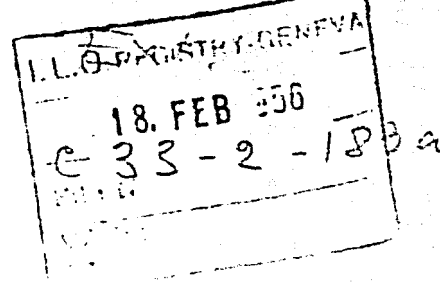


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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in January 1956.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - JANUARY 1956.

11. Political Situation and Administrative Action.

Central Government's Decisions on States Reorganisation
announced.

After more than three months' of countrywide discussions on the recommendations of the States' Reorganisation Commission (vide pp.2-3 of the report of this Office for October 1955) the Government of India announced on 16 January 1956 its conclusions defining ~~the~~ most of the new constituent units of the Republic.

The Government has accepted the Commission's recommendations regarding the formation of the new States of

- (a) Kerala
- (b) Karnataka to be named as Mysore and
- (c) Madhya Pradesh

and also the recommendations regarding the continuance of the States of

- (a) Madras
- (b) Rajasthan
- (c) Uttar Pradesh
- (d) Bihar
- (e) West Bengal
- (f) Assam and
- (g) Orissa

broadly on the basis proposed by the Commission. Some minor adjustments have, however, been made as regards the areas to be included in some of these States.

As regards the Bombay and Vidarbha States, in view of the strong opposition from the Marathi-speaking areas to the creation of the proposed bilingual State and in view also of the special position of the City of Bombay and public opinion in these areas generally, the Government of India has arrived at the conclusion that two States namely

- (i) a Gujarat State comprising the Gujarati-speaking areas with its capital within the State; and
- (ii) a Maharashtra State comprising the Marathi-speaking areas including the areas of the proposed Vidarbha State, with its capital within the State

and one Centrally administered area, namely, Bombay, comprising

- (i) Greater Bombay, and
- (ii) the areas of the villages of Kopari, Mulund, Nahur and Turmbbe in the Thana taluks and the Borivli taluka except the villages of Bhayandar, Dongri, Ghod, Bunder, Kashi, Maroahi, Mire, Raj Murdhe and Utan;

should be constituted in place of the States of Bombay and Vidarbha as proposed by the Commission.

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The Government of India has also taken into account the wishes of the people in the existing Part C State of Tripura. It has come to the conclusion that Tripura may for the time being be continued as a Centrally administered area.

The Commission's recommendations about the formation of

- (i) a Punjab State comprising the territories of the existing States of the Punjab, PEPSU and Himachal Pradesh; and
- (ii) a residuary Hyderabad State or in the alternative a larger Andhra State,
is still under consideration

Zonal Councils.- The Government of India attached great importance to the recommendations made by the Commission in respect of safeguards for linguistic minorities and certain suggestions in the report intended to correct parochial trends or to secure greater inter-State co-ordination. These recommendations have been accepted in principle. Final decisions in regard to some of them will, however, have to be taken in consultation with the State Governments.

As a further step in the direction of inter-State co-ordination, the Government of India has proposed simultaneously with the creation of the new States ~~the~~ *establishments* zonal councils, which may deal with matters of common concern to the States in different zones, including economic, planning and questions arising out of reorganisation. The zonal councils will be deliberative and advisory bodies; their creation will not therefore, in any way detract from the content of the legislative and executive authority of the States. If properly worked, however, these bodies should serve to promote inter-State concord and arrest the growth of acute State consciousness.

It is proposed to group the States and areas in the following zones for the purpose of establishing zonal councils:

1. Northern Zone comprising the existing States of the Punjab, PEPSU, Himachal Pradesh, Delhi and Rajasthan with such territorial adjustments as may be made;
2. Central Zone comprising Uttar Pradesh and the proposed Madhya Pradesh States;
3. Eastern Zones comprising the proposed States of Bihar, Orissa, West Bengal, Assam (including NEFA), Manipur and Tripura;
4. Western Zone comprising the proposed States of Maharashtra and Gujerat and the Centrally administered area of Bombay; and
5. Southern Zone comprising the States of Andhra and Madras together with the proposed States of Mysore and Kerala and the residuary State of Hyderabad as proposed by the Commission.

The Government of India also contemplates the appointment of common Governors and the establishment of common High Courts and common Public Service Commissions in certain regions.

The Government of India has accepted the Commission's recommendation that the existing constitutional disparity between the different States of the Indian Union should disappear as a necessary consequence of reorganisation. It has also accepted the further recommendation that the existing Part B States should be equated to Part A States by omitting Article 371 of the Constitution and abolishing the institution of the Rajpramukh, and that the existing Part C States should also disappear as a category of States. As recommended by the Commission, such of the existing Part C States cannot be merged in the adjoining States will be directly administered by the Central Government.

A States Reorganisation Bill, to implement these conclusions will ^{be} introduced in the Parliament after the legislatures of the States concerned have been consulted.

(The Statesman, 17 January, 1956).

4

New Socialist Party of India formed: Statement of
Labour Policy.

A new political party, the Socialist Party of India, was formed at a Foundation Conference held at Hyderabad from 28 December 1955 - 3 January 1956 under the chairmanship of Dr. Ram Manohar Lohia.

The majority of the adherents of the new party are dissidents from the Praja Socialist Party, who have broken away owing to differences over policy.

The Conference adopted^a resolution on principles and policy, including a "seven year power plan" to achieve its accepted objectives "namely equality, socialism, decentralisation, democracy, non-violence and appropriate industrialisation internally and equality among all nations, disarmament, ending of Colonialism, and governmental non-interference internationally".

On labour the resolution stated that the strength of the working class had been weakened by organised workers being split up into four central trade union organisations. The unity of the working class could not be achieved by a simple appeal that all these organisations should merge into one. It said that the Congress through the Indian National Trade Union Congress "will continue to curb the working class action" and that the Socialist party should make a final and determined effort to revitalise Hind Mazdoor Sabha and urge that organisational unity should take place between the Sabha and the United Trade Union Congress. The Conference was of the view that the contention of the Congress of including workers' representatives on the board of directors would be either for "decorative purposes or for making workers' representatives hostages in the employers' camp".

(The Statesman, 29 December 1955 and 4 January, 1956;
The Hindustan Times, 31 December 1955 and 4 January, 1956;
The Hindu, 4 January 1956).

5

Meeting of Bombay Labour Advisory Board:
Decasualisation Schemes and Working of
Shops Act discussed.

A meeting of the Bombay State Labour Advisory Board was held at Bombay on 24 October 1955, Mr. Shantilal H. Shah, Labour Minister presiding. The meeting was attended by representatives of the Government, workers and employers.

Agenda.- The following subjects were among the agenda of the meeting:-

- 1) Report of the Enquiry into the working of the Bombay Shops and Establishments Act, 1948, by the Local Authorities in Bombay State.
- 2) Decasualisation Scheme.
- 3) Future of Employment Exchanges.

Mr. Shah addressing the Board pointed out that the decasualisation scheme was working at present in the textile industry at Bombay, Ahmedabad and Sholapur on a voluntary basis and added that it was working fairly well. But it was really the working of the Employees' State Insurance Scheme which had led him to the conclusion that statutory decasualisation was necessary. He found that under the Employees' State Insurance Scheme if a man got casual employment for a day or two in any factory covered by the Scheme and contributed to it even so little, he would be entitled to medical benefit for six months with the result that expenses on account of the medical benefits under the scheme were increasing on account of such casual insurable employment without a corresponding increase in contributions. It was, therefore, in the interest of the scheme that the casual worker should be employed for the longest possible period and help the scheme by contributing regularly. To solve this difficulty he pointed out that there were three proposals before Government viz: (1) to make an amendment of the Employees' State Insurance Act, (2) to make certain changes in the definition of the casual employee and (3) to prevent casual labour from coming under the scheme through decasualisation.

As regards employment exchanges the Minister said that they served a useful purpose when the demand for employment was almost equal to the supply but when the demand for employment was very large compared to the supply as in the case of unskilled workers the resulting employment was very little and the employment exchanges could only record the unemployment position. He explained that Government was of the view - and this view was accepted by the Shiva Rao Committee - that instead of incurring expenditure on maintaining records of unemployment of unskilled workers the money should be utilised towards preemployment and post employment training of workers as there was a demand for skilled and semi-skilled personnel which was unfulfilled.

6

Working of the Shops Act.- The Government of India *Bombay* appointed some time back an official, to enquire into the present administration of the Bombay Shops and Establishments Act, by the local authorities in their areas and to suggest means for improving the enforcement of the Act as also the methods and standards of enforcement for the guidance of the local authorities. The main recommendation ~~of~~ *of NAE* ~~Sri Alvarez~~ is that Government should set up an inspectorate of supervision over the administration of the Act by local authorities who would check up whether the inspectors are doing all the work expected of them, who can point out to the local authorities the defects in their working and guide them on the steps to be taken to remedy such defects, who could bring to the notice of Government the shortcomings in the administration of the Act by the local authorities and suggest ways to rectify them. Supervision by such inspectorate would tend to uniform working of the Act by all local authorities. Government proposed to accept this recommendation. A scheme for instituting such an inspectorate with an officer of the grade of Deputy Commissioner of Labour in charge and three officers of the Assistant Commissioner's grade at Sholapur, Jalgaon and Ahmedabad or Baroda has been proposed in second Five Year Plan for the State.

The other important recommendation in the Report is in regard to the annual registration of establishments on payment of renewal fee every year. At present under section 7 of the Act establishments were required to be registered only once on payment of prescribed fees and thereafter fees are to be paid with every notice of change under rule 7 of the Bombay Shops and Establishments Rules, 1949. The provision for notice of change has not worked very satisfactorily. The recommendation now made ~~by~~ *W/A* has the following advantages: (i) It will provide a steady and regular income to the local authorities which could be utilised for the better administration of the Bombay Shops and Establishments Act. (ii) It will save the employers the botheration of having to send a notice of change with the prescribed fees every time a change of any type mentioned in Form 'A' occurs. (iii) It will ensure year to year collection of statistical information about establishments and employees governed by the Act.

The Board was also asked for its views on the Central Government's draft model bill on Shops and Commercial Establishments.

The Board discussed the report and some employers' representatives were opposed to the raising of money by way of license fees.

7

Decasualisation scheme.- On the proposals relating to decasualisation scheme, Mr. Shah said that statutory regulation of the decasualisation scheme would be preferable. All the employers' delegates who spoke on the subject, however, were opposed to this proposal and suggested that the scheme should be a voluntary one. Mr. A.N. Buch, a worker representative, said that from his experience of working of voluntary scheme in Ahmedabad, he was of the view that voluntary decasualisation scheme did not benefit the workers. He wanted the scheme to be put on statutory basis.

Future of employment exchanges.- The Minister explained that at present the Labour Department and the Education Department ran certain training Centres and enquired whether one Department should take up these centres. He enquired whether the industry would agree to take up apprentices so that after getting some theoretical training they would be accustomed to factory atmosphere and factory discipline.

Mr. Buch suggested that training should be under the Labour Department instead of the Education Department. As far as the training for textile workers was concerned he was of opinion that a Sub-Committee consisting of the representatives of the Millowners' Association and employees should be appointed to work out a programme of training.

Mr. S.P. Kolhatkar (worker) supported the suggestion. He also suggested that the period of training should not be more than three years.

Mr. Sahukar suggested that training should be more intensive under factory conditions. He stated that recently a large number of State-owned factories had come up and training in such factories would be useful. He thought that the Education Department should be the proper Department to be entrusted with training.

Mr. Arvind Harottam agreed with the worker representative that the Labour Department should handle this problem and suggested that a proper scheme for training be worked out.

(Documents and Minutes of the Meeting
received in this Office.)

8

Citizenship Act, 1955 (No. 57 of 1955): Measure for
Acquisition and Termination of Indian Citizenship.

The Government of India gazetted on 30 December 1955 the text of the Citizenship Act, 1955, as passed by Parliament and which received the assent of the President on 30 December 1955. The Act provides, inter alia, *the / for* manner in which Indian citizenship can be acquired by birth, by descent, by registration, by nationalisation and by incorporation of territory. Citizenship may be terminated in the prescribed manner by renunciation, or by acquisition of citizenship of another country, or by deprivation of citizenship by an order of the Central Government. Other provisions of the Act deal with delegation of powers, power to make rules and offences. The Act repeals the British Nationality and Status of Aliens Act, 1914 to 1943 in their application to India.

(The Gazette of India, Extraordinary,
Part II, Section 1, 30 December 1955,
pp. 561-571).

9

12. Activities of External Services.

India - January 1956.

Activities in Connection with Technical Assistance
Projects.

Mr. V.K.R. Menon, Director of this Office proceeded to Ernakulam on 2 January 1956 to interview candidates for appointment as adviser on Coir Manufacture under a technical assistance project for Ceylon.

Participation in Conferences, Meetings, etc.

Mr. V.K.R. Menon represented the I.L.O. at the Second Management Conference of the Ahmedabad Textile Industry's Research Association, held at Ahmedabad from 20 to 22 January 1956.

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6

Chapter 2. International and National Organisations

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

India - January 1956.

Scientists' Role in Planning: Prof. Mahalanobis' address at Indian Science Congress.

Prof. P.C. Mahalanobis, Advisor to the Planning Commission, addressing the annual session of the Indian Science Congress at Agra on 3 January 1956, appealed to scientists to take a hand in planning. He added that science could not remain in isolation.

The basic factors facing the planners in India, he said, were firstly, the very low level of living - the average per capita income a month being 20 rupees to 22 rupees, one-third of the people having less than 15 rupees per month - and, secondly, they had vast unlimited natural resources, a growing population and vast unemployment, not in the Western sense of persons, once employed losing jobs, but millions who never had jobs at all.

Planning should be directed to solve this problem of unemployment and vast poverty and provide people with educational and cultural amenities. This required what he broadly described as 'physical planning'.

Physical planning.- Prof. Mahalanobis stated that in spite of the ridicule poured upon it "I still maintain that what we require is a type of physical planning and physical thinking in terms of men, material and resources".

He said that ultimately there was no doubt that they could advance and provide the needs of the people only through the use of machines. But they must manufacture their own machines and towards that end, must expand steel production and build up the machine-building industry in the country.

They had, therefore, to give priority to this. At the same time, they had also to provide their people with social service, such as education, sanitation and medical facilities.

11

Social investment.- The expenditure on these would naturally create a demand for consumer goods, but this was social investment which they could not shirk.

In the production of consumer goods, they were conditioned by Indian factors which they could not ignore.

He had suggested, therefore, whenever possible, the use of their own hands in their cottages and through their own raw material to produce consumer goods. This seemed to him extremely logical in India.

For the time being, he had suggested that they should not invest in factory production of consumer goods. This had drawn a good deal of criticism. But it was based on the need to increase national investment so that national income could be doubled in 14 years and unemployment solved in 10 years and noting their extremely limited resources and the need for priorities.

In heavy industries, Prof. Mahalanobis said, an investment of 25,000 rupees was needed to create one job. In consumer factories, 10,000 rupees to 12,000 rupees was needed to create a job while in cottage industry only 500 rupees was needed to create a job.

The number of jobs which could be generated in cottage industries was considerably high. By first concentrating on increasing steel production and machines, they could replace later the handlooms and other cottage industries by machines and power. But during the transition they must depend on small men and small tools.

Prof. Mahalanobis said that even from the long-term point of view, they could not forget the Indian social conditions. With their linguistic and other barriers, labour would not be so mobile.

Their distinct aim should be the dispersal of industries - industries which were dispersable in small units in villages - so that the villager sitting at his cottage, but using modern power-driven machinery, could produce goods. Under such conditions, when the villagers were themselves employed, they could possibly produce twice as much as when they were working in factories.

Comparing the costs of production of factories and cottage industry goods, no one bothered to take note of costs of any, say, roads, water and other facilities, provided by the community but not figuring in the factory balance-sheets. If all these were taken note of it would be found that cottage and decentralised production would have greater advantage in India.

12

Discounting austerity appeals, Prof. Mahalanobis said that this maxim of austerity for further investment and development could be true in Western countries where there was full production and full employment, but a country like India could advance only by stimulating consumption and providing goods during the transition by utilisation of available crafts.

Land problems.- Dealing with land problems, Prof. Mahalanobis said that the distribution of land in India was extremely uneven and the size of holdings was small and fragmented. "Our land policy should aim at consolidation of holdings and making production more economic. The consolidation should be carried out as soon as possible and preferably by the village as a whole".

Prof. Mahalanobis said that it would take them 10 to 15 years before they could remove pressure on land by providing enough machinery and power to divert people to industrial production.

A survey still in progress, had revealed a curious question. It had shown that during the harvesting months or the period when rice was being transplanted, even if there was a 5 per cent shift of agricultural labour there would be immediate fall in production. For their present methods of agriculture all their labour was essential during the four-month peak period. Diversion of labour would only mean less land being cultivated and hence less production, which would not be offset by reduced pressure on land.

Before they could think of diverting agricultural labour from land, therefore, they had to provide them with machinery which could be used to replace labour during peak periods.

This again stressed the need for dispersal of industrial production in India wherever possible.

Appealing to scientists to take a hand in planning, Prof. Mahalanobis said that planning had to be thought out in physical terms and scientists were the best qualified for that. Pure science could exist, in this its own right. But when one came to applied science, the scientist would not forget practical life or economics. Instead of thinking that planning and economics should be left to administrators, it was time that scientists took a hand.

Prof. Mahalanobis said that two great bottlenecks in planning in India would be lack of trained personnel and rigidity of administration. These would have to be tackled from the long-range point of view and could be overcome through wisdom and science.

(The Statesman, 5 January 1956).

13

Presidential Address at the Agricultural Economics Conference;
Reorganisation of Rural Credit.

Mr. B. Rama Rau, Governor of the Reserve Bank of India, delivering his presidential address at the annual session of the All-India Agricultural Economics Conference at Poona on 28 December 1955, stated that "the stage is now well and truly set for launching the new scheme of reorganisation of rural credit". He added that the details of the establishment of the warehousing corporations and the State warehousing companies, as well as of the establishment of an All-India Development Board to co-ordinate the activities of the warehousing corporations and the co-operative marketing societies, were under examination by the Government of India.

"A programme to give effect to the conclusions is, I believe, likely to go before the Parliament without much further delay", he said.

Implementing recommendations on rural credit.- Giving a brief account of the action taken by the Reserve Bank and State and Central Governments on the recommendations of the "monumental" report of the All-India Rural Credit Survey Committee, Mr. Rama Rau said that Central and State Governments had adopted most of the recommendations of the report.

A conference of the Ministers of Co-operation in the States, held in April 1955, had decided that in the relevant sections the second Five Year Plan of the country should be framed in such a way that membership in primary agricultural credit societies increased from 5 million to 15 million, that the short-term loans advanced in rural credit societies increased from 300 million rupees to 1,500 million rupees, the medium-term loans from 100 million rupees to 500 million rupees and the long-term loans from 30 million rupees to 250 million rupees during the five-year period ending 1960-61.

The State Governments had drafted their second Five Year Plans of co-operative development in accordance with this decision. Mr. Rama Rau said the central feature of the programmes was the partnership of the State in co-operative credit as well as in co-operative marketing and co-operative processing.

In order to facilitate this process, the Reserve Bank of India would have during the next five years, to make long-term loans to State Governments, amounting in all to more than 200 million rupees, he said.

As recommended by the Rural Credit Survey report, the organisation of co-operative marketing at the village level through the large-sized co-operative credit societies, and at the mandi level through the marketing co-operative societies would be carried to a stage further by the establishment of warehouses by the State warehousing companies in important centres of the State and by the construction of large warehouses at strategic points in the country erected by the All-India Warehousing Corporation.

Smallscale industries.- Speaking on the proposed curbs on production of large-scale and medium-scale industries, he said: "The policy of maximum production is not inconsistent with a socialistic pattern of society, for the production can be distributed on any ideological or other principle, which the Government may choose to adopt".

One of the major objectives of the second Five Year Plan was "the liquidation of unemployment as quickly as possible and within a period not exceeding 10 years". Among the methods by which this objective was to be reached was the "expansion of household and cottage industries and curbs on the production of consumer goods in factories until unemployment is liquidated or brought under control".

These proposals involved a revolutionary approach to the problem of unemployment in the country. But there had not been so far a comprehensive expert inquiry into the extent, nature and distribution of unemployment in the rural and urban areas, he added.

Such figures as were available seemed to indicate that some of the implied assumptions on which the conclusions in the Plan frame were based were "certainly debatable, if not fallacious".

For instance, Mr. Rama Rau, continued, it was suggested that curbs on the production of consumer goods in factories, which were mostly in urban areas, should be imposed until unemployment was liquidated.

The assumption seemed to be that unemployment, especially in the villages, was a short-term phenomenon of the kind familiar in organised individualistic countries, and that it was more acute in the villages and that consequently exceptional temporary measures to curb production in urban factories and mills would be justified with a view to stimulating village industries and providing more employment.

He said that due to the fact that our agricultural production had increased "far beyond our expectations" during the last few years, prima facie it would appear that the number of persons employed in agricultural operations could not have increased.

15

Apart from this, it might be noted that between the two census years of 1941 and 1951 the rural population increased by only about 9 percent while the urban population increased by over 41 per cent.

The percentage increase between 1931 and 1941 was 12 rural and 31 urban.

"After allowance is made for rural areas, which in the following census have been classed as urban, owing to the natural growth of the population, it is clear that there has been a continuous large-scale migration from rural to urban areas" he said.

He felt that the problem of unemployment had attracted greater attention during recent years owing to the abnormally large number of unemployed among the "higher educated" and more vocal urban population."

Mr. Rama Rau said that no accurate figures as to the extent of urban unemployment were available for the figures supplied by the labour exchanges afforded no criterion for the assessment of the unemployment situation.

But it was known that the number of students receiving university and college education, increased six times from 74,000 in 1931 to 440,000 in 1951 and that of students in secondary schools from 1,800,000 in 1931 to 5,700,000 in 1951.

"It seems to be generally recognised that the number of jobs open to this class has not increased in the same proportion", he added.

The results of an inquiry conducted by the Lucknow University seemed to confirm this view and the drift of educated youths in Calcutta to Communism had been attributed by many educationists to the sense of frustration resulting from large-scale unemployment among the higher educated people.

"The facts and figures I have given you are by no means conclusive, but they seem to indicate that the problem of unemployment among the better educated classes is more serious than in the villages", Mr. Rama Rau said.

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Mr. Rama Rau said that it should be recognized that in the objective of economic development, the interests of the agricultural and non-agricultural sectors of the economy were not conflicting but were mutually consistent, and indeed, common.

While "strongly" supporting the development of efficient cottage industries with a view to providing subsidiary occupation for agriculturists, Mr. Rama Rau said that he doubted whether this migration to urban areas could be arrested so long as a "wide disparity" existed between the wage levels in rural and urban areas.

"If this drift is inevitable and economically not harmful, it seems to me that an appropriate remedy would be the improvement of living conditions in cities and high priority for slum clearance and urban housing", he added.

(The Statesman, 30 December 1955).

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25th Annual Session of All-India Women's Conference,
Mangalore, 31 December 1955 - 3 January 1956:
Vocational Guidance Boards for Career Women suggested.

The 25th Annual Session of the All-India Women's Conference was held at Mangalore from 31 December 1955 to 3 January 1956. Mrs. Lakshmi Menon, Parliamentary Secretary to the External Affairs Ministry presided. The Conference was attended by over 200 delegates from all over India.

Presidential address: responsibilities of women stressed.- Mrs. Lakshmi Menon, in her presidential address, said that women's backwardness in education and social conditions which gave them so little leisure from their domestic work have been responsible for the disparities in India. She said "the social backwardness of women has kept them in a state of unawareness and insensitiveness to the vast currents of reform sweeping the country. Hence they do not know either what their rights or duties are or how best they can contribute their talents for the service of their country".

She said the effort to bring this awareness among women is still limited to the city and its environs. In the villages the task is, one of teaching the villager basic things like cleanliness, medical aid, better methods of cultivating crops, etc. Although women are associated with these things in the traditional way, their participation can be effective only when they are relieved of the pressure of heavy manual work necessitated by the general backwardness of our social system and economic condition. When we ask for better facilities for women in our rural areas, our chief aim should be primarily to mitigate the physical hardships under which they live.

Unemployment among women.- Speaking of the problem of unemployment, Mrs. Menon said that it was a regrettable fact that even the existing limited opportunities were tending to produce unemployment among educated women.

If the insistence on university degrees for employment was abandoned and special skills were given preference, there would be a desirable diversion of youth to other channels of training and this might to some extent help solving the problem.

Decisions.- The Conference discussed organisational matters including its relationship with other international organisations dealing with the women's problems.

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While the policy of the Conference was to co-operate with all organisations, it decided to keep itself aloof from such organisations which had ideological or political bias. Individual members of the Conference had, however, freedom to associate themselves with any organisation in their individual capacities. As the Conference itself had consultative status with the U.N., it was not regarded necessary to affiliate it to any international organisation.

The Conference discussed ways and means of checking unemployment of women and fitting them for specialised jobs. At the group meeting the discussion centred round the following points: (1) That unemployment today is more because of lack of specialised training for posts. (2) More women go in for general education and hence are unfit for specialised jobs which have increased in all fields. (3) That specialised training was necessary even for doing social work. (4) That insistence should not be so much on University degree as on specialisation in skilled work. (5) The employment of married women for part time work, and employment of unmarried and trained women for whole time jobs.

The group suggested that: (a) the central office should collect information on the careers that have been opened up by the Second Five Year Plan and send the information to the branches, and a seminar be held to discuss the careers for women and invite papers from members in the subject; (b) that women should make use of the facilities that are being offered for specialised training in interior decoration, display etc., for which scholarships have been instituted; (c) that vocational guidance Boards be formed in every branch to guide young women to choose careers; (d) better facilities be provided for women from the middle classes in employment in the shape of creches and maternity benefits, etc.; (e) that hostels be started for women under training and in employment; and (f) that women should be fit themselves for jobs other than those in offices and should also take some training in handicrafts for supplementing their family income.

The Conference agreed that steps should be taken to explore employment opportunities for women under the second Five-Year Plan.

(The Hindu, 2 and 4 January 1956;
Report of Study Group of the Conference
received in this Office).

19

25. Wage-Earners' Organisations.

India - January 1956.

All-India Organisations of Workers: Strength of
I.N.T.U.C. and U.T.U.C.

Some data regarding the number of trade unions affiliated to the Indian National Trade Union Congress and the United Trade Union Congress, their membership and their regional distribution as on 31 March 1954, are available and the same are given below. The data have been verified by the Chief Labour Commissioner (Central).

| State | I.N.T.U.C. | | U.T.U.C. | |
|--------------------|---------------------------|------------|----------------------------|------------|
| | No. of affiliated unions. | Membership | No. of affilitated unions. | Membership |
| Andhra | -- 11 | 5,825 | -- | -- |
| Assam | -- 13 | 100,416 | -- | -- |
| Bengal | -- 128 | 210,761 | 60 | 93,114 |
| Bihar | -- 58 | 93,372 | 44 | 22,568 |
| Bombay | -- 147 | 257,192 | 10 | 4,446 |
| Madhya Pradesh | -- 25 | 19,308 | -- | -- |
| Orissa | -- 7 | 10,332 | -- | -- |
| Madras | -- 46 | 64,642 | 15 | 3,931 |
| Punjab | -- 9 | 3,786 | -- | -- |
| Uttar Pradesh | -- 110 | 43,449 | 10 | 1,614 |
| Hyderabad | -- 8 | 3,504 | 3 | 229 |
| Mysore | -- 7 | 8,987 | -- | -- |
| Rajasthan | -- 9 | 5,731 | -- | -- |
| Madhya Bharat | -- 11 | 20,112 | -- | -- |
| Travancore-Cochin. | -- 9 | 15,958 | 24 | 17,821 |
| Delhi | -- 8 | 24,921 | 3 | 20,274 |
| Total. | 606 | 888,291 | 169 | 163,997 |

(Indian Labour Gazette, December 1955,
pp. 439-440).

29. International Co-operation.

India - January 1956.

U.S. Technical Aid for India: Pact for Supply of Steel and D.D.T. concluded.

The Governments of India and U.S.A. concluded on 5 January 1956 agreements at New Delhi providing for the supply of 100,000 tons of steel for railroad rehabilitation and 6,000 tons of D.D.T. for malaria control.

The new agreement brings the amount of steel provided by the U.S.A. under the Technical Co-operation Programme to more than 700,000 tons. The fresh allotment will help in making up a deficiency of 245,000 tons required by the railways during the next fiscal year, enabling the Government of India to improve railway tracks, facilities and obtain an increased supply of locomotives and wagons from factories. The U.S.A. also is providing 8,700 wagons to enable the railways to make up some of the balance of about 1,500 over-aged locomotives and 12,000 over-aged wagons.

The 6,000 tons of D.D.T. provided for in the second agreement, signed on Thursday, will be used for continuing the Malaria Control Programme into the fourth year of operation. This joint project, costing approximately \$ 40,000,000, is designed to assist India's nation-wide effort to control the disease.

During the four years of the Technical Co-operation programme began on 5 January 1952, nearly 50 joint projects, all part of the Five Year Plan, have been started. For these, the U.S.A. so far has allocated equipment and commodities worth over \$ 250,000,000, of which more than three-quarters have reached India so far. The Government of India's contribution to the joint projects amounts to about 2,000 million rupees (about \$ 400,000,000).

The projects are mainly in the fields of agriculture, community development, industry and mining, transportation, labour, health and sanitation and education.

(The Hindustan Times, 6 January 1956).

CHAPTER 3. ECONOMIC QUESTIONS.

INDIA - JANUARY 1956.

33. Full Employment Policy.

X Problem of the Educated Unemployed in India:
Recommendations of Study Group.

A report recommending certain special measures for increasing employment opportunities for educated persons has been submitted to the Indian Planning Commission, by a Study Group appointed by it*.

Mr. V.K.R. Menon, Director, I.L.O., India Branch, New Delhi was the chairman of the Group.

Terms of reference.- The terms of reference of the Group, among others, were :-

- (a) To assess generally the extent of unemployment of the educated classes in the country and with special reference to conditions prevailing in areas where the problem is acute;
- (b) To indicate the scope for special programmes for increasing employment opportunities for educated persons in the schemes that are being formulated by State Governments and Central Ministries and in the private sector;
- (c) To recommend special measures and programmes of training, re-orientation and employment which may facilitate the absorption of educated unemployed persons into the economy of the country;

* Outline Report of the Study Group on Educated Unemployed.
(New Delhi, January 1956), pp.55.

- (d) In particular, to work out detailed programmes to be implemented during 1956-57 and especially pilot programmes in selected areas; and
- (e) To recommend a scheme of work and transit camps, particularly in areas badly affected by unemployment with the following objectives in view:
 - (i) to assist the unemployed during the waiting period,
 - (ii) to assist the unemployed to secure suitable employment,
 - and (iii) to enable the unemployed to lead a disciplined life rendering manual work or other services and acquiring secondary skills through vocational training.

Extent of unemployment.- Reviewing the trend of employment among the educated classes, the Report states that these classes suffered unemployment in a large measure in the decade 1930-40, when the effects of the universal depression were being felt in all the sectors. With the Second World War, the picture gradually began to change and the defence services, industries, civil supplies machinery of the Government, among others, absorbed the educated. The stimulus given by the war aided by the stock-piling boom of 1953 lasted some time in the post-war period. From the middle of 1953, however, the impact of conditions characteristic of a "buyers' market" in the sphere of trade, smaller industries and even the organised industries led to unemployment among educated classes. The First Five Year Plan launched in 1950 proved inadequate in answering the unemployment situation that had developed in the middle of 1953, and had to be strengthened by inclusion of schemes, specially designed to relieve unemployment especially in the educated sector.

The total number of educated persons above matriculation standard, according to the census 1951, is 3.799 million. On the assumption of a 1 per cent mortality rate per year, the estimated number of educated persons in India in 1955 is roughly 5.099 million. On the assumption that the increase will continue during the next five years at the same rate, the number of educated persons in 1960 will be 6.650 million. The following table gives category-wise break-up of the total number of educated persons in the year 1951, 1955 and 1960 :-

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| | 1951 | 1955 | 1960 |
|---------------|--------------|--------------|--------------|
| Matriculates | 2.157 | 3.048 | 4.010 |
| Intermediates | 0.466 | 0.525 | 0.557 |
| Graduates | 1.176 | 1.528 | 2.083 |
| Total. | <u>3.799</u> | <u>5.099</u> | <u>6.650</u> |

Thus it is seen that an additional number of 1.45 million educated persons will enter the employment market in the next five years, besides the backlog of estimated number of educated unemployed as at the end of the first Five Year Plan. This backlog is estimated by the Committee at 550,000 by applying the ratio of the number unemployed as revealed in a recent National Sample Survey on urban unemployment to the total educated labour force, confirmed by a similar application of the ratio of the number registered at employment exchanges to the number unemployed. The total number of educated persons who will have to be provided employment in the next five year Plan thus works out two million. After adjustments are made out of this figure for superannuation (240,000) and employment likely to be generated as a result of the second Five Year Plan, both in the public and in the private sectors estimated at 1.2 million, there remains a balance of 560,000 educated persons for whom employment opportunities are to be provided.

Recommendations.- In making recommendations for reducing unemployment among the educated, the Group in its report has stressed these are only short-term measures. "The problem is a continuing one and in looking at the problem as it developed particularly during the last two decades, we have felt that the present malaise is the cumulative effect of education having been directed along a single channel, largely unrelated to the economic development of the country. The remedy lies in diversification of courses, greater emphasis on training for productive employment, vocational guidance of the young, etc."

Special programmes to reduce unemployment: Work and orientation camps.- The report recommends an outlay of 71 million rupees on work and orientation camps, to arrange for the necessary guidance and orientation to be given to the educated unemployed, so that they make ~~it~~ take to other vocations. The main objective of these camps should be to enthuse the educated unemployed with the love for manual work and to create self-confidence and a healthy outlook amongst them. The camps should also provide opportunities to the youth to develop and unfold their aptitudes for different occupations. The Report has emphasised that these camps are not meant to be placed where training in the normal sense will be imparted.

Arrangements for further training for those who show necessary skill or aptitude should be made in regular training centres and by apprenticeship programmes in factories. The rest will have to be absorbed in the various projects to be undertaken during the second Five Year Plan. For this purpose, right from the initial stages, liaison should be established with the authorities of the training and employment establishments.

The report suggests that the period of training in the camp should ordinarily be three months, but not exceeding six months. If proper liaison is established with the training and employment authorities within this period, the report anticipates, an opening will be found for a trainee, and he will either be receiving further training in a regular centre or be employed in gainful occupation. The programme of work in these camps should be such that it provides four hours of unskilled manual work and four hours in pursuit of hobbies and educational and cultural programmes per day. The manual work should be of a productive nature and should lead to some kind of an achievement of which the camper will be proud, such as participation in public works programmes of road construction, irrigation etc.

The report recommends that provision be made for 100 such camps to cater for 10,000 persons during the first year of the second Five Year Plan, which should progressively increase to 150 units or 15,000 campers in the fourth year of the Plan.

Co-operative organisations.- The report is of the view that co-operative organisations could absorb the educated unemployed, especially for meeting the organisational, administrative, supervisory, training and other similar requirements. In this regard proposals made by the Ministry of Production in the field of khadi (handspun hand woven cloth) and village industries and handicrafts, by the Ministry of Commerce and Industry in respect of small scale industries and by the Ministry of Food and Agriculture in regard to rural credit, warehousing etc., contemplate a requirement of 41,535 persons. If the recommendations made by an Enquiry Committee recently on the propagation of a new kind of spinning wheel known as "Ambar Charkha" is accepted, there will be additional employment for 5,000. The report strongly recommends the training of personnel upto 47,000 persons, during the second Five Year Plan. No financial estimates have been given, as the schemes are being worked out by the Ministries concerned.

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Goods transport services.- The report recommends an outlay of 200 million rupees for the establishment of a certain number of goods transport units on a co-operative basis in different centres, to provide employment to educated classes as also to meet the increased transport need that may arise during the second Five Year Plan period. These units should basically be of two types: one for intra-city operation and the other for inter-city operation. The intra-city units may be small consisting of a minimum of five vehicles, while the inter-city units must, in order to be economical, be much larger, and consist of at least 25 vehicles. On the basis that a sum of 200 million rupees will be available for setting up such units, it is estimated that a total number of 12,000 vehicles can be utilised. The scheme is to provide finance to the two types of units on an equal basis, i.e., 1,200 small units and 240 big units.

On the basis that the intra-city unit requires a minimum ~~staff~~ of 15, of whom at least 10 can be from educated classes and 20 labourers for handling goods, the 1,200 units would have an employment potential of 12,000 educated persons, 10,000 literate persons and 24,000 labourers. Similarly the larger inter-city unit would require a staff of 194, of whom 80 could easily be from the educated classes. The 240 units could thus provide employment for 19,200 educated persons. The two schemes together will provide employment to at least 32,000 educated persons, 10,000 literates and 48,000 others.

Small-scale Industries.- The report states that while it will be a long time before educated youth can be expected to settle down permanently in production of goods of the category of village industries, in the small-scale industries, however, there is considerable scope for employment to this category of workers. It ~~has~~ recommends, therefore, a provision of 840 million rupees for the development of small industries, which would create about 150,000 jobs for the educated unemployed. The report's recommendation for setting up these industries are based upon proposals made in this regard by the Development Commissioner for Small-scale Industries, Government of India for the second Five Year Plan, envisaging a target additional annual output of the value of 920 million rupees in three types of small-scale industries, viz., manufacturing industries, feeder industries to large industries and servicing industries.

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The capital needed for an annual output of 920 million rupees of worth of goods is estimated at 1,230 million rupees. Estimating that about 50 per cent production will be left to the public sector and taking into account about 100 million rupees allotted to schemes of this type by virtue of the recommendations of the Village and Small-scale Industries (Second Five Year Plan) Committee's* report as well as other items of expenditure, the Report has recommended an additional provision of 840 million rupees.

The report makes detailed recommendations^{on} the organisation and working of these industries. It envisages two types of organisations, namely, the unit factories, which will employ 10 to 50 persons under the supervision of a trained organisar for such operations as wood-workings and factory groups, where the industries work with a common central ~~servicing~~ workshop providing technical, supply and marketing services, providing in all employment for about 300 to 500 persons.

Measures to mitigate frustration.-Observing that "frustration caused by a series of disappointments in the matter of job-finding can have as harmful an effect as permanent unemployment itself", the report has impressed the need for finding means to reduce the period of fruitless waiting for clerical or other white-collar jobs. One of these is to effect an improvement in the present system of recruitment for Government posts at junior levels.

The report considers that recruitment to all such posts, which require the same or almost similar qualifications should be made on the basis of a common examination or interview held periodically. A merit list should be maintained from which appointments will be made. This would remove the uncertainty that is now likely to exist in the minds of all eligible candidates regarding their chances of absorption in Government employment. It recommends that a pilot scheme, project of this type can be started in Delhi.

The report recommends the establishment of hostels at all State capitals for the accommodation of employment-seekers and has suggested a provision of 2 million rupees for initiating pilot projects of this type.

* Government of India, Planning Commission, Report of the Village and Small Scale Industries (Second Five Year Plan) Committee, October 1955, pp.89. The Committee has suggested an outlay of 2,000 million rupees during the second Five Year Plan on village and small scale industries to provide employment to 4.5 million persons.

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The report also recommends the setting up of University Employment Bureaus with a view to provide an agency through which employment counselling can be made available to university students, make accessible to them current employment market information, and provide, in conjunction with the National Employment Service, a placement machinery through which suitable men can be brought quickly into contact with employers who have vacancies to offer, in the public and as well as in the private sector.

Long-term Remedies.- The report also stresses the importance of a long-range perspective. In this connection, attention has been drawn to recommendations made by Commissions and Committees in the past - all with similar objectives - many of which still await effective implementation. If short-term emergent measures are perpetuated, there is bound to be criticism that a relatively small sector of the population is being given special treatment.

The Group has also urged that the highest priority should be given to a detailed examination of the problem of outturn of educated and trained persons vis-a-vis the demand for them in the economy, in its regional, occupational and other important aspects.

Conclusions.- The sum total of the recommendations in regard to items involving fresh capital outlay is summarised in the table below:-

| | <u>Gross Cost Over</u> <u>5-Year Period.</u> | <u>Recoveries</u> | <u>Net Cost</u> |
|--|---|-------------------|-----------------|
| | <u>(In Million Rupees)</u> | | |
| i. Work and training camps. | 71 | Nil | 71 |
| ii. Small scale industries. | 840 | 583 | 257 |
| iii. Co-operative Goods Transport. | 200 | 180 | 20 |
| iv. Other Schemes of State Governments. | 190 | Not Known | Not Known. |

The additional employment generated is estimated at 235,000 for the educated classes, leaving aside consequential employment created for others. If the co-operative sector is expanded in accordance with the recommendations regarding "Ambar Charkha", approximately another 20,000 could be absorbed. The implementation of its recommendations, the report states, will reduce the quantum of unemployment to about half the present number at the end of the period.

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34. Economic Planning, Control and Development.

India - January 1956.

Scientists' Role in Planning: Prof. Mahalanobis'
address at Indian Science Congress.

Prof. P.C. Mahalanobis, Adviser to the Planning Commission, addressing the annual session of the Indian Science Congress at Agra on 3 January 1956, appealed to scientists to take a hand in planning. He added that science could not remain in isolation.

For details, see pp. 10-12 of this report.

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Nationalisation of Life Insurance: Emergency Provisions Ordinance (No. I of 1956) issued; Mobilisation of Savings for the Second Five Year Plan.

The President promulgated on 19 January 1956 the Life Insurance (Emergency Provision) Ordinance, 1956 (No. I of 1956), taking over the management of life insurance business pending nationalisation of life insurance in India.

The Ordinance vests in Government, with immediate effect the management of life insurance business, including the foreign business of Indian insurers and the business in India of foreign insurers.

Under the ordinance, in the case of insurers carrying on only life business the entire management of the insurer vests in Government. Where the insurer carries on other classes of business in addition to life insurance the management of life insurance business only vests in Government.

The ordinance also envisages the appointment, as soon as practicable, of Government nominees to manage the business of insurers vested in Government, but pending such appointment, the existing managements would continue but as agents of Government. They will have however no authority to make investments.

For the period during which the management is vested in Government, the ordinance provides for compensation to share-holders on an equitable basis which reflects the allocations to the share-holders in the past.

Finance Minister's broadcast.— Announcing the Government's decision and explaining the provisions of the ordinance, Mr. C.D. Deshmukh, Finance Minister, said in a broadcast on 19 January 1956, "This is the first and preparatory step towards the nationalisation of life insurance.

"It will be followed by the more elaborate action called for, and it is proposed to place before the next session of Parliament a Bill for the nationalisation of this important sector of insurance business".

Characterising the decision to nationalise life insurance as "a further step in the direction of more effective mobilization of the people's savings" for the furtherance of development plans, the Finance Minister said; "It is our intention to see that those who are entrusted with the running of nationalised insurance have the discretion and freedom of action necessary to enable them to secure the maximum efficiency".

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To policy holders, Mr. Deshmukh said: "I wish to give the assurance that their policies, will be as safe as they are today, if not safer. Private insurers may fail, but the State cannot fail. To those intending to take out life policies, I would say that they should proceed with confidence in view of the proposed nationalisation and indeed step up their proposals for, on nationalisation, their policies will have the full backing of Government and acquire a new element of absolute safety".

"To the staff at all levels", the Finance Minister added: "I would say that they have nothing to fear. I seek their loyalty and devoted work. I cannot of course guarantee the continuance of sinecures".

On the future utilisation of the life funds, Mr. Deshmukh said: "It is not Government's intention to divert the available funds to the public sector to a greater degree than under present arrangements. Indeed it will be my endeavour to see that at least as much money as is today made available for investment in the private sector continues to be so made available. If there is a change, therefore, it will be only to ensure that there are no privileged sections in the private sector".

Questioning the claim on behalf of private enterprise that State enterprise ~~qua State enterprise~~ must be inefficient, Mr. Deshmukh said that "far too much" was claimed for the efficiency of private enterprise.

Quoting the number of failures in insurance business during the last decade and losses to policy-holders and shareholders and recent misfeasances, Mr. Deshmukh said: "The misuse of power, position and privilege that we have reason to believe occurs under existing conditions is one of the most compelling reasons that have influenced us in deciding to nationalise the life insurance".

To the public, Mr. Deshmukh said: "I would reiterate that this step has been taken after long and mature consideration. I would appeal to them not to be led away by those who would oppose that step on purely dogmatic considerations, regarding State enterprise as invariably a failure and private enterprise as unerringly successful".

The Minister said that with a second Plan in the offing, involving an accelerated rate of investment and development, the widening and deepening of all possible channels of public savings had become more than ever necessary. Of this process the nationalisation of insurance was vital part. At present some of 50,00,000 policies are in force, paying annually a premium of 550 million rupees. The life insurance assets amount to roughly 3,800 million rupees from which the companies derive annually a net income of approximately 120 million rupees. The total insurance in force exceeds 10,000 million rupees, i.e. a little over 25 rupees per head.

The Ordinance affects ~~to~~ 149 Indian companies and 16 non-Indian companies. On 31 October 1955, for which figures are available with the Controller of Insurance, there were 109 Indian companies and three foreign doing purely life insurance business. The entire management of their insurance flow vests in Government. In addition there are also 40 Indian insurers and 13 foreign insurers doing life and other business also. In their case the management of their life insurance business vests in Government.

(The Gazette of India, Extraordinary,
Part II, Section I, pp. 3-10;
The Statesman, 20 January 1956).

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Manufacture of Steam Locomotives; First Five Year Plan
Target Exceeded.

The Indian Railway have exceeded almost all the targets laid down in the first Five-Year Plan for the manufacture of locomotives, passenger coaches and wagons within the country. The Chittaranjan Locomotives Works was expected during the Plan period to turn out 268 broad gauge locomotives. The actual production during the period, however, is expected to be 337 locomotives, exceeding the target by 69 engines.

Production of metre gauge locomotives manufactured by the Tata Engineering and Locomotive Company is, however, expected to be short of the Plan target of 170 locomotives by 11.

The expected production of passenger coaches, during the Plan period is nearly 4,700 being higher than the Plan target by about 320 coaches. The bulk of these are produced in workshops under the Indian Railways and at the State-owned Hindustan Aircraft Factory.

Similarly, in the case of wagons the actual production is likely to be over 45,600 wagons as against the target of 30,000 wagons.

(The Hindustan Times, 5 January 1956)

Travancore-Cochin Banking Inquiry Commission set up.

In pursuance of the recommendations made by the Bank Award Commission (vide pages 56-57 of the report of this Office for September 1955), that a Commission with wide powers should be appointed to examine the financial position of the Banks incorporated in the Travancore-Cochin State in relation to its economy, suggest measures for their integration and make recommendations in regard to the terms and conditions of the service of their employees, the Central Government has appointed a Commission of Inquiry consisting of three persons with Mr. K. Ramunni Menon as chairman.

The terms of reference of the Commission are:

I. to enquire into and ascertain -

- (a) the position of banking in general in the area covered by the Travancore-Cochin State and the role played by the Banks incorporated in that State in financing economic activities such as agriculture, industry, commerce and trades;
- (b) the financial position of banks incorporated in the State with a view to judging their capacity to function as useful and economic units, having regard to the special characteristics of the economy of the area.

II. (a) to ascertain whether the terms and conditions of service of workmen of the banks (except the Travancore Bank) incorporated in the Travancore-Cochin State to which the provisions of the Industrial Disputes (Banking Companies) Decision Act, 1955 (41 of 1955), apply should be modified and if so, in what respects, having regard inter alia, to the effects which the terms and conditions of service that may be recommended by the Commission are likely to have on the general economy of the area.

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(b) to examine the terms and conditions of service of workmen in the banks incorporated in the said State other than those referred to in clause (a) above and to make such suggestions or observations in respect of them as the Commission may deem appropriate, having regard to all relevant considerations, including in particular those mentioned in clause (a).

III. to recommend -

- (a) having regard to the facts ascertained, what steps should be taken for strengthening the banking business and for the reorganisation or reconstruction of the banking structure in the area, including the amalgamation of units or where appropriate, the elimination of units which cannot usefully survive; and
- (b) any other measures which, in the opinion of the Commission, would strengthen and improve banking in the area.

(The Gazette of India, Part II, Section 3,
21 January 1956, pp. 53-54)

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35. Productivity.

India - January 1955.

Rationalisation of Textile Industry in Saurashtra:
Introduction by Stages agreed.

At a tripartite conference of the Millowners' Association, labour representatives and the Government of Saurashtra held at Rajkot on 27 December 1955, agreement was reached on the introduction of rationalisation in the textile industry by stages.

The conference also discussed effects of rationalisation and agreed to form a four-man committee to examine the work load and other problems that arise out of rationalisation.

The conference agreed on a minimum basic wage of 26 rupees per month in all cities in Saurashtra except Mahuva, Morvi and Jamnagar. In the last named cities the minimum wage in textile mills will be 25 rupees 4 annas in view of the difficulties being experienced by mills there.

It also agreed on the quantum of dearness allowance which varies from city to city the maximum being 84 per cent of the existing rate of dearness allowance paid by the industry in Ahmedabad.

Millowners committed themselves to pay bonus equivalent to 15 days wages per year. The bonus agreement has retrospective effect from 1954 and will be in force till 1958.

The Finance Minister, Mr. Mamubhai Shah, and the Labour Minister, Mr. G.C. Oza, attended the meeting.

(The Times of India, 29 December 1955).

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35. Wages.

India - January 1956.

Bonus for Plantation Workers: Agreement concluded
at New Delhi.

The biggest ever bonus settlement in India, which will benefit a million plantation workers was concluded at New Delhi between representatives of industry and labour.

The negotiations, protracted for the last five months was settled by the intervention of the Union Labour Minister, Mr. Khandubhai Desai, and the Minister for Commerce and Industry, Mr. T.T. Krishnamachari.

It may be noted that workers in plantations in North-East India have been receiving bonus so far.

The Agreement.- The agreement relates the payment of bonus for the years 1953, 1954 and 1955 and 1956. For the years 1953 and 1954, the following lumpsum payments are to be made to each adult male and female worker who has completed not less than 240 and 175 days work respectively in the year 1954:-

| | Rs. | Rs. |
|----------------|-------|-----------------|
| | | Under 500 acres |
| Assam Zone one | 130/- | 65/- |
| Zone two | 130/- | 65/- |
| Zone three | 130/- | 65/- |
| Cachar | 65/- | 32/8/- |
| Darjeeling | 55/- | 27/8/- |
| Dooars | 130/- | 65/- |
| Terai | 100/- | 50/- |
| Tripura | 65/- | 32/8/- |

For workers who had put in work for lesser number of days are to get proportionately lesser amount as bonus. For children half the adult rate is applicable, on the basis of 175 days' work in a year.

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It has, however, been provided that no bonus will be disbursed if the company made no profit in 1954. Two-thirds of the bonus amount due is payable before 29 February 1956 and the balance before the end of 1956, preferably in the form of National Savings Certificates.

To determine the bonus for 1955 and 1956, the agreement provides that ten companies will be selected in each area by the drawing of lots, and the bonus payable will bear to the figures agreed upon for the years 1953 and 1954, the same proportion as the profits of 1955 and of 1956 bear to the profits of the same companies in 1954. The precise procedure to be followed regarding the drawing of lots will be decided in due course by mutual agreement between the parties, as will be the determination of what is profit for the purpose of this agreement. As for the years 1953 and 1954, companies incurring losses need not pay bonus. If the profit is insufficient to pay the bonus laid down on the basis of area prosperity, then such profit as exists shall be distributed proportionately.

The agreement was signed by Mr. J.L. Lewellyn, Deputy Chairman, Indian Tea Association, and Mr. S.K. Banerji of the I.T.P.A. on behalf of employers and by Mr. J.N. Mitra, Hind Mazdoor Sabha and Mr. K.P. Tripathi and Mr. B.K. Nair I.N.T.U.C., on behalf of the labour.

Mr. Banerjee, however, stated that he was not in a position to accept the agreement, as he had no mandate from the members of the Indian Tea Planters' Association and that he would circulate the agreement to them.

It is estimated that the present settlement entitles workers to an aggregate bonus of over 60 million rupees from tea plantations alone.

(The Text of the Agreement received in
this Office;
The Hindustan Times, 9 January 1956).

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Guaranteed Minimum Annual Bonus for Textile Workers:
Collective Agreement concluded.

About 250,000 workers in the 60 cotton textile mills in Bombay City and neighbourhood are assured of a bonus ranging from 15 days' to three months' basic wages for every year for five years from 1953, according to a collective agreement concluded between the Bombay Millowners' Association and the Rashtriya Mill Mazdoor Sangh.

For details, please see pp. 65-66 of this report.

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39

Travancore-Cochin: Minimum Wages Act to be applied to
Employment in Water Transport.

In exercise of the powers conferred under the Minimum Wages Act, 1948, the Government of Travancore-Cochin has given notice of its intention to add employment in water transport other than motor boat transport to Part I of the Schedule of the said Act in its application to the State by amending the said schedule as follows:-

In Part I of the Schedule to the Act, the following shall be added as item 16 namely:

"Employment in Water transport other than Motor boat transport".

(Travancore-Cochin Gazette, Part I,
20 December 1955, page 1436)

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

INDIA - JANUARY 1958.

41. Agriculture.

Presidential Address at the Agricultural Economics
Conference: Reorganisation of Rural Credit.

Mr. B. Rama Rau, Governor of the Reserve Bank of India, delivering his presidential address at the annual session of the All-India Agricultural Economics Conference at Poona on 28 December 1955, stated that "the stage is now well and truly set for launching the new scheme of reorganisation of rural credit". He added that the details of the establishment of the warehousing corporations and the State warehousing companies, as well as of the establishment of an All-India Development Board to co-ordinate the activities of the warehousing corporations and the co-operative marketing societies, were under examination by the Government of India.

"A programme to give effect to the conclusions is, I believe, likely to go before the Parliament without much further delay", he said.

For details, please see pp. 13-16 of this report.

41

Bihar Plantations Labour Rules, 1955.

The Government of Bihar published on 26 December 1955 the text of the Bihar Plantations Labour Rules, 1955, made in exercise of the powers conferred under the Plantations Labour Act, 1951. The rules deal inter alia with the powers and functions of inspectors and certifying surgeons, provisions relating to health, medical facilities, welfare, housing accommodation for workers, educational facilities for workers' children, constitution of advisory board, hours and limitation of employment, payment of sickness and maternity allowances, appeals against orders of inspectors, and registers and returns.

(Notification No. II/F1-1052/55L-17241
dated 2 December 1955, the Bihar Gazette,
Extraordinary, 26 December 1955, pp.1-26).

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Madras Plantations Labour Rules, 1955.

The Government of Madras gazetted on 4 January 1956 the text of the Madras Plantations Labour Rules, 1955, made in exercise of the powers conferred under the Plantations Labour Act, 1951. The rules deal inter alia with the powers and functions of the inspection staff, provisions relating to health, medical facilities, welfare, hours and limitation of employment, payment of sickness and maternity benefits, and registers and returns.

(Rules Supplement to Part I of the Fort St. George Gazette, 4 January 1956, pp. 1-30).

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FF 3

la Commission du plan a
 alloué ~~pour la période du plan~~ 2,000 millions de
 roupies pour le développement
 des petites industries de
 villages. Cette somme
 doit être ~~entièrement~~ ^{partiellement} financée
 par les ~~centres~~ ^{centres}
 de ~~plan~~ ^{plan} (Ambar
 sur la base de

"Ambar Charhla plat
 scheme" et "Ambar Charhla
 est une machine à vapeur
 on peut l'acheter
 à un prix de 1/5 centes (1000000)
 et 100 autres
 de T.W. 1 et 6 autres
 centes seulement - cela permet
 les états ^{de} former
 400 usines, le
 cas prévu dit d'urgence
 de ce sem 5,000

45. Handicrafts.

India - January 1956.

Smallscale and Village Industries: Proposal accepted
by Planning Commission.

The Planning Commission has allotted 2,000 million rupees in the second Plan period for development of small scale and village industries including provision of financial aid.

Ambar Charkha pilot scheme.- The Government of India has approved a pilot scheme to collect data regarding the potentialities of the Ambar Charkha and to study the weavers' reactions to yarn produced on it.

A sum of little over 2,958,000 rupees has been sanctioned for implementing the scheme which has been prepared by the All-India Khadi and Village Industries Board.

The scheme envisages the opening of 15 Vidyalayas (Schools) and 100 parishramalayas (training-cum-production centres) and six functional offices. The Vidyalayas will train 400 instructors and the training course will be for six weeks.

By implementing the pilot scheme, it is expected that 6,000 charkhas, tools and accessories and cloth, worth 1.2 million rupees would be produced, in addition to the 400 trained instructors and 15,000 trained workers.

(The Statesman, 5 January 1956;
The Hindustan Times, 1 January 1956).

24

Assam Aid to Industries (Small and Cottage Industries)
Act, 1955 (No. II of 1956).

The Government of Assam gazetted on 11 January 1956 the Assam Aid to Industries (Small and Cottage Industries) Act, 1955, which received the assent of the Governor on 7 January 1956. The Act provides for the grant of loans for the development of small and cottage industries in the State. Provision is made for the constitution of a Board for advising the Cottage Industries Department for considering loan applications for amounts exceeding 5,000 rupees and for reviewing generally the work relating to industrial loans.

Under the Act loans may be granted for the purchase of a small or cottage industrial undertaking, for the erection of additional machinery or for replacing old machinery of a small or cottage industry, for the development of a new or nascent small or cottage industry and for providing the working capital such as the cost of raw materials, pay of operating staff etc. of a small and or cottage industry for a specified time. Other provisions of the Act deal inter alia with procedure for grant of loans, inspection and returns, supervision of assisted industry, power to recover or to take over assets and power to make rules.

(The Assam Gazette, Part IV, 11 January 1956,
pp. 2-5)

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CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - JANUARY 1956.

50. General.

Inspection of Mines in India: Report of the
Chief Inspector of Mines for 1953*.

The following information relating to the working of the Mines Act, 1952, is taken from the annual report of the Chief Inspector of Mines for 1953.

Application.- The Mines Act, 1952, continued to be in force throughout India, excepting the State of Jammu and Kashmir. All mines excepting those specifically exempted from the provisions of the Act were subject to the Act. The mines exempted from all the provisions of the Act include oil fields and small excavations carried out for prospecting purposes. Mines exempted from all but some of the important provisions of the Act include murram, laterite, gravel, sand, clay (not including kaolin, china clay, or white clay), fireclay, ochre, stone, earth, fuller's earth, barytes, bauxite, slate and limestone.

During the year, there were 3,130 mines under the purview of the Mines Act, 1952, consisting of 858 coal mines and 2,272 other mines. The corresponding figures for the year 1952 were 860 and 2,370 respectively.

Number of workers employed.- The daily average number of persons working in and about the mines regulated by the Mines Act in 1953 was 593,868 as compared with 559,196 in the previous year, an increase of about 6 per cent.

* Annual Report of the Chief Inspector of Mines in India for the Year ending 31 December 1953. Mines Act, 1952. Published by the Manager of Publications, Delhi, 1955. pp. iv - 298; Price Rs. 23/8/- or 36sh.

The numbers of men and women who worked underground, in open-cast workings and on the surface along with the corresponding figures for the previous year are given below:-

| | | Men | | Women | | Total | |
|---------------|-----|---------|---------|---------|---------|---------|---------|
| | | 1953 | 1952 | 1953 | 1952 | 1953 | 1952 |
| Underground | --- | 219,266 | 221,297 | - | - | 219,266 | 221,297 |
| Open-workings | --- | 117,839 | 98,087 | 72,013 | 57,351 | 189,852 | 155,438 |
| Surface | --- | 130,097 | 127,734 | 54,653 | 54,727 | 184,750 | 182,461 |
| Total. | | 467,202 | 447,118 | 126,666 | 112,078 | 593,868 | 559,196 |

While the number of men employed increased by 4.5 per cent only, the number of women employed in mines increased by 13.0 per cent during the year under review.

The daily average number of persons employed in coal mines was 341,193 which is about 2 per cent less than the number employed in 1952. The labour force consisted of 292,381 men and 48,812 women. Of the men, 68,189 were employed in cutting coal, 45,913 in loading coal, 6,125 as overmen and sirdars, and 93,925 in other mining operations underground and in open workings. Of the rest, 13,263 were employed as clerical and supervisory staff, 23,376 as skilled and 52,661 as unskilled workers on the surface. Women employed in open-workings and on surface numbered 11,078 and 37,734 respectively. Among the major coalfields, the Jharia coalfield employed 126,263 workers and the Raniganj coalfield 112,045 workers. The coalfields in Madhya Pradesh employed 32,178 workers.

The distribution of persons employed in coal and other mines is given in the table below:-

| Name of Mineral | Average daily number of persons employed | | | | | | Total |
|-----------------------------|--|----------------|---------------|----------------|---------------|----------------|-------|
| | Underground | Open-workings | | Surface | | | |
| | Males | Males | Females | Males | Females | | |
| Coal | 181,491 | 21,583 | 11,078 | 89,307 | 37,734 | 341,193 | |
| Apatite | - | 57 | 47 | 15 | 3 | 120 | |
| Asbestos | 357 | 410 | 80 | 40 | 10 | 897 | |
| Barytes | 74 | 25 | 57 | 18 | 17 | 191 | |
| Bauxite | 20 | 436 | 241 | 145 | 46 | 888 | |
| Beryl | 15 | 290 | 7 | 33 | - | 345 | |
| Calcite | - | 21 | - | 3 | 9 | 35 | |
| China clay | 153 | 1,243 | 1,420 | 789 | 524 | 4,129 | |
| Chromite | 348 | 814 | 530 | 291 | 355 | 2,138 | |
| Columbite | - | 29 | - | 6 | - | 35 | |
| Copper | 2,139 | 5 | 2 | 1,534 | 5 | 3,685 | |
| Corundum | - | - | - | 18 | 3 | 21 | |
| Diamond | 176 | 1,378 | 475 | 140 | - | 2,169 | |
| Dolomite | - | 86 | 72 | 38 | 11 | 207 | |
| Emerald | - | 203 | 57 | 35 | - | 295 | |
| Felspar | - | 72 | 28 | 12 | 14 | 126 | |
| Fireclay | 47 | 298 | 120 | 134 | 107 | 706 | |
| Fuller's Earth | - | 26 | - | - | - | 26 | |
| Galena & Sphalerite. | 217 | - | - | 202 | 31 | 450 | |
| Gold | 13,349 | - | - | 8,425 | 1,110 | 22,884 | |
| Graphite | 18 | 99 | 84 | 7 | 6 | 214 | |
| Gravel | - | 36 | - | - | 1 | 37 | |
| Gypsum | - | 1,330 | 549 | 911 | 241 | 3,051 | |
| Ilmenite | - | 1,655 | 37 | 1,132 | - | 2,824 | |
| Iron ore | 50 | 13,315 | 7,585 | 6,352 | 3,094 | 30,396 | |
| Kyanite | - | 1,424 | 793 | 158 | 43 | 2,418 | |
| Lignite | - | 199 | - | 260 | 10 | 469 | |
| Limestone | - | 9,029 | 5,239 | 2,516 | 764 | 17,548 | |
| Mangnesite | 17 | 2,337 | 1,389 | 30 | 2 | 3,775 | |
| Manganese | 1,260 | 51,508 | 39,792 | 10,535 | 7,777 | 110,869 | |
| Mica | 19,473 | 6,209 | 1,400 | 5,621 | 2,168 | 34,871 | |
| Selanite | - | 61 | 24 | 12 | - | 97 | |
| Salt | 28 | - | - | 38 | 9 | 75 | |
| Sandstone | - | 24 | - | - | - | 24 | |
| Silica | - | 37 | 29 | 27 | 18 | 111 | |
| Sillimanite | - | 150 | 29 | 121 | - | 300 | |
| Slate | 7 | 480 | 9 | 11 | - | 507 | |
| Steatite | 29 | 653 | 282 | 181 | 157 | 1,302 | |
| Stone | - | 2,089 | 642 | 999 | 384 | 4,114 | |
| Tinore | - | 11 | 6 | 3 | - | 20 | |
| Wolfram | - | 220 | 110 | - | - | 330 | |
| Total(All Minerals). | 219,266 | 117,839 | 72,013 | 130,097 | 54,653 | 593,868 | |

Absenteeism.- Absenteeism among colliery workers was in the region of 13.5 per cent in 1953. The percentage, however, varied from month to month and ranged from 12.4 to 14.5 during the year under review. It varied from 11.4 in Karanpura to 24.2 in Giridi. The monthly figures for some of the major coalfields are given in the following table:-

| Name of Field. | Jan. | Feb. | March | April | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. | Average |
|----------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Assam -- | 16.16 | 13.73 | 19.04 | 15.48 | 20.89 | 11.99 | 19.10 | 16.96 | 17.93 | 16.16 | 18.39 | 14.98 | 16.73 |
| Raniganj. | 13.23 | 13.26 | 13.12 | 13.18 | 13.62 | 14.24 | 14.18 | 14.39 | 13.84 | 14.09 | 14.70 | 12.66 | 13.71 |
| Jharia -- | 12.98 | 11.38 | 13.69 | 11.57 | 11.34 | 12.10 | 12.68 | 12.63 | 11.57 | 12.39 | 13.39 | 11.60 | 12.28 |
| Bokaro -- | 16.76 | 16.24 | 19.11 | 16.75 | 15.68 | 15.91 | 24.72 | 15.53 | 14.99 | 13.09 | 16.65 | 15.44 | 16.74 |
| Giridih-- | 25.05 | 24.04 | 23.43 | 22.19 | 20.73 | 23.67 | 27.30 | 24.04 | 20.79 | 23.70 | 32.57 | 23.17 | 24.22 |
| Karanpura. | 13.16 | 11.96 | 12.13 | 10.79 | 9.85 | 11.43 | 11.12 | 12.07 | 13.22 | 8.90 | 11.61 | 10.20 | 11.37 |
| Ramgarh-- | 11.83 | 15.02 | 20.90 | 15.69 | 15.88 | 17.73 | 16.59 | 19.27 | 20.83 | 22.80 | 20.01 | 19.31 | 17.99 |
| Madhya Pradesh. | 9.24 | 14.06 | 16.22 | 13.16 | 14.49 | 13.61 | 12.75 | 15.97 | 12.34 | 12.78 | 14.56 | 11.10 | 13.36 |
| Vindhya Pradesh. | 14.43 | 16.62 | 19.11 | 16.42 | 16.42 | 14.78 | 15.85 | 15.09 | 15.85 | 15.31 | 18.05 | 14.70 | 16.05 |
| Orissa.- | 11.86 | 13.63 | 11.18 | 12.47 | 11.95 | 13.13 | 16.16 | 13.86 | 14.09 | 10.96 | 16.52 | 15.30 | 13.43 |
| Hyderabad. | 10.53 | 12.83 | 14.79 | 11.30 | 12.08 | 31.78 | 9.59 | 8.28 | 10.35 | 10.36 | 11.04 | 9.21 | 12.68 |
| INDIAN UNION. | 12.77 | 13.01 | 14.40 | 12.86 | 13.06 | 14.34 | 14.20 | 15.82 | 13.01 | 13.19 | 14.51 | 12.38 | 13.45 |

The rate of absenteeism was higher among the underground labour being about 15.0 percent and lower in the case of surface labour being 10.8 per cent. In the open workings it was slightly higher than 15.0 per cent.

Output.- The following table shows the output of certain minerals during 1953 and their value:-

| Mineral. | Total output 1953 | Value in Million Rupees. |
|---------------------|-------------------|--------------------------|
| Coal | 35,979,167 tons | 527.627 |
| Iron ore | 3,748,071 tons | 27.467 |
| Mica Drossed | 128,503 cwts. | 16.865 |
| Mica Waste | 9,073 cwts. | |
| Manganese | 1,864,081 tons | 143.262 |
| Copper | 238,010 tons | 11.413 |
| Gold | 221,955 oz. | 50.822 |
| Silver | 16,864 oz. | 0.064 |
| Chromite | 62,104 tons | 2.423 |
| Fireclay | 58,279 tons | 0.495 |
| Galena & Sphalerite | 2,529 tons | 2.084 |
| Graphite | 9,804 cwts. | 0.029 |
| Gypsum | 571,408 tons | 3.677 |
| Limestone | 4,071,581 tons | 16.791 |
| Magnesite | 92,593 tons | 1.822 |
| Silica | 15,605 tons | 0.119 |
| Steatite | 551,234 tons | 1.626 |
| Stone | 829,021 tons | 3.522 |
| Wolfram | 293 cwts. | 0.176 |

The total value of mineral raised during 1953 was 827,927,908 rupees. The corresponding figure for 1952 was 789,124,167 rupees. Thus in terms of current value, mineral output in India increased by about 5 per cent in 1953 as compared to 1952.

Accidents.- Three hundred and five fatal accidents occurred in mines during the year as against 361 during the preceding year. These accidents were responsible for the deaths of 388 persons and serious injuries to 68 persons, the corresponding figures for the previous year being 453 and 114 respectively.

Non-fatal accidents considered 'serious' numbered 4,149 in 1953, as against 3,667 in 1952. The number of persons seriously injured in such accidents during the year was 4,218, as compared to 3,773 during the preceding year. A 'serious' accident is defined as one in which an injury has been sustained, which involves, or in all probability will involve, the permanent loss of or injury to the sight or hearing or fracture of any limb or the enforced absence of the injured person from work for a period exceeding 20 days. The number of serious accidents in which more than one person was injured was 52. Of these, 40 were responsible for serious injuries to two persons each, 7 to three persons each, and 5 to four persons each.

Thus, in all, in the fatal and serious accidents 388 persons were killed (of whom 367 were men and 21 were women) and 4,286 persons were seriously injured (of whom 4,098 were men and 188 women).

Of the 388 persons killed, 319 were working underground, 29 were in open workings and 40 on surface. Of the number seriously injured, 3,102 were working underground, 126 were in open workings and 1,058 were surface employees.

Death and serious injury rates.- The frequency rate of injuries in 1953 per 1,000 persons employed shows an appreciable fall in the case of fatal injuries, but is accompanied by a slight rise in the case of serious injuries, the relevant rates being 0.65 in the case of deaths, and 7.03 in the case of serious injuries, as against 0.81 and 6.95 respectively, in 1952. The rates are shown in the following table:-

| | Accidents rates per 1,000 workers employed. | | | | | | |
|---------------|---|-------|------|----------------------|-------|------|-------|
| | Death rate. | | | Serious injury rate. | | | |
| | Men | Women | All | Men | Women | All | |
| Underground | --- | 1.47 | - | 1.47 | 14.32 | - | 14.32 |
| Open-workings | --- | 0.14 | 0.12 | 0.14 | 0.38 | 0.29 | 0.35 |
| Surface | --- | 0.22 | 0.22 | 0.22 | 6.57 | 2.58 | 5.39 |
| Overall | --- | 0.78 | 0.17 | 0.65 | 8.59 | 1.28 | 7.03 |

Coal mines, which account for the bulk of the employment in mining, accounted for 257 fatal accidents and 2,741 serious accidents resulting, in all, in 330 deaths and 2,842 serious injuries. Among the other mining industries, manganese, mica, gold, iron ore, copper and limestone accounted for a large number of the fatal and serious accidents.

A classification of fatal accidents according to the responsibility for the accident as determined by the Chief Inspector of Mines on the basis of investigations is given below, together with the corresponding figures for the preceding year:-

| Classification of responsibility. | 1953 | | 1952 | |
|---|-------------------------|----------------------|------------------------|---------------------|
| | No. of fatal accidents. | Percentage to total. | No. of fatal accidents | Percentage to total |
| Misadventure ----- | 233 | 76.4 | 254 | 70.3 |
| Fault of deceased --- | 11 | 3.6 | 23 | 6.4 |
| Fault of fellow workmen. | 13 | 4.5 | 15 | 4.2 |
| Fault of subordinate officials and staff. | 28 | 9.2 | 37 | 10.3 |
| Fault of Management. | 20 | 6.5 | 29 | 8.6 |
| Faulty material. ---- | - | - | 3 | 0.8 |
| Total. | 305 | 100.0 | 361 | 100.0 |

During 1953, nearly 57 per cent of the fatal accidents involving nearly 58 per cent of the deaths were due to falls of roofs or sides. Haulage accounted for slightly more than 10 per cent of the fatal accidents. Other major agencies for fatal accidents were surface railways and tramways, explosives and shafts.

Welfare measures including medical and medical facilities.-
The report also gives an account of the welfare activities and activities connected with health, sanitation and medical relief in the coal and mica mines during 1953. These activities have already been reviewed in monthly reports of this Office references to which are given below:

| | | |
|--|-----|---|
| Welfare activities in coal mines 1952-53 | --- | pp. 68-75 of the report of this office for July 1954. |
| Coal Mines 1953-54. | --- | pp. 72-77 of the report for June 1955. |
| Mica Mines 1953-54 | --- | pp. 53-54 of the report for January 1954. |

Coal mines provident fund.- The compulsory contributory Provident Fund for workers in coal mines in West Bengal, Bihar, Madhya Pradesh, Vindhya Pradesh, Orissa and Assam continued to function throughout the year.

About 440,000 members joined the Fund during the year, raising the total membership to over 750,000. Upto the end of December 1953, 13,340 refunds involving a sum of over 1.35 million rupees had been made to outgoing members or their nominees.

Health and sanitation.- The report gives detailed account of health and sanitation measures in the mining settlements carried out by the Asansol Mines Board of Health and the Jhansi Mines Board of Health. Such measures included anti-cholera steps, malaria control, B.C.G. vaccination, leprosy control and maternity and child welfare as also public health propaganda.

Inspections.- During the year, 808 coal and 1,561 non-coal mines were inspected and in all 6,222 inspections were made with a view to enforcing the provisions of the Mines Act and the Rules and Regulations made thereunder, the provisions of the Mines Maternity Benefit Act, and Mines (Creches) Rules.

Coal Mines were inspected more frequently than metal mines, the average number of inspections per mine being 4.4 in coal mines, as against 1.7 in non-coal mines. The causes and circumstances of nearly all fatal and important serious accidents were investigated and complaints of breaches of regulations and rules were enquired into through personal visits by the Inspecting Officers. Inspections were also undertaken at the invitation of mine-owners, superintendents and managers desirous of obtaining advice on safety matters in a number of cases.

Dangerous occurrences.- In addition to the dangerous occurrences in which lives were lost, information was received during the year of 46 dangerous occurrences as detailed below:-

Six were due to spontaneous heating of coal underground; eleven due to spontaneous heating in surface coal stacks; one due to fall of strata between two coal seams in an old fire area; one fire due to leakage in the fire stoppings in an old fire area underground; one fire exposed itself through a coal pillar near a stopping from an old sealed up fire area; one fire due to spontaneous heating in a surface heap of carbonaceous rejects; one accidental fire in timber underground; two fires in surface coal stacks due to causes other than spontaneous heating; eleven due to overwinding in shafts; one due to wagons running amain as they were left on a gradient without applying the brakes;

one due to breakage of strands of a guide rope; one due to breakage of winding rope; one due to the jackey of a sinking bucket sticking to the guides in a shaft; one due to derailment of a cage in an inclined shaft; one due to the tub falling down a shaft; one due to a cage becoming jammed in the wooden guides in a shaft; one due to a cage striking some obstruction in a shaft while descending with a man in the cage; one due to an empty skip suddenly running away on a surface track; one due to influx of black-damp from a goaf; and one due to sudden inrush of water from the surface into underground workings.

Working of Mines Maternity Act.- During the year, 977 mines were inspected by the four Junior Labour Inspectors of Mines in connection with the enforcement of the provisions of the Mines Maternity Benefit Act and Rules made thereunder.

Almost all the mines in the various States, other than coal mines, were inspected during the year.

Out of the total number of 77,393 women employed, 4,526 women claimed benefits under the Act; of these 3,527 women were paid full maternity benefits to the tune of 151,379 rupees and fourteen annas. The total amount paid was 179,577 rupees and one anna.

(The report for the year 1952 was reviewed at pp. 36-42 of the report of this Office for November 1955).

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

The Labour Bureau, Ministry of Labour, Government of India, undertook in May 1955, a survey of working conditions in the cigarette industry in India, to bring up-to-date the information contained in the Labour Investigation Committee's Report and a further enquiry conducted by the Labour Bureau in August 1952 (vide pp. 38-45 of the report of this Office for the month of October 1953). For the purpose of this survey replies to a questionnaire were received from 14 factories. Also information was collected by personal visits by an official of the Bureau to selected units in Bombay and Hyderabad in November 1955.

Employment.- As on 16 May 1955 a total of 11,588 were employed in the 14 units which replied the questionnaire. The details, unit-wise, State-wise and according to the nature of the employment is given below:-

| State | Unit No. | Number of Workers Employed | | | | |
|---------------|----------|----------------------------|------------------------|-------------|------------------------|------------|
| | | Total | Time-rated | Piece-rated | Permanent | Temporary |
| Bihar | -- 1 | 2,259 | 2,259 (100.0) | - | 2,256 (99.9) | 3 |
| Bombay | -- 1 | 40 | 40 (100.0) | - | 40 (100.0) | - |
| | 2 | 640 | 640 (100.0) | - | 639 (99.8) | 1 |
| | 3 | 377 | 377 (100.0) | - | 368 (97.6) | 9 |
| | 4 | 426 | 426 (100.0) | - | 414 (97.2) | 12* |
| | 5 | 12 | 10 (83.3) | 2 | 12 (100.0) | - |
| Total. | | 1,495 | 1,493 (99.9) | 2 | 1,473 (98.5) | 22 |
| Uttar Pradesh | -- 1 | 1,762 | 1,762 (100.0) | - | 1,752 (99.4) | 10 |
| West Bengal | -- 1 | 971 | 971 (100.0) | - | 971 (100.0) | - |
| | 2 | 901 | 849 (94.2) | 52 | 454 (50.4) | 447 |
| | 3 | 57 | 45 (78.9) | 12 | 17 (29.8) | 40 |
| Total. | | 1,929 | 1,865 (96.7) | 64 | 1,442 (74.8) | 487 |

| State | Unit No. | Number of Workers Employed | | | | |
|--------------|----------|----------------------------|------------------|-------------|------------------|-----------|
| | | Total | Time-rated | Piece-rated | Permanent | Temporary |
| Hyderabad | 1 | 1,894 | 1,894 (100.0) | - | 1,894 (100.0) | - |
| | 2 | 62 | 62 (100.0) | - | 43 (69.4) | 19 |
| | 3 | 163 | 163 (100.0) | - | 163 (100.0) | - |
| Total. | | 2,119 | 2,119 (100.0) | - | 2,100 (99.1) | 19 |
| Mysore | 1 | 2,024 | 2,024 (100.0) | - | 2,024 (100.0) | - |
| GRAND TOTAL. | | 11,588 | 11,522 (99.4) | 66 | 11,047 (95.3) | 541 |

N.B.- Figures in brackets are percentage. * Probationers.

The table shows that the majority of the workers were permanent and on a time-rate basis. No contract labour is employed in connection with the manufacturing process.

Employment figures separately for men and women, available only for 1953 and 1952, showed that women workers formed 16 per cent of total employment on 16 May 1954. With the exception of one unit in Uttar Pradesh and two units in West Bengal, all the units employed women workers. Women workers numbered 1,881 out of a total of 11,747 in 1953 and 1,830 out of 11,445 in 1954.

Children are not being employed in any of the factories.

Recruitment in most of the factories is done by the Labour Liaison Department. As far as possible new labour is recruited through the employment exchanges. In recent years on account of a fall in demand for cigarettes, many of the factories have surplus labour on their hands and there has hardly been any fresh recruitment.

There is no system of apprenticeship or training in the industry.

Labour turnover in the 14 units was negligible. The rate showed variations from centre to centre and varied from 5.6 per cent in West Bengal to 1.5 per cent in Uttar Pradesh in 1954. The total average rate has been declining from 4.7 in 1952 and 4.6 in 1953 to 3.8 in 1954.

In the industry, not only are the bulk of labourers permanent, but the labour force is more or less static, 85.8 per cent of the workers having put in over 5 years' service and 46.3 per cent over 10 years.

Wages and earnings.- The lowest basic wage for unskilled workers is 22 rupees 5 annas and 18 rupees per month for males and females respectively in one unit in Hyderabad. The maximum wage of 40 rupees per month is current in one unit in Bombay. With the exception of one unit in Bombay, which pays a consolidated wage of 56 rupees per month, all the units pay dearness allowance to their employees. Three units, one each in Bombay, West Bengal and Hyderabad pay dearness allowance at a flat rate of 40 rupees, 20 rupees and 22 rupees 4 annas per month respectively. In one unit in Bombay, there is no fixed scale; while in another in Hyderabad, dearness allowance is paid according to income groups. In all other factories dearness allowance is linked to the consumer price index.

There are both daily-rated and monthly-rated workers in cigarette factories. The production and the engineering departments of the factories have got both these types of workers. In several factories particularly those belonging to the Tobacco Manufactures (India) Ltd., there are several grades of wages for each category of workers.

The following table gives the average daily earnings of workers in selected occupations in the various States in May 1955:-

| Occupation Group. | Bihar | | Bombay | | Uttar Pradesh | |
|---------------------------------|------------|-----------------|------------|-----------------|---------------|-----------------|
| | Basic Wage | Total earnings. | Basic Wage | Total earnings. | Basic Wage | Total earnings. |
| I. Production Workers- | | | | | | |
| 1. Machine Operators. | 2 4 3 | 4 2 0 | 3 2 3 | 6 6 9 | 3 7 9 | 6 12 8 |
| 2. Machine Feeders. | 1 13 7 | 3 5 5 | 2 12 10 | 5 14 1 | 2 8 10 | 5 4 7 |
| 3. Machine Sorters. | 1 4 9 | 2 14 0 | 3 9 6 | 6 13 4 | 2 13 2 | 5 14 5 |
| 4. Hand Packers. | 3 2 8 | 5 0 6 | 1 14 10 | 3 11 4 | - | - |
| II. Maintenance Workers. | 1 12 6 | 4 9 7 | 4 1 10 | 7 8 9 | 3 1 8 | 5 8 10 |

| Occupation Group. | West Bengal | | Hyderabad | | Mysore | |
|---------------------------------|-------------|-----------------|------------|-----------------|------------|-----------------|
| | Basic Wage | Total earnings. | Basic Wage | Total earnings. | Basic Wage | Total earnings. |
| I. Production Workers- | | | | | | |
| 1. Machine Operators. | 1 7 6 | 2 10 6 | 1 11 1 | 5 13 0 | 2 11 7 | 4 12 10 |
| 2. Machine Feeders. | 1 6 7 | 2 6 0 | 1 3 8 | 4 13 8 | 2 2 11 | 4 3 5 |
| 3. Machine Sorters. | 1 0 3 | 2 3 1 | 1 6 11 | 5 1 4 | 2 5 7 | 4 6 2 |
| 4. Hand packers. | - | - | 1 2 4 | 4 8 5 | - | - |
| II. Maintenance Workers. | 1 12 8 | 3 4 2 | 2 1 0 | 5 13 5 | 2 13 5 | 5 0 1 |

Statistics of total wage bill of all units except one in West Bengal, shows that in May 1955, an amount of 616,353 rupees 12 annas was paid as basic wages, dearness allowance, etc., for a total of 137,199 man-days worked. The average earnings per day per worker, therefore, amounted to 4 rupees 7 annas and 11 pies.

Bonus.- All cigarette factories, except one each in Bombay and Hyderabad and two in West Bengal pay annual bonus to their workers. The five factories belonging to the Tobacco Manufacturers (India) Ltd., and one of the Vazir Sultan Tobacco Co., in Hyderabad pay 1/12th of the basic wages of the workers as annual bonus and 2/12th of the basic wages as gift every year.

Some factories also pay production bonus to their workers. For example, the factories belonging to the Tobacco Manufacturers (India) Ltd., and the Vazir Sultan Tobacco Co., in Hyderabad 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 as follows. Having regard to the efficiency of each machine, the management has fixed a normal out-put 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. The factory incentive bonus paid in any month varied from 1 rupee to 52 rupees in the factory at Saharanpur, Uttar Pradesh, but only a limited number of workers were eligible for this bonus.

Other Allowances and Concessions.- All cigarette factories belonging to the Tobacco Manufacturers (India) Ltd., give to their workers a cigarette allowance or free cigarettes and free uniforms, the monthly cash value of which has been reckoned at about 10 annas and 2 rupees respectively. The unit in Azambad, Hyderabad gives a cigarette allowance of 7 annas and 7 pies per month. The unit in Andheri, Bombay issues to their workmen 12 packets of cigarettes free of cost per month and free tea once a day; while another in Vile Parle, Bombay, gives two uniforms free of cost every year. Only the factory at Monghyr, Bihar, issues to its workmen food grains at concessional rates. Rice and wheat are issued at 8 rupees 2 annas per maund, gram at 7 rupees 8 annas per maund and dal at 5 annas and 6 pies per seer. The money value of these concessions varies from month to month; in April 1955, it amounted to 13 rupees 4 annas and 6 pies approximately.

Working conditions.- The hours of work are generally 48 per week. In 2 units in Bombay they are 45 and in a third 45 1/2. While in most of the factories the daily hours of work are 8, some work 8 1/2 or 9 hours from Monday to Friday and 3 or 5 1/2 hours on Saturdays.

All the units grant rest intervals to their employees. It varies from unit to unit and ranges from 1/2 hour to 1 1/2 hours. The period of rest is generally one hour in the units allied to the Tobacco Manufacturers (India) Ltd., and 1 1/2 hours on week days only in one unit in Bombay.

Seven factories work a late shift which extends upto mid-night. Of these, 2 are in Bombay and one each in Bihar and Uttar Pradesh, West Bengal, Hyderabad and Mysore. Seven units, i.e., 3 in Bombay and 2 each in West Bengal and Hyderabad work only one shift daily. In five units, i.e. one each in Bihar, Bombay, Uttar Pradesh, Hyderabad and Mysore, workers change in shifts every alternate weeks; while in one unit in West Bengal there is monthly changeover of shifts. One unit in Bombay has stated that it has different shift hours for different departments. No special allowance is given to night shift workers.

All the units grant weekly holidays to their employees. In addition to these, workers in these units also enjoy certain leave privileges, in many cases according to the provisions of the Factories Act, 1948.

Housing and welfare.- Only two units, one each in Andheri, Bombay, and Agarpara, West Bengal, have provided housing facilities to their workers. In Bombay about 5 per cent of 480 workers are provided with 38 rooms. The welfare facilities usually provided include medical facilities, creches, canteens, grainshops and co-operative societies. Only 9 units, one each in Bihar, Uttar Pradesh, Hyderabad and Mysore, two in West Bengal and 3 in Bombay incurred expenses on welfare. The amount spent were 2,190,695 rupees and 9 annas, 2,119,870 rupees and 1,757,819 rupees and 11 annas during the years 1952, 1953 and 1954 respectively. An expenditure of 80,754 rupees was incurred on housing by two units in West Bengal.

Social security.- With the exception of one unit each in Bombay and Hyderabad, all units have Provident Fund Schemes. The Schemes are generally open to the employees who have put in at least 240 days continuous service. The rate of contribution of the employees as well as employers is 6 1/4 per cent of earnings. About 10,943 out of a total of 11,514 workers employed in these units are members of these funds.

All the factories except two each in Bombay and Hyderabad and one in West Bengal have a gratuity scheme. The factories belonging to the Tobacco Manufacturers (India) Ltd., and the Vazir Sultan Tobacco Co., in Hyderabad have a uniform scheme of 'retiring gratuity' and 'leaving gratuity', and '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 as the employee has completed 15, 10 or less than 10 years' service respectively. The remaining two units in Bombay give gratuity at the rate of one month's salary or wages for each completed year of service. One unit in West Bengal gives gratuity at the rate of half a month's salary or wages for each year of service excluding the period for which the deceased was a member of the Provident Fund Scheme.

Industrial relations.- All the factories, except two in Bombay and one each in West Bengal and Hyderabad have framed Standing Orders for regulating the conditions of service of their employees. Only 7 units, three in Bombay, two in West Bengal and one each in Bihar and Mysore, have Works Committees consisting of the nominees of the employers and the employees for enquiring into the grievances of their workers. One unit in Hyderabad has stated that the trade union is opposed to the formation of a Works Committee. Instead it has Safety and Canteen Committees.

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Trade Unions.- In 3 units, two in Bombay and one in Hyderabad, there were no trade unions. In the remaining 11 units registered trade unions were functioning. Details regarding membership, income and expenditure of the trade unions are available from the returns under the Indian Trade Unions Act, 1926, in respect of 7 unions only. Of these, 3 are in Bombay and one each in Bihar, Uttar Pradesh, West Bengal and Hyderabad. Total membership of these unions in 1953-54 was 6,921 on whom 5,925 were males and 996 females. During the year 1953-54 the total income of the unions was 37,331 rupees 11 annas and 9 pies; while the expenditure amounted to 29,146 rupees 15 annas and 6 pies. The opening balance was 116,648 rupees 4 annas and 5 pies and the closing balance at the end of the period was 124,833 rupees and 8 pies. The average income and expenditure per member worked out to 5 rupees 6 annas and 4 pies and 4 rupees 3 annas and 5 pies respectively.

(Indian Labour Gazette, December 1955,
pp. 393-412).

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Service Conditions of Bank Employees in Travancore-Cochin:
Inquiry Commission set up.

In pursuance of the recommendations made by the Bank Award Commission the Central Government has appointed a Commission of Inquiry to examine, among other things, the terms and conditions of service of workmen in the banks incorporated in Travancore-Cochin and to make such suggestions as the Commission may deem appropriate.

For details please see pp. 33 of this report.

(Gazette of India, Part II, Section 3,
21 January 1956, pp. 53-54).

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65. Collective Agreements.

India - January 1955.

Union Security and Closer Labour Participation
in Management: Collective Agreement in Tata
Iron and Steel Works.

A collective agreement incorporating provisions concerning, among other matters, union security, closer association of employees with the management, increasing productivity and revision of wage structure was concluded between the representatives of the Tata Iron and Steel Company Ltd., Jamshedpur, and the Tata Workers' Union at Jamshedpur on 8 January 1956.

The Tata Iron and Steel Company's Works at Jamshedpur is the biggest of the three existing iron and steel plants in India. The Works produce over 65 per cent of the country's output of pig iron and over 70 per cent of the output of steel and employs about 31,314 workers.

The agreement introduces, for the first time in India, union security and closer participation of labour in management.

Purpose of the Agreement.- According to the preamble, the purpose of the collective agreement is, besides the promotion and maintenance of cordial relations between the company and the union, for their mutual good, for the effective and timely implementation of the modernisation schemes and expansion programmes of the company to be undertaken involving a capital expenditure of 1,100 million rupees.¹

Union Security.- In order to promote these objectives the Company will continue to recognise the Tata Workers' Union as the sole bargaining agent of all employees in the union sphere, except supervisory staff. The company has also agreed, in principle, to a union membership security system and to the collection of union subscription through the payroll in respect of employees other than supervisory staff.

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1. The expansion plan of the Works is expected to raise production from 1.5 million to 2 million ingot long tons annually.

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The company will be prepared to join the union in approaching the Central or State Governments for any alteration that might be required in the law in order to permit the bringing into effect of the maintenance of membership and "check-off" provisions. It has also agreed to give all reasonable facilities to office bearers of the union to carry out the duties in the best interests of the employees, without detriment to the normal and effective operation of the business of the company, including payment of wages for performance of union work during working hours.

Union assurances to management.- The Union, on its part, would continue to recognise the right of the company to take disciplinary action, according to the provisions of the standing orders governing the employees, against such employees as indulge in unauthorised activities.

The union also recognises the right of the company to fix the number of men required for the normal operation of a section or department provided that in the case of the existing sections and departments the Union is consulted before the company takes a decision. Similarly it recognises the company's right to eliminate, change, or consolidate jobs, sections, departments or divisions, provided when the employees' interests are adversely affected the union is consulted before the company takes a decision. The union will also recognise the company's right to hire, transfer, promote or discipline employees.

Closer association of employees with management.- The company appreciates the view that an increasing measure of association of works employees with management in the working of the industry is desirable in promoting increased productivity, in giving employees a better understanding of their role in the industry and in satisfying their urge for self-expression. The company and the union have agreed to discuss and devise at an early date the manner and methods of achieving this objective.

Productivity.- The union agrees to give its support and co-operation to the company in securing improvement in labour productivity. Both parties agree to establish a standard force in each of existing departments and such standard force for securing an improvement in productivity would be fixed by the company after consultation with the Union.

The Company has assured the union that there would be no retrenchment of the existing employees. Those employees required for jobs over than those in which they are at present employed would, wherever necessary, be trained for other jobs and also the present average earnings of employees transferred or under training would be guaranteed to them.

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The union has agreed that the fixation of the number of men required for the normal operation of each existing section or department should be carried out and completed within a period of one year. If there is any disagreement in regard to this number, the matter would be referred to arbitration by independent experts to be mutually agreed upon by both parties and, failing agreement, to be appointed by the Government of India. The decision of such experts would be binding on the Company and the Union.

Wage structure.- The parties also agree that a joint committee with their representatives, with an independent expert as chairman, should be appointed for the work of job evaluation which would determine the value of each job, eliminate inequalities, simplify the existing wage structure and place it on a rational basis.

Pending such a review, the company agrees, at the union's request, to revise the wages of the lower paid employees and ministerial staff on an ad hoc basis from 1 January 1956, and increase gratuity payments. The ad hoc increase in wages agreed to by the company is a flat additional payment by way of special allowance (not to rank as part of substantive pay for any purpose) of two annas per day for all employees in Jamshedpur drawing upto three rupees per day and three rupees and four annas per month for those with basic wages upto 75 rupees per month, and for clerical staff drawing upto 140 rupees per month as basic salary, will also get three rupees and four annas per month as increase.

The company also agrees that when reviewing the wage structure it would be prepared to offer in recognition of increased labour productivity and the larger profits resulting from the plant expansion programme "an appreciable upward revision in wages and emoluments of the works employees".

Grievance procedure and works committees.- The company and the union agree that a grievance procedure formulated in consultation with the union shall be introduced in all departments.

Both parties also agree to examine the working of the works committees with a view to improve the same.

Duration of the agreement.- The agreement will remain in effect in the first instance for a period of three years. It may be amended at any time by mutual consent. Non-conformity of any provision of the agreement with the Central and State laws shall not affect the balance of the agreement.

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Labour Minister welcomes agreement.- Mr. Khandubhai K. Desai, Union Minister for Labour, stated at Atul in Bombay State on 11 January that he welcomes the agreement between the Tata Iron and Steel Company and the Tata Workers' Union for association of employes in the company's management as "a progressive step". He hoped that "such association of employees and management will spread to all industries in the country".

"An industry cannot be any more claimed as the exclusive property of the industrialist or shareholders of a company. Technicians and workers should be associated with its management" he said.

Mr. Desai said that "not only industrialists but workers should change their mode of thinking and prepare themselves to accept this sort of association".

"I would ask industrialists to force the workers to accept some responsibility in the management, even if the latter refuse to do so", he added.

He further said that "the association of employees in the management of industries is the urge of the present age and is in the line with the future labour policy of the Union Government", and indicated that such a suggestion has been included in the memorandum submitted by the Labour Ministry to the Planning Commission.

(Text of the Agreement received in this Office;
The Hindustan Times, 12 January 1956).

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Guaranteed Minimum Annual Bonus for Textile Workers;
Collective Agreement concluded.

About 250,000 workers in the 60 cotton textile mills in Bombay City and neighbourhood are assured of a bonus ranging from 15 days' to three months' basic wages for every year for five years from 1953, according to a collective agreement concluded between the Bombay Millowners' Association and the Rashtriya Mill Mazdoor Sangh.

The Millowners' Association stated that under the agreement, mills, whose bonus disputes for 1952 were pending before the Industrial Court, "are also covered by this agreement for that year".

This means that these mills, numbering 20 and employing about a third of the textile labour in Bombay, would be obliged to pay at least 15 days' wages as bonus to their workmen for 1952. These mills had claimed that they suffered losses in 1953 and would not be able to pay bonus for that year.

Details of the agreement are yet to be worked out.

The Millowners' Association stated that the settlement closely followed the Ahmedabad bonus formula with "only a few modifications to suit conditions in Bombay". The Ahmedabad pact provided for a minimum of 15 days' basic wages as bonus for every textile worker there for five years and also put a ceiling of three months' basic wages as bonus for mills whose profits might under the Labour Appellate Tribunal's "full bench formula", result in a higher bonus. The pact also provides for adjustments of overpayments or underpayments by mills within the five-year period.

The new provisions incorporated in the Bombay Pact are:-

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(1) The industry will pay 5 million rupees for financing the housing projects of workers during the five-year period. This is expected to finance construction of at least 4,000 tenements.

(2) The parties agreed to request the Government to appoint a committee to revise the rehabilitation reserve for 1956-57. This reserve is allowed to be treated as a prior charge on the mills' profits before the amount available for bonus is determined.

(The Hindustan Times, 14 January 1956).

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66. Strike and Lockout Rights.

India - January 1956.

Madras: Air Transport Services declared a
Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, and by a notification dated 15 December 1955, the Government of Madras has declared the air transport services in the State of Madras to be public utility service for the purposes of the said Act for a period of six months from 22 December 1955.

(G.O.Ms. No.4199, Industries, Labour and Co-operation, dated 15 December 1955, the Fort St. George Gazette, Part I, 21 December 1955, page 1850).

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67. Conciliation and Arbitration.

India - January 1956.

Ajmer: Industrial Disputes and Industrial Disputes (Appellate Tribunal) Ajmer Amendment Bill, 1956.

The Government of Ajmer published on 19 January 1956 the text of a Bill to amend the Industrial Disputes Act, 1947 and the Industrial Disputes (Appellate Tribunal) Act, 1950, in their application to the State of Ajmer.

According to the statement of objects and reasons to the Bill, the Central Industrial Disputes Act, 1947 is not sufficiently comprehensive. The proposed Bill seeks to adopt the provisions of the Industrial Disputes (Saurashtra Amendment) Act, 1953 and the Industrial Disputes and the Industrial Disputes (Appellate Tribunal) (Saurashtra Amendment) Bill, 1955, which are more comprehensive. Only necessary modifications have been made for the purpose of the adoption.

The Bill, among other things, adds two chapters to the Industrial Disputes Act, 1947, dealing respectively with the registration of unions and arbitration. The provisions concerning registration of unions deal with maintenance of registers, application for registration, procedure for registration and cancellation of registration of unions, applications for re-registration and appeals to the industrial tribunal from orders of Registrar cancelling registration of unions.

The chapter on 'Arbitration' provides for the submission by any employer and a representative union of any present or future industrial dispute to the arbitration of a person. Every agreement to submit disputes to arbitration is irrevocable in the absence of any provision to the contrary in the agreement. The proceedings in arbitration shall be in accordance with the provisions of the Arbitration Act, 1940. The arbitrator may refer any question of law arising before him in any proceedings to the industrial tribunal for its decision and any award made by the arbitrator shall be in accordance with such decision.

An amendment to the Industrial Disputes (Appellate Tribunal) Act, 1950, provides for the recovery by any workman of money due from an employer under any award, decision or settlement, as an arrear of land revenue or as a public demand.

(The Gazette of India, Extraordinary, Part II, Section 1, 19 January 1956, pp. 11-18).

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

India - January 1956.

Workers' Participation in Management: Experiment in Textile Unit at Ahmedabad.

According to a Press Trust of India message an experiment is being conducted at Ahmedabad by the management of a textile unit and the 80,000 strong Ahmedabad Textile Labour Association for the last four months. The experiment - the first of its kind in India - has been launched with a view to evolving an ideal system of workers' participation in industrial management through the method of trial and error. The unit chosen by the Ahmedabad Textile Labour Association is the weakest unit which has been suffering losses for the last ten years.

While representatives of both labour and management have declined to disclose details of the system they are evolving, the method of their work, or even the nature of their experiment for "important reasons", the four-month old experiment is understood to be "paying high dividends and showing bright signs of success".

Mr. Khandubhai Desai, Union Minister for Labour, is understood to have initiated the idea of turning a textile unit into a "laboratory" for the experiment.

The textile unit chosen is the only textile unit in India which has no managing agents. Two young industrialists, who are managing agents of some other units, preferred to give a go-by to the system and initiated about a year ago management by board. The two brothers are the "managing directors" receiving salaries as any other employee of the mill does.

Mr. S.R. Vasavada, General Secretary of the Ahmedabad Textile Labour Association, spent hours at the mills every day with the representatives of the management and evolved a three-tier system of participation of workers in the management, obviating the need to settle their disputes in industrial courts.

Committees formed.- Representatives of labour, management and technicians have formed committees in each department with a joint committee at the apex. The final authority in the joint organisation is the labour leader and the managing director.

The committees meet every day and dispose of complaints and ensure implementation of their decisions on the same day. The joint committee at the apex includes the production manager of the mills. Production programmes are discussed with workers and their co-operation is sought in producing quality goods.

The sense of responsibility and goodwill created by the experiment has changed the entire complexion of the unit. The unit which has 70-year-old machinery, now ranks second in the country in the production of quality goods for export.

The management, which has decided to plough back the profits to renovate the machinery, expects completely to replace the old machinery within the next five years. The unit is expected to show "astonishing profits this year".

The system of training unskilled workers launched by the joint committees with the "willing co-operation" of the workers has greatly raised the standard of efficiency and reduced waste to the minimum.

It is learned that during the last four months not a single complaint has been registered, nor has any dispute been taken to industrial courts.

(The Times of India, 28 December 1955).

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CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES
OF WORKERS.

INDIA - JANUARY 1956.

71. Employes and Salaried Intellectual Workers.

30th Annual Session of All-India Educational Conference,
Delhi, 28-31 December 1955: Implementation of Pay Scales
for Teachers urged.

Inaugurating the 30th session of the All-India Educational Conference at Delhi on 28 December 1955, Dr. Rajendra Prasad, President of India, emphasised the need for more technical schools and colleges. These were essential, he added, to tackle the growing problem of unemployment among educated young men.

The Conference was attended by nearly 3,000 delegates from all over India. Prof. Humayun Kabir, Secretary, Union Ministry of Education, presided.

Present system of education must be changed.- Referring to the present system of education, President Prasad said that it was started nearly 125 years ago and was no longer suited to the needs of the country. The Government was trying to change the system, but it had not yet been successful. He would say that not much attention had been paid to this problem. In every country education was divided into three sections - primary, secondary and university. If they wished to improve the educational system here it was essential that first things should be taken up first. In the first place primary education should be improved and then secondary and lastly, university education. The President made it clear that he did not wish to criticise but what had happened was that a University Education Commission had been appointed first of all. This was followed by the Secondary Education Commission and now the Primary Education Commission was being appointed. It would have been better, he added, if they had begun with primary education.

Referring to the defects of the present system of education, Dr. Rajendra Prasad said today thousands of students were studying in the universities and many thousands were unable to get admissions. After completing their university education, they would not return to the villages nor were they fit for work in the cities. A few of them found some sort of work. In his opinion the graduates who passed out of the universities today were mostly "useless", but it was no fault of theirs, the defect lay in the system.

To improve the standard, he said, the authorities failed many students. In his opinion, instead of students whose teachers should be failed who were unable to teach students sufficiently well.

The President referred to the keen interest among the people in opening schools. Comparing present times with when he himself was a schoolboy, Dr. Prasad said in his district in Bihar there used to be only three or four high schools but the number had now increased to 300 or 400. Formerly there were only five universities in the country and the number had now gone up to 32. Today more schools were being opened, not only in cities but also in villages. He desired that different types of schools should be opened to suit the needs of the students.

Dr. Prasad said that teachers should be given due respect in society. Their status should not be judged from the emoluments they got but by the work they did.

Prof. Kabir's presidential address.— Prof. Hamayun Kabir in his presidential address said that the educational system in India needed to be improved and reoriented. He regretted that education in India did not receive the first, second or even the third place in the order of priorities. He said that many teachers at almost all levels were the rejects of all the other professions and took to teaching as a last resort after disappointment and frustration in other spheres of life, and it was difficult to expect that they would bring to their task the idealism, the quality and the enthusiasm which alone could make teaching vital and creative. He did not deny that much of what passed as education in India was a matter of dull and lifeless routine, and as such was not education in the true sense.

Prof. Hamayun Kabir referred to three measures which, in his opinion, were essential to improve education in India. The first and foremost of these was to improve the quality of teachers. Whatever might be the system of education at any level, ultimately it was the quality of teachers which gave to education its vitality and significance. In fact, the better system, the greater the need of teachers of quality. The foremost consideration in any reconstruction of education in India was, therefore, the creation of conditions in which a fair proportion of the ablest men and women of each generation would be attracted to and retained in the profession. This would require a revolutionary change in society attitude to the teachers.

The second measure, Prof. Hamayun Kabir said, was the creation of conditions in which educational opportunities would be equal for all. In order to achieve equality before the law, it was essential that educational opportunity must be linked with aptitude and ability and not the mere accident of birth. Unfortunately education beyond the elementary stage was not free in India today. The result was that even at the secondary stage, many children dropped out who would have been assets to the nation, if they could have continued their studies.

It was, therefore, essential, he added, that this state of affairs must be rectified by providing scholarships, stipends and other methods of assistance by which able children in poor circumstances would be afforded the opportunity of pursuing their education up to the highest levels.

The third measure, said Prof. Hamayun Kabir, was the improvement of physical amenities in schools, colleges and residences for the pupils.

These three measures to his mind were the essential conditions for reorientation and improvement of education in India. They should receive the highest priority in all our proposals for educational reconstruction or expansion.

Resolutions.- The Conference by a resolution demanded the Union and State Governments to take immediate steps to implement the pay scales for teachers as recommended by the Union Ministry of Education and the University Grants Commission. The Conference regretted that despite declarations made by "those in-authority" that the status of teachers should be raised the Union and State Governments were continuing to plead inability to make any improvement on the ground of lack of funds.

Any delay in improving the status of teachers, the resolution warned "would not only affect the morale of the teaching profession but hamper all development plans of the country".

By another resolution the Conference urged upon the Central and State Governments the need for adequate representation to teachers in all bodies set up for the purposes of determining educational policies and programmes.

The Conference welcomed the establishment of the All-India Council for Secondary Education and urged upon the Education Ministry to provide for the representation of the All-India Federation of Educational Associations by increasing the Council's strength.

One of the resolutions on secondary education agreed with the "soundness" of the recommendations of the Secondary Education Commission on the upgrading of secondary schools into higher secondary schools and the introduction of multi-purpose schools. But it urged the Union and State Governments to "hasten slowly" through the proposed scheme of higher secondary schools and the three-year degree course taking into consideration the financial implications at State levels.

The Conference was of the opinion that in the remodelling of the existing structural patterns of secondary education in different States on the lines of the recommendation of the Secondary Education Commission, restriction of facilities for secondary education, demoting of existing educational institutions, retrenchment of staff and unemployment of teachers should be avoided. The views of educationists and teachers' organisations should be given due weight in implementing the scheme.

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In order to ensure security of services to secondary school teachers, the Conference reiterated its earlier suggestions for the constitutional arbitration boards in the States.

The Conference also demanded that a triple benefit scheme of provident fund-cum-insurance-cum-pension should be introduced all over India from 1 April 1956, and funds made available for the purpose to the States by the Union Government.

The Conference adopted a report submitted by the sectional body on rural and primary education which suggested among other things, that a Commission should be appointed to survey the position of primary education in the country. Its recommendations should take into consideration, the manner in which the objectives of the universal declaration of human rights and the Constitution of India could be achieved and also the manner in which the undertaking could be financed.

(The Statesman, 29 December 1955;
The Hindustan Times, 1 January 1956).

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All-India Newspaper Editors' Conference, Calcutta, 7-8
January 1956: Journalists Act welcomed.

The 12th annual session of the All-India Newspaper Editors' Conference was held at Calcutta on 7 and 8 January 1956. Dr. S. Sen, who presided, analysed the respective roles of the All-India Newspaper Editors' Conference and the All-India Working Journalists' Federation. Dr. Sen said that journalism being a profession, the concept of a trade union as a mere bargaining agent did not answer the growing needs of a professional organisation of working journalists. In a trade union, he said, the accent was on collective bargaining for the improvement of the working conditions but the accent should be on professionalism which includes the stimulus to the improvement of working conditions.

He knew that hunger and fear created conditions of serfdom. These were to be removed but he also knew that workers whose profession was to serve the public could not serve the profession through a trade union strategy.

Dr. Sen said that the AINEC did not believe in a closed shop mentality. It stood for the promotion, by all reasonable means, of the interests of journalists and journalism. Organisationally it was restricted to the editor or its nominee, but it was pledged to the development of the profession. Dr. Sen emphasised that the AINEC sought co-operation with the Indian and Eastern Newspaper Society and the All-India Working Journalists' Federation. He pointed out, however, that the Federation was a trade union of working journalists, open to an alliance with other trade unions and receptive and responsive to non-professional issues. It was not abjuring the principle of co-ordination with the trade unions of other industries, although the Press Commission wanted working journalists to keep themselves away from "political bodies and movements". It was yet to be an Independent body concerning itself solely with the well-being of journalists and the advancement of the profession.

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Resolutions.- Among others, the Conference adopted a resolution generally welcoming the Working Journalists (Condition of Service) and Miscellaneous Provisions Act including the provisions for the institution of a Wage Board to determine the wage structure of working journalists. The resolution suggested that in determining the wage structure of working journalists the Wage Board should give due consideration to the special conditions and peculiarities obtaining in the profession and avoid rigidity which might discourage incentives and the best expression of talent.

By another resolution the Conference while communicating to members of the profession the need for building up high professional standards, especially of objectivity and accuracy, drew particular attention to the views expressed by the Press Commission that "though the working journalists should organise themselves on trade union lines they should keep themselves aloof from any political bodies or movements in the country" and that "the very nature of their calling is such that a development of this type would be inconsistent with the objectivity in the matter of reporting of editing which is a pre-requisite of every genuine journalist".

(Amrita Bazar Patrika, 9 January 1956).

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Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (No. 45 of 1955).

The Working Journalists (Conditions of Service) and Miscellaneous Provisions Bill, 1955 (vide pages 49 to 51 of the report of this Office for October 1955) as passed by Parliament received the assent of the President and has been gazetted as Act No. 45 of 1955. A summary of the salient provisions of the Act is given below.

Hours of work.- No working journalist shall be required or allowed to work in any newspaper establishment for more than one hundred and forty-four hours during any period of four consecutive weeks, exclusive of the time of meals. Every working journalist shall be allowed during any period of seven consecutive days rest for a period of not less than twenty-four consecutive hours, the period between 10 P.M. and 6 A.M. being included therein.

Wages.- The Central Government may constitute a wage board for fixing rates of wages in respect of working journalists. The Board shall consist of an equal number of persons nominated by the Central Government to represent employers in relation to newspaper establishments and working journalists, and an independent person. In fixing rates of wages in respect of working journalists, the Board shall have regard to the cost of living, the prevalent rates of wages for comparable employments, the circumstances relating to the newspaper industry in different regions of the country, and to any other circumstances which to the Board may seem relevant. The Board may fix rates of wages for time work and for piece work. The decision of the Board shall come into operation with effect from such date as may be specified in the decision, and where no date is so specified, it shall come into operation on the date of its publication.

The decision of the Board shall be binding on all employers in relation to newspaper establishments and every working journalist shall be entitled to be paid wages at a rate which shall, in no case, be less than the rate of wages fixed by the Board.

Leave.- Without prejudice to such holidays, casual leave or other kinds of leave as may be prescribed, every working journalist shall be entitled to (a) earned leave on full wages for not less than one-eleventh of the period spent on duty; (b) leave on medical certificate on one-half of the wages for not less than one-eighteenth of the period of service.

Gratuity.- Provision is made for payment of gratuity to every working journalist who has been in continuous service for not less than three years in any newspaper establishment. Such gratuity is to be equivalent to 15 days' average pay for every completed year of service or any part thereof in excess of six months.

Retrenchment
Requirement.- The periods of notice in relation to working journalists are as follows: (1) six months in the case of an editor and (2) three months in the case of any other working journalists.

Application of certain Acts.- The provisions of the Industrial Disputes Act, 1947, as in force for the time being, shall, subject to the modification specified above apply to, or in relation to, working journalists as they apply to, or in relation to, workmen within the meaning of that Act.

The provisions of the Industrial Employment (Standing Orders) Act, 1946, as in force for the time being, shall apply to every newspaper establishment wherein twenty or more newspaper employees are employed or were employed on any day of the preceding twelve months as if such newspaper establishment were an industrial establishment to which the aforesaid Act has been applied by a notification under sub-section (3) of section 1 thereof, and as if a newspaper employee were a workman within the meaning of that Act.

The Employees' Provident Fund Act, 1952, as in force for the time being, shall apply to every newspaper establishment in which twenty or more persons are employed on any day, as if such newspaper establishment were a factory to which the aforesaid Act had been applied by a notification of the Central Government under sub-section (3) of section 1 thereof, and as if a newspaper employee were an employee within the meaning of that Act.

(The Gazette of India, Extraordinary, Part II, Section 1, 21 December 1955, pp. 499-506).

Problem of the Educated Unemployed in India:
Recommendations of Study Group.

A report recommending certain special measures for increasing employment opportunities for educated persons has been submitted recently to the Indian Planning Commission, by a Study Group appointed by it.

Mr. V.K.R. Menon, Director, I.L.O., India Branch, New Delhi was the chairman of the Group.

For details, see pp. 24-27 of this report.

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - JANUARY 1956.

81. Employment Situation.

Employment Exchanges: Working during November 1955.

General employment situation.- According to the review of the work of the Directorate General of Resettlement and Employment during November 1955, despite the fact that fresh registrations at the employment exchanges during November were higher by 7,000 than those in October, the number of the registered unemployed at the end of November was 14,000 less than the previous month. This was due to the voluntary lapsings of registrants. Heavy lapsing at this time of the year are normal. The number of placements effected during the month was about 1,400 more than in October inspite of a notable fall in the number of vacancies notified, particularly from the public sector. The number of employers who used the exchanges during the month recorded an increase over the previous month. The employment situation, in general, was reported to be showing some signs of improvement. An interesting study of engineering registrants was made on a sample basis and the findings have been included in this Review.

Shortage of suitable applicants for posts of stenographers, compounders, experienced draughtsmen, overseers, trained teachers, experienced typists, midwives and nurses continued to be widespread. A number of exchanges reported dearth of qualified doctors, experienced civil engineers, surveyors, lady health visitors, road-roller drivers, welders, electricians and physical training instructors. Craft instructors and skilled technicians such as fitters, turners, boiler makers and blacksmiths were also in short supply.

Widespread surpluses continued to be reported in respect of untrained teachers, clerks, freshers from schools and colleges, motor drivers, carpenters and unskilled office workers. Automobile cleaners, motor mechanics, chowkidars and semi-skilled fitters were generally surplus to requirements.

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Registrations and placings.- The following table shows registrations for employment and placings for November 1955 and October 1955:-

| | | November 1955 | October 1955 |
|----------------|-------|------------------|-----------------|
| Registrations. | ----- | 129,227 | 121,978 |
| Placings, | ----- | 14,856 | 13,461 |

The increase in registrations was a return to the normal trend following the Puja holidays in October, when the number of working days was limited. Increase in registrations was particularly marked in the States of West Bengal (8,355), the Punjab (2,135), Uttar Pradesh (1,494), Orissa (1,141) and Hyderabad (1,119). There was fall in registrations during November in the States of Travancore-Cochin (3,774), Bombay (1,112) and Andhra (1,054).

The number of applicants submitted for selection to the employers was 71,600 during the month. Placements marked an increase of 1,395 over figures for October 1955. A comparatively large increase in placings was recorded in the States of Uttar Pradesh (763), Punjab (505), Bihar (364), Madras (359) and Delhi (311). On the other hand, there was a decrease in placings effected in the States of Himachal Pradesh (479), West Bengal (190) and Bombay (189). Of the placements secured, 6,210 were under central government departments, 4,971 under state government departments and 3,675 in non-government establishments.

Placings by wage groups.- The table below shows placings during the month classified according to wage groups:-

| <u>Wage groups</u> | | <u>Number placed</u> |
|-------------------------|----|----------------------|
| 101 rupees and above | -- | 1,933 |
| 61 rupees to 100 rupees | -- | 7,599 |
| 30 rupees to 60 rupees | -- | 5,023 |
| Below 30 rupees | -- | 301 |

Vacancies notified.- A total of 4,835 employers utilised the services of the exchanges during the month as against 4,599 during October. The number of vacancies notified to the exchanges during November, was 23,625, which was 4,664 less than the previous month. This decrease was mainly accounted for by a fall in the number of vacancies notified at the exchanges located in the States of Travancore-Cochin (5,896) (where the number was abnormally high in October.), Bombay (741), Himachal Pradesh (522) and Andhra (407).

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There was an increase in the number of vacancies notified in the States of Punjab (957), Uttar Pradesh (816), Orissa (658) and West Bengal (365). Of the vacancies notified, 17,549 were notified by the Central and State Government Departments and 6,076 by non-Government establishments. Thus, there was a fall of 4,504 in regard to vacancies notified by the public sector and of 160 in the private sector.

Register of unemployed.- The number of persons remaining on the live register of the exchanges on the last day of the month was 681,164 and recorded a decline of 14,075 as compared to the end of October. A total of 4,835 employed persons were also on the live register of the exchanges at the end of November 1955. The composition of the live register occupationwise is shown below:-

| <u>Occupation</u> | <u>No. on Live Register as on 30 November 1955.</u> |
|------------------------------|---|
| 1. Industrial supervisory. | 4,567 |
| 2. Skilled and semi-skilled. | 56,131 |
| 3. Clerical. | 193,960 |
| 4. Educational. | 20,684 |
| 5. Domestic service. | 22,300 |
| 6. Unskilled. | 346,475 |
| 7. Others. | 37,047 |
| Total. | <u>681,164</u> |

Employment position of special types of applicants.- The employment position regarding special types of applicants during November 1955 is shown in the following table:-

| <u>Category</u> | <u>Registrations</u> | <u>Placings</u> | <u>No. on Live Register</u> |
|---|----------------------|-----------------|---------------------------------|
| 1. Displaced persons. | 5,700 | 1,027 | 45,788 |
| 2. Ex-Servicemen. | 6,895 | 1,291 | 30,667 |
| 3. Scheduled Caste applicants. | 14,749 | 2,608 | 68,537 |
| 4. Scheduled Tribe applicants. | 1,632 | 257 | 6,689 |
| 5. Surplus and discharged Central and State Govern- ment employees. | 1,542 | 712 | 8,112 |
| 6. Highly qualified applicants. | 793 | 78 | 4,597 |
| 7. Women. | 4,978 | 863 | 24,998 |

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Special Investigation: Survey of engineering graduates and diploma holders.- In order to assess the extent of unemployment among the engineering graduates and diploma holders who were seeking employment assistance through the employment exchanges and to explore the circumstances connected with their reported unemployment, a sample survey was conducted by the Directorate General of Resettlement and Employment during October 1955.

A total of 1,480 engineering graduates and diploma holders were on the live register of employment exchanges as on 28 September 1955. Information was collected from 245 engineering graduates and diploma holders out of a selected sample of 368.

Out of 245 engineers contacted 126 or 51 per cent were found to be employed and the remaining 119 or 49 per cent were reported to be unemployed. Out of the unemployed, 88 or 74 per cent were seeking jobs for the first time and 31 or 26 per cent had been employed before. Out of 245, 176 or 72 per cent were registered in exchanges in the States of Bombay, Delhi, West Bengal and Madras. As against the overall percentage of 51, the percentage of employed persons in the case of Bombay State was 58.

Out of the 126 reported to be employed, 27 or 21 per cent had been employed during the previous month; 50 or 48 per cent for one to six months; 19 or 15 per cent for six months to one year; 8 or 6 per cent for one to two years; 5 or 4 per cent for two to five years and the remaining 7 or 6 per cent for over five years.

Of the 119 reported to be unemployed, only 2 were seeking employment for one month; 65 (55 per cent) had been seeking employment for 1 to 6 months; 24 (20 per cent) for 6 months to a year; 16 (13 per cent) for 1 to 2 years and the remaining 12 (10 per cent) for 2 to 5 years. There were none seeking employment for over 5 years.

The employed.- Out of 126 reported to be employed, 28 (22 per cent) were holding permanent jobs; 38 (30 per cent) such temporary jobs which were likely to last for more than one year; 41 (33 per cent) such jobs which were likely to last between 3 months to 1 year and the remaining 19 (15 per cent) jobs likely to last for less than 3 months. All the 126 engineering graduates and diploma holders who were found to be employed, were earning their livelihood from engineering occupations alone. Out of the 62 degree holders, 20 or 32 per cent were employed on a monthly salary ranging from 100 rupees to 200 rupees; 30 or 48 per cent on 200 rupees to 300 rupees and 9 or 14 per cent on 300 rupees and above. There were only 3 graduates who were reported to be getting less than 100 rupees per month and 2 of them were employed as paid apprentices.

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Out of the 64 employed diploma holders, 40 or 63 per cent were getting an income between 100 rupees and 200 rupees and 6 or 9 per cent between 200 rupees and 300 rupees. There were only 2 diploma holders who were getting 300 rupees or above per month.

The Unemployed.- Of the unemployed degree and diploma holders 21 per cent were married persons and the remaining 79 per cent were single. Eighty-eight per cent of the graduates and diploma holders were willing to accept non-Government jobs.

In the case of the unemployed graduates 81 per cent had completed their technical education less than two years ago. The corresponding percentage in the case of the unemployed diploma holders was 62.

Of the unemployed degree holders 90 per cent were willing to move any where in India. In the case of diploma holders, however, 74 per cent indicated an all-India mobility. Of the 52 unemployed graduates who were mobile all over India, one half demanded 300 rupees or above per month and another half were willing to accept a job out-side their State on 200 rupees to 300 rupees per month. Of the diploma holders, who were mobile all over India, 53 per cent were willing to leave their State on a salary of 200 rupees to 300 rupees per month, while another 33 per cent were mobile even on a salary of 100 rupees to 200 rupees per month.

Of the 58 graduates, 48 or 83 per cent had not been employed before and had no experience, 22 of them had not even received 'on-the-job' training, while another 13 had received such training for less than six months. Amongst the 61 unemployed diploma holders 79 per cent had no previous experience. Out of 119 only 12 degree and diploma holders possessed experience and had also received 'on-the-job' training.

(Review of the Work done by the Directorate-General of Resettlement and Employment during the month of November 1955; issued by the Ministry of Labour, Government of India).

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Problem of the Educated Unemployed in India:
Recommendations of Study Group.

A report recommending certain special measures for increasing employment opportunities for educated persons has been submitted recently to the Indian Planning Commission, by a Study Group, appointed by it.

Mr. V.K.R. Menon, Director, I.L.O., India Branch, New Delhi was the chairman of the Group.

For details, see pp. 21-27 of this report.

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83. Vocational Training.

India - January 1956.

Labour Ministry's Training Schemes: Progress during
November 1955.

Training of craftsmen.- According to the review of the working of the Directorate General of Resettlement and Employment for the month of November 1955, the number of trainees on the roll of various training institutes and centres on 30 November 1955 was 9,348. There were 7,611 (including 16 women; 14 at the industrial training centre maharaja's technical institute, Trichur, 1 at the industrial training centre Triyandrum and 1 at industrial training institute Bangalore) trainees in the technical trades and the remaining in vocational trades.

Training of displaced persons.- The total number of displaced persons undergoing training at the end of November 1955 was 2,122; of these 1,761 were in technical trades and the remaining in vocational trades.

Apprenticeship training for displaced persons.- A total of 1,010 displaced persons were undergoing training as apprentices in the industrial undertaking and establishments in Uttar Pradesh and West Bengal, against 1,400 seats sanctioned for the purpose. They were recruited and posted direct to the undertakings and establishments concerned.

Training of women.- A total of 482 women were undergoing training at the end of November 1955 at the three women training institutes in New Delhi, Dehra Dun and Madras. In addition, 15 women at industrial training institute, Kakinada, 5 at industrial training centre Orissa poor cottage industrial Cuttack, 34 at the industrial training institute, Alambagh, Lucknow, and 37 at industrial training institute, Almora, were undergoing training alongside men.

Training of supervisors and instructors.- In the XVI regular session which commenced from 18 November 1955, 89 supervisors and instructors were receiving training at the central training institute for instructors, Koni-Bilaspur at the end of the month.

The result of XV session was declared. Of the 103 students who appeared 84 were declared successful.

Training of women craft-instructors.- In the 2nd session which commenced on 16 November 1955, under the scheme for the training of women craft instructors introduced at the industrial training institute for women, New Delhi, 28 women instructor~~y~~-trainees were receiving training against a sanctioned capacity of 20, at the end of November 1955.

Training of school going children in hobby centre Allahabad.- Fifty-four trainees were undergoing training at the end of month under report at the hobby centre, attached to the industrial training institute, Allahabad, as against 74 last month.

Short-term course of training in sheet metal work trade.- In the short-term course of training in trade 'sheet metal work' which started at the industrial training institute, Bangalore, under the craftsmen training scheme in September 1955, 105 trainees were undergoing training in the trade against a sanctioned capacity of 96, as at the end of the month under review.

(Review of the Work done by the Directorate General of Resettlement and Employment during the Month of November 1955; issued by the Ministry of Labour, Government of India).

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Chapter 9 Social Security

93. Application.

India - January 1956.

Employees' State Insurance Scheme extended to certain Areas in Uttar Pradesh.

In exercise of the powers conferred under the Employees' State Insurance Act, 1948, the Central Government has appointed the 15 January 1956, as the date on which the provisions of Chapter IV (except sections 44 and 45 thereof, which have already been brought into force), Chapter V and Chapter VI (except sub-section (1) of section 76 and sections 77, 78, 79 and 81 thereof, which have already been brought into force) of the said Act, shall come into force in the following areas of the State of Uttar Pradesh, namely:-

the areas within the limits of:-

- I. (i) Agra Municipality.
(ii) Agra Cantonment.
(iii) Revenue villages of Bodla, Jaganpur (Dayalbagh) and Havaghar in Agra Tehsil of Agra District.
- II. (i) Saharanpur Municipality.
(ii) The following revenue villages of Saharanpur Tehsil in Saharanpur District:-
 - (a) Sheikhpura Kadeem,
 - (b) Durra Sheopuri.
- III. (i) Lucknow Municipality.
(ii) Lucknow Cantonment.
(iii) Alambagh-Charbagh notified area.
(iv) Revenue village of Bargawan in Bijnor Pargana of Lucknow Tehsil in Lucknow District.
(v) Revenue village of Amausi, Anaura and Gauri in Bijnor Pargana of Lucknow Tehsil in Lucknow District.

Mr. S.K. Wadhawan, Regional Director of State Insurance Scheme, said in an interview that 20,000 industrial workers in Lucknow, Agra and Saharanpur will receive the benefit of the scheme from 15 January.

(Notification No. SR039A dated 10 January 1956, the Gazette of India, Extraordinary, Part II, Section 3, 10 January 1956, page 76A; The Hindustan Times, 27 December 1955).

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LIST OF PRINCIPAL LAWS PROMULGATED DURING THE
PERIOD COVERED BY THE REPORT FOR JANUARY 1956.

INDIA - JANUARY 1956.

Chapter 1. International Labour Organisation.

Citizenship Act, 1955 (No.57 of 1955) (Gazette of India, Extraordinary, Part II, Section 1, 30 December 1955, pp. 561-571).

Chapter 3. Economic Questions.

Life Insurance (Emergency Provision) Ordinance, 1956 (No.1 of 1956) (Gazette of India, Extraordinary, Part II, Section 1, 19 January 1956, pp. 3-10).

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

Assam Aid to Industries (Small and Cottage Industries) Act, 1955 (No. II of 1956) (Assam Gazette, Part IV, 11 January 1956, pp.2-5).

Chapter 7. Problems Peculiar to Certain Categories
of Workers.

Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (No.45 of 1955) (Gazette of India, Extraordinary, Part II, Section 1, 21 December 1955, pp. 493-506).

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

- * (a) Agricultural Labour Enquiry by the Ministry of Labour, Government of India. Report on Intensive Survey of Agricultural Labour - Employment, Underemployment, Wages and Levels of Living. Vol. VII - North West India. Printed by the Manager, Government of India Press, Simla for the Manager of Publications, Civil Lines, Delhi, 1955. Price Rs.6-8-0, pp. 308.
- * (b) Report of the Working of Co-operative Societies in the State of Andhra for the Co-operative Year ended 30 June 1954. Printed by the Superintendent, Andhra Government Press, Kurnool. 1955. Price Rs.3-10-0. pp. 140.

Chapter 5. Working Conditions and Living Standards.

- * (a) Annual Report on the Activities of Government Pertaining to Labour Matters during 1954. Bombay. Printed at the Government Central Press. Obtainable from the Government Publications Sales Depot, Bombay. Price As.6.pp.71. 1955.
- * (b) Annual Report on the Working of the Tea Districts Emigrant Labour Act (XXII of 1932) for the Year ending 30 September 1954. Printed at the Assam Government Press, Shillong, 1955. Price Rs.1-12-0. pp.68.

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* Publications received in this Office.