and Viet-Nam attended the meeting, besides two representatives of the Bureau for Technical Co-operation. The U.N. was represented by Sir Alexander MacFarquahr.

(The Hindustan Times, 11 October 1953).

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CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - OCTOBER 1953.

34. Economic Planning, Control and Development.

Outlay on Five-Year Plan to be raised by about
1,750 Million Rupees: National Development
Council's Decision.

A meeting of the National Development Council was held at New Delhi on 6 October 1953, Mr. Jawaharlal Nehru, Prime Minister, presiding. The Council consists of the Prime Minister, the Chief Ministers of all the States and Members of the Planning Commission, and its purpose is to review the working of the Five Year Plan from time to time and consider important questions of social and economic policy affecting national development. The review of the progress of the ~~the~~ Five Year Plan, with special reference to the financing of the State Plans and achievement of the targets, was the principal item on the agenda of the Council. Among other matters, the Council considered the unemployment situation in the country and decided to carry out a major adjustment in the Five Year Plan providing for the execution of new schemes to relieve the unemployment situation.

State's inability to raise finances.— The Planning Commission in a note circulated among members of the National Development Council, expressed "a degree of concern" at the inability of State Governments to raise the stipulated revenues for the Five Year Plan, and draws the conclusion that "some State Governments will find it difficult to sustain the level of development contemplated in the Plan". It was envisaged that Part A and Part B States would make available 1,760 million rupees for the Plan from the revenue account. The State Governments were also expected to find a further amount of about 2,300 million rupees over the five years by raising additional taxes and seeking economies in expenditure of non-developmental items. Under the Finance Commission's Award which was accepted in full by the Central Government, Part A and Part B States obtained additional revenue amounting to about 210 million rupees per annum and over the four years 1952 to 1956, this will come to about 830 million rupees. But even after this additional income, Part A and B States made available only 1,860 million rupees as against 4,070 million rupees needed for development. According to the original estimates, the States must find 2,200 million rupees in the next two years. Even, if the States were to find substantially larger amount from their ~~own~~ revenue accounts, there would still be a shortfall of 700 million rupees. It may also be mentioned that out of an additional amount of 2,300 million rupees which is to be found by all Part A and B States Governments, they have so far found only 280 million rupees. New measures taken up to the present may yield about 630 million rupees leaving a balance of about 1,670 million

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rupees. Betterment fee has not been levied in any State so far. Secondly, in several States there had been increase in expenditure on non-development items. Even if such expenditure was urgent and necessary, in some cases, there was need for much greater vigilance concerning proposals for expenditure on different kinds of administrative establishments, buildings, etc.

The Planning Commission had also found that several State Governments had taken on hand development schemes not included in the plan, and these they had done in spite of their inability to raise additional resources. The consequence of this procedure was that the implementation of the Plan suffered and reduced the value of the Plan in the eyes of the people. It was within the powers of the State Governments to allocate the current revenue between development and non-development expenditure and also take steps to augment their tax resources in any measure even if limited. The Planning Commission felt that on these two points the intention of the Plan had not been sufficiently fulfilled and a doubt, therefore, arose whether the financing of the State Plan now and in the coming years would not tend to be jeopardised.

Prime Minister's address.- Mr. Nehru, addressing the meeting stressed that special attention should be paid to the employment aspect of the Five-Year Plan. Mr. Nehru said that the test of any economic system nowadays was its ability to provide adequate employment. It might not be possible yet to provide full employment, "but we have to progressively aim at fuller employment".

Mr. Nehru said the Planning Commission had given thought to the problem of unemployment and various suggestions had also been received from the State Governments. He hoped that this matter would be fully discussed in the Council's meeting and the employment potential of the Plan would be increased as a result of the discussions and subsequent decisions that would be taken.

Decisions of the Meeting.- Summing up the decisions, on 7 October 1953, Mr. V.T. Krishnamachari, Deputy Chairman of the Planning Commission, stated that the total outlay of the Five Year Plan, at present estimated at 20,690 million rupees, will now be raised to over 22,000 million rupees. This was explained by the necessity to meet the unemployment situation. The States would soon receive from the Planning Commission a communication explaining the exact nature of the scheme which must strictly be related to the Plan and produce results within the remaining period of 2 1/2 years. It would also entertain schemes on training of personnel to meet the requirements of the Plan. Experience had shown that there was a shortage of overseers, mechanics and other technical personnel. Training must be directed to fill this gap.

The directions in which the Plan is proposed to be enlarged were indicated by Mr. Krishnamachari. They included:

- 12
- 1) Extension of the rehabilitation programme. In the Plan, rehabilitation expenditure was provided for a period of three years ending 1953-54. It has been felt that rehabilitation needs ~~xxx~~ would continue subsequently also and, therefore, this programme would be extended for the full five-year period;
 - 2) Setting up of an industrial development corporations by the State Governments;
 - 3) Assistance to States to initiate permanent schemes for scarcity-affected areas;
 - 4) Assistance to road building activities and small power projects;
 - 5) Provision of technical training; and
 - 6) Certain general activities.

While saying that these were the specific lines of positive action towards relief of unemployment, the Vice-Chairman emphasised the need for keeping the cost-structure constantly in view as higher cost of production would inevitably lead to a certain shrinkage in business and consequently employment.

Referring to the financial resources for the Plan, Mr. Krishnamachari said the State Governments should keep under constant review the resources available to them for financing their plans so that the gap that at present existed might be narrowed down as much as possible.

He added that ~~the principle~~ the principle of betterment levy had to be accepted by the Council unanimously. The only suggestion he had to make in this regard was that the State Governments should undertake legislation imposing such levies as soon as possible, so that not only the various projects became paying propositions but also the funds thus available could be utilised for other approved projects. He also suggested that the existing water rates, wherever they were low, should be stepped up.

The most important sources of raising funds for the Plan, the Vice-Chairman pointed out, was to raise loans from the public. In this connection, he commended to the States the example of the Madras Government which, by tapping rural areas, had recently raised a very large amount of loan.

In order that the available resources were utilised to the maximum for projects included in the Plan, Mr. Krishnamachari suggested that non-developmental expenditure should be cut down to the minimum and, secondly, no scheme outside the Plan should be taken up unless the corresponding resources were available and the project was highly important and had a high priority. Even then such projects should be undertaken only after full consultation with the Planning Commission.

(The Hindustan Times, 7 and 8 October 1953;
The Statesman, 7 and 8 October 1953).

Increased Finance for Private Sector:
Reserve Bank appoints Committee to
examine Issue.

The Reserve Bank of India has appointed a Committee to examine how increased finance could be made available to the private sector in the implementation of the National Plan.

Announcing this a communique issued by the Reserve Bank said: "The Planning Commission has assigned an important role to the private sector in the implementation of the National Plan. Investment in this sector has not, however, reached the level envisaged in the Commission's report. The Taxation Inquiry Commission is investigating the effects of the structure and level of taxation of income on capital formation and on the maintenance and development of productive enterprise. There are, however, other factors which influence investment in the private sector. With the approval of the Government, the Reserve Bank has decided to appoint a committee to examine how increased finance could be made available to this sector through sources other than those which are under the consideration of the Taxation Inquiry Commission. In particular, the committee will examine the possibility of providing on a large scale bank finances for development in the private sector".

Mr. A.D. Shrof, Director of Tatas, will be chairman of the Committee.

(The Hindustan Times, 6 October 1953).

Crisis in Textile Industry: Prospect of Closures
and Retrenchment of Workers: Central Government
issues Three Ordinances to meet Situation: Compen-
sation for Lay-Offs provided.

On 24 October 1953, the Central Government issued a series of Ordinances with a view to assisting the textile industry to be placed on a sounder position and thereby minimising the prospects of closures of textile mills and retrenchment of workers.

These Ordinances announced these four measures: abolition of export duty on medium cloth, reduction of excise duty on superfine varieties, a rebate of the import duty of cotton, and last but not least, relief to labour which may be "laid off" or retrenched.

14

Background.- The problem of textile industry came into prominence during the last week of September 1953, when the Ahmedabad Millowners' Association made an informal proposal to the 70,000-member Ahmedabad Textile Labour Association for curtailment of production in view of accumulation of stocks. They proposed that the Labour Association should either agree to reduction of two hours per shift daily or to give on e extra holiday per week to the textile workers of the Ahmedabad mills. The Textile Labour Association did not agree to the proposal and suggested that it should be referred to the Government of India, which alone was competent to decide the issue. By the time the Central Advisory Council of Industries took up the question on 12 October 1953, two mills had closed down and 12 others had given notices of closure of one or more shifts affecting about 8,510 workers. Due to the closure of two mills 1,400 workers had been laid-off.

The recent average monthly production of textile goods was 413 million yards and the offtake slackened steadily during the last few months. Last year the average monthly production was of the order of 350 million yards and this year there has been an increase of over 50 million yards every month. While production had gone up steps ~~were~~ are yet to be taken to increase internal consumption. At least three months' stock is said to be on ~~hand~~ hand as against four or six weeks' stock which could be normally faced by the industry. At the same time, as against the export target of one thousand million yards for the year less than five hundred million yards have been exported during the first nine months. The mill owners are therefore faced with the dual problem of accumulating stocks and extra labour. The Ordinances issued by the Government ~~are~~ would have the effect of reducing external prices and ~~facilitating~~ facilitating exports on the one hand and at the same time lessening the hardship of unemployment to workers through provision of suitable compensation.

Measures to promote exports.- One of the Ordinances reduces the excise duty on superfine cloth from 3 1/4 annas to two annas per yard with immediate effect. The excise duty of a quarter anna on coarse and medium cloth and on e and a quarter anna on fine cloth will, however, continue. The Government has also announced the abolition of export duty of ten per cent now levied on medium cloth. There is no export duty now on fine and superfine varieties and the existing export duty of ten per cent on coarse cloth will, however, continue.

By another Ordinance amending the Sea Customs Act, the Government has allowed rebate in the case of cloth exported, the import duty paid on cotton entering into such exports. This step would help in encouraging export of fine and superfine varieties of cloth in which imported cotton is largely used. Provision has been made to allow industries to manufacture goods in bond and the chief advantage of this measure is that duty will not be payable on wastage involved in the manufacturing process.

While the loss of revenue by the reduction of excise duty on superfine cloth would be of the order of 30 million rupees, no estimate is available of the loss of revenue by the other two measures. With these measures of assistance, it is the Government's hope that mill owners would not be put to the necessity of embarking on any large scale retrenchment.

Compensation for retrenchment: Industrial Disputes Act amended.- The Government has also promulgated an Ordinance providing for payment of compensation for lay-off or retrenchment, and for the regulation of lay-off, on the lines of the agreement entered into between employers' and workers' representatives at the last meeting of the Standing Labour Committee. The Ordinance, which amends the Industrial Disputes Act of 1947 temporarily upto the period of operation of the Ordinance takes immediate effect.

Briefly the provisions relating to lay-off are that whenever a workman on the rolls of an industrial establishment employing more than 50 workmen, other than badli or casual workmen, who has completed one year of continuous service is laid off, he should be paid compensation equal to 50 per cent of the total of the basic wages and dearness allowance. The duration of the benefit will be limited to 45 days in a year. The provisions relating to lay-off do not apply to industrial establishments which are of a seasonal character or in which work is performed only intermittently.

A workman, who is laid-off, must present himself for roll-call once a day and will not be entitled to compensation if he refuses to accept suitable alternative work.

Compensation will not be paid if the inability of the employer to provide work for workmen in a department is due to a strike or slow-down in some other department. The Ordinance also provides that no workman who has been in continuous employment for not less than one year under an employer shall be retrenched until he has been given one month's notice in writing or one month's wages in lieu of such notice and also a gratuity calculated at 15 days' average pay for every completed year of service ~~for~~ or any part thereof in excess of six months. The principle ~~ordinarily~~ ordinarily be observed in effecting retrenchment should be that of 'last to come, first to go.'

The Ordinance also provides that when an employer who has retrenched workmen proposes to employ more persons he should give an opportunity to retrenched workmen to offer themselves for re-employment and to give them preference over others.

(The Hindustan Times, 13 October 1953;
The Statesman, 30 September and 29 October 1953;
The Gazette of India, Extraordinary, Part II, Section 1, 21 October 1953, pp.347-350;
The Gazette of India, Extraordinary, Part II, Section 1, 26 October 1953, pp.365-370).

16

Industries (Development and Regulation) Act, 1951
made applicable to more Industries.

By a notification dated 1 October 1953 the Central Government has brought into force with effect from 1 October 1953 the Industries (Development and Regulation) Amendment Act, 1953 (No. 26 of 1953) which, inter alia, brings within the scope of the Industries (Development and Regulation) Act, 1951, some more industries. The more important industries, which have now come within the scope of the Industries Act, are silk, artificial silk and staple fibre; dye-stuffs, soap, other toilet requisites, ferro-manganese, plywood, and glue and gelatine. Including the new ones now added, there are some 45 industries which fall within the purview of the Act.

As the Amendment Act amends certain of the provisions relating to registration and licensing, the Government of India has also issued simultaneously certain amendments to the Registration and Licensing of Industrial Undertakings Rules, 1952.

All industrial undertakings pertaining to these industries employing 50 or more workers with the aid of power or 100 or more workers without the aid of power, now fall within the purview of the Act, irrespective of the capital invested therein.

Two industries have, however, been exempted from the provisions relating to registration and licensing, viz., the handloom and the glass-bangle industries.

Licensing and Returns.— The original Act made it obligatory on owners of industrial undertakings to obtain a licence from the Central Government before establishing a new undertaking or effecting a substantial expansion. The Amendment Act now brings also the manufacture of new articles, and change of location of industrial undertakings within the scope of licensing.

It also brings within ~~the~~ its scope industrial undertakings which are ineligible on the date of commencement of the Act but become subsequently eligible for registration and those desiring to continue their business either after failure to register themselves or after their registration has been revoked under the rules.

One of the rules makes it obligatory on every owner of an industrial undertaking which has been registered by reason of effective steps having been taken for its establishment before the commencement of the Act, to send half-yearly returns showing the progress made in the establishment of the undertaking.

(The Hindustan Times, 2 October 1953;
The Gazette of India, Extraordinary, Part II,
Section 3, 1 October 1953, pp. 3033-3053).

Estate Duty Act, 1953, comes into force.

The Estate Duty Bill (vide pp.15-16 of the report of this Office for August 1953) as passed by Parliament received the assent of the President on 6 October 1953 and has been gazetted as Act No.34 of 1953. A summary of the salient provisions of the Act is given below. The Act came into force with effect from 15 October 1953.

Scope and extent.- The Act applies to the whole of India, except the State of Jammu and Kashmir. All properties, both movable and immovable, situated in the States of India are liable to duty. Immovable property outside the territories to which this Act applies are not dutiable, but foreign movable properties of a person domiciled in India at the time of his death attract the duty.

Estate Duty is a mutation duty, in that it is charged according to the value of the property changing hands on death irrespective of to whom it passes. Duty is payable on the capital value of all property, real or personal, settled or not settled, which "passes" or is "deemed to pass" on the death of any person on or after 15 October 1953. Provision has been made that certain properties which do not actually pass on death, shall be deemed to pass on death, e.g., property taken as a donation mortis causa (gifts in contemplation of death), property which the deceased was competent to dispose of, money payable under a policy of insurance effected by the deceased, annuities and other benefits purchased or provided by the deceased, etc.

Valuation.- For the purpose of determining the rate at which Estate Duty is to be levied, all property passing on the death of the deceased has to be aggregated (subject to certain exceptions) so as to form one "estate". There are certain items of property which, though exempt from duty, are to be aggregated for the purpose of determining the principal value of the estate; that is agricultural land in non-scheduled States.

In determining the principal value of an estate for the purpose of estate duty certain debts and encumbrances have to be allowed. The deductions permissible under the Act are (a) funeral expenses not exceeding 1,000 rupees; (b) bona fide debts and encumbrances; (c) dower debts not exceeding 5,000 rupees; and (d) cost of administering or realizing foreign property and exceeding 5 per cent of the value of property. Taxes of whatever nature which have become due up to or on the date of the death are considered as debts and as such are deductible.

The rates of duty, prescribed in the Act, have been fixed under a slab system. That is to say that different rates of duty are applicable to each successive slab in an ascending scale. No duty is payable on the first slab of 50,000 rupees of property which consists of an interest in a Hindu family governed by the Mitakahara, Marumakkattaryam or Aliyasantana law. In the case of

15

others, no duty is payable on the first slab of 100,000 rupees. These first slabs on which no duty is calculated are called exemption limits. The rates of duty specified in the Estate Duty Rates Bill (vide pages 15-16 of the report of this Office for August 1953) have been incorporated in the second schedule to the Act. The first schedule contains a list of States estate duty is leviable, on agricultural land. These are: States of Bombay, Madhya Pradesh, Orissa, Punjab, Uttar Pradesh, Hyderabad, Madhya Bharat, Rajasthan, Saurashtra and all Part C States. The Central Government may add the names of any other States to the First schedule in respect whereof resolutions have been passed by the Legislatures of those States adopting the Act in respect of estate duty on agricultural land situated in those States.

Other provisions of the Act deal inter alia with methods of collection of duty, exemptions, return of accounts, appeals against determination of the duty, penalty or valuation made by the Collector and rules making powers of the Central Board of Revenue.

(The Gazette of India, Part II, Section 1, Extraordinary, 6 October 1953, pp.295-333; The Hindustan Times, 15 October 1953).

First Year of Community Projects: All Round
Progress recorded.

India's community projects scheme, launched a year ago, has made remarkable progress, according to an official review. Reports from State Governments indicate that hundreds of miles of village roads were constructed mainly through the efforts of the villagers themselves, minor irrigation works completed and demonstration centres set up showing methods and results of agricultural operations.

Social and cultural activities include the starting of new schools and adult education centres, health and sanitation drives and prevention of disease through large-scale vaccination and inoculation.

Extensive veterinary services were provided to protect cattle against disease.

Existing cottage industries were improved through the provision of loans and training in better technique. New co-operative societies were organised and credit societies converted into multi-purpose societies in a number of places.

There was increasing voluntary contribution of money, material and labour in the building of roads, canals, tanks, schools, panchayat ghars and health centres.

The following table shows the progress of work in Part A, Part B and Part C States in India from October 1952 to June 1953.

		Part 'A' States (33P+15D)	Part 'B' States (9P+8D)	Part 'C' States (2P+9D)	Total (44P+32D)
Agriculture	1. Compost pits dug	49,259	26,295	3,690	79,244
	*2. Fertilizers distributed (mds.)	215,010	56,245 + 60,833 bags	6,414	277,669 + 60,833 bags
	3. Seeds distributed (mds.)	104,247	18,819 + 2,000 paras + 91 pallas	16,270	139,336
	4. Implements distributed (Nos.)	2,500	732	1,266	4,498
	5. Demonstration Farms started	370	64	-	434
	6. Area brought under fruits (acres)	569	5,666	745	6,980
	7. Area brought under vegetables (acres)	5,157	313	4,856	10,326
Reclamation	8. Area reclaimed (acres)	19,949	11,220	4,732	35,901
Irrigation	9. Additional area brought under irrigation (acres)	47,421	12,087	10,025	69,533
Animal Husbandry	10. Breeding & A.I. centres started	126	3 + 4 key village centres	11	140 + 4 key village centres
	11. Bulls castrated	34,829	4,902	4,770	44,501
	12. Pedigree bulls supplied	192	59	182	433
	13. Pedigree birds supplied	4,797	221	36	5,054
	14. Cattle inoculated & vaccinated	527,242	82,514	20,968	630,724
	15. Cattle treated	123,612	41,385	26,541	191,538
Health and Sanitation	16. Fisheries: Fingerlings supplied	1141,701	-	8,242 + 4 tanks stocked	1149,943 + 4 tanks stocked
	17. Soakage pits constructed	10,162	2,290	747	13,199
	18. Rural latrines constructed	1,485 + 929	51	116 + 77	1,652 + 1,006
				urinals	urinals
	19. Drains constructed	36,254	671	21,258 + 533 yds. of water-pipes laid	58,183 + 533 yds. of water-pipes laid

P = Full project.

D = Development blocks

* Includes chemical fertilizers, town compost and green manure.

	Part 'A' States (33P+15D)	Part 'B' States (9P+8D)	Part 'C' States (2P+9D)	Total (44P+32D)	
Education	20. Wells constructed	591	95	81	767
	21. Wells renovated	858	76	53	987
	22. Schools converted into basic	59	17	133	209
Social Education	23. New schools started	770	265	50	1,085
	24. Adult education centres started	1,944	267	122	2,333
	25. Adults under training	19,759	7,959	4,366	32,084
Communications	26. Recreation centres started	1,243	139	49	1,431
	27. Community entertainments organised	1,719	253	521	2,493
	28. Pucca roads constructed (miles)	84	4 1/8	4 1/2	92 5/8
	29. Kutchcha roads constructed (miles)	1,441	444	543 bridges	2,428 bridges
Arts and Crafts Gram Sevaks	30. No. under training	359	N.I.	-	359
	31. Additional employment	811	N.I.	-	811
	32. No. under training	517	216	21	754*
Works	33. No. completed training	692	276	119	1,087*
	34. Village houses constructed	540	359	181	1,080
	35. Village houses reconditioned reconditioned	-	900	N.I.	900
People's Contribution	36. Labour (value Rs. '000)	3,251	766	682	4,699
	37. Cash and other contributions (value Rs. '000)	4,303	1,466	437	6,206
	38. Total Govt. expenditure (Rs. '000)	8,535	1,982	1,304	11,821

N.I. = Not indicated.

* In a number of instances the State Governments have not furnished this information.

(A details account of the working of the Community Projects Scheme in the different project centres in India is given in Kurukshetra - One Year of Community Projects. Special Number, October 2, 1953, published by the Government of India).

36. Wages.

India - October 1953.

West Bengal: Draft Proposals fixing Minimum Rates of Wages for Employment in Agriculture.

The Government of West Bengal published on 29 September 1953 draft proposals fixing the minimum rates of wages for employees in agriculture in certain areas in the State, in exercise of the powers conferred under the Minimum Wages Act, 1948.

The following are the minimum rate of wages of daily-rated employees.

(a) Minimum daily rates of wages for employees employed in agricultural operations other than those specified in clause(b) below:-

	Jalpaiguri district.	Siliguri sub-division of Darjeeling District.	Other subdivisions of Darjeeling District.
	Rs.A.P.	Rs.A.P.	Rs.A.P.
Male adult.	2 0 0	1 12 0	1 8 0
Female adult	1 12 0	1 8 0	1 6 0
Children	1 4 0	1 0 0	0 14 0

(b) Minimum daily rates of wages for employees employed in specified agricultural operations, namely (i) ploughing, (ii) harvesting and (iii) retting of jute, in the Jalpaiguri district and the Siliguri subdivision of the Darjeeling district, and (iv) ploughing and spading in the other subdivisions of the Darjeeling district:-

	Jalpaiguri district	Siliguri sub-division of Darjeeling district.	Other subdivisions of Darjeeling district.
	Rs. A. P.	Rs. A. P.	Rs. A. P.
Male adult	2 4 0	2 0 0	2 0 0
Female adult	2 0 0	1 12 0	1 14 0

Monthly rate.- A male adult agricultural employee, if he is employed on a long term basis, given accommodation and at least two principal meals by his employer, shall receive a minimum wage of 25 rupees per month.

The proposals will be taken into consideration by the Government after 30 November 1953.

(The Calcutta Gazette, Extraordinary, 29 September 1953, pp.1085-1086).

22

Travancore-Cochin: Draft Proposals fixing
Minimum Wages for Employment in Tanneries
and Leather Manufactory.

The Government of Travancore-Cochin published on 13 October 1953 its draft proposals fixing the minimum rates of wages payable to employees in tanneries and leather manufactories. The rate of wages for skilled and unskilled labour for certain types of work is two rupees per day while the rate of wages for unskilled labour engaged in miscellaneous work is one rupee and eight annas per day. The proposals will be taken into consideration by the Government after 13 December 1953.

(Travancore-Cochin Gazette, Part I,
13 October 1953, page 1890).

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38. Housing.

India - October 1953.

Chandigarh, Punjab's new Capital Inaugurated:
Bold and Imaginative Town-Planning.

Dr. Rajendra Prasad, President of India, inaugurated on 7 October 1953, Chandigarh, the newly-built capital of the Punjab State.

The city has been designed and built by a team of three architects headed by Mr. Le Corbusier; the others are Mr. Maxwell Fry and Mr. Pierre Jeanneret.

Writing in the Hindustan Times, dated 7 October 1953, on the features of new city, Mrs. Urmila Choudhry, one of the architects who planned Chandigarh, states: "In Chandigarh, he (M. Le Corbusier) has been able to give shape to his idea of a city. With the growth of our traffic in recent years, he believes in complete separation of the main roads from the living areas. For the first time, a town will be built segregating fast traffic and thus giving security, well being and dignity to the pedestrian. The plan of the city is simple and straightforward. A grill of roads at right angles to each other divides the city into sectors. These roads are intended only for cars travelling from one part of the city to the other. The sectors ~~formed~~ enclosed by these roads form self-contained communities whose life is centred in the sector. This is the broad base of the plan. To the north of the city is the area known as the Capitol. This is the setting for four major Government buildings - the High Court, the Secretariat, the Assembly and Government House. This group is being designed by Le Corbusier himself. To the west are the higher educational buildings - the Engineering College, the University and the Museum. To the east will be the railway station and the industrial sector. In the heart of the town will be the city-centre comprising the town hall, main shopping centre, post-office, banks and other commercial buildings. Le Corbusier himself has compared his plan to a man - the Capitol is the head, the sectors form the trunk, the city centre is the heart, education is the left arm and industry is the right arm.

"Planning theory in recent years has accepted the principle that physical planning does to a great extent facilitate the growth of social and community spirit. Out of this concept is evolved the idea of "Neighbourhood" or "Sector" planning. A sector is considered to be a primary residential unit of well defined size, so that all points of activity and interest in the neighbourhood are within about ten minutes' walking distance at the most. This would confine its size to an area with a radius of about half a mile or less. The plan of ~~Chandigarh~~ Chandigarh has been based on the idea of grouping residential

communities into convenient sizes. Here a typical sector is three quarters of a mile long and half a mile wide. It will take a population of 5,000 to 10,000. Sectors will have nursery schools, secondary schools, shopping centres, health centres, community centres, sports fields and parks. In each sector, dwellings of different types and sizes will be constructed to satisfy the needs of various income groups and sizes of families.

"By providing social, cultural and administrative facilities on a decentralized basis for each sector, it will be possible to reduce the traffic congestion in the town centre considerably.

"Houses form the periphery of each sector. They can be entered only from within the sector and not from the main roads forming the grill of the city. The sector is itself sub-divided by the shopping areas running east and west, and the green park belt running north and south.

"This shopping area will cater to all the practical needs of the sector; it will have small shops, local municipal services, a small local library, tea shops, artisans' workshops and perhaps a cinema in the denser sectors.

"The green park belt cutting the sector in half is dedicated to youth. It will be the setting for schools, clubs, health centres and sports areas. Its width is variable. The view looking north is crowned by the chain of the Himalayas. Once again the pedestrian can traverse the city this time in a north-south direction by following the green belt. These park-areas cater to the educational and recreational needs of each sector.

"The project estimate has been made in very great detail. It gives the programme and the proposed expenditure for each building. The four major buildings which make up the Capitol group - that is the High Court, the Secretariat, the Assembly and the Government House - are being designed by Le Corbusier in Paris. The High Court is already under construction. Its main feature will be a vast umbrella-like roof giving shade to the entire building. The Secretariat plans are almost finished and construction will start very soon. It will be the first skyscraper in the Punjab. An eight-storey building, nearly 850 feet long, its plan consists of a central corridor flanked by offices which are protected by verandahs. The detailed plans of the Assembly building have not yet been started. This building will be a square two-storey structure, encasing the Upper and Lower Houses. The Government House building is being designed. These four buildings form a composition in the Capitol park. This part embellished with sculpture by Corbusier will be accessible to the citizens of Chandigarh.

25

"The other buildings of the city are being designed by the three Senior Architects. These consists of 13 categories of houses for Government servants, schools, colleges, hospitals, offices and the city centre.

"The city has been planned for an ultimate population of half a million but the plans for the first stage are for 150,000. Expansion will take place towards the south, where the pattern of road grill and enclosing sector will be repeated according to the needs of the growing city. Thus the city will form a workable unit at the start and also as it expands in the future".

(The Hindustan Times, 7 and 8 October 1953).

Designs for Rural Housing: Unit formed in the Ministry of Works, Housing and Supply.

The Ministry of Works, Housing and Supply has formed a rural cell to design houses for different village areas keeping in view available local buildings materials and climatic conditions. The cell consists of one town planner-cum-architect, one assistant engineer and one senior architectural draftsman.

The plans which the cell evolves for various areas will be transmitted to villagers through the Community Projects Administration which, with its administrative and technical staff will encourage them to adopt the designs.

The Ministry has also set up an experimental unit consisting of one executive engineer, one assistant architect, one assistant engineer and one computer, and has attached it to the planning circle of the Central Public Works Department.

The function of this unit will be to draw up plans, estimates and detailed specifications of various types of buildings on the basis of changes considered desirable by experts. It will also prepare notices inviting tenders, study their rates and analyse the cost of buildings before and after construction. An intensive supervision of the construction of buildings and investigation of the manner in which the buildings withstand various influences over a considerable periods will also be one of the functions of the unit. The unit will recommend, after observations, designs, plans and specifications of various types of buildings for general adoption.

(The Hindustan Times, 17 October 1953).

26

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

INDIA - OCTOBER 1953.

41. Agriculture.

Conference of Agriculture Ministers, New Delhi,
24-29 September 1953: Landless Farm Workers to
be resettled.

A conference of State Ministers of Agriculture and Co-operation was held at New Delhi from 24 to 29 September 1953; Mr. Jawaharlal Nehru inaugurated the meeting and Dr. P. R. Deshmukh, Minister for Agriculture, Government of India presided. The conference adopted a number of resolutions on the various aspects of agriculture and co-operation, including agricultural workers, Grow More Food Campaign, land reforms, co-operative movement and cattle wealth.

Mr. Nehru in his inaugural address urged that the results of the conference should reach the common man in a way he could comprehend them. If it was not so, all their work would be utterly useless, however much they might be published.

Survey of agricultural problems: Dr. Deshmukh's address.- Addressing the conference Dr. Deshmukh surveyed the various agricultural problems, including present crop prospects, the National Extension Service and Co-operation in the context of the Five-Year Plan. Reporting favourable trends in the field at present, the Minister said that thanks to good rains and seasonable weather last year, the overall acreage under cereals was the highest ever in 1952-53, being 200 million, and the total production of cereals during that period was five million tons better than the previous year. The usual grow-more-food efforts had been supplemented this year with a ~~xxx~~ drive for the new method of rice cultivation. The 17 States that had ~~received~~ ^{received} so far estimated that over 3.4 million acres of land had been put under this method.

National extension service.- Dr. Deshmukh said that a National Extension Service was to be organised in the country in accordance with the recommendations ~~xxx~~ contained in the Five-Year Plan. It was proposed that extension service blocks should be set up to cover one-fourth of the country during the plan period. Some Community Projects had already been started and working successfully. The organisational pattern had been laid down, with the Development Commissioner co-ordinating the activities of the heads of various development departments in the project areas. Under the leadership of the Development Commissioner each development department would have to play its own role in organising and developing the National Extension Service. Gram Sewaks (village local workers) were being trained to form a link between the

farmers and Government. This new machinery set up to concentrate efforts in the project areas had naturally brought to the surface certain difficult problems of co-ordination between the administrators and the various technical officers in the States, such as the Directors of Agriculture, Joint Directors of Extension and Directors of Animal Husbandry. The formation of a correct technique for co-ordination of work between these various development departments would go a long way to ensure the success of work in the extension service blocks. With the setting up of a National Extension Service, Government would have the requisite machinery at least in some parts of the country, to ensure that scientific information reached the greatest number of farmers with whom the village-level workers would come into contact.

Land reform.- Referring to land reform policies, including imposition of ceilings on holdings, Dr. Deshmukh said: "The general lines of land policy have already been laid down by the Planning Commission. One important question on which there seems to be difference of opinion is the question of ceilings on holdings. The idea of ceilings has already been given effect to in a number of States as the limit for future acquisitions and as the limit of resumption of lands. The question of imposing of ceiling on the existing holdings has recently been taken up by certain States and this has undoubtedly a direct bearing on agricultural efficiency and output.

"In view of the imperative need for increasing agricultural production, this conference will have to carefully consider the pros and cons of the imposition of ceilings on the existing holdings from the point of view of agricultural production. I fully recognise that this is a matter on which different views may be held by different people and with honest convictions on both sides. But in taking decisions in this respect, I would earnestly recommend that the following basic considerations should not be lost sight of: (1) that our policy should in no case endanger production - it should help to increase it; (2) that one of the principal causes of low production is fragmentation. Therefore, we should take every precaution that this evil is not aggravated; in fact it is our duty to counteract and remedy it; and (3) that mere slogans, however, widely proclaimed, should not be permitted to get the better of our judgment".

Co-operative movement.- Stressing that the co-operative movement had to play a decisive role in the various stages of agricultural production, Dr. Deshmukh said that it was a matter of concern to all State Governments that, in spite of efforts made to organise and sustain the movement for over half a century, adequate progress had not been made in important aspects of economic activity in the country. It was imperative that a concentrated effort should be made to ascertain what were the obstacles to the progress of co-operatives in the States and what particular steps had to be taken to overcome them.

Cattle welfare.- On the question of livestock improvement, Dr. Deshmukh said: "The more I have studied the problems of the countryside and the life and work of the Indian farmer, the more have I been impressed by the urgent need for bettering the quality of India's cattle and for improving the practice of animal husbandry throughout the country. It is no doubt true that there are many directions in which the methods of farming and the prosperity of the farmer can be advanced. I am, however, convinced that no particular line of advance offers prospects more attractive or promises so early and so considerable an economic reward as the improvement of cattle and their better care". The Government had drawn up plans for cattle development through what is called 'Key Villages', i.e. selected tracts where livestock improvement measures can be concentrated. Proposals had also been made for establishing 'Gosadans' to segregate useless cattle.

Land Reclamation.- Dr. Deshmukh suggested the extension of rehabilitation to areas which were not so fertile or fit for growing purposes. The vast stretches of land in the country where reclamation was not likely to be very profitable, could easily grow fuel trees or fodder or other kinds of vegetation.

Recommendations.- The recommendations of the conference are briefly reviewed below.

i) National extension service.- The conference reached certain conclusions in respect of the role of Agricultural Departments in the formation of the National Extension Service, the arrangements for basic agricultural training and the building up of key personnel in the States. While there was agreement on the point that the message to the farmer should be given through one single agency, it was thought that any agency created to co-ordinate extension work should not develop into a separate hierarchy to the exclusion of other development departments, like agriculture, animal husbandry, etc. There was also general agreement that there should be a Development Commissioner at the top to co-ordinate the work of different development departments in executing work in the project areas and extension blocks, and that "work at ground level" should be done through multipurpose village-level workers.

ii) Livestock improvement.- In order to achieve targets set in the Five-Year Plan for the 'key village' scheme of intensive cattle improvement in a compact area of a group of contiguous villages, the conference recommended to the State Governments to implement it simultaneously in all its aspects. The States were urged to enact legislation on livestock improvement and control of contagious diseases. They should pool the resources of pedigree bulls so that the deficit States may be able to obtain their requirements from the surplus States, and segregation of useless cattle simultaneously with the implementation of the 'key village' scheme was also suggested. Suggestions were also made to set up cow protection organisations in the Centre and the States.

iii) Grow More Food Schemes.- The Conference recommended that the State Governments should take steps to ensure a regular supply of pure seeds to the cultivators in their respective areas. At least one seed multiplication farm should be organised for each taluk the ultimate aim being to have one farm for each group of 100 villages during the Five Year Plan period. Supply of pure seed should be organised through departmental agencies of co-operative societies.

In view of the great importance attached to permanent schemes of minor irrigation by the Government of India and the consequent provision of additional finances under the Five Year Plan, the conference recommended that the State Governments should complete, as early as possible, a comprehensive survey of the minor irrigation potential of the States and to prepare a list of productive schemes in order of priority with detailed plan and estimates.

iv) Land Reforms.- The consensus of opinion at the conference was that though legislative measures with regard to ceilings on holdings were essential on considerations of social justice, necessary safeguards should be provided to ensure that any action on the part of the State Governments in this respect did not in any way hamper agricultural production. What was required was to endeavour to raise the standard of the people instead of levelling it down by imposing new ceilings.

The conference suggested that the State Governments should consult the Government of India and the Central Land Reforms Committee at the time of drafting Bills relating to land reforms, instead of sending them only at the final stage, in order to avoid delay and ensure uniformity to legislation. In the interests of co-ordination, the conference felt, the Union Ministry of Food and Agriculture should be kept informed of the progress of land reforms and their effects on agrarian economy. For this, periodical information on the work done in the different States and the effects of land reforms on the various aspects of agricultural economy should be furnished by all the States to the Centre.

v) Co-operation.- The Conference recommended that early and effective steps be taken by the State Governments to ensure co-ordinated and balanced development of different types of co-operative societies within their States, particularly as between credit, marketing and consumers' co-operatives. The activities of primary societies, it said, should be strengthened by the creation of Central and apex bodies.

The conference suggested that the States which did not at present had well-organised training schemes of their own should take the maximum advantage of the regional training centre proposed to be organised shortly for the training of higher grade and intermediate personnel by the Reserve Bank.

In order to ensure co-ordination in the different types of assistance given to the agriculturists and utilise them as an incentive for the development of co-operatives, the conference recommended the distribution of grow-more-food aids, such as seeds, fertilisers, manures and implements, being done, as far as possible, through co-operatives.

The conference urged that experiments should be conducted in new fields of activity so that the co-operative movement may expand and cover all economic needs. It asked the States to make a careful survey of such possibilities and prepare new schemes.

As regards co-operative farming, the Conference recommended that an organisation be set up at the State and local levels to help the formation of such societies. The conference urged that in selecting a site for starting co-operative farming societies, preference should be given to: (A) areas already initiated to some form of co-operative action; (B) areas where Government development efforts are otherwise ~~concentrated~~ concentrated; (C) villages where small holders predominate; and (D) newly reclaimed areas. Special obligation should be laid on village panchayats, extension service staff and community projects organisation to encourage and assist the formation of farming co-operatives.

The Conference expressed the opinion that there should be no compulsion for a minority to join a co-operative farm, but all possible assistance should be given to encourage co-operative societies in the initial stages.

The Conference recommended that adequate arrangements be made for training personnel to run co-operative societies, including visits of officers to other States where such societies are being successfully run, and organisation of periodical seminars on a regional basis for non-official co-operators.

Considering that adequate and timely provision of short, medium and long-term finance to agriculture is of great importance for achieving the production programmes set forth in the Five Year Plan, the conference urged that an attempt be made by each State to draw up a target, at least for the year 1954-55, for short, medium and long-term loans separately.

vi) Landless workers.- In view of the importance of the problem of landless agricultural workers and their permanent resettlement on new lands, as stressed in the Five Year Plan, the conference recommended that the State Governments should immediately take up a quick survey of cultivable lands awaiting reclamation in order to locate compact blocks of 5,000 to 10,000 acres or more. The State Governments should also simultaneously undertake a survey of the extent of landless labour awaiting resettlement on these lands.

The conference suggested that the Government of India set up large mechanised farms in order to reclaim culturable waste lands and to cultivate them as Central farms, for a few years to start with, and thereafter to settle agricultural labourers on a permanent basis with a view to their taking up farming and other agricultural activities on a co-operative basis. The Central Government should provide to these settlers all the necessary finances for their cultivation and domestic requirements and also make arrangements through the State Governments for their education and health and particularly for cottage industries.

vii) Farmers' Associations.- There was general agreement at the conference that farmers in the different States should be united, on the lines of associations existing for other activities, for making their voice felt with regard to agricultural production without in any way giving such organisations a political colour.

(The Hindu, 25 September 1953;
The Statesman, 27-29 September 1953).

Abolition of Intermediaries: Review of Land Reforms in India.

With the sole exception of West Bengal, all Part "A" and Part "B" States have by now enacted legislation for the abolition of intermediaries, according to an authoritative review of the progress of land reforms in India.

In West Bengal, a Bill for the abolition of zamindaris is being considered by the State Legislature. Mysore and Travancore-Cochin, which have also passed no legislation, are in the unique position of requiring none as they have no problem of intermediaries.

Among Part "C" States, Bhopal and Vindhya Pradesh have passed the required legislation; Delhi has just introduced a Bill in the Legislature, while Himachal Pradesh has completed its draft Bill. In other States, legislation has not yet been undertaken.

Considerable progress has also been made in the implementation of the legislation by some of the States. This has been easy in States where an adequate revenue and administrative machinery existed as, for instance, in Uttar Pradesh and Madhya Pradesh, where all the estates have been taken over. This is also largely true of Madras, which gave a lead in this matter to the rest of India.

32

In Bihar, on the other hand, the revenue administration is still being built up. Only estates with an annual income of 50,000 rupees or more have been resumed by the Government.

In Orissa, the Supreme Court has only recently declared the law valid. It is reported that most of the estates have since been taken over. Assam, which passed legislation in 1951, has not yet enforced it. Bombay has also completed the required action for the elimination of intermediary rights.

In Punjab tenants with occupancy rights have been made owners of the land. They are required to pay compensation in instalments to their landlords.

A varied picture emerges from a study of the position in Part "B" States. Hyderabad took over all jagirs in 1949 and Saurashtra in 1951. Madhya Bharat and Rajasthan have been held up by suits contesting the validity of the legislation. In Madhya Bharat, zamindaris were abolished in December 1951. In Saurashtra, the legislation for abolition of zamindaris is in the nature of an enabling measure to facilitate the purchase of proprietary rights by tenants. The Patiala and East Punjab States Union follows the measures adopted in Punjab, ownership being vested in the occupancy tenants.

Thus it would appear that the States in which action needs to be expedited include Assam, West Bengal, Saurashtra and some Part "C" States like Ajmer. The progress of implementation in most States under permanent zamindari and jagirdari settlements will depend very largely on the speed with which revenue-cum-development administration is built up.

Compensation to intermediaries.- The question of compensation for acquisition of zamindaris and jagirs has been dealt with variously by the States. It will be paid mostly in bonds, bearing a rate of interest ranging between 2 1/2 per cent and 3 per cent. The bonds will be redeemed in periods spread over 40 years. The annual liability will be met out of the increased land revenue on abolition of zamindaris.

In some States, as in Uttar Pradesh, Madras and Madhya Pradesh, part of the compensation will be paid in cash. Very little progress has, however, been made in the actual payment of compensation. In most cases, preliminaries for the issue of bonds are being worked out.

As a sequel to the abolition of zamindaris, large areas of waste land and forests now vest in State Governments. It is necessary to have a well considered plan of land utilization drawn up and carried out by village panchayats.

Tenancy reform.- With the abolition of zamindaris, the tenants-in-chief will come into direct relation with the State. This in itself gives them a higher ~~xxx~~ social status and a greater feeling of security. Their legal rights and obligations, however, will remain unaffected.

In most cases tenants have already been conferred security of tenure and the right of transfer. Abolition of zamindaris therefore gives them only small additional benefit. In Uttar Pradesh and Madhya Pradesh, where the right of transfer is restricted, they will acquire it by payment.

The sub-tenancies in zamindaris areas will, however, continue except in Uttar Pradesh, where, after the end of the transitional period, sub-tenants will be able to acquire ownership right.

The U.P. Zamindari Abolition and Land Reform Act further contains provisions to prevent or restrict the re-emergence of the landlord-tenant system, accumulation of large holdings or partition of holdings below the economic level.

In areas under the raiayatwari settlement as well as most of the former zamindari areas, a considerable extent of land is held by tenants or sub-tenants, mainly on rent as a share of the produce.

The main aspects of the reform of such tenancies include scaling down rents, security of tenure and limitation of the landlords' rights to resume ~~st~~ land for personal cultivation and the right of the tenants to purchase their holdings.

There is no doubt that rents have come down. In the Five Year Plan it has been suggested that the general level of rent should ~~not~~ exceed one-fourth of the gross produce. In most States, legislation for reducing rent has been enacted. The variations in the rent fixed range between three-fifths of the gross produce in Madras(Tanjore) and one-sixth in Bombay.

In the Five-Year Plan it has been suggested that the tenant should have full security of tenure, i.e., permanent and heritable right of possession, subject, however, to the landlords' right to "resume" an area, not exceeding three family holdings, which can be cultivated by the adult workers belonging to the owner's family assisted by agricultural labour only to the extent customary among those who cultivate their own land.

conferred and collected land revenue from them rather than through owners, the price of land being recovered along with the land revenue.

The payment of compensation to owners of land could be made in bonds much in the manner already adopted or proposed for the acquisition of intermediary rights.

states / Except for Bombay, Uttar Pradesh, Hyderabad and Punjab and East Punjab States Union, have not made legislative provisions for the purchase of land by the tenants.

As information concerning the distribution and the sizes of holdings is extremely meagre, the Central Government has appointed a Committee for Land Reforms, consisting of the Chairman and members of the Planning Commission, the Minister of Home Affairs and States and the Minister of Food and Agriculture. It is now engaged in working out a detailed plan for the census of holdings.

It may be recalled that the Planning Commission had advised that there should be an absolute limit to future acquisition of land. The States of Uttar Pradesh, Hyderabad and Madhya Bharat have already enacted legislation for ceilings on future acquisitions. They are: Uttar Pradesh, 30 acres; Madhya Bharat, 50 acres; and in Hyderabad five times the family holdings. Other States have not yet moved in the matter.

The Planning Commission has also advised that each State should enact land management legislation, prescribing standards of cultivation and management. Farms which are inefficiently managed, it says, should be taken over for the settlement of landless cultivators in co-operative groups or otherwise. No action has, however, yet been taken by State Governments in this direction except Hyderabad, which has proposed legislation for the purpose.

Nor has any State yet passed legislation translating the Commission's recommendation that "there should be an absolute limit to the amount of land which any individual may hold", except Hyderabad which in its Tenancy and Agricultural Lands (Amendment) Bill, defines a family holding as an area which will "yield annually the produce, the value of which, after deducting 50 per cent therefrom as cost of cultivation, is 800 rupees according to the price levels prevailing at the time of determination". Himachal Pradesh, Delhi and Bhopal have also expressed their intention of fixing an upper limit to existing holdings.

(The Statesman, 3 October 1953).

36

Bihar: Bhoodan Yagna Bill, 1953, published.

The Government of Bihar published on 23 September 1953 the text of the Bihar Bhoodan Yagna Bill, 1953, proposed to be introduced in the Bihar Legislative Assembly. The Bill seeks to facilitate the donation of land in connection with the Bhoodan Yagna (land gift movement). It specifies the particular categories of lands which can be donated and provides a proper machinery for the management and distribution of the lands.

(The Bihar Gazette, Part V, 23 September 1953, pp. 26-38).

Rajasthan: Bhoodan Yagna Bill, 1953, published.

The Government of Rajasthan published on 10 September 1953 the text of the Rajasthan Bhoodan Yagna Bill proposed to be introduced in the Rajasthan Legislative Assembly. The Bill seeks to facilitate donation of land and its distribution in connection with the land gift movement initiated by Acharya Vinoba Bhave and to provide a proper machinery for the management and distribution of land to landless persons.

(Rajasthan Gazette, Extraordinary,
10 September 1953, pp. 180-185).

Delhi: Land Reforms Bill, 1953, introduced
in Legislature.

The Delhi Land Reforms Bill, 1953, was introduced in the Delhi State Assembly on 29 September 1953 by Mr. Brahm Prakash, the Chief Minister. The Bill contains 193 clauses and seeks to replace the Agra Tenancy Act, 1901, and the Punjab Tenancy Act, 1887.

The main feature of the Bill is that a large variety of existing tenure and sub-tenure holders will be replaced by a single body of tenure holders to be called bhumidars and another body of sub-tenure holders called asamis. Broadly speaking, bhumidars will constitute three classes of persons: peasant proprietors; existing tenants, such as occupancy tenants; and persons who, in future, will be admitted to or will otherwise acquire bhumidari rights on vacant lands. In order that no relationship of landlord and tenant may reemerge in future, a bhumidar will not be allowed to lease his land, except when he is a minor or a lunatic.

Compensation.- Bhumidars will pay land revenue to the State, and compensation to proprietors will be paid in multiples of rent by a simple and direct method. A tenant or sub-tenant can pay compensation either in a lump sum or instalments. In the latter case he can pay the total amount of compensation in 10 equal instalments.

An upper limit of 30 acres has been placed on the extent of land an individual may hold in future, on the same lines as in Uttar Pradesh. Provision has also been made to facilitate reclamation of land. These will be unrestricted even by a future ceiling, with the special permission of the Chief Commissioner.

Other provisions of the Bill deal, inter alia, with deposit of compensation in Court, formation of panels of management committee and co-operative farming.

(The Statesman, 30 September 1953).

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - OCTOBER 1953.

50. General.

Working Conditions in the Cigarette Industry in India: Labour Bureau Survey.

The Labour Bureau, Ministry of Labour, Government of India, undertook recently a factual survey of labour conditions in cigarette industry in order to bring up to date the information contained in the Labour Enquiry Committee Report. The results of this survey has been published in the Indian Labour Gazette, Vol. XI, No. 2, August 1953. Questionnaires were sent to 19 cigarette factories in India, of which 8 did not reply due to various reasons. The 11 factories that replied included all the important cigarette factories in India.

Employment.- The following table shows employment in cigarette factories as on 30 June 1952:-

State	Name of factory	Number of persons employed				Total
		Permanent		Temporary		
		Men	Women	Men	Women	
Bihar	Tobacco Manufacturers (India) Ltd., Monghyr.	2,680	54	5	-	2,739
Bombay	Tobacco Manufacturers (India) Ltd., Bombay.	614	75	3	-	692
	Godfrey Phillips (India) Ltd., Bombay.	298	143	20	30	491
	Macropolo and Co., Bombay.	49	7	-	-	56
U.P.	Tobacco Manufacturers (India) Ltd., Saharanpur.	1,904	-	30	-	1,934
West Bengal	Tobacco Manufacturers (India) Ltd., Calcutta.	694	-	16	-	710
	National Tobacco Co. of India, Agarpara.	1,027	-	176	-	1,203
Hyderabad	Union Tobacco Co. Ltd., Calcutta.	20	-	-	-	20
	Hyderabad Deccan Cigarette Factory, Musheerabad.	78	82	-	-	160
	Vazir Sultan Tobacco Co. Ltd., Azamabad.	1,054	908	-	-	1,962
Mysore	Tobacco Manufacturers (India) Ltd., Bangalore	1,780	523	3	-	2,306
Total,		10,198	1,792	253	30	12,273

The table shows that the bulk of the workers (97.7 per cent) are employed on a permanent basis. Women are employed in the factories in Bihar, Bombay, Hyderabad and Mysore. They form, on an average,

21.7 per cent of the complement in factories where they are employed and 14.8 per cent of the total number of workers in all cigarette factories. Women are mostly employed in tobacco stripping and in hand packing of cigarettes. Children are not being employed in any of the factories.

Contract labour is not employed anywhere in connection with the manufacturing process. They are occasionally employed for constructional work and no control is exercised over their wages or conditions of work.

Most of the cigarette factories have a Labour Liaison Department under the charge of a Labour Liaison Manager who is responsible for recruitment of labour. As far as possible new labour is recruited through the employed exchanges. In recent years, however, on account of a fall in demand for cigarettes, many of the factories have a labour force surplus to their requirements and there has been hardly any fresh recruitment of labour.

The cigarette industry appears to have a more or less stable labour force. Not only are the bulk of the labourers permanent but labour turnover, particularly in the main factories, also appears to be negligible. The length of service of individual workers in cigarette factories is also comparatively longer than in other industries.

Hours of work and shifts.- The hours of work in all factories are 48 per week. While in most factories the daily hours are 8, some work 8 1/2 or 9 hours from Monday to Friday and 5 1/2 or 3 hours on Saturdays. Six factories work a late shift which extends up to midnight. In all such cases early and late shift workers change over every alternate week or month. No special allowance is given to night shift workers.

Wages and earnings.- Nearly all workers in cigarette factories are time-rated. In fact only in one factory in West Bengal are workers employed on piece-rates, and even there, piece workers numbered in June 1952 only 52 out of a total complement of 1,203 workers.

There are both daily rated and monthly rated workers in cigarette factories. Workers in the production department are mostly daily-rated but in the engineering department they are both daily and monthly rated. In several factories particularly those belonging to Tobacco Manufacturers(India)Ltd., there are several grades of wages for each ~~fix~~ category of workers. Few selected wage rates are given in the following table:-

Category	Bihar		Bombay		U.P.		West Bengal	
	Tobacco Manufacturers.		Tobacco Manufacturers.		Godfrey Phillips Manufacturers.		Tobacco Manufacturers	
	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum	Mini-mum	Maxi-mum
	Rs.	A.P.	Rs.	A.P.	Rs.	A.P.	Rs.	A.P.

Daily rated																						
Production Department -																						
	1	1	6	1	7	6	1	6	1	15	1	4	1	14	1	0	1	12	1	2	2	0
ii)	2	11	6	4	3	6	1	11	3	3	3	0	5	8	1	6	3	8	2	0	3	12
Engineering Department -																						
i)	2	1	6	1	7	6	1	6	1	15	-	-	1	0	1	12	1	2	2	2	2	2
ii)	2	11	6	4	3	6	2	11	4	15	-	-	1	13	2	8	2	12	4	8	4	8

Monthly rated										
Engineering Department -										
i)	26	49	80	195	-	-	30	60	65	160
ii)	183	303	-	-	-	-	-	-	-	-

Category	Hyderabad			Mysore		
	Vazir Sultan Tobacco Co.			Tobacco Manufacturers		
	Minimum	Maximum		Minimum	Maximum	
	Rs.	A.	P.	Rs.	A.	P.

Daily rated												
Production Department -												
i)	1	2	0	2	0	0	1	0	0	1	12	6
ii)	1	8	0	3	5	0	1	5	0	2	14	0
Engineering Department -												
i)	1	2	0	2	0	0	1	0	0	1	12	6
ii)	2	13	0	6	1	0	2	7	0	5	2	0

Monthly rated				
Engineering Department -				
i)	55	145	46	100
ii)	-	-	-	-

All cigarette factories pay dearness allowance to their workmen. Two factories, one in West Bengal and the other in Hyderabad, pay dearness allowance at a flat rate of 20 rupees and 26 rupees per month respectively. In all other factories dearness allowance is linked to the cost of living index and the scale of dearness allowance varies according to income groups. The following were the minimum amounts paid by way of dearness allowance in June 1952 to cigarette factory workers.

Name of Factory	Minimum amount of dearness allowance		
	Rs.	A.	P.
Tobacco Manufacturers(India),Monghyr -----	43	1	0
Tobacco Manufactuers(India),Bombay -----	60	3	0
Godfrey Phillips(India), Bombay -----	Not available		
Macropolo and Co., Bombay -----	15	13	0
Tobacco Manufacturers(India),Saharanpur -----	50	13	0
Tobacco Manufacturers(India),Calcutta -----	46	0	0
National Tobacco Co., Agarpara -----	30	1	0
Union Tobacco Co., Calcutta -----	20	0	0
Hyderabad Deccan Cigarette Factory,Hyderabad -----	26	0	0
Vazir Sultan Tobacco Co., Azamabad -----	40	0	0
Tobacco Manufacturers(India),Bangalore -----	43	2	0

As regards other allowances, all cigarette factories belonging to the Tobacco Manufacturers(India)Ltd., give to their workers a cigarette allowance and free uniforms the monthly cash value of which has been reckoned at 15 annas and 2 rupees 8 annas respectively. The Vazir Sultan Tobacco Co., Azamabad gives a cigarette allowance of 7 annas 3 pies per month and the Godfrey Phillips factory in Bombay issues to their workmen 12 packets of cigarettes free of cost per month.

Only the factory of Tobacco Manufacturers(India)Ltd., at Monghyr issues to its workmen foodgrains at concessional rates. Rice and wheat are issued at 8 rupees 2 annas per maund, gram at 7 rupees 8 annas and dal(pulses) at 5 annas 6 pies per seer. The money value of these concessions varies from month to month; in June 1952 it amounted to 26 rupees 10 annas 6 pies.

All cigarettes factories excepting one small factory in West Bengal pay bonus to their workmen. The factories belonging to Tobacco Manufacturers(India)Ltd., and the Vazir Sultan Tobacco Co., in Hyderabad pay 1/12th of the basic earnings of the workers as ~~gift~~ gift every year. Demands for bonus at higher rates were issues in industrial ~~xxxx~~ disputes in the Tobacco Manufacturers(India)Ltd., factories in U.P. and Bombay and the Industrial Tribunals awarded one month wages as additional bonus for 1950 in Bombay and for 1951 in U.P. They also pay an incentive bonus to a limited number of workers in the production department. The method of calculating the amount payable as incentive bonus is ~~follows~~ as follows: Having regard to the efficiency of each machine, the management has fixed a normal output for the workers generally at about 75 per cent of the machine's capacity. For production over and above this norm the workers are paid incentive bonus. In the Bangalore factory of Tobacco Manufacturers(India)Ltd., for example, the workers are paid incentive bonus at the following rates for every 210,000 cigarettes above the norm:-

Operator - Rs.1-1-0
 Feeder - Rs.0-12-9
 Boxer off - Rs.0-8-6

Incentive bonus varies from 1 rupees to 37 rupees per worker per month in some of the factories but only a limited number are eligible for this bonus. The National Tobacco Co., in West Bengal was paying a production bonus to lifters, feeders, operators and section men of the manufacturing department only. The Hyderabad Deccan Cigarette factory and the Macropolo Co. in Bombay paid during 1951 and an annual bonus of 1 month's and 3 months' basic earnings respectively to their workers. The Godfrey Phillips Co. paid an annual bonus of 5 months' wages. They have now introduced a production bonus scheme also under which the workers receive a progressive bonus for prescribed slabs of production.

The following table shows the total earnings of cigarette factory workers in June 1952, in the various States of India:-

State	No. of workers to which the figures relate.	Wage Bill						Total	
		Basic Wages		Dearness allowance		Other allowances including overtime wages.			
		Rs.	As. P.	Rs.	As. P.	Rs.	As. P.	Rs.	As. P.
Bihar*	2,610	80,774	9 9	115,525	5 5	2,091	13 6	198,391	12 8
Bombay	1,189	49,650	13 3	65,289	1 9	1	3 6	112,941	2 6
U.P.	1,934	76,497	11 0	99,255	11 0	-		176,753	6 0
West Bengal	2,019	82,885	6 4	83,369	4 0	4,779	2 6	171,033	12 10
Hyderabad	2,120	70,255	14 7	79,919	10 0	-		150,175	8 7
Mysore	2,201	69,297	8 3	92,709	14 0	2,587	7 9	164,594	14 0
Total	12,073	429,361	15 2	534,068	14 2	9,459	11 3	972,890	8 7

	Average Monthly earnings per worker						Total	
	Basic wage		Dearness allowance		Other allowances including overtime			
	Rs.	A. P.	Rs.	A. P.	Rs.	A. P.	Rs.	A. P.
Bihar*	30	15 2	44	4 2	0	12 10	76	0 2
Bombay	41	12 1	55	3 8	-		94	15 9
U.P.	39	8 10	51	5 2	-		90	14 0
West Bengal	41	0 10	41	4 8	2	5 10	84	11 4
Hyderabad	33	2 3	37	11 2	-		70	13 5
Mysore	31	7 9	42	1 11	1	2 10	74	12 6
Total	35	9 0	44	3 10	0	12 6	80	9 4

*The workers also receive foodstuffs at concessional rates, the money value of ~~which~~ the concessions being estimated at about 26 rupees per month.

Holidays and leave facilities.- All factories grant annual leave with pay as prescribed in the Factories Act. Besides the annual leave, 9 factories give festival holidays with full pay. In five factories 10 festival holidays are granted every year; the remaining 4 factories grant 7, 8, 9 and 11 days respectively every year. Seven factories grant 14 days' sick leave with full pay to all workers who have completed 12 months' continuous service. Sick leave is granted only on the production of a medical certificate. Two other factories give 15 days' sick leave on half pay and one gives 7 days' sick leave and 7 days' casual leave with full pay. Provision is made in the Standing Orders for casual leave without pay. According to an agreement reached between the Tobacco Manufacturers (India) Ltd., Bangalore and the Tobacco Manufacturers Employees' Association in November 1952 the Company is to allow casual leave to their workmen up to a maximum of 14 days in each calendar year without pay but with dearness allowance.

Accidents and compensation.- Accidents are rare in cigarette factories. During the year ending 30 June 1952 there were no fatal accidents in any of the factories. There were no accidents whatever in two of the 11 factories. In the other factories 699 minor and 85 serious accidents occurred. Compensation to the tune of 18,137 rupees and 9 annas were paid for 504 accidents. The factories belonging to Tobacco Manufacturers (India) Ltd., and the Vazir Sultan Tobacco Co., were paying in addition to the compensation payable under the Workmen's Compensation Act a compassionate grant equivalent to the difference between the worker's wages and the amount paid as compensation under the Workmen's Compensation Act. Often the compassionate grant amounted to several times the legal compensation.

Maternity benefit.- During 1951-52 maternity benefit was paid by all factories employing women except Macropolo and Co., Bombay where there was no claim for benefit. The following table shows the number of cases in which maternity benefit was paid and the total amount paid as benefit during 1951-52:-

State	Number of women employed	Number of women claiming benefit	Number of women paid benefit	Total amount paid as benefit	
				Rs.	A.P.
Bihar	54	5	5	495	0 0
Bombay	255	19	19	756	0 0
Hyderabad	990	195	195	20,721	4 0
Mysore	523	65	65	9,619	0 0
Total	1,822	284	284	31,591	4 0

In addition to the amount payable under the Maternity Benefit Acts, the Tobacco Manufacturers and the Vazir Sultan Tobacco Co., in Hyderabad pay a compassionate grant in the same manner as for accident compensation.

44

Housing and welfare.- Only the National Tobacco Co., at Agarpara in West Bengal provides housing accommodation to its workmen. It has provided 260 rooms of which 110 are pucca built and 150 kutcha. The pucca built rooms provide a floor space of about 100 sq. feet and the kutcha rooms about 70 to 100 sq. ft. Adequate arrangements for water supply and sanitation have been made by providing 45 water taps and 122 latrine seats with flushing arrangements. About 35 per cent of the workers are provided with accommodation and the rent charged is 2 rupees and 1 rupee for pucca and kutcha rooms respectively.

The cigarette factories belonging to Tobacco Manufacturers and Godfrey Phillips provide housing to their watch and ward staff. Other factories do not provide any housing accommodation.

All factories except the Macropolo and Co., Bombay, the Union Tobacco Co., Calcutta and the Hyderabad Deccan Cigarette Factory maintain well equipped dispensaries under the charge of qualified doctors and assisted by compounders, dressers, etc., for the benefit of their workmen. Similarly all factories except Macropolo and Co. and the Union Tobacco Co., Calcutta run canteens. Creches are provided by all factories employing women except the Godfrey Phillips factory in Bombay which has under consideration a scheme for setting up a creche. No factory has provided educational facilities for the workers' children nor has any factory organised a co-operative society for the benefit of their workmen. The Tobacco Manufacturers (India) Ltd., has organised sports clubs in its Kidderpore and Bangalore factories and provided a foot-ball field in their Monghyr factory. The Godfrey Phillips factory at Bombay has a staff club and the National Tobacco Co., Agarpara has organised sports for its workmen and provides occasional cinema shows for their entertainment. Recreational facilities for workers are not provided in any other factory.

Provident fund and gratuity.- In June 1952, provident fund schemes for the workers existed in 9 factories. The Macropolo and Co., Bombay stated that it was starting a provident fund from July 1952. Only the Union Tobacco Co., Calcutta has thus no provident fund scheme. The Cigarette industry was included in the Employees' Provident Funds Scheme and the provident funds of ~~all~~ all factories have now been transferred to the Central Board.

All factories except the Union Tobacco Co. in Calcutta and the Hyderabad Deccan Cigarette factory have a gratuity scheme. The factories belonging to Tobacco Manufacturers (India) Ltd and the Vazir Sultan Tobacco Co. have a uniform scheme of gratuity. 'Retiring gratuity' is paid at the rate of half-a-month's salary or wages for each completed year of service subject to a maximum of 15 months' salary or wages. 'Leaving gratuity' is paid at the rate of half, three-eighths' or quarter month's salary or wages for every completed year of service according ~~to~~ as the employee has completed 15, 10 or less than 10 years' service. The Godfrey Phillips and

Macropolo factories in Bombay give gratuity at the rate of one month's salary or wages for each completed year of service and the National Tobacco Co. in West Bengal at the rate of half-a-month's salary or wages for each year of service.

Industrial relations.- All factories except Godfrey Phillips, Bombay and the Union Tobacco Co., Calcutta have framed standing orders. Labour Officers have been appointed in all factories except Macropolo and Co., Union Tobacco Co., and the Hyderabad Deccan Cigarette Factory. The Tobacco Manufacturers Company has Labour Liaison departments under the charge of Labour Liaison Managers. Only three factories belonging to the Tobacco Manufacturers at Monghyr, Bombay and Kidderpore, the Godfrey Phillips and the National Tobacco Co., have set up works committees. As regards trade unionism the workmen in all factories except the Macropolo and Co. in Bombay and the Tobacco Manufacturers in Calcutta have organised themselves into trade unions.



The Collection of Statistics Act, 1953
(No. 32 of 1953).

The Government of India published on 18 September 1953 the text of the Collection of Statistics Act, 1953, which received the assent of the President on 18 September 1953. The Act which replaces the Industrial Statistics Act, 1942, incorporates all its existing provisions and provides in addition for the collection of information and statistics in respect of certain matters relating to industries, trade and commerce.

The Act empowers the appropriate Government to direct that statistics shall be collected in respect of (1) any matter relating to any industry or class of industries, (2) any matter relating to any commercial or industrial concern or class of commercial or industrial concerns, and (3) certain specified matters relating to welfare of labour and conditions of labour. The term 'commercial concern' has been defined to mean any firm or person or body of persons engaged in trade or commerce and including concerns engaged in banking or insurance, financial corporation, navigation and shipping concerns, concerns engaged in the business of brokers dealing in shares, stocks and securities and commodities, advertising concerns, light railways, road transport services, air transport services, plantations and forwarding and clearing agents. Other provisions of the Act deal, inter alia, with appointment of statistics authority, power of statistics authority to call for information or returns and penalties.

(The Gazette of India, Extraordinary, Part II, Section 1, 18 September 1953, pp. 259-264).

Mysore: Gold Mines Regulations, 1953, gazetted.

The Mysore Gold Mines Regulations, 1953, published on 26 September 1953, provides for the safety of persons working in the gold mines in Mysore State by such measures as fencing of subsidences, protection of public squares, roads and railways, filling of excavations, protection of shaft mouths, protection round open workings, and restriction of weight of load in the case of women employees. The Regulations prescribe inter alia the qualifications of drivers of winding machines, the precautions to be taken in underground workings, measures for the prevention of fall of things and persons, the provision of shafts and outlets, measures relating to winding, raising and lowering of persons, travelling and ladder ways, signals, ventilation and lighting, use of explosives, blasting, regulation of the use of machinery, notices of accidents, mine plans and returns.

(Notification No.SRO 1788 dated 17 September 1953; the Gazette of India, Part II, Section 3, 26 September 1953, pp.1504-1530).

Mysore Gold Mines Rules, 1952.

The Government of India published on 26 September 1953 the Mysore Gold Mines Rules, 1952, made in exercise of the powers conferred under the Mines Act, 1952. The rules which apply to the gold mines in the State of Mysore prescribe inter alia the method of posting of rules and notices in or about the mine, sanitary accommodation, first-aid and medical appliances and fire rescue brigades to be provided in mines.

(Notification No.SRO 1787 dated 17 September 1953; the Gazette of India, Part II, Section 3, 26 September 1953, pp. 1502-1504).

47

52. Workers' Welfare and Recreation.

India - October 1953.

U.P. Sugar and Power Alcohol Industries Labour
Welfare and Development Fund (Supplementary) Act,
1953 (No. XXVII of 1953).

The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund (Supplementary) Bill, 1953 (vide page 38 of the report of this Office for August 1953) as passed by the Uttar Pradesh Legislature received the assent of the President on 16 October 1953 and has been gazetted as Act No. XXVII of 1953. The Act supplements the U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950, by providing for the enforcement of the Act of 1950 with retrospective effect from 1 September 1951 and by validating the various steps taken thereunder since that date.

(Government Gazette of the Uttar Pradesh,
Extraordinary, 23 October 1953, pp.1-2).

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55. Protection of Minors.

India - October 1953.

The Children Bill, 1953: Measures to provide
for the care of Juvenile Delinquents.

A Bill to provide for the care, protection, maintenance, welfare, training, education and rehabilitation of neglected children and juvenile delinquents in Part C States was introduced in the Council of States on 14 September 1953 by Mr. K.D. Malaviya, Deputy ~~Minister~~ Education Minister.

The Bill, which extends to all the Part C States, provides for the setting up of children's courts, observation homes, children's homes and special schools and other organisations for looking after and taking care of neglected children and juvenile delinquents. Police officers or other persons authorised by the State Governments can produce neglected children before competent courts and after inquiry the court can commit the neglected child to suitable custody. The child will ordinarily be committed to custody till the age of 16 ~~when~~ which may be extended by a court, but in any event, not beyond the age of 18. Other provisions of the Bill deal, inter alia, with bail and custody of juvenile delinquents, orders that may be passed regarding juvenile delinquents, powers and functions of competent courts and appeals and revision from orders of such courts, power of a State ~~Government~~ Government to discharge or transfer children from a children's home or special school with or without condition and transfer of children suffering from leprosy or insanity from a special school or home to a leper asylum or mental hospital.

(The Gazette of India, Extraordinary,
Part II, Section 2, 14 September, 1953,
pp. 910-927).

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56. Labour Administration.

India - October 1953.

Uttar Pradesh: Working of the U.P. Shops and Commercial Establishments Act, 1947 during year ending 31 December, 1951*.

Number of inspections and prosecutions.- During the year under report 39,751 inspections were made by the various whole time inspectors and 344 inspections by the Deputy Chief Inspector of Shops in different parts of the State bringing the total number of inspections to 39,915 as against 38,993 in the previous year. In addition, the Resident Labour Inspectors at Firozabad, Hathras, Saharanpur and the Labour Inspector at Rampur carried out 231, 407, 441 and 663 inspections respectively, thus bringing the aggregate number of inspections to 41,657.

The total number of prosecutions launched under the Act during the year under review was 380 as against 622 in the preceding year. The decline in the number of prosecutions appears to be due to the fact that most of the employers have now become law abiding. The details of the prosecutions brought forward from the preceding year and launched during the year under review are given below:-

1) Number of cases pending decision at the close of the year -----	161
2) Number of prosecutions launched during the year -----	380
	Total <u>541</u>
3) Number of cases decided -----	445
4) Number of convictions -----	433
5) Number of acquittals-----	5
6) Number withdrawn-----	1
7) Number of cases consigned to records by the Court under section 249 Cr.P.C.-----	6
	Rupees
8) Total amount of fines imposed-----	7,931
9) Number of cases pending decisions at the close of the year -----	96

Fines.- The total fine imposed in 433 cases convicted by the Court was 7,931 rupees, an average of 18 rupees per case. The report points out that the fines imposed were far from deterrent and had no effect on habitual defaulters.

* Annual Report on the Working of the U.P. Shops and Commercial Establishments Act, 1947, for the year ending 31 December 1951. Allahabad. Superintendent, Printing and Stationery, United Provinces, 1952; pages 21, Price 6 annas.

Complaints.- The total number of complaints received by the Inspectors of the Department during the year under review was 1,657 as against 1,934 in the ~~preceding~~ preceding year and 143 cases were brought forward from the preceding year, thus bringing the aggregate to 1,800. Out of these 1,682 complaints were finally disposed of and 118 were under investigation at the close of the year. The majority of the complaints related to non-payment of wages and wrongful discharge of employees; the percentage of the former was 51 per cent and the latter 29 per cent.

General.- The report says that the Act has provided sufficient relief to the employees of shops and commercial establishments and the employers have also started appreciating the provisions of the Act. There are, however, still a few shop-keepers who are in the habit of selling their goods on the closed day by keeping the shops closed and displaying the goods in front of the closed shop or on the road side. This tendency is gradually increasing, though employers have repeatedly been requested to refrain from adopting such malpractices which defeat the spirit of the Act. The report suggests that if the tendency does not decrease, action may have to be taken to prohibit such sale by making statutory provision in the Act. On the whole the provisions regarding restrictions on working hours, close-day and weekly holiday are very well observed in all the big shops and commercial establishments. The provisions relating to working hours, overtime, rest interval and weekly holidays in respect of employees of hotels, restaurants, and cinemas are not rigidly observed as most of these employees actually reside in the premises of the employers and abet violation of the provisions of the Act for fear of losing their jobs. In the absence of full co-operation from the employee and conclusive evidence in support of the breaches, legal action is not always possible.

The report points out that the exclusion of ~~contract~~ contract and piece-rate workers from the operation of the Act has deprived quite a large number of workers from the amenities provided under the Act and a tendency is growing amongst the employers to convert the time-rate workers into piece-rate ones or to allow them a certain percentage of the profits earned by them. This tendency is marked in industries like manufacturing of scissors, locks, brasswares, bangles and ~~tailoring~~ tailoring. The position is being watched carefully and if necessary, the report states, Government will be moved to take necessary steps in the matter.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - OCTOBER 1953.

63. Individual Contracts of Employment.

Travancore-Cochin Industrial Employment
(Standing Orders) Rules, 1952, published.

The Government of Travancore-Cochin published on 6 October 1953 the Travancore-Cochin Industrial Employment (Standing Orders) Rules, 1952, made in exercise of the powers conferred under the Industrial Employment (Standing Orders) Act, 1946. The Rules set out the model standing orders for the purposes of the Act and prescribe the procedure for the certification of standing orders. The model standing orders set out in the rules provide for classification of workmen, manner of intimating to workmen periods and hours of work, holidays, pay-days and wage rates, shift working, attendance and late-coming, procedure for granting leave, payment of wages, stoppage of work, termination of employment, disciplinary action for misconduct, and complaints.

(Notification No. R Dis. 6311/53/DD,
Travancore-Cochin Gazette No. 39, dated
6 October 1953, pp. 1-10).

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66. Strike and Lockout Rights.

India - October 1953.

Burnpur Steel Workers' Agitation: Strike called off by Action Committee.

The Burnpur Workers' Action Committee, which organised the go-slow tactics and strikes in steel works and the Indian Standard Wagon Factory of the Indian Iron and Steel Company at Burnpur, has called off the strike and advised the workers to return to work from 1 October 1953.

Announcing the Action Committee's decision on 30 September 1953, Mr. Vyas, its chairman, said that the Chief Minister of West Bengal, Dr.B.C. Roy and Mr. K.P. Mookerjee, Labour Minister had agreed to refer the cases of the 14 discharged workers of the Action Committee immediately to adjudication (cases of five others are already before a tribunal). The Government had also given assurance that it would look into other demands of workers.

(The Hindustan Times, 1 October 1953).

Bihar: Iron and Steel Industry declared a Public Utility Service.

The Government of Bihar has, by a notification dated 29 August 1953, under the Industrial Disputes Act, 1947, declared the iron and steel industry in the State to be a public utility service for the purposes of the Act for a period of six months from 15 September 1953.

(Notification No. IIID-1-602/53-LLA1-11721, dated 29 August 1953; the Bihar Gazette, Part II, 23 September 1953, page 2485).

Uttar Pradesh: Cotton Textile Industry
declared a Public Utility Service.

In exercise of the powers conferred under the U.P. Industrial Disputes Act, 1947 and by a notification dated 14 October 1953 the Government of Uttar Pradesh has declared the cotton textile industry and every undertaking connected with the manufacture or distribution of cotton textiles to be a public utility service for the purposes of the Act for a period of six months from 22 October 1953.

(Notification No. 3642(TD)/XVIII-LA-91(TD)-49,
dated 14 October 1953; Government Gazette of
Uttar Pradesh, Part II, 24 October 1953, p.1209).

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67. Conciliation and Arbitration.

India - October 1953.

Punjab Industrial Disputes(Validation of Proceedings)
Ordinance, 1953 (No. VI of 1953).

The Government of Punjab promulgated on 27 August 1953 an Ordinance to validate certain proceedings and awards in industrial disputes. The Ordinance provides that no award made or proceedings held before the commencement of the Ordinance by the Punjab Industrial Tribunal shall be invalid by reason of the fact that any appointment to the Tribunal was made without the approval of the High Court of Punjab and validates all such awards or proceedings of the Tribunal as if the Tribunal had been validly constituted in accordance with the provisions contained in the Industrial Disputes Act, 1947.

(Punjab Government Gazette, Extraordinary,
4 September 1953, pp. 1531-1532).

U.P. Industrial Disputes(Amendment) Act, 1953
(No. XXIII of 1953).

The U.P. Industrial Disputes(Amendment) Bill (vide page 45 of the report of this Office for August 1953) as passed by the Uttar Pradesh Legislature received the assent of the President on 6 October 1953 and has been gazetted as Act No. XXIII of 1953. The Act replaces the U.P. Industrial Disputes(Amendment) Ordinance, 1953, promulgated in order to meet certain difficulties, which had arisen as a result of judicial decisions to the effect that State Government did not possess powers under the U.P. Industrial Disputes Act, 1947, to extend from time to time the period originally fixed for pronouncement of awards by the industrial tribunals or adjudicators. The Amendment Act adds a new section 6A to the original Act empowering the State Government to enlarge the period fixed for the submission of awards and validating the orders passed by the Government in the past granting such extensions.

(Government Gazette of the Uttar Pradesh,
Extraordinary, 9 October 1953, pp. 1-2).

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - OCTOBER 1953.

74. Indigenous Labour.

Welfare of Scheduled Castes and Tribes in Madras:
Work done by the Government during
1951-1952.

An account of the work done for the amelioration of scheduled castes, tribes and other backward communities in Madras State during 1951-52 is given in the Administration Report of the Harijan Welfare Department, Madras, for the year 1951-1952*.

The activities of the Department cover 77 scheduled caste, 40 scheduled tribe, 144 backward class and 11 other eligible communities. It has also charge of a ~~Sugalis, xx four~~ reclamation schemes for Kallars, Koravars, Yanadis and Sugalis, four ~~xxx~~ criminal tribes in the State.

The help given by the Government to the eligible communities includes provision of house-sites, grant of loans, education facilities through running of schools, scholarships, and maintenance of hostels and construction of wells.

Housing House-sites.- The following table shows the progress made in 1951-52, as compared to the previous year, in the provision of house-sites:-

Year	Government lands- House-sites assigned		Private lands - House-sites acquired				Total No. of sites provided up to the end of the year.	
	No.	Extent in acres	Total No. of sites provided up to the end of the year.	No.	Extent in acres	Cost borne by Government		Cost borne by Harijan
						Rs.	Rs.	
1950-51	3,999	247.91	53,207	3,500	204.84	175,918	61,798	49,501
1951-52	8,294	672.12	61,501	10,177	694.28	606,828	174,077	59,678

Educational facilities.- There were 1,349 Harijan Welfare schools at the beginning of the year. During the year under review 10 schools were newly started and 10 were closed. Thus there were 1,349 schools functioning

* Government of Madras - Administration Report of the Harijan Welfare Department for the Year 1951-1952. The Superintendent, Government Press, Madras, 1953. pp. 110 x 4. Price Re.1 As.8.

at the end of the year. The number of pupils in the Harijan Welfare schools increased during the year to 101,345 (67,090 boys and 34,255 girls) from 98,007 (64,351 boys and 33,656 girls) in the previous year. Among these, midday meals were being supplied to 87,003 backward class students studying at 1,279 schools, at a cost of about 1.80 million rupees.

There was an increase in the number and amount of scholarships during the year; 19,717 scholarships amounting to 1.05 million rupees were granted during 1951-1952, as against 17,731 scholarships amounting to 0.71 million rupees in 1950-1951.

The department also maintained during the year 20 hostels for backward class students, at a cost of 229,740 rupees. Besides subsidies totalling 2 million rupees were given to 505 institutions maintaining 13,314 pupils.

Construction of wells.- The total expenditure incurred on the construction and repair of wells in the State was 549,623 rupees as against 652,531 rupees in the previous year.

Reclamation of Kallars.- The activities of the Government in connection with the reclamation of Kallars consisted mainly of provision of educational facilities and promoting co-operation. There were 252 kallars schools, with a student population of 11,483. There was a fall in strength due to removal of names of chronic absentees from the rolls. Besides boarding grants and scholarships and stipends were also given. The total expenditure incurred on education under the Kallar reclamation scheme was 648,244 rupees in Madura district where 250 out of the 252 schools are situated.

There were 287 kallar co-operatives including two supervising unions, one cottage industries society, one egg production sale society, two milk supply societies, and one labour society. The following table shows the progress of the co-operative movement among kallars during 1950-1951 and 1951-1952:-

(Please see table on the next page)

	At the end of 1950-51			At the end of 1951-52		
Number of Co-operative societies	284			287		
	Rs.	A.	P.	Rs.	A.	P.
Total net assets of the societies	18,698,870	0	0	22,390,938	0	0
Total working capital	594,161	0	0	778,930	0	0
Reserve Funds of the societies under investment in Madurai Central Bank.	208,036	13	0	208,036	13	0

The report states that Koravar reclamation work was carried on in the districts of Salem and Ramanathapuram and the Yenadi and Sugali reclamation work in the districts of Nellore, Kurnool, Chittor and Anantapur. Thirty-one reclamation schools were run during the year in these districts.

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58

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - OCTOBER 1953.

81. Employment Situation.

Employment Exchanges: Working during
August 1953.

According to the review of work done by the Directorate General of Resettlement and Employment during the month of August 1953, there was no noticeable improvement in the employment situation in the country. The number of fresh registrations for employment assistance declined by over 22,000 during August. However, there was another steep fall in the number of vacancies notified and in the number of placings effected, so that the overall number of unemployed on the registers of exchanges showed no decline.

A shortage of compounders, electricians and highly skilled technicians continued to be widespread. Several exchanges reported a shortage of foundry men, die-fitters, trained cine operators, compositors and book binders. A surplus of applicants for clerical posts, motor drivers, carpenters, rivetters and platers, radio mechanics and textile workers was reported by a number of exchanges.

Registrations and placings.- The following table shows registrations for employment and placings during the month as compared to the previous month.

	August 1953.	July 1953.
Registrations	114,208	136,333
Placings	13,114	14,487

During the month registrations recorded a decline of 22,125 as compared to the previous month. All the regions except Bihar showed a fall. The fall in registrations was considerable in Madras (8,744), Delhi, Ajmer and Rajasthan (3,138), Bombay (3,132), Uttar Pradesh (2,037) and Hyderabad (1,960).

Of the total number of placements effected, 4,392 were placed with private employers and 8,722 in Central and State Government establishments. There was an overall decline of 1,373 placings as compared to previous month. Placements fell in the Punjab (817), Bombay (457), West Bengal (274) and Uttar Pradesh (272). Exchanges in Hyderabad region on the other hand showed an increase of 627.

Placings by wage groups.- The following table shows the placings by wage groups.

<u>Wage groups</u>	<u>Number placed</u>
101 rupees and above -----	2,161
61 rupees to 100 rupees -----	5,344
30 rupees to 60 rupees -----	4,966
Below 30 rupees -----	643

Vacancies notified and submissions.- The number of employers who used the exchanges was 3,940 as compared to 4,521 during July 1953. The number of vacancies notified by them was 17,389 as against 18,714 during the previous month a fall of 1,325. Of the vacancies notified 11,365 were by Central and State Government establishments and 6,024 by private employers. There was a fall in the number of vacancies notified in the regions of Delhi(786), Madras(619), Uttar Pradesh(614), Punjab(457) and Bombay (345). Hyderabad, Bihar and Orissa regions on the other hand showed an increase of 906, 359 and 230 respectively as compared to the figures for July 1953.

The number of persons submitted to employers during August 1953, was 61,420 as against 65,905 during the previous month.

Employment of displaced persons and ex-servicemen.- During the month 8,969 displaced persons were registered and 819 were placed in employment as against 8,999 and 1,050 respectively during the previous month. Of those placed in employment 270 were migrants from East Pakistan and 549 migrants from West Pakistan. The number of displaced persons still requiring employment assistance at the end of the month was 43,962.

A total of 7,349 ex-Service personnel were registered during August 1953, and 1,138 were placed in employment. The number still requiring employment assistance at the end of the month was 29,218.

Placement of scheduled caste and tribal applicants.- A total of 12,041 scheduled caste applicants were registered at the employment exchanges during August 1953, as compared to 14,546 during the previous month; 1,893 such applicants were placed in employment. Seven hundred and ninety-two were placed in Central Government vacancies, 600 in State Government vacancies and 501 in other vacancies. Two hundred and sixty-three vacancies specifically reserved for scheduled caste applicants were notified to the employment exchanges during the month. A total of 45,548 such applicants remained on the live register at the end of the month, of whom 2,294 were women.

The number of scheduled tribe applicants registered by the employment exchanges during the month was 1,060 as against 1,007 during the previous month. One hundred and eighty such applicants were placed in employment. The number of vacancies notified specifically for this type of applicants was 40. At the end of the month 3,316 scheduled tribe applicants remained on the live register.

Re-employment of surplus and retrenched Government employees.- During the month a total of 1,720 surplus and discharged Central and State Government employees were registered as against 2,050 during the previous month and 729 were placed in employment as against 674 during July 1953; of those who were found employment 345 were discharged Central Government employees and 384 were ~~discharged~~ ex-State Government employees. At the end of August the number of such persons still requiring employment assistance was 7,177 of whom 4,223 were ex-Central Government employees and 2,954 ex-State Government employees.

During the month 12 surplus and retrenched Central Government gazetted and commissioned officers were included in the all India register. The number of such applicants on the register on the last day of August was 233. Twentysix Class I or Class II vacancies were notified by the various ministries during the month. Fortyeight submissions were made against them and non-availability certificates were issued in respect of 26 vacancies. Three submissions were made against vacancies advertised by the Union Public Service Commission.

Employment of highly qualified applicants.- A total of 885 applicants possessing high technical, scientific, professional or administrative qualifications and experience were registered during the month as against 1,168 during the previous month, and 93 were placed in employment. The number of such applicants still requiring employment assistance at the end of the month was 5,079 representing an increase of 81 over the figures as at the end of July 1953.

Employment assistance to women.- A total of 3,958 women applicants were registered for employment assistance during the month and 883 were placed in employment as against 5,027 and 864 respectively during the previous month. The number of women on the live register of the employment exchanges at the end of the month was 18,274 as compared to 18,377 at the end of the previous month.

The live register.- The number of persons still seeking employment assistance through the exchanges on the last day of August 1953, was 498,891. This was 5,483 more than the figure on the last day of July. Of those on the live register, 2,277 were known to be employed persons who desired further employment assistance.

Special investigation: Period required for placement.-
The following were some of the points revealed by an ad hoc enquiry for ascertaining the period for which 'placed' applicants had to remain on the live registers of employment exchanges before receiving help.

(i) Whereas in the unskilled group 53 per cent of the applicants were able to secure jobs within one month of their registration only 15 per cent of the applicants in the clerical group were absorbed within that period.

(ii) Whereas 25 per cent of the clerical applicants had to remain on the live register for a period of 6 months or more only 7 per cent of the unskilled and 12 per cent of the applicants belonging to other groups had to wait so long.

(iii) Taking all the groups together it was observed that 44 per cent of the placed applicants were on the live register for less than a month before being placed.

(iv) If the unskilled group were not taken into consideration, 70 per cent of the placed applicants belonging to the clerical and other groups, got employment within 4 months of their registration.

(Review of work done by the Directorate General of Resettlement and Employment during the month of August 1953, issued by the Ministry of Labour, Government of India).

Compensation for Lay-offs: Government issues Ordinance.

With a view to minimising the prospects of closure of textile mills and retrenchment of workers, the Government of India issued a series of Ordinances on 24 October 1953. One of the Ordinances provides for payment of compensation for lay-off or retrenchment, and for the regulation of lay-off by suitably amending the Industrial Disputes Act of 1947. For details see pages 13-15 of paragraph 34 of this report.

(Ordinance 5 of 1953, Gazette of India, Extraordinary Part II Sec. 1. 24.10.1953, pp 365-370)

83. Vocational Training.

India - October 1953.

Labour Ministry's Training Schemes: Progress during August 1953.

Training of adult civilians.- According to the review of work done by the Directorate General of Resettlement and Employment for the month of August 1953 the number of trainees on the rolls of various training institutes and centres on 31 August 1953 was 7,554. There were 5,790 trainees in the technical trades and the remaining in the vocational trades.

Training of displaced persons.- The total number of displaced trainees on the rolls, at the end of August 1953, was 2,205; of them 1,871 were in technical trades. The remaining were undergoing training in vocational trades.

Apprenticeship training for displaced persons.- Six hundred and twentysix displaced persons were undergoing training as apprentices in Industrial undertakings and establishments in West Bengal and Uttar Pradesh against 700 seats sanctioned. They were recruited and posted direct to the undertakings and establishments concerned.

Training of women.- A total of 465 women were undergoing training at the end of the month at the three women's training institutes in New Delhi, Dehra Dun and Madras.

Training of supervisors and instructors.-In the eleventh regular session at the industrial training institute for instructors at Koni the total number of supervisors and instructors under training on 31 August 1953, was 111.

Trade tests and vocational trades.- A departmental test in vocational trades was held for those who had failed last month in the all India trade test, out of which 19 trainees including 7 women passed during the month under report.

(Review of work done by the Directorate General of Resettlement and Employment during the month of August 1953, issued by the Ministry of Labour, Government of India).

63

CHAPTER 9. INCOME SECURITY.

INDIA - OCTOBER 1953.

92. Legislation.

Employees' Provident Funds (Amendment) Ordinance,
1953.

The President promulgated on 21 October 1953 an Ordinance making certain changes in the Employees' Provident Funds Act, 1952.

A Bill to amend the Act was introduced in the Parliament on 14 September 1953 (vide pages 81-82 of the report of this Office for September 1953) but has not yet been passed. As the Parliament is not now in session and as certain circumstances exist which render it necessary for the Government to take immediate action to give effect to some of the amendments, the Ordinance has been promulgated. The following are some of the more important amendments made by the Ordinance. In the working of the Act there have been considerable doubts regarding the ~~exemptions~~ ^{exemptions} used in the schedule to the Act listing industries and no authority has been prescribed for removing such doubts. The Ordinance adds a new section (section 19A) to the Act giving the Central Government the final power for the removal of doubts and difficulties in the operation of the Act. The Ordinance replaces the existing schedule of the Act by a new schedule giving the detail the factories engaged in specified industries to which the provisions of the Act are applicable. Another amendment made by the Ordinance relates to penalties. A new sub clause (2A) is added to section 14 dealing with penalties providing that any contravention of the provisions of the Act or of any of the conditions subject to which an exemption is granted would be punishable with imprisonment which may extend to three months or with fine extending up to 1,000 rupees or with both.

(The Gazette of India, Extraordinary, Part II,
Section 3, 14 October 1953, pp. 337-341).

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94. Application.

India - October 1953.

Madras: Working of the Workmen's Compensation Act, 1923, for the Year 1952*.

Number of accidents and compensation paid.- Annual returns on the working of the Workmen's Compensation Act, 1923, were sent to 17,504 factories and establishments and were received from 9,352 factories and establishments. The corresponding figures for the previous year were 18,685 and 9,738 respectively. Sixty-six cases of death, 216 accidents resulting in permanent disablement and 3,330 resulting in temporary disablement were reported in these returns as against 59 cases of death, 242 accidents resulting in permanent disablement and 3,659 in temporary disablement during the previous year. The total amount of compensation paid during the year was 81,960 rupees and 2 annas for death, 69,623 rupees 3 annas and 6 pies for permanent disablement and 77,701 rupees 9 annas and 9 pies for temporary disablement, the figures for the previous year being 88,488 rupees for death, 107,707 rupees 3 annas and 10 pies for permanent disablement and 84,782 rupees 15 annas and 4 pies for temporary disablement.

The following statement shows the total number of accidents and the compensation paid as reported by employers:-

Establishments	Number employed	Number resulting to			Amounts paid for		
		Death	Permanent disablement.	Temporary disablement.	Death	Permanent disablement.	Temporary disablement.
					(to the nearest rupee)		
					Rs.	Rs.	R ^{as} .
Factories.....(A..	379,652	26	133	2,385	34452	43654	51295
(M..	4,687	..	..	..	..	..	..
Mines.....(A..	9,619	2	3	11	3912	1542	140
(M..	83	..	..	..	..	..	..
Tramways.....(A..	1,671	2	..	..	6500	..	..
(M..	..	..	..	..	..	..	..
Ports and Docks (A..	4,430	1	5	323	3000	3234	10097
(M..	..	..	..	..	..	..	..
Building and (A..	26,674	8	20	50	12150	8461	3668
Construction. (M..	1,254	..	..	..	..	..	..
Plantations....(A..	77,074	12	8	237	14621	2260	4068
(M..	2,906	..	..	..	..	..	..

(Table continued please see next page.)

* Report on the Working of the Workmen's Compensation Act, 1923, for the year 1952: Printed by the Superintendent Government Press, Madras, 1953. pp.8.
Price 4 annas.

(Table continued:-)

Establishments	Number employed	Number resulting to			Amounts paid for		
		Death	Permanent disablement.	Temporarily disablement.	Death	Permanent disablement.	Temporary disablement.
					(to the nearest rupee)		
					Rs.	Rs.	Rs.
Local boards and Municipalities...	(A.. 1,656 (M.. 280)	..	..	..	..	..	..
Miscellaneous...	(A.. 30,862 (M.. 834)	17	47	324	7326	10473	8434
Total.....	(A.. 531,638 (M.. 10,044)	68	216	3330	81961	69624	77702

A = Adults. M = Minors.

Proceedings before Commissioner.- There were 310 cases pending at the commencement of the year under review before the Commissioner for Workmen's Compensation. Seven hundred and forty-three cases were filed and five were received from Commissioners of other States for disposal, making a total of 748 cases as against 675 cases filed and transferred during the previous year. Of these, 1,058 cases, 793 were disposed of during the year. Ninety-nine of the 265 ~~xxx~~ pending cases have since been disposed of.

Registration of agreements under Section 28.- Fifty-three agreements were pending registration at the beginning of the year. Two hundred and sixty-four agreements relating to permanent disablement and 34 relating to temporary disablement were filed during the year. Three hundred and twenty-four agreements were registered during the year. Twenty-one of the 27 pending agreements have been since registered. The total amount of compensation paid in respect of the 293 agreements relating to permanent disablement registered during the year was 148,280 rupees 1 anna and 4 pies as against 128,916 rupees 15 annas and 8 pies paid in respect of 233 agreements registered during the previous year.

Reference under Section 19.- Seventeen references were received from employers for the Commissioner's opinion as to their liability to pay compensation under the Act. All these references were received during the year.

Appeals.- There were 33 appeals pending in the High Court of Judicature at Madras at the beginning of the year. Ten appeals were filed during the year. Twenty appeals were disposed of during the year and 23 appeals were pending at the close of the year.

(The Report on the Working of the Act for the year 1951 was reviewed at pages 80-82 of the report of this Office for March 1953.)

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67

CHAPTER 10. SOCIAL AND INDUSTRIAL MEDICINE.

INDIA - OCTOBER 1953.

102. Maintenance of Community Health.

Model Public Health Act to be drafted:
Committee appointed by Central Government.

A committee for drafting a model public health Act, which the various States of the Indian Union may enact with suitable modifications, has been set up by the Government of India. The committee has been constituted in implementation of a resolution passed by the Central Council of Health at its first meeting and it has been requested to submit its report within six months. The committee consists of five members including Dr. B. C. Das Gupta, Director of Health Services, West Bengal, chairman and Dr. K. C. Patnaik, Assistant Professor of Public Health Administration, All-India Institute of Hygiene and Public Health, Calcutta, as member-secretary.

(The Hindustan Times, 10 October 1953).

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CHAPTER 11. INDUSTRIAL SAFETY.INDIA - OCTOBER 1953.111. Prevention of Accidents.Draft Delhi Boiler Attendants' Rules, 1953.

The Government of Delhi published on 8 October 1953 the draft of the Delhi Boiler Attendants' Rules, 1953, proposed to be made in exercise of the powers conferred under the Indian Boilers Act, 1923. The Rules require that the owner of a boiler shall not use it or permit it to be used, unless it is placed under the charge of a competent persons, possessing a certificate of competency as an attendant. The Rules also prescribe the conditions for granting such certificates. The rules will be taken into consideration by the Government after 8 November 1953.

(Government Gazette, Delhi State, Part V,
8 October 1953, pp. 629-633).

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69

LIST OF THE PRINCIPAL LAWS PROMULGATED DURING
THE PERIOD COVERED BY THE REPORT FOR OCTOBER
1953.

INDIA - OCTOBER 1953.

Chapter 1. International Labour Organisation

The Andhra State Act, 1953 (XXX of 1953). (The Gazette of India, Extraordinary, Part II, Section 1, 14 September 1953, pp. 213-253).

Chapter 3. Economic Questions

- (1) The Sea Customs (Amendment) Ordinance, 1953 (No. 3 of 1953). (Gazette of India, Extraordinary, Part II, Section 1, 24 October 1953, pp. 347-350).
- (2) The Dhoties (Additional Excise Duty) Ordinance, 1953 (No. 6 of 1953). (Gazette of India, Extraordinary, Part II, Section 1, 26 October 1953, pp. 371-373).

Chapter 5. Working Conditions and Living Standards

- (1) The Collection of Statistics Act, 1953 (No. 32 of 1953). (Gazette of India, Extraordinary, Part II, Section 1, 18 September 1953, pp. 259-264).
- (2) U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund (Supplementary) Act, 1953 (No. XXVII of 1953). (Government Gazette of the Uttar Pradesh, Extraordinary, 23 October 1953, pp. 1-2).

Chapter 6. General Rights of Workers

- (1) Punjab Industrial Disputes (Validation of Proceedings) Ordinance, 1953 (No. VI of 1953). (Punjab Government Gazette, Extraordinary, 4 September 1953, pp. 1531-1532).
- (2) U.P. Industrial Disputes (Amendment) Act, 1953 (No. XXIII of 1953). (Government Gazette of the Uttar Pradesh, Extraordinary, 9 October 1953, pp. 1-2).

Chapter 8. Manpower Problems

The Industrial Disputes (Amendment) Ordinance, 1953 (No. 5 of 1953). (Gazette of India, Extraordinary, Part II, Section 1, 24 October 1953, pp. 365-370).

Chapter 9. Income Security

Employees' Provident Funds (Amendment) Ordinance, 1953 (No. 1 of 1953). (Gazette of India, Extraordinary, Part II, Section 1, 14 October 1953, pp. 337-341).

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- * Directory of the Labour Department and Trade Unions ^{in the} /Mysore, 1952. Published by the Department of Labour Government of Mysore. pp.66.

Chapter 3. Economic Questions.

- *(a) Industrial Development of Madhya Pradesh, edited by D.S.Nag, I.C. Sriwastava and S.C.Diwakar, Publication Division, G.S. College of Commerce and Economics, Jabalpur. pp.108. Price Rs.2/8/-.
- *(b) Indian Economic Problems, edited by A.N.Bate, Atma Ram & Sons, Delhi, 1953. pp.265.
- *(c) Textile Industry in South India Fourt Year of Issue, Dalal and Co., Madras-1, 1953, pp.99, Rs.2/-.
- (d) Problems of Indian Economics: By P.C.Jain, Chaitanya Publishing House, 10-B, Bell Road, Allahabad-2. Rs.10-8.
- (e) The Economics of Chemical Production: By A.K.Madan. Published by Scientific and Technical Publications, Swastik Chambers, Carnac Road, Bombay-1, pp.130.
- (f) Economic Aspects of the Indian Constitution: By Dr. B.R. Misra, Orient Longmans; pp.84; Rs.4.

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

- *(a) Annual Report on Industrial Co-operative Societies and Village Industries in the State of Bombay for the Year 1951-52. Bombay, Government Publications Sales Depot, 1953, pp.157; Rs.4/-.
- *(b) Report on the Working of Co-operative Societies in Bihar for the Year 1950-51. Superintendent, Government Printing, am Bihar, Patna, 1953. pp.180; Rs.1/4/-.

Chapter 5. Workin g Conditions and Living Standards.

- *(a) Dialectics of Land Economics of India by Bhupendra Nath Datta, Mohendra Publishing Committee, 3, Gour Mohan Mukherjee St., Calcutta-6, 1952, pp.283; Rs.6/8/-.
- (b) Primer of Co-operative Housing: By N.G.Ubhayaker; The Bombay Co-operative Housing Federation Ltd., Sleater Road, Bombay-7, 1953; pp.116.
- (c) Socio-Economic Survey of 49 Villages: By Karuna Mukerji, H.Chatterjee & Co., Ltd., Calcutta-12, 1953. pp.108. Rs.5 (India or Pakistan); 10s. or \$ 1.00.

Chapter 8. Manpower Problems.

- * Unemployment in India by K.D.Jalan, 8 Dalhousie Square East, Calcutta, 1953; pp.42.

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