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INTERNATIONAL LABOUR OFFICE
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Industrial and Labour Developments in November 1956.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - NOVEMBER 1956.

11. Political Situation and Administrative Action.

Cabinet Formation in Reorganised States:
Names of Labour Ministers.

Reference was made at pages 1-2 of the report of this Office for October 1956 to the inauguration of States within the Indian Union. The table below shows gives the names of ministers dealing with labour in the re-organised States:-

States and Capital.	Minister in charge of Labour.
1. Andhra (Hyderabad).	Shri V.B. Raju.
2. Bombay (Bombay).	Shri Din Dayal Gupta.
3. Madhya Pradesh (Bhopal).	Shri V.V. Dravid.
4. Mysore (Bangalore).	Shri Jagannatha Rao Chandarki.
5. Punjab (Chandigarh).	Shri Amur Nath Vidyalankar.

(The Hindustan Times, 4, 5 and 13 November 1956;
The Times of India, 2 November 1956).

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Shri Morarji Desai appointed Union Minister.

Shri Morarji Desai, former Chief Minister of Bombay, was sworn in as a Union Cabinet Minister on 14 November 1956.

Shri Desai will hold charge of the Ministry of Commerce and Consumer Industries and the Ministry of Heavy Industries.

(The Statesman, 15 November 1956).

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12. Activities of External Services.

India - November 1956.

Participation in Meetings and Conferences.

The Director of this Office represented the ILO at the 9th Session of the UNESCO General Conference held at Delhi from 5 November to 5 December 1956. He also represented the ILO at the XLVth Conference of Inter-Parliamentary Union, held at Bangkok from 15-22 November 1956.

During the period of his absence from Delhi, Shri N.N. Kaul attended the UNESCO meeting on behalf of the ILO.

Articles, lectures, etc.

An article by Shri V.K.R. Menon on 'Workers' Education in India' was published in the special issue of the Indian Worker brought out in connection with the UNESCO Conference. (November 18, 1956).

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Chapter 2. International and National Organisations

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

India - November 1956.

All-India Congress Committee Session adopts Resolution on Economic Policy.

The All-India Congress Committee of the Indian National Congress, the party forming the Government in India, met at Beliaghata, Calcutta, from 9 to 11 November 1956, with Shri U.N. Dhebar, President in the chair. The session was attended, among others, by Shri Jawaharlal Nehru, Prime Minister, Shri G.L. Nanda, Minister for Planning and several other Ministers of the Central and State Governments. The meeting adopted a resolution on economic policy.

Economic policy.- The resolution points out that the Congress laid down the objective of organising the social framework on the socialistic pattern and this has become the accepted objective of the country and progressive steps to that end are being taken. While the first Five Year Plan concentrated on the development of agriculture, the Second Five-Year Plan lays emphasis on industrial production and, more especially, on the building up of heavy industry, without which there can be no rapid extension of industry. Priority has therefore to be accorded to producer goods, like steel, coal and cement, as well as the machine-making industry. Essential consumer goods also should be made available in sufficient quantities so that the mass of the people do not suffer hardships.

"Industrial development must, however, be based on a large increase in agricultural production, far beyond the figures initially adopted in the Second Five-Year Plan. Increase in agricultural production is also the key to keeping inflationary forces in check. Agricultural yields in India are the lowest in the whole world and it has been demonstrated that, with care and effort, crops can be raised, with more than twice the present average yield. During the next five years, the present agricultural production must be raised by at least 35 per cent. This target should not be difficult to achieve with the help of the Community Projects and the National Extension Service, as well as the large provision of agricultural credit and the resources made available for irrigation and other facilities.

"In the present ~~case~~ state of the agricultural economy, the progress we expect demands a fundamental change in the outlook of those concerned with agricultural production. Improvement in the economic condition of the individual agriculturist and his family is an essential part of the target; but such improvement requires a pooling of resources, ability and endeavour in this field. In a democratic set up, the only way to do this is by large-scale cooperative effort in the agricultural field. The well-being of the individual farmer as well as that of the nation is dependent upon the rapid extension and strengthening of agrarian cooperatives covering all aspects of agricultural production.

"The Second Five-Year Plan contemplates the growth of a new administrative and institutional framework which will be consistent with a planned approach to a socialistic pattern. Planning, therefore, cannot be done merely within the existing economic framework, and a constant effort has to be made to mould this framework into a socialist pattern on a democratic basis.

"The plan gives a definite place to deficit financing as a means of providing a part of the resources. Deficit financing can only be practised if prices are stable and foodgrains and other essential consumer goods are available in adequate quantities. The need of foreign exchange can, in the main, be met only by the ability to export. In the present stage of our development, exports can be augmented chiefly through agricultural commodities. In view of large imports of essential machinery, restrictions will have to be imposed on the import of non-essential goods.

"The internal resources for the plan are largely dependent on the people and it is by their full and whole-hearted collaboration that they can be raised. An under-developed country seeking to quicken the tempo of development and raise the level of income and living, will have to set aside an increasing proportion of its income for investment for some years. It is not intended, nor is it desirable, to put too great a strain on the common people or to lower their present low standard of living. It is essential that this standard should progressively increase. A substantial part of the additional resources, however, must be set aside for investment.

"The Congress aims at the establishment of a co-operative commonwealth. This involves the progressive organisation of the entire life of the community on co-operative lines. In industry, the interest of the workers must be identified with the industrial unit in which they are working and they should be increasingly associated with the management of industry. This requires disciplined workers who identify their own interests with the largest national interests.

"The Second Five-Year Plan was launched a few months ago. Its approach, objectives and programmes have won approval throughout the country and the people now have to bend their energies to secure the successful implementation of the plan in all its aspects.

"To achieve success in the implementation of the Second Five-Year Plan, certain essential conditions have to be fulfilled. It is of particular importance that prices, especially of essential commodities, are maintained at reasonable levels. The resources needed for the plan have to be raised without creating inflationary pressures. Foreign exchange resources have to be conserved and enlarged to ensure timely procurement of machinery and materials for carrying out the development programmes of the Plan. For all these purposes, a sustained effort and discipline on the part of the people are necessary.

"Two factors stand out prominently in the strategy that can lead us to the goal - the expansion of production in all directions and a degree of restraint on consumption beyond desirable limits.

"Everyone concerned with the processes of production as well as distribution - workers, management and merchants - should perform these functions with zeal and integrity and with due regard to the interests of the consumers, that is the public at large. Such regulation of supplies as becomes inevitable in the interests of the consumers, and the community should, as far as possible, be carried out on a voluntary basis. In India's democratic set-up, self-discipline must help in measures of regulation, whenever these may be considered necessary, and a strong and active public opinion must act as the most effective curb on anti-social tendencies and practices.

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"A Socialist pattern of society envisages a welfare state where health and well-being and opportunities for growth will be made available to all sections of the community. To hasten this process and to ensure the success of the plan, all possible steps will have to be taken so that current consumption is kept within limits and savings progressively increased. While the burden must necessarily fall more on those who can afford it, every person in the country can and should have the privilege of participating in this process of building up the country by making ~~this~~ his own maximum contribution to savings and investment. This will also help in preventing inflation and maintaining a reasonable price level.

"The grave ~~and~~ international crisis which confronts the world today and which has overshadowed all normal activity, has demonstrated forcibly that the country's hopes and plans for progress are bound up with the continuance of peace in the world.

"The All-India Congress Committee earnestly hopes that this threat to the peace of the world will fade away and peace will be firmly established. But the nation must be prepared for any emergencies that might arise, a shrinkage of supplies might arise as a consequence of the crisis. This has to be faced in a manner so as to cause as little dislocation as possible to the life of the community. This requires organisational effort and the exercise of restraint, discipline and mutual help on the part of all the people of the country.

"The All-India Congress Committee expects that the people will prepare themselves to meet these trials calmly, with disciplined and co-operative effort."

(The Amrita Bazar Patrika, 10, 11 and 12
November 1956).

25. Wage-Earners' Organisations.

India - November 1956.

Demand for Wage Increase: INTUC Working Committee's Call to Member Unions.

The forty-first session of the Working Committee of the Indian National Trade Union Congress (INTUC) was held at New Delhi on 14 and 15 November 1956, under the chairmanship of Shri S.R. Vasavada, President of the INTUC. The session reviewed in detail the general labour situation in the country and adopted, among others, a resolution on wage increase.

The resolution stated: "In pursuance of a resolution passed at the Annual Session of the INTUC at Surat stressing for an immediate demand for general increase in wages in all industries of the country, the Working Committee calls upon all the affiliated unions in various industries to demand a general increase in wages.

"It is recognised by all concerned that the wage level in the majority of the industries is far below the living standard, and in spite of high profits made by the industries during the war period and post-war years, the increase given in wages had not been adequate even to fully neutralise the rise in prices in the real wages. The country has successfully completed the first Five Year Plan; as a result of which production in agriculture and industry has substantially increased. This success was possible mainly due to the organised cooperation of the workers and maintenance of industrial peace in pursuance of the industrial truce. The working workers' right to a progressive increasing share in the increased national income of the country has been accepted by the country when it decided to take further steps in the direction of establishing a socialist pattern of society. It is over-due to raise the wage level of the workers in order to attain a living wage as recommended by the Fair Wages Committee.

Further, it is absolutely necessary to enthuse the workers to ensure their continued cooperation for the second Five Year Plan by redressing the legitimate grievances in regard to wages.

"The Committee urges upon the Government to now fulfil the promise of appointing the Wage Board for different major industries without the least delay, to enable a satisfactory solution of this question."

In pursuance of this policy, the Ahmedabad Textile Labour Association has served on the Ahmedabad Millowners' Association a notice demanding wage increase for about 125,000 textile workers employed in the textile mills in Ahmedabad.

Shri S.R. Vasavada, who is also the General Secretary of the Indian National Textile Workers' Federation, stated that all labour unions affiliated to the Federation would serve similar notices on employers by the middle of next month for securing a rise in wage scales for about 650,000 employed in some 400 textile mills in the country.

(The Indian Worker, Vol.55, No.8,
19 November 1956, pp. 1, 15 and 16)

Chapter 3. Economic Questions.

34. Economic Planning, Control and Development.

India - November 1956.

Sterling Balances: No further Extension of Agreement with U.K.

The financial agreement between the Government of India and the United Kingdom of 20 July 1953, will not be extended after its expiry on 30 June 1957, the Ministry of Finance announced in New Delhi on 30 October 1956.

The purpose of the agreement is to regulate the release of sterling from the balances that had been accumulated by India during the war period.

A communique said that the expiry of the agreement did not in any way affect India's right to draw upon her sterling balances; nor did it affect the right of remittance of savings and the voluntary repatriation of investments by U.K. citizens as secured by Section 3 of Article 7 of the agreement.

(The Statesman, 31 October 1956).

36. Wages.

India - November 1956.

Earnings of Workers in the Mining Industry: Gradual Increase recorded.

The Index of Labour Earnings for the mining industry compiled by the Department of Mines (Base: December 1951 = 100) advanced by about 2 per cent from 107.0 in December 1954 to 109.3 in December 1955. In particular, the index for coal mining increased from 109.3 in 1954 to 111.7 in 1955 while the index for the non-coal group increased from 102.2 in 1954 to 104.0 in 1955. The following table shows the index numbers for the various mineral fields.

	Average earnings, December 1955.	Index Number for December (Base: December 1951 = 100)			
		1955	1954	1953	1952
	Rs. A. P.				
Coal -	(Weekly)				
Assam -----	16 5 0	115.0	111.3	114.7	111.2
West Bengal----	12 6 8	108.0	104.6	107.7	109.0
Bihar -----	12 11 11	113.2	112.4	107.8	107.5
Orissa-----	12 12 1	136.0	136.1	135.0	123.9
Madhya Pradesh--	10 14 7	119.4	111.2	102.2	103.5
Vindhya Pradesh--	10 7 9	115.4	112.0	99.0	94.9
Hyderabad-----	14 2 7	102.1	100.2	105.4	99.0
Rajasthan-----	9 9 3	109.7	134.0	120.6	113.4
	(Daily)				
Mica -					
Bihar -----	1 15 1	99.7	96.9	100.2	102.1
Rajasthan-----	1 5 7	96.8	101.7	101.1	99.0
Andhra -----	1 8 0	96.0	94.2	95.9	93.9
Manganese -					
Madhya Pradesh--	1 8 11	109.9	105.0	100.2	102.8
Orissa -----	1 6 0	103.0	107.3	100.0	102.2

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	Average earnings, December 1955. Rs. A. P. (Daily)	Index Number for December (Base: December 1951 = 100)			
		1955	1954	1953	1952
Iron Ore -					
Bihar -----	1 12 1	113.4	112.8	110.1	109.2
Orissa -----	1 8 7	95.5	93.8	94.1	93.6
Copper -					
Bihar -----	2 9 5	102.8	102.7	105.7	104.6
Gold -					
Mysore -----	3 8 5	101.3	99.1	103.4	103.0
Limestone -					
Madhya Pradesh---	1 9 0	133.7	127.4*	112.1*	103.9*
Bihar -----	2 1 0	108.6	109.7	104.7	103.8
Stone -					
Bihar -----	2 0 0	121.0	118.1	108.0	107.2
China Clay -					
Bihar -----	0 14 11	111.1	104.2	97.9	94.7
Total Coal.		111.7	109.3	107.6	107.3
Total Non-Coal.		104.0	102.2	101.8	102.2
All Mining.		109.3	107.0	105.8	105.7

* Revised.

Index numbers for the period 1951-55 worked out by linking the above figures to the old series on base at December 1939 are given below:-

Year (December).	Index Numbers: Base December 1939 = 100.		
	Coal	Non-Coal	All Mining
1951 -----	403.8	438.0	413.0
1952 -----	433.3	447.6	436.9
1953 -----	434.5	442.7	437.4
1954 -----	441.4	447.6	441.9
1955 -----	451.0	455.5	451.4

The All-India Working Class Consumer Price Index compiled by the Labour Bureau, converted to base 1951 = 100, dropped from 96 in 1954 to 91 in 1955.

(Indian Labour Gazette, Vol. XIV, No. 4, October 1956, pp. 331-333).

Minimum Wages (Amendment) Bill, 1956:
Time Limit for Fixing Minimum Rates
of Wages to be extended.

Shri Khandubhai K. Desai, Minister for Labour, Government of India, introduced in the Rajya Sabha on 26 November 1956, a bill further to amend the Minimum Wages Act, 1946. The statement of objects and reasons to the bill declares that section 3(1)(a) of the Minimum Wages Act, 1948, required minimum wages to be fixed before the 31 December 1954. It has not been possible to fix minimum rates of wages before that date in respect of certain employments, particularly employments in agriculture. It has, therefore, become necessary to extend the time limit for fixing minimum rates of wages in respect of such employments. It is proposed that the time limit be extended up to 31 December 1959.

Under section 3(1)(b) of the Act, minimum rates of wages fixed should be reviewed and revised, if necessary, at intervals not exceeding five years. In some cases it has not been possible to review the minimum rates of wages within that period. The Act, as it stands, does not authorise review or revision after the expiry of five years. The proposed amendment to the section removes this difficulty.

Opportunity has been taken to make certain other amendments which are considered necessary in the light of the working of the Act. The amendments either seek to clarify points of doubt or to remove difficulties experienced in the working of the Act. The objects of the more important of these amendments are:-

- (a) to secure uniformity in the procedure followed for fixation and revision of wages;
- (b) to enable a Claims Authority to entertain claims not only in respect of payment of wages which are less than the minimum wages but also in respect of payment of remuneration for days of rest and payment of ~~wag~~ overtime wages;
- (c) to provide for the application of the Payment of Wages Act, 1936, to claims relating to delay in payment of wages or non-payment of wages;
- (d) to specify the persons liable to punishment in the case of offences by companies and to make a general provision for punishment of offences for which no penalty is provided in the Act; and

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- (e) to ensure prompt disbursement of wages to labour employed by Government contractors by exempting from attachment certain assets of such contractors in the hands of the Government.

Clause 10 of the Bill amends section 13 of the Minimum Wages Act, 1948, so as to take power for the appropriate Government to provide by rules the extent to which, and the conditions subject to which, the provisions of that section ~~and~~ relating to fixation of hours of work, provision of days of rest, etc., shall apply in the case of employees engaged on urgent work or in any emergency, of employees whose employment is essentially intermittent, etc.

Clause 13 of the Bill which amends section 21 of the Act empowers the appropriate Government to frame rules providing for a single application being made in respect of claims other than those relating to payment of less than the minimum wages.

Clause 14 of the Bill inserts a new section 22D regarding wages of an employee remaining undisbursed on account of his death or his whereabouts being not known, and empowers the appropriate Government to prescribe by rules the authority with whom such wages are to be deposited and the manner in which the authority shall deal with them.

The delegation of legislative power in the clauses mentioned above is of a normal character.

(The Gazette of India, Extraordinary,
Part II, Section 2, 26 November 1956,
pp. 1009-1019).

Wage Boards to be set up for Some Industries:
Deputy Labour Minister's Statement in Parliament.

Shri Abid Ali, Deputy Labour Minister, said at question time in the Lok Sabha on 14 November 1956, that the Government of India proposes to set up shortly wage boards for some industries. Substantial data had been collected to enable, the Government to set up the boards, he said.

Shri Khandubhai Desai, Labour Minister added that the boards would cover nearly two-thirds of the workers employed in factories. The setting up of a board for the steel industry was under consideration.

(The Hindustan Times, 15 November 1956).

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Madras: Bonus for Mill Workers awarded by
Arbitration Board.

Nearly 50,000 workers, including 8,000 women, employed in 44 textile mills (41 mills in Coimbatore, two in Salem and one in Palani), will receive bonus amounts totalling more than 6 million rupees for 1955-56, according to an award given on 20 October 1956.

The Arbitration Board appointed by the Government with representatives of the mill managements and the labour unions as members and with Shri S. Ganapathaa Pillai, District and Sessions Judge as Chairman to give award regarding grant of bonus, met for four days from 17 October and announced the bonus to be given by various groups of mills. The Award is a majority one, the Chairman and the three representatives of the labour constituting the majority. The three representatives of the employers dissented totally.

According to the award 21 mills would pay a maximum of six months bonus. About 23,000 workers will benefit under this category.

Another group of seven mills would give bonus for five months covering 9,300 workers.

The third group of four mills would give four months bonus. Two mills would give 3 1/2 months bonus and another two mills would give three months bonus. Three other mills will give 2 1/2 months bonus and another set of two mills two months bonus.

One mill has not submitted its dispute for arbitration and its case has not been covered. Two mills have shown loss and therefore the Board has declined to declare any bonus.

The whole of the bonus amount given by this award shall be paid in one instalment on or before 27 October, except in the case of two mills where 50 per cent of the total bonus amount is to be paid on or before 27 October and the balance within one month thereafter.

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This award is applicable to all mill staff including jobbers and workers who have worked for not less than three months in that year. All workers who have worked during the year 1955-56 whether they are now in service or not, will be entitled to this bonus. Those workers not now in service should apply to the managements in writing three months from 27 October.

The basic earnings for the calculation of bonus should include the basic wages, night allowance, production allowance, maternity allowance, basic wages for the period of statutory leave with pay and compensation on basic wages paid for involuntary unemployment, that is, all other allowances excepting dearness allowance.

The representatives of the employers dissented from the award on the ground that the ceiling of six months bonus is excessive, that in view of the rise in ceiling, the increase in the quantum of bonus awarded to other mills is also excessive and that the basic wages for statutory leave granted to workers should not be included in the basic earnings calculated for bonus award.

(The Hindu, 22 October 1956).

38. Housing.

India - November 1956.

625 Pilot Housing Projects to be set up in Rural Areas during Second Five Year Plan Period.

The Ministry of Community Development has asked the State Governments to help select villages within their territories for the setting up of 625 pilot housing projects in the Community Project and National Extension Service areas during the second Five Year Plan period, according to a Press release.

According to a tentative list, the pilot projects allotted to each State, on the basis of total population, are as follows: Andhra 37; Assam 17; Bihar 73; Bombay 58; Madhya Pradesh 38; Madras 61; Orissa 27; the Punjab 22; Uttar Pradesh 111; West Bengal 40; Hyderabad 33; Madhya Bharat 14; Rajasthan 28; Mysore 16; PEPSU 6; Saurashtra 7; Travancore-Cochin 17; Ajmer 1; Bhopal 1; Coorg 1; Delhi 1; Himachal Pradesh 2; Kutch 1; Manipur Tripura 1; Vindhya Pradesh 6; and Jammu and Kashmir 5.

These pilot villages will be self-contained, fully developed units with all facilities, such as water supply, sanitation, lighting, irrigation, co-operatives and cottage and small industries which will provide employment to the landless labourers, and other unskilled artisans in the area.

These pilot village projects will serve the inhabitants of the adjoining villages as models to be duplicated with local initiative and resources.

The Second Five Year Plan has made a provision for 100 million rupees for setting up model villages, preferably in the Community Project and National Extension Service areas.

(The Statesman, 22 October 1956).

39. International Economic Relations.

India - November 1956.

Indo-Pakistan Trade Pact extended.

The Indo-Pakistan trade agreement, concluded in July 1955, to be operative till 31 August 1956, and extended till 31 October, ~~1956~~ has been further extended, to 31 January 1957.

A Press Note issued by the Union Commerce and Consumer Industries Ministry said that the Governments of India and Pakistan had agreed on this extension pending the conclusion of a fresh agreement.

(The Statesman, 31 October 1956).

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

INDIA - NOVEMBER 1956.

41. Agriculture.

Punjab Bhudan Yagna Act, 1955 (No.45 of 1956).

The Government of Punjab gazetted on 31 October 1956 the text of the Punjab Bhudan Yagna Act, 1955, of the Punjab Legislature. The Act which received the assent of the President on 29 October 1956, provides for the constitution of a Bhudan Yagna Board, the donation of lands to the said Board, the distribution of lands received in donation to landless persons as also their utilisation for community purposes and for purposes connected with the above matters.

(Punjab Government Gazette, Extraordinary,
31 October 1956, pp. 1408A-1408N).

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42. Co-operation.

India - November 1956.

Madras: Annual Report on the Working of Co-operative Societies for the Year 1954-1955*.

According to the annual report on the working of co-operative societies in the State of Madras for the year ending 30 June 1955, the co-operative movement continued to maintain its steady progress. On 30 June 1955, there were 15,100 societies of all types with 2.862 million of members on their rolls, as against 14,885 societies with 2.622 million members on 30 June 1954. The paid-up share capital of the members in all the societies together was 86.513 million rupees. The reserve fund of the societies increased in their from 85.498 million rupees to 89.649 million rupees. There was an increase in their working capital also which amounted to 647.2 million rupees at the end of the year, as against 620.0 million rupees at the beginning. The increase was contributed by agricultural credit societies, rural co-operative banks, land mortgage banks, marketing societies, milk supply societies, wholesale stores, weavers' societies and housing societies.

Co-operative credit.- The general set up of co-operative financing agencies remained unchanged during the years. The State Co-operative Bank is at the apex with 16 Central Co-operative Banks and 152 individuals as its members. It held deposits amounting to 38.092 million rupees of which 19.617 million rupees was from inside the movement as against 19.413 million rupees in the previous year. It rediscounted hundies of the Central Co-operative Banks to the extent of 45.8 million rupees. Its working capital was 58.795 million rupees. It advanced loans to the Central Banks to the extent of 31.283 million rupees. The Bank made a net profit of 0.287 million rupees.

* Report on the Working of Co-operative Societies in the State of Madras for the Co-operative Year ending 30th June 1955: Superintendent, Government Press, Madras, 1956; pp. 202 + 5. Price Rs.2/12/-.

Below the State Co-operative Bank are 16 district central co-operative banks with 14,442 members of which 12,226 are co-operatives. Their paid-up share capital was 9.686 million rupees, the working capital being 120.712 million rupees of which a sum of 78.718 million rupees represented the deposits of members and non-members. During the year, they issued loans up to 12297 million rupees as against 165.8 million rupees in the previous year, the fall being due to reduction in dealings of controlled foodgrains. The Reserve Bank of India sanctioned credit limits to the central banks to be drawn with the second signature of the State co-operative bank. The amount drawn from the Reserve Bank of India against these limits was 24.0 million rupees while the amount outstanding to the Reserve Bank of India was 6.175 million rupees. The central banks obtained funds from the apex Bank at 2 1/2 per cent and lent at 4 1/2 per cent to their affiliated societies which now lend to the members at 6 1/4 per cent which is the lowest rate charged by co-operatives in the whole of the Indian Union.

Agricultural credit societies.- There was an increase in the number and transactions of agricultural credit societies. The number of societies increased from 10,295 to 10,489, their membership from 0.981 millions to 1.012 millions and their paid-up share capital from 13.020 million rupees to 14.076 million rupees. These societies covered 58.9 per cent of the villages in the State and served 23.5 per cent of the rural population in terms of families as against 49.37 per cent of the villages covered and 21.04 per cent of the population served at the end of the previous year. The working capital of the societies rose from 76.565 million rupees to 82.338 million rupees. The deposits of members as well as non-members in these societies recorded an increase from 3.499 million rupees to 3.698 million rupees. The members' deposits at the end of the year exceeded 1.9 million rupees. The share capital and deposits from members which constitute, so to say, their savings amounted to 16.040 million rupees and represented nearly 24 per cent of the loans outstanding against them at the end of the year. The total amount of loans issued by these societies to their members during the year was 43.5 million rupees - an excess of about 8.5 million rupees over the amount lent in the previous year. Nearly 97 per cent of the loans were for productive purposes. The loans outstanding against the members amounted to 66.416 million rupees as against 60.058 million rupees at the end of the previous year. Sixty-one per cent of the loans outstanding were on personal sureties; while 35 per cent was secured by mortgage of immovable property. The system of post-sanction of loans was continued in select societies and 363 societies advanced 1.568 million rupees under the system.

Non-agricultural credit societies.- There were 676 non-agricultural credit societies with a membership of 0.552 million and a share capital of 20.045 million rupees. They held deposits amounting to 59.015 million rupees from members and non-members and issued loans to the extent of 112.3 million rupees. In the sphere of long term credit the Madras Co-operative Central Land Mortgage Bank with 73 primaries affiliated to it issued loans amounting to 3.740 million rupees against 4.384 million rupees in the previous year. The fall in the issue of loans is mainly attributable to the operation of the Madras Indebted Agriculturists (Temporary Relief) Act, 1954. It obtained from the open market in the 50th series of debentures 4 million rupees bearing interest of 4 1/4 per cent.

Co-operatives of different types: (i) Cultivation of fallow lands.- The intensive cultivation scheme was worked by the rural credit societies in the districts of Tirumelveli, Madurai, Coimbatore, South Kanara, South Arcot, Tiruchirappali and Tanjore districts. They constructed 0.135 million manure pits for the manufacture of rural compost and supplied to ryots 3 tons and 462 lb. of improved seeds purchased from the agriculture depots. Since 1 April 1955, the scheme of distribution of improved seeds through the village co-operatives was discontinued. The societies applied to the revenue department for the lease of 897.82 acres of lands for being sub-leased to their members and an extent of 567.55 acres was under cultivation of food crops like paddy, ragi and millets at the end of the year. The Land Colonization Societies for civilians and ex-servicemen reclaimed more lands and by the end of the year, they brought under cultivation a total extent of 8,118.51 acres through their members. The Land Reclamation Societies in the Pattukkottai area also reclaimed and brought further lands under cultivation, thereby covering the entire extent of 6,884.11 acres of lands allotted to them in the Cauvery-Mettur Project area.

(ii) Irrigation societies.- Loans were advanced by 66 rural credit societies to their members to the extent of 0.258 million rupees for the installation of 114 pumps sets to aid irrigation. The total number of pumpsets installed up to the end of the year with the finances provided by the rural credit societies was 798. The primary land mortgage banks provided loans to their members for land improvement to the extent of 0.539 million rupees, the bulk of which was utilized for sinking of wells, purchase of pumpsets and such other purposes. The eighteen irrigation societies provided irrigation to 7,153 acres of lands benefiting 2,029 members. The societies in the Tirunelveli district rendered useful service to their members by keeping field channels free of silt and by regulating the supply of water.

(iii) Supply of seeds, manures and agricultural implements.- The rural credit societies supplied to their members 4,876 tons of chemical manures and 247 tons of iron and steel and agricultural implements apart from improved seeds to the extent of 3 tons and 462 lb. referred to in the preceding paragraph. The marketing societies also distributed chemical manures worth 3.357 million rupees, manure mixtures worth 1.238 million rupees, agricultural implements worth 0.334 million rupees, compost manure with 0.126 million rupees and improved varieties of seeds worth 0.122 million rupees. The Co-operative Wholesale Stores in all the districts except Tanjore, and the Tanjore Co-operative Marketing Federation continued to function as stockists and wholesaler-cum-retailers in respect of "Sindhri Fertilizers" and imported manures and distributed 27,373 tons of manure through the primary stores, marketing societies, rural credit societies, etc., and through their own retail depots.

(iv) Production of other foodstuffs.- Five hundred and eighty-one milk co-operatives including 19 unions procured and supplied milk and milk products to the value of 14.701 million rupees, to the public and to State Hospitals and institutions. The Madras Co-operative Milk Supply Union alone sold milk and bye-products worth 2.228 million rupees. The palm jaggery societies produced 2.876 millions ~~maunds~~ maunds of palm gur worth 8.142 million rupees. The Nilgiris Co-operative Marketing Society supplied 38,000 bags of manure mixture worth 1.197 million rupees to the potato growers in the district. The Salt Workers' Co-operatives produced salt worth 59,174 rupees and sold salt for 47,677 rupees. The Pudukkottai Co-operative Wholesale Stores manufactured salt for 18,648 rupees and sold salt for 30,754 rupees during the year. The fifteen egg production societies sold 0.135 million eggs for 16,562 rupees. The Madras Milk Supply Co-operative Union, which has been encouraging poultry farming as a subsidiary occupation among the members of its feeder societies purchased 0.245 million eggs for 25,234 rupees and sold them for 28,536 rupees. There were 221 fishermen societies at the end of the year and they provided loans to their members to the extent of 0.338 million rupees to enable them to carry on their fishing occupation.

(v) Handloom industry.- There was a general increase in the number of weavers' co-operatives, their membership, looms, production and sale. Twenty thousand looms were newly admitted into the co-operative fold bringing the total number of looms in the co-operatives to 0.134 millions which represents nearly 25 per cent of the total number of looms in the State. There was also increased production of cloth by the weavers' co-operatives. The production went up from 20,292 million rupees to 35,658 million rupees. Likewise the sales also increased from 30,880 million rupees to 48,812 million rupees. The weavers were able to obtain better wages which in turn had its effect on the general wage level of weavers engaged by the master weavers. Marketing arrangements were intensified, more depots were opened; mobile vans toured the districts; and increased rebate was offered during particular seasons such as Deepavali, Christmas, etc. Co-operative effort to rehabilitate weavers was extended to silk weavers also.

The Madras State Handloom Weavers' Co-operative Society played a significant role in implementing the various Cess Fund schemes. Besides co-ordinating the activities of the primary weavers' co-operative societies in the State by enabling them to get yarn and market their finished goods, it arranged for the supply of improved appliances to the primaries so as to improve the quality of production. On 30 June 1955, it had 952 members on its rolls with a paid-up share capital of 0.608 million rupees. During the year, it purchased finished goods on outright basis for 10.410 million rupees and sold goods for 10.762 million rupees as against purchases and sales amounting to 5.489 million rupees and 4.785 million rupees respectively during the previous year. It purchased 10,118 bales of yarn for 10,380 million rupees as against 6,400 bales ~~the~~ worth 5,944 million rupees and sold to the primaries 10,745 bales of yarn for 10,964 million rupees as against 5,077 bales for 5,926 million rupees in the previous year. It is running two weaving factories for the production of new and improved varieties of cloth, four pattern making factories for designing new patterns, four dye factories for the dyeing of yarn and three collective weaving centres for producing standard varieties of goods on its own account. There were 785 weavers' co-operative societies with 0.133 million members and a paid-up share capital of 6.572 million rupees. These societies had 0.134 million of looms in their fold as against 0.114 million of looms at the end of the previous year. The production of goods by these societies went up by about 15.4 million rupees and the sales also recorded an increase of more than 17.9 million rupees.

Other cottage industries.- The societies for cottage industries embrace a variety of village industries such as mat weaving, metal ware, coir manufacture, bee-keeping, oil production, pottery, basket making, leather manufacture, etc. On 30 June 1955, there were 160 societies under these heads as against 150 societies at the end of the previous year. These societies had 15,502 members on their rolls with a paid-up share capital of 0.286 million rupees. The value of goods produced by the societies during the year amounted to 0.571 million rupees, while their sales amounted to 1.195 million rupees. Government has extended financial help to some of the deserving societies for the purchase of equipment up to a maximum of 50 per cent of the cost thereof and for meeting their establishment and contingent charges. Besides the Central Society at Madras there were 37 such societies at the end of the year with a membership of 3,825 and a paid-up share capital of 22,241 rupees. They produced goods worth 19,328 rupees and sold goods worth 29,212 rupees. The Women Cottage Industries Society at Madras purchased raw materials for the value of 20,492 rupees and effected sales of goods for 29,773 rupees. A sum of 5,492 rupees was paid by the society as wages to its members.

(vii) Co-operative marketing societies.- There were 114 marketing societies at the end of the year with a membership of 129,810 and a paid-up share capital of 1.973 million rupees. The loans issued by them on the pledge of produce increased from 4.472 million rupees in the previous year to 7.955 million rupees during the year. The value of the members' produce marketed by the societies during the year as agent of the members was 18.703 million rupees, while the sales effected during the previous year amounted to 13.297 million rupees. The sales effected by the societies on outright basis amounted to 2.642 million rupees. Arrangements under which the activities of the credit societies were integrated with those of the marketing societies were in vogue in 342 rural credit societies and 29 marketing societies and they handled agricultural crops like paddy, millets, groundnuts and cotton. This scheme covered lands to the extent of 22,307 acres. The amount of loans issued under the scheme was 2.036 million rupees as against 1.110 million rupees in the previous year. The value of the produce brought for sale to the marketing societies was 1.776 million rupees as against 2.532 million rupees during the previous year. The marketing societies also distributed seeds, manures and agricultural implement to their members to the value of 5.178 million rupees. At the close of the year, 38 societies owned 56 godowns while 60 societies in the districts of Tirumelveli, Ramanathapuram, Tanjore, Madurai and Malabar undertook processing activities such as coffee and arecanut curing, cotton ginning, etc., and the total value of the produce processed was 2.296 million rupees as against 0.864 million rupees during the previous year. There was thus an improvement in the processing activities of the marketing societies which is indicative of an increasing appreciation on the part of the ryots of the benefits of processing of their produce.

Under the Madras Commercial Crops Market Act, 1933, regulated market committees are functioning in seven districts. In order to provide maximum assistance to the producers in the marketing of their produce, co-ordination of the activities of the marketing societies and the market committees has been arranged in the case of the South Arcot Regulated Market Committee as an experimental measure. Under this arrangement, the marketing societies in the South Arcot district will occupy a portion of the godowns of the South Arcot Market Committee on payment of rent. The marketing societies will advance produce loans to their members who fetch their produce to the regulated market for sale and provide storage facilities to members as well as non-members with reference to the availability of accommodation. The societies will sell only the notified crops of their members through the market committee and arrange to market other commodities of their own accord within the market yard.

(viii) Co-operative distribution.- Special attention was paid to the consolidation and reorganisation of the consumers' co-operatives which had received a this set-back after the removal of the controls. The problems facing this type of societies were considered at a conference of representatives of central and primary societies at which it was decided that the position of the primaries in each district might be examined at a conference of their representatives at the district level and that steps might be taken to weed out the institutions which had no future either by liquidation or by absorption by the Central Stores or by reorganising them into other types of societies for which there was a demand. As a result of pursuing the above policy, the number of stores societies was reduced from 829 to 786 during the year.

The turnover of the 13 wholesale co-operative stores during the year amounted to 23.471 million rupees, while that of the primaries amounted to about 68.841 million rupees. The co-operative wholesale stores undertook supplies to jails, hospitals, devasthanams, etc., and their transactions on this account were to the tune of 0.624 million rupees. The co-operative wholesale stores played a vital role in the distribution of chemical fertilizers as stockists for the State and as wholesaler-cum-retailer also. They handled 74,719 tons as stockists.

(ix) Community projects and national extension service.- Three thousand six hundred and sixty-nine co-operative societies of different types functioned in the Community Project and National Extension Service areas of the State. These societies consisted of credit organisations, consumer stores, weavers' co-operative societies, milk supply societies, etc. One thousand five hundred and forty-five rural credit societies in these areas advanced loans to the tune of 15.623 million rupees to their members and 366 societies undertook extra credit activities. The consumer stores sold goods to the value of

to the value of 8.371 million rupees. The weavers' co-operative societies produced cloth worth 6.471 million rupees and sold cloth worth 7.415 million rupees. The milk supply societies issued loans to the members for purchase of milch animals to the extent of 0.177 million rupees.

(x) Co-operative housing.- The number of housing societies rose from 170 to 175 during the year. They completed the construction of 456 houses during the year, bringing the total number of houses constructed so far to 6,152. Six hundred and thirty-eight houses were in various stages of construction at the end of the year. 5.572 million rupees were sanctioned as Government loans during the year and loans to the tune of 14.860 million rupees were outstanding against members at the end of the year.

The number of rural housing societies increased from 23 to 29 during the year and their membership and paid-up share capital also rose from 451 and 65,480 rupees at the beginning of the year to 506 and 83,010 rupees, respectively at the end of the year. During the year, Government loans amounting to 0.165 million rupees were sanctioned to these societies and they drew 53,550 rupees. They have so far constructed 13 houses.

Two co-operative housing societies, one for the industrial workers of the Radhakrishna Mills and Reiner Mills at Peelamedu in the Coimbatore district and the other for the employees of the Loyal Mills at Koilpatti in Tirunelveli district have been registered. The society at Peelamedu has applied for loan assistance and subsidy for the construction of 198 houses. Steps are being taken to organise more housing societies for industrial workers under this scheme.

(xi) Prohibition.- There were 1,584 palm jaggery co-operatives which produced jaggery worth 8.142 million rupees and sold jaggery valued at 3.680 million rupees through co-operatives. They provided employment for 0.158 millions of toddy tappers.

Resettlement of ex-servicemen was done through 6 land colonization societies, 7 workshops and 8 motor transport societies which in all provided work for 1,410 ex-servicemen.

43. Handicrafts.

India - November 1956.

Encouragement to Small Industries: State Purchase Policy.

The Government of India has decided to purchase some of its requirements exclusively from small-scale industries.

In order to assist these units which are estimated to number roughly 30,000 to 40,000 in the country, it has also decided that in respect of items which could be purchased only from large-scale units, sub-contracts for ancillaries and components might be given to small-scale units. The National Small Industries Corporation and the Regional Small Industries Service Institutes will assist large-scale units in finding suitable small-scale units to whom sub-contracts for ancillaries and components may be given. The Government has also decided to give a price preferential up to a maximum of 15 per cent for the purchase of certain items from small-scale units. These decisions have been taken on the recommendations made by Shri Kennard Weddell, an American expert, for assisting small-scale industries in India.

A small-scale industry is defined as one which has a capital of less than 500,000 rupees, uses power and employs less than 100 persons. If it does not use power, it should employ less than 100 persons.

Other concessions which the Government will show towards small-scale industries are: tender sets and specifications other than certain priced specifications such as those of the Indian Standards Institutions and Indian Railways will be supplied free of charge to small units through the Small Industries Corporation. Tenders will also be accepted without security deposit from such units whose competency is certified by the Small ~~Institutes~~ *Industries* Corporation. The Corporation, in consultation with the State Directors of Industries, will compile a list of small units which have attained a sufficient degree of competency to fulfil Government orders.

A special organisation will be set up in the National Small Industries Corporation for effecting the necessary liaison between the Central Government purchasing departments and small industries.

Last year the Central Government purchased stores worth 662.0 million rupees from indigenous firms. The purchases from small-scale industries amounted to 27.2 million rupees.

(The Statesman, 10 November 1956).

Progress of Ambar Charkha Scheme: 28 Training Centres Started.

Twenty-eight training institutions for the Ambar Charkha programme have started functioning against the target of 30 for the current financial year, according to an official report.

Of the total of 300 training-cum-production centres proposed to be set up during this year, 152 have already been set up.

By the end of last month over 14,200 Ambar Charkhas were manufactured and over 7,800 distributed. By the end of August about 9,570 charkhas had been manufactured. Arrangements have now been made completed to achieve the target of manufacture and distribution of 75,000 Ambar Charkhas by the end of March.

Over 10,200 spinners are undergoing training in the operation of the Ambar Charkha in different parts of the country. Over 1,060 instructors are also receiving training.

By the end of September grants and loans totalling 30,532,000 rupees had been released by the Ministry of Production to the All-India Khadi and Village Industries Board. Out of this amount the Board has spent 6.351 million rupees.

It is expected that commercial production of Ambar Cloth will begin by December. At present the production of yarn and cloth is being carried on at training centres.

The Ahmedabad textile industry's research association is continuing experiments to improve the efficiency of the Ambar Charkha. The Technological Laboratory, Matunga, in Bombay has also made some improvements on the charkha.

(The Hindustan Times, 29 October 1956).

31

Conversion of Handlooms into Powerlooms:
Schemes to be initiated in Bombay and Punjab.

Schemes from two States, Bombay and Punjab, for the installation of powerlooms in the handloom sector have been approved by the Government of India, according to a Press release issued by the Government of India on 19 November 1956.

These are the first schemes to be approved, since the Government of India decided to introduce 35,000 powerlooms in the country during the current and the next financial years. Schemes from other States for setting up powerlooms are being scrutinized.

Under the Bombay scheme, 600 powerlooms are to be installed in five centres in the Saurashtra area of the State. The centres are Etpur, Wadhavan City, Palitana, Unagadh and Amkambalia.

The Bombay Government has been sanctioned a loan of 1,752,000 rupees and a grant of 157,000 rupees for the purpose.

Of the 500 powerlooms to be established in Punjab during the current financial year, 125 will be in the co-operative field and the remaining 375 will be given to individual weavers.

The Government of India has sanctioned a loan of over 1,332,000 rupees and a grant of 42,750 rupees for weavers ~~and~~ in co-operatives.

Provision has also been made for setting up a training-cum-demonstration centre. Six persons will be trained in a textile machinery plant at Gwalior.

(The Hindustan Times, 20 November 1956).

32

Chapter 6. General Rights of Workers.

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

India - November 1956.

Working of the Payment of Wages Act, 1936, in Mines during 1954-1955.

The provisions of the Payment of Wages Act, 1936, excepting sub-section (4) of Section (8) which relates to the amount of fine that could be imposed on any employed person, are now applicable to all persons covered by Indian Mines Act, 1952, and drawing less than two hundred rupees per month. The Payment of Wages (Mines) Rules, 1949, framed under the Act apply to all except the manganese mines, but the Rules are now being revised so as to cover manganese mines also. During the year under review, 4,198 mines with more than 550,000 employees were covered by the Act. The number of mines under the jurisdiction of the Regional Labour Commissioners at Calcutta, Nagpur, Madras, Dhanbad and Bombay was 18, 1860, 700, 1600 and 20 respectively. Information in respect of the Kanpur Region was not available.

Inspections and Irregularities.- During the year under review, 3,590 inspections were made and 12,407 irregularities were detected as compared to the corresponding figures of 4,282 inspections and 24,911 irregularities during the previous year. Thus the irregularities detected showed a substantial reduction during the year under review, as compared to previous year, mainly in two regions, namely, Nagpur and Dhanbad. This was partly due to a reduction in the number of establishments inspected and partly to better compliance with the provisions of the Act on the part of the employers. Details regarding the nature of irregularities detected, etc., are given in the following table.

Nature of Irregularities.	Regions						Total
	Calcutta	Nagpur	Madras	Dhanbad	Bombay	Kanpur	
1. Non-display of notices of dates of payment and list of acts and omissions and wage rates.	13	392	279	2,029	7	6	2,726
2. Non-maintenance of registers.	6	235	298	740	6	8	1,293
3. Improper maintenance of registers.	2	122	85	1,094	5	-	1,508
4. Delayed payment of wages.	26	145	36	2,951	-	-	3,158
5. Non-payment of wages.	67	143	166	521	1	-	898
6. Unauthorised deductions.	-	18	160	-	2	-	180
7. Irregularities regarding imposition of fines.	-	11	13	-	-	-	24
8. Irregularities regarding deductions for loss or damage.	-	1	61	-	-	-	62
9. Irregularities regarding recoveries of advances.	-	4	29	545	-	-	578
10. Other irregularities.	-	287	233	1,656	1	3	2,180
Total.	114	1,358	1,360	9,536	22	17	12,407

It will be seen from the above table that the major irregularities related to delayed payment of wages (25.45 per cent), non-display of notices (21.97 per cent), improper maintenance of registers (10.55 per cent), and non-maintenance of registers (10.42 per cent). Of the total irregularities, 76.9 per cent were reported from the Dhanbad region.

Of the 12,407 irregularities (excluding 8,777 pending from the previous year) brought to the notice of the employers, 89 per cent were rectified during the year and only 1,401 were pending at the end of the year. Twenty-two irregularities were contested by the employers. Most of the irregularities pending rectification were in Madras and Nagpur regions. Of the irregularities rectified, 61 per cent were rectified within three months; 28 per cent between three and six months; 7 per cent between six and nine months; and 4 per cent between nine and twelve months. Of the irregularities pending from the previous year, viz., 8,777 a substantial number of them viz., 8,389 were rectified during the year under report.

Claims.- The number of claims filed under Section 15 of the Act, during the year was 36 as compared to 22 in the previous year. The largest number, i.e., 15 was in Madras region. Of the total claims 19 were decided in favour of employees, 3 against them, 1 case was withdrawn and the rest were pending at the end of the year. The total amount awarded to the employees in respect of claims and compensation was 8,986 rupees 11 annas and 7 pies.

Total Wages Paid.- Under rule 18 of the Payment of Wages Act (Mines) Rules, 1949, every employer is required to send an annual return giving details of total wages paid etc., during the year. Such returns were received only from 286 mines, including 30 manganese mines, which sent the returns on a voluntary basis. The response was obviously poor considering that there were over four thousand mines covered by the Act during the year. Moreover, even the annual returns furnished by the employers were often found to be incomplete and inaccurate. Subject to these limitations, the data furnished in the returns are summarised in the statement given below:-

Category of Mines.	Region.	No. of Mines	Total Number of workers.	Total Wages paid.		Average annual earnings during 1954-55.
				Rs.	Rs.	
1. Coal.	1. Calcutta.	12	3,646	2,838,215	777.4	
	2. Nagpur.	40	76,160	39,824,304	522.9	
	3. Dhanbad.	86	48,242	28,009,752	580.6	
2. Manganese.	1. Madras.	20	4,054	715,724	176.5	
	2. Bombay.	10	5,514	3,362,227	609.8	
3. Quarries.	1. Calcutta.	2	441	281,646	638.7	
	2. Madras.	17	1,886	819,537	434.5	
4. Oil.	Calcutta.	1	3,392	7,383,952	2,176.9	
5. Gold.	Madras.	5	17,571	17,846,978	1,015.7	
6. Mica.	Madras.	14	3,808	906,196	238.0	
7. Lime Stone and Clay.	Madras.	7	1,815	1,414,206	779.2	
8. Asbestos and Barytes.	Madras.	22	1,198	182,530	152.36	
9. Magnesite.	Madras.	21	4,315	1,463,964	339.3	
10. Bauxite Stone.	Kanpur.	12	577	401,584	696.0	
11. Other Minerals.	Madras.	12	2,320	1,086,481	468.3	

It will be seen from the above table, that during the year under report the average earnings per worker were the highest for Oilfields in the Calcutta region. Next came Gold Fields in the Madras region. The average earnings in the Manganese and Asbestos and Barytes mines in the Madras region were very low. In the case of the Oil-fields, there was an appreciable increase in per capita earnings during 1954-55 as compared to 1953-54. This increase was attributed to the increase in the wage rates in the Oilfield granted in 1954 under an Award of an Industrial Tribunal and also to the payment in 1954 of arrears of bonus for 1948 and 1950.

(The Working of the Act in the Mines during 1953-54 was reviewed at pp. 98-100 of the Report of this Office for April 1955).

(Indian Labour Gazette, Vol. XIV, No. 4, October 1956, pp. 306-309).

66. Strike and Lockout Rights.

India - November 1956.

Assam: All Inland Steamer Services declared
a Public Utility Service.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, the Government of Assam has declared all inland steamer services in the State to be a public utility service for the purposes of the said Act for a period of six months with effect from 17 November 1956.

(Assam Gazette, Part IIA, 31 October 1956,
page 2917).

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Madras: Motor Transport Services and Cotton
Textile Industry declared Public Utility Services.

In exercise of the powers conferred under the Industrial Disputes Act, 1947, the Government of Madras has declared the motor transport services and the cotton textile industry in the State to be public utility services for the purposes of the said Act for a period of six months from 5 October 1956.

(GO Ms No.4178 Industries, Labour and
Co-operation dated 24 September 1956;
the Fort St. George Gazette, Part I,
3 October 1956, page 1462).

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67. Conciliation and Arbitration.

India - November 1956.

Colliery Award: Dispute between Employers and
Workers on Implementation.

In reply to a question in the Rajya Sabha, the Deputy Minister for Labour stated that some disputes had arisen between the employers and labour about the implementation of the Award of the Coal Tribunal (vide pp. 19-22 of the report of this Office for June 1956). The points of dispute pertain to alleged increase in work-load, non-payment or under payment of wages and allowances, categorization of workers, non-application of the provisions of the Award in the case of contractor's labour and discontinuance of certain existing facilities. The Chief Labour Commissioner called two meetings, one on the 15 June 1956 and the other on the 16 July 1956 at Dhanbad, with the object of devising a procedure for effective implementation of the Award and for deciding questions of interpretation. No agreed conclusions were reached at these meetings.

(The Indian Labour Gazette, Vol. XIV, No. 4,
October 1956, page 330).

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Draft Industrial Disputes (Central) Rules, 1956.

The Central Government published on 31 October 1956 the draft of the Industrial Dispute (Central) Rules, 1956, proposed to be made in exercise of the powers conferred under the Industrial Disputes Act, 1947. The rules which repeal the Industrial Disputes (Central) Rules of 1947, prescribe, inter alia, the procedure for reference of industrial disputes to boards of conciliation, courts of enquiry, labour courts, industrial tribunals or national tribunals, powers, procedure and duties of conciliation officers, boards, courts, tribunals and arbitrators, remuneration of arbitrator, chairman and members of courts and tribunals, manner of service of notice of change, procedure for constitution of work committees, complaints regarding change of conditions of service, notice of retrenchment, etc. The rules will be taken into consideration by the Government after 24 November 1956.

(Gazette of India, Extraordinary,
Part II, Section 3, 31 October 1956,
pp. 2205-2231).

Bombay: Industrial Disputes in State during 1955.

The number of industrial disputes in the State for 1955 totalled 255 involving 103,319 workers and a time loss of 361,249 man-working days. The comparable figures for 1954 were 201 disputes 111,273 workers and 396,287 man-days lost. Thus it will be seen that while the number of disputes recorded for the year under review was 26.9 per cent above the 1954 figure, the number of man-days lost decreased by 8.8 per cent. The number of workers involved also declined by 7.15 per cent. The average duration of disputes which was 3.56 in 1954, slightly declined to 3.50 in 1955.

There were three industry wide work-stoppages during 1955. One of these was a general strike in the establishments of various motor-transport operators which involved about 898 workers. This strike lasted for nearly 50 days and caused a time loss of 7,605 man-days. The other two strikes were in the Banking Industry, one of which was an hour's strike of 123 banking establishments in Greater Bombay on 10 May 1955 over the demand for grant of annual increments. About 4,215 wage earners were involved in this strike and it caused a loss of 528 man-days. The other one was a token strike in banking establishments in Greater Bombay on 28 December 1955. More than 5,300 workers were involved in the strike which was resorted to as a protest against the proposed cut in dearness allowance as well as the readjustments of pay according to the recommendations of the Bank Award Commission causing a loss of more than 5,000 man-days. The month of December 1955 recorded the highest number of man-days lost during the year under review, while in 1954, January had recorded the highest number.

Nearly one-half of the total time loss recorded during the year was suffered by the textile industry, which accounted for 31 per cent of the total number of disputes. The time loss suffered by this industry was, however, less than that in the previous year. The engineering industry also recorded an appreciable improvement in the time loss as compared to the previous year while the miscellaneous industries with the highest number of disputes recorded a rise in the time loss during the year.

The disputes in the textile industry alone affected more than 49 per cent of the total workers involved and accounted for more than 45 per cent of the total time loss resulting from all the disputes during the year. The high time loss in the textile industry was mainly due to the strikes in (1) the Castle Mills, Thana, (2) Coorla Spinning and Weaving Co.Ltd., Bombay, (3) India United Mills Nos. 1 to 6, Bombay, and (4) the Sassoon Spinning and Weaving Co.Ltd., Bombay, which together involved about 23 per cent of the total workers and accounted for nearly 26 per cent of the total time loss resulting from all the disputes.

Disputes occurred at 36 centres as against 41 in 1954. Greater Bombay, the most important industrial centre in the State, recorded as usual the highest number viz., 175 as against 136 during 1954, while Ahmedabad recorded 21 disputes. Disputes in Greater Bombay alone affected more than ~~21~~ 80 per cent of the total workers involved during the year and accounted for more than 267,000 man-days or 74.1 per cent of the total time loss.

The following table shows the number of disputes, workers involved and man-days lost in Greater Bombay and in the whole State:-

Locality.	No. of disputes.	No. of workers involved.	No. of Man-days Lost.
Greater Bombay. ----	175	83,631	267,707
All State. ----	255	103,319	361,249

Causes of disputes.- The causes of strikes and lock-outs are many and in many disputes several issues were involved in each case. The causes are classified under the main demands such as pay and allowances, bonus, leave and hours of work, personnel and others.

Nearly 44 per cent of the total disputes involving nearly 54 per cent of the total workers affected related to "Pay and allowances and bonus", 84 or 32.9 per cent of the total disputes affecting more than 24 per cent of the total workers involved were due to "Grievances about personnel". Twenty disputes occurred on account of "Leave and Hours of Work", while 40 or 15.7 per cent of the total disputes affecting more than 18 per cent of the total workers involved were due to "other causes".

The highest time loss i.e., nearly 52 per cent of the total time loss was on account of the disputes relating to "pay and allowances" and "bonus". Grievances regarding "personnel" formed the next important issue in nearly 33 per cent of the total disputes as will be seen from the table below which shows the distribution of the disputes according to the main causes:-

Causes.	Number of disputes.	Number of workers involved.	Number of man-days lost.
Pay and allowances.	97	46,997	142,271
Bonus.	14	8,335	45,466
Leave and hours of work.	20	4,383	4,192
Personnel.	84	24,851	112,387
Others.	40	18,753	56,933
Total.	255	103,319	361,249

"Pay and allowances" and "Bonus" still formed the main cause and the percentage of total recorded a rise from 33.34 to 43.53 per cent. The percentage to total number of disputes due to grievances of "Personnel", registered a slight rise of 1.10 per cent while "Leave and Hours of Work" and "Other causes" recorded a drop of 9.57 and 1.72 per cent respectively. The following table classifies disputes according to causes in 1954 and 1955:-

Causes.	Number of disputes in		Percentage to total in	
	1955	1954	1955	1954
Pay and allowances.	97	60	38.04	29.86
Bonus.	14	7	5.49	3.48
Leave and hours of work.	20	35	7.84	17.41
Personnel.	84	64	32.94	31.84
Others.	40	35	15.69	17.41
Total.	255	201	100.00	100.00

Results of disputes.- In 74 or nearly 30 per cent of the 248 disputes which ended during the year under review representing more than 31 per cent of the total workers involved, the workers were either partially or entirely successful while in 118 or 47.6 per cent of the disputes affecting more than 35 per cent of the total workers involved, the workers were entirely unsuccessful. In 53 or more than 21 per cent of the cases, the result was indefinite i.e., work was resumed pending final settlement of the dispute.

Compared to the previous year, the percentages of disputes which were either successful or partially successful recorded a slight increase. The proportion of unsuccessful disputes also showed a similar rise from 46.46 per cent in 1954 to 47.58 in 1955, while "indefinite" disputes recorded a drop of 2.37 per cent. The following tables classify the disputes according to results:-

Result.	Number of disputes.	Number of workers involved.
Entirely favourable to the workers. -----	47	27,222
Partially favourable to the workers. -----	27	4,968
Entirely unfavourable to the workers. -----	118	36,332
Inconclusive. -----	3	205
Indefinite. -----	53	30,074
In progress. -----	7	4,518
Total. -----	255	103,319

The workers were reported to be completely successful in 26 disputes in which "Pay and Allowances" and "Bonus" was the principal issue and in 12 disputes which related to grievances about "Personnel".

Workers involved.- The number of workers involved recorded for the year was about 7.15 per cent below the 1954 figure. More than 49 per cent of the workers involved in all the disputes during the year under review were from the Textile Industry while "Metal and Engineering" accounted for more than 15 per cent.

Analysing the disputes according to the number of workers involved, the 10-100 group accounted for more than 56 per cent of the total disputes but the time loss caused by these disputes was only about 12 per cent. As against this, 9 disputes involving between 2,001 to 4,000 workers accounted for more than 23 per cent of the total time loss.

Working days lost.- The year under review recorded more than 361,000 man-days lost as against about 396,000 during the year 1954, the lowest ever recorded during the past 15 years. The 1 to 100 slab of time loss recorded 101 disputes involving more than 6 per cent of the total workers, while 17 disputes with a loss of more than 5,000 man-days, involved 39.22 per cent of the total workers and accounted for about 66.66 per cent of the total time loss.

Duration of disputes.- A little less than half of the total disputes involving more than 45 per cent of the total workers lasted for a period of one day or less. The time-loss in these disputes was, however, only about 10 per cent while 72 disputes or 28.24 per cent of the disputes which lasted for more than five days accounted for more than 76 per cent of the total time loss. From the table below which classifies the disputes according to duration it will be seen that majority of the disputes were of short duration and lasted for less than 5 days. The average duration of the dispute (obtained by dividing the total number of man-days lost by the total number of workers involved) however slightly declined from 3.56 in 1954 to 3.50 in 1955:-

Duration.	Number of disputes.	Number of workers involved.	Number of man-days lost.
One day -----	115	48,828	37,586
Two days -----	28	6,814	8,670
Three days -----	15	21,117	27,285
Four days -----	16	2,349	8,037
Five days -----	9	579	1,855
More than five days.-----	72	23,632	277,816
Total. ---	255	103,319	361,249

The following table summarizes the disputes in 1955 by industries:-

Industry	No. of dis- putes.	No. of workers involved.	No. of man-days lost.	Number of disputes in which the demands related to				
				Wages.	Bonus.	Personnel.	Leave and hours.	Others.
Spinning and Weaving. ---	80	50,902	165,354	22	3	26	9	20
Metals and Engineering.-	39	16,102	55,110	14	5	11	3	6
Others. ---	136	36,315	140,785	61	6	47	8	14
Total.	255	103,319	361,249	97	14	84	20	40

Industry	Number of disputes that were					
	Success- ful.	Partially success- ful.	Unsuccess- ful.	Incon- clu- sive.	Inde- fini- te.	In prog- ress.
Spinning and Weaving.	-----	15	7	38	-	18 2
Metal and Engineering.	-----	7	7	14	-	10 1
Others.	-----	25	13	66	3	25 4
Total.	-----	47	27	118	3	53 7

(Labour Gazette, Vol. XXXVI, No. 2, October 1956, pp. 135-146).

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - NOVEMBER 1956.

81. Employment Situation.

Employment Exchanges: Working during September 1956.

General employment situation.- According to the review of the work done by the Directorate General of Resettlement and Employment during September 1956, the number of registered unemployed at the end of the month was nearly 800,000 as compared to a figure of 700,000 at the close of September 1955. The employment situation in general remained almost static as compared to the previous month inspite of a slight increase in the number of vacancies notified and in the number of employers who utilised the services of the employment service. The increase in the number of vacancies notified as compared to the last month was more pronounced in the public sector which marked a rise of 1,091 as compared to the private sector where the increase was of the order of 348. Except for some local increase in placements the general employment situation was reported to have remained unaltered during the course of the month.

Shortages in respect of stenographers, overseers, draughtsmen, trained teachers and fast typists continued to persist throughout the country. Shortage of compounders, midwives and surveyors was equally wide spread. A number of exchanges also reported a shortage of qualified doctors, health visitors, sanitary inspectors and physical training instructors. Dearth of accountants, boiler attendants, turners, tracers and road roller drivers was also experienced by several exchanges.

Clerks, untrained teachers, freshers from schools and colleges, unskilled office workers, carpenters, motor drivers and unskilled labourers continued to form the bulk of surplus categories at the employment exchanges throughout the country. Employment prospects for motor mechanics, semi-skilled blacksmiths, fitters and turners, sweepers and chowkidars were not reported to be bright by a number of exchanges.

Registrations and placings.- The following table shows registrations for employment and placings during August and September 1956.

		<u>September 1956.</u>	<u>August 1956.</u>
Registrations.	-----	143,158	144,836
Placings.	-----	14,750	14,901

Fresh registrations at the employment exchanges marked a slight fall of 1,678 during September 1956, as compared to the figure of the previous month. The decline in registrations was particularly noticeable in the States of Uttar Pradesh (994), Delhi (986), Hyderabad (848) and Rajasthan (517). On the other hand, there was an increase in registrations in the States of Bihar (1,380) and Bombay (1,281).

A total of 86,573 applicants were submitted to employers for selection during the month as against 82,064 during the previous month. The number of placements secured during September 1956 recorded a fall of 151. The decrease in placements was conspicuous in the States of Bombay (444), Rajasthan (326), Orissa (259) and Andhra (226). On the other hand, an increase in placements occurred in the States of Uttar Pradesh (508), Bihar (499) and Travancore-Cochin (371). Of the total placements 4,688 were secured under the Central Government, 5,764 under State Governments, 2,027 under quasi-Government establishments and local bodies and the remaining 2,271 with other employers.

Vacancies notified.- A total of 5,440 employers utilised the services of the exchanges during the month as against 5,250 during August 1956. The number of vacancies notified by these employers was 23,374 which was 1,439 more than the corresponding figures for August 1956. The increase in the number of vacancies notified was marked in the States of Uttar Pradesh (1,063), Bihar (892), and Travancore-Cochin (630). However, a fairly significant decrease in the number of vacancies notified occurred in the States of Orissa (780), and Rajasthan (711). Of the total number of vacancies notified 7,339 were made available by the central Government, 9,235 by State Governments, 2,318 by quasi-government establishments and local bodies and the remaining 4,484 by other employers. There was thus an increase of 1,091 in the public and of 348 in the private sector.

Register of unemployed.- The number of persons seeking employment assistance through the exchanges on the last day of the month was 799,533 which was 2,321 more than the figure at the close of the previous month. In all 8,796 employed and self-employed persons of whom 235 were women, were on the live register and desired further employment assistance. The composition of the live register occupation-wise is shown below:-

<u>Occupation.</u>		<u>Number on Live Register as on 30 September 1956.</u>
1. Industrial supervisory.	-----	5,458
2. Skilled and semi-skilled.	-----	61,766
3. Clerical.	-----	230,598
4. Educational.	-----	31,123
5. Domestic service.	-----	26,849
6. Unskilled.	-----	403,588
7. Others.	-----	40,151
Total.	-----	<u>799,533</u>

Employment position of special types of applicants.-
The employment position regarding special types of applicants is shown in the table below:-

<u>Category</u>		<u>Registrations</u>	<u>Placings</u>	<u>Number on Live Register</u>
1. Displaced persons.	-----	4,463	687	44,521
2. Ex-servicemen.	-----	5,887	998	28,056
3. Scheduled Caste applicants.	-----	15,978	1,941	76,170
4. Scheduled Tribe applicants.	-----	5,462	490	15,588
5. Women.	-----	7,257	691	40,157

Special Investigation: I. Employment assistance rendered to displaced persons.- During the last five years the average monthly registrations of displaced persons have declined steadily from 10,919 in 1951 to 7,693 in 1955 thereby recording a fall of 29.5 per cent. Except for a slight increase during April-June 1956, this trend continued upto the third quarter of 1956. On the other hand, the average number of placements per month increased in 1955 after recording a continuous fall from 2,286 to 912 during the previous years. four years. The trends in registrations and placements in respect of displaced persons have been studied separately for the Eastern Zone (Comprising the States of Assam, Bihar, Orissa and West Bengal) and the rest of India in the table below:-

Year/quarter	MONTHLY AVERAGE					
	Registrations.			Placements.		
	Eastern Zone.	Other areas.	Total	Eastern Zone%	Other areas%	Total*
1951	5,776	5,143	10,919	876 (15.2)	1,410 (27.4)	2,286 (20.9)
1952	3,613	5,068	8,681	486 (13.5)	938 (18.5)	1,424 (16.4)
1953	3,556	4,840	8,396	307 (8.6)	628 (13.0)	935 (11.1)
1954	3,886	4,469	8,355	337 (8.7)	573 (12.9)	912 (10.9)
1955	3,475	4,218	7,693	433 (12.4)	575 (16.0)	1,108 (14.4)
1956						
January-March.	3,419	2,847	6,266	364 (10.6)	510 (17.9)	874 (13.9)
April-June.	3,189	3,246	6,435	363 (11.4)	571 (17.6)	934 (14.5)
July-September.	2,901	2,101	5,002	304 (10.5)	479 (22.7)	783 (15.7)

*Figures within brackets indicate percentage of placements to registrations.

The number of displaced persons on the Live Registers at the end of each year/quarter during the period under review is given below:-

Year/quarter	Number on Live Register at the end of each year/quarter		
	Eastern Zone	Other areas	Total
1951	21,894	15,152	37,046
1952	22,253	15,316	37,569
1953	26,687	17,340	44,027
1954	31,227	18,455	49,682
1955	29,520	15,920	45,440
1956			
January-March.	32,212	14,811	47,023
April-June.	32,858	14,695	47,553
July-September.	32,596	11,925	44,521

It may be seen that during the period under review the number of displaced persons on the Live Registers in the Eastern Zone rose almost steadily up to the middle of 1956 whereas outside the Eastern Zone the corresponding Live Register figure has been falling steadily since 1954.

II. Employment position of surplus and retrenched employees of rationing and civil supply departments of State Governments.— Exchange statistics in respect of ex-employees of the rationing and civil supply departments of the State Governments reveal that 19,775 registrations and 8,397 placements were effected in respect of this category of applicants during the period January 1954 to July 1956. Of the total number placed, 1,915 (22.8 per cent) were found employment in the Central Government, 6,294 (75.0 per cent) in State Governments and 188 (2.2 per cent) in other establishments.

During the entire period under review, the percentage of placements to registrations in respect of this category of applicants was 42.5; as against 10.9 for all other types of registrants. It will be seen that priority arrangements made on behalf of this type of ex-employees have had fairly satisfactory results when considered against the background of the existing employment situation.

The number of persons belonging to this category who were on the live register of the employment exchanges and were still in need of employment assistance has shown a steady downward trend during the period under report. A total of 4,465 such applicants were seeking employment assistance at the end of the October 1954. This number dropped to 2,726 at the end of the June 1955, 2,306 at the end of December 1955 and finally to 1,778 at the end of July 1956. The live register figure in respect of this category of applicants thus marked a decline of 2,687 or 60.2 per cent from October 1954 to July 1956.

Of the 1,778 surplus and retrenched employees of the rationing and civil supplies departments of the State Governments remaining on the live register of employment exchanges at the end of July 1956, a comparatively large number (90 percent) were accounted for by the exchanges in the States of Hyderabad (462), Bombay (460), Uttar Pradesh (425), Madras (116) and West Bengal (107).

(Review of the Work done by the Directorate General of Resettlement and Employment during September 1956; issued by the Ministry of Labour, Government of India).

85. Vocational Training.

India - November 1956.

Labour Ministry's Training Schemes: Progress during
September 1956.

Training of craftsmen.- According to the review of the work of the Directorate General of Resettlement and Employment during September 1956, the number of trainees on the roll of various training institutes and centres on 30 September 1956 was 9,518. There were 7,652 trainees (including 8 women) in technical trades and 1,866 (including 566 women) in vocational trades.

Training of displaced persons.- The total number of displaced persons undergoing training at the end of September 1956 was 1,917. There were 1,560 persons undergoing training in technical trades and 357 in vocational trades.

Apprenticeship training for displaced persons.- A total of 1,044 displaced persons were undergoing training as apprentices in industrial undertakings and establishments in Uttar Pradesh and West Bengal, against 1,300 seats sanctioned for the purposes.

Training of supervisors and instructors.- In the XVII regular session which commenced from 21 May 1956, 172 supervisors and instructors were receiving training at the central training institute for instructors, Koni-Bilaspur at the end of the month. Apart from this one supervisor and instructor was also undergoing training in the short-term course which started functioning from 2 July 1956.

Training of women craft-instructors.- Under the scheme for the training of women craft instructors at the industrial training institute for women, New Delhi, 18 women instructor-trainees were receiving training at the end of the month under review.

Training of school going children in hobby centre Allahabad.- A total of 71 trainees were undergoing training at the end of the month under report at the Hobby Centre, attached to the Industrial Training Institute, Allahabad.

Short term course of training in sheet metal work trade.- In the II short course term course of training in trade sheet metal work at the industrial training institute, Bangalore under the craftsmen training scheme, 102 trainees were undergoing training in this trade against a sanctioned capacity of 96 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 September 1956; issued by the Ministry of Labour, Government of India).

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CHAPTER 9. SOCIAL SECURITY.

INDIA - NOVEMBER 1956.

92. Legislation.

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

Ajmer: Silicosis to be declared an Occupational
Disease.

The Chief Commissioner of Ajmer has, by a notification dated 30 October 1956, given notice of his intention to add the following to the list of occupational diseases specified in Part 'B' of the Schedule III to the Workmen's Compensation Act, 1923.

<u>" Occupational Disease</u>	<u>Employment</u>
Silicosis	Connected with mining operations in mica mines "

The proposal will be taken into consideration by the Government after 10 February 1957.

(Gazette of India, Part III, Section 3,
10 November 1956, page 523)

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93. Application.

India - November 1956.

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

Madras: Report on the Working of the Workmen's
Compensation Act, 1923 for the Year 1955*.

According to the annual report on the working of the Workmen's Compensation Act, 1923, in the State of Madras in 1955, there were 167 cases pending at the commencement of the year. Five hundred and thirty-six cases were filed and 26 were received from the Commissioners of other States for disposal, making a total of 729. Five hundred and seventy-three were disposed of during the year. Fifty-two of the 156 pending cases were since disposed of.

There were 66 cases of award of compensation under section 10, pending at the beginning of the year. Fifty-six cases relating to death, 62 to permanent disablement and 12 to temporary disablement were filed during the year. Of these 196 cases, 134 were disposed of during the year. Twenty-two of the 62 pending cases were since been disposed of.

Distribution of compensation.— There were 59 cases pending at the beginning of the year. Ninety-eight cases were filed and 25 were received for disposal from the Commissioners of other States during the year. Of these 182 cases, 133 cases were disposed of during the year. Eighteen of the 49 pending cases, were since disposed of. The compensation deposited was distributed to dependants of the deceased workmen in 125 cases, refund to the depositor in five cases, and transferred to the Commissioners of other States in three cases.

* Department of Industries, Labour and Co-operation,
Government of Madras: Report on the Working of the
Workmen's Compensation Act, 1923, for the Year 1955:
Government Press, Madras, 1956, pp.8, Price, 6 annas.

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Registration of agreements.- Eighteen agreements were pending registration at the beginning of the year. Two hundred and nineteen relating to permanent disablement and 30 relating to temporary disablement were filed during the year. Two hundred and forty-six agreements were registered during the period and in one case registration was refused as unnecessary. Seventeen of the 20 pending agreements have since been registered.

The total amount of compensation paid in respect of 217 agreements relating to permanent disablement registered during the year was 105,145 rupees 13 annas and 4 pies.

Accounts.- The total amount of compensation deposited with this court during the year was 244,288 rupees 2 annas and 9 pies as against 183,296 rupees 13 annas and 9 pies deposited during the previous year. The statement below shows the opening and closing balances receipts and payments during the year:-

	Rs.	As.	Ps.
Opening balance including miscellaneous receipts. -----	123,266	5	4
Deposit during the year. -----	244,288	2	9
Receipts under the Workmen's Compensation (Transfer of Money) Rules. -----	45,960	13	4
Miscellaneous receipts. -----	9,667	12	6
Total receipts. -----	423,183	1	11
Disbursements including miscellaneous payments. -----	245,724	11	0
Balance. -----	177,458	6	11
Deduct deposits taken in the register of receipts but not sent to bank during the year. -----	1,275	0	0
	176,183	6	11
Add Payment issued but not presented to bank during the year. -----	700	0	0
Closing balance. -----	176,883	6	11

Total compensation.- Returns were called for from 9,243 factories and establishments and were received from 5,982 factories and establishments. Fifty-five cases of death, 286 accidents resulting in permanent disablement and 8107 resulting in temporary disablement were reported in these returns as against 27 cases of death, 141 accidents resulting in permanent disablement and 3,822 resulting in temporary disablement reported during the previous year. The total amount of compensation paid during the year was 80,590 rupees for death, 69,713 rupees 11 annas and 7 pies for permanent disablement and 85,594 rupees 1 anna and 7 pies for temporary disablement, the figures for the previous year being 42,040 rupees for death, 54,035 rupees and 7 pies for permanent and 78,737 rupees 14 annas and 4 pies for temporary disablement.

A consolidated statement showing the total number of cases of accidents reported and the compensation paid is given below:-

Establishment.	Number employed.	Number resulting in			Amounts paid for					
		Death.	Permanent disablement.	Temporary disablement.	Death	Permanent disablement.		Temporary disablement.		
(1)	(2)	(3)	(4)	(5)	(6)		(7)		(8)	
					Rs.	A.P.	Rs.	A.P.	Rs.	A.P.
1. Factories.....	(A... 305,722	21	116	8,978	25330	0 0	47198	11 4	58527	9 4
	(M... 3,863	..	..	..	..	..	..	..	..	..
2. Mines.....	(A... 8,190	2	6	180	1620	0 0	1663	3 0	3563	14 0
	(M... 222	..	..	3	..	..	..	..	15	10 0
3. Tramways.....	(A... ..	..	..	..	..	..	..	..	..	..
	(M... ..	..	..	..	..	..	..	..	..	..
4. Ports and Docks.....	(A... 3,807	2	127	403	3900	0 0	8627	5 6	11168	6 6
	(M... 1	..	..	..	..	..	..	..	..	..
5. Building and Construction.....	(A... 13,979	..	3	31	..	..	470	7 0	599	12 9
	(M... 3,063	..	..	..	..	..	..	..	..	..
6. Plantations...	(A... 70,267	3	10	294	2360	0 0	6007	9 0	6378	4 6
	(M... 1,317	..	..	..	..	..	..	..	..	..
7. Legal Boards and Municipalities.	(A... 1,568	..	..	..	..	..	..	..	..	..
	(M... 55	..	..	..	..	..	..	..	..	..
Total.....	(A... 403,533	28	262	4,886	33210	0 0	63967	3 10	80237	15 1
	(M... 8,521	..	..	3	..	..	..	..	15	10 0
8. Miscellaneous-										
(i) Fire Brigades	(A... 1,891	..	1	..	..	..	441	0 0	..	..
	(M... ..	..	..	..	..	..	..	..	..	..
(ii) Manufacturing and handling of explosives.	(A... 9,483	1	4	61	3000	0 0	1253	0 0	1817	10 0
	(M... 813	..	..	..	..	..	..	..	..	..
(iii) Generation, transformation and distribution of electricity.	(A... 25,797	24	19	80	40180	0 0	4052	7 9	2407	8 0
	(M... 267	..	..	..	..	..	..	..	..	..
(iv) Cinematography	(A... 2,662	2	..	51	4200	0 0	..	..	621	13 0
	(M... 6	..	..	..	..	..	..	..	..	..
(v) Lighthouse..	(A... 156	..	..	4	..	..	..	..	200	5 6
	(M... ..	..	..	..	..	..	..	..	..	..
(vi) Motor transport.	(A... 116	..	..	20	..	..	..	..	293	4 0
	(M... 3	..	..	..	..	..	..	..	..	..
(vii) Others.	(A... 125	..	..	..	..	..	..	..	..	..
	(M... 13	..	..	..	..	..	..	..	..	..
(viii) Institutions engaged in the process of handling and manipulation of radium or X-ray apparatus or contact with radio active service.	(A... 363	..	..	..	..	..	..	..	..	..
	(M... 9	..	..	..	..	..	..	..	..	..
Miscellaneous Total.	(A... 40,593	27	24	216	47380	0 0	5746	7 9	5340	8 6
	(M... 1,111	..	..	..	..	..	..	..	..	..
Grand Total.....	(A... 444,126	55	286	5,102	80590	0 0	69713	11 7	85578	7 7
	(M... 9,632	..	..	3	..	..	..	..	15	10 0

A - Adults, M - Minors.

(The working of the Act for the year 1954
was reviewed at pp. 69-71 of the report of
this Office for November 1955).

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CHAPTER 11. OCCUPATIONAL SAFETY AND HEALTH.

INDIA - NOVEMBER 1956.

112. Legislation, Regulations, Official Safety and Health Codes.

PEPSU Economiser Rules, 1955.

The Government of Patiala and East Punjab States Union published on 30 October 1956 the PEPSU Economiser Rules, 1955, made in exercise of the powers conferred under the Indian Boilers Act, 1923. The rules prescribe inter alia the procedure for registration of economisers, investigation of accidents to economisers and procedure for appeals.

(Supplement to Patiala and East Punjab States Union Government Gazette, No. 98, dated 30 October 1956, pp. 1-8).

115. Research, Investigation, Study.

India - November 1956.

Accidents in Mines in India: Study of Long-range Trends.

The Indian Labour Gazette, Vol. XIV, No. 4, p. 8, October 1956, contains an article, examining the current data on accidents in mines against the background of the long-range trends from various angles. Complete record of valuable data on mining accidents in the annual reports of the Chief Inspector of Mines starting with the year 1901. These data however relate only to fatal and serious accidents and do not cover minor accidents. The number of fatal and serious accidents, the number of persons killed and injured and the frequency-rates of fatal and serious injuries per 1000 persons employed are shown in the appended statement for the period 1901-1955:-

Year	Accidents		No. of persons		Injury rate*		Casualty ratio of fatal accidents
	Fatal	Serious	Killed	Seriously injured.	Fatal	Serious	
1901	68	**	90	**	0.86	**	1.32
1905	65	74	71	97	0.64	0.89	1.09
1910	117	107	186	110	1.29	0.76	1.59
1915	163	258	188	272	1.04	1.51	1.15
1920	177	290	225	301	0.96	1.29	1.27
1925	200	479	233	496	0.92	1.95	1.17
1930	217	745	257	815	0.98	3.11	1.18
1935	202	842	312	918	1.23	3.61	1.54
1940	261	1,410	315	1,483	0.96	4.52	1.21
1945	277	1,387	307	1,478	0.79	3.83	1.10
1950***	238	1,976	273	2,073	0.60	4.39	1.15
1955	274	4,229	378	4,385	0.64	7.42	1.38

* Per 1000 persons employed.

** Not available.

***Up to 1950, covered Part A and Part C States only.

An examination of the data reveals certain interesting features.

1. Fatal-Injury-Rate.- The fatal-injury-rate, broadly speaking, showed an upward trend during the first quarter of the century and has since recorded an overall decline. Leaving out the rather wide year-to-year fluctuations, the general trend seems to follow a parabolic movement concave towards the time-axis. A second degree parabola fitted to the data relating to the first fifty years by the method of least squares yields the following equation for the general trend, viz., $y = 0.72 + 0.033x - 0.00069x^2$ where x represents time in terms of years starting with the year 1900 as origin and y the fatal-injury-rate. In view of the plotted wide year-to-year fluctuations no simple curve could give a perfect fit to the data. The above, however, appears to represent the general trend satisfactorily and yields a correlation of 0.59 between ~~general-trend~~ the trend values and the actuals. The root-mean-square deviation of the observed values around the trend ~~the~~ line works out to 0.184.

It is a matter for satisfaction that the fatal-injury-rate, which had steadily been on the increase throughout the first quarter of the century, has since been effectively controlled. The turn in the general trend coincides more or less with the enactment and enforcement of the Indian Mines Act, 1923, which was in itself a great improvement over the preceding Act of 1901.

A comparison of the data for the last five years with the projected trend values reveals a slight deviation from the trend as reflected in the following figures:-

Year	Fatal-Injury-rate	
	Observed	Trend value
1951	0.77	0.61
1952	0.81	0.57
1953	0.65	0.53
1954	0.72	0.49
1955	0.64	0.45

Although the fatal-injury-rate recorded during the last five years continued to be low, the figures were a little higher than what could be expected from the overall trend of the preceding 50 years. The reason for this development could be traced in part to the extension of the coverage of the statistics for the first time in 1951 to the Part B States which included among others the coalfields of Hyderabad and the goldfields of Mysore, where the accident rate was comparatively high. Even otherwise, the deviation being small in magnitude lying well within a range of twice the root-mean-square deviation from the trend line, cannot in any case be considered significant.

2. Serious-Injury-Rate.— Unlike the fatal-injury-rate, the serious-injury-rate shows a more or less steady upward movement throughout, but for a short period of temporary stability about the year 1920 and an appreciable drop towards the late forties. The general trend is adequately represented by the straight line: $y = 0.077 + 0.089x$ where x represents time in terms of years starting with the year 1900 as origin and y the serious-injury-rate. The line yields a high correlation of 0.93 between the trend values and actuals. The root-mean-square deviation of the actuals from the trend line works out to 0.48.

The reasons for the continued increase in the serious-injury-rate despite the long operation of the Indian Mines Act are not far to seek. To a large extent the steady increase must be due to better reporting resulting from stricter enforcement of the Mines Act. Secondly, as per definition, a "serious" injury includes (a) the loss of, or injury to, the sight of hearing, or fracture of any limb, and (b) an injury on account of which the injured person is forced to remain absent from work for more than 20 days. While in the case of (a) there could be no dispute about the objectivity of the definition, in the case of (b) it is not uncommon that the injured workers keep out of work for periods longer than necessary either to claim better work-injury benefits or to avail of certain advantages which some enjoy while under treatment than at work. Of late this tendency, it appears, has been on the increase.

The projected trend values for the period 1951-55 and the actuals are given below:-

Year	Serious-injury-rate	
	Observed	Trend value
1951	4.86	4.66
1952	6.95	4.75
1953	7.03	4.84
1954	7.90	4.93
1955	7.42	5.02

The deviation in the trend seems to be highly significant. The reason for this deviation can be traced largely to the extension of the coverage of the statistics for the first time in 1951 to gold mines in Mysore and Hyderabad where serious accidents are very frequent. In 1955, for instance, the serious-injury-rate in gold mines was as high as 46.33 as against the general rate of 7.42. Gold mines accounted for only 3 per cent of the total labour employed in mines but were responsible for more than 20 per cent of the serious injuries in all mines in 1955.

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It is unlikely that the current upward deviation from trend in the serious-injury-rate will continue for long. With better enforcement of the regulations the temporary rise could perhaps be controlled. The general trend recorded during the past 50 years or more however points to the need for a revision of the definition of the serious accident which is at present not entirely objective. The degree of disablement seems to be a better criterion for classification of non-fatal accidents as serious and minor than the duration of absence. In many of the advanced statistical systems, non-fatal accidents are classified as those involving permanent total disablement, permanent partial disablement and temporary disablement. A broader but similar classification is adopted even in India for purposes of the Workmen's Compensation Act.

3. Major Accidents and Disasters.— A comparison of the series on fatal-injury-rate and the casualty-ratio suggests a close correspondence in trend. The correlation between the two series is found to be of the order of 0.77, which is highly significant.

During the period 1901 to 1950 there were 9,415 fatal accidents. These involved 11,736 deaths, yielding an average of 1.25 deaths per accident. While a vast majority of the accidents involved only one death each, a little over 10 per cent of the accidents, involved more than one death each. These may be termed "multi-casualty accidents". The highest number of deaths involved in any accident during the period was 209 and that was in 1936. The high correlation between the fatal-injury-rate and the casualty-ratio indicates that the frequency-rate is influenced to a large extent by the frequency and severity of the multi-casualty accidents. It is therefore of importance to study the casualty-ratio and the nature of the multi-casualty accidents.

During the first half of the century the casualty-ratio varied broadly between 1.05 and 1.65 excepting in one year when it shot up to 2.23 (recorded in 1936). The mean value for the period was 1.26 and the standard deviation 0.19. Comparatively the mean casualty-ratio for 1951-55 was slightly higher than being 1.31 (weighted average: 1.30). It cannot however be considered significantly in excess over the record of the first 50 years, being within the range of the standard error of the mean. In fact, even the peak figure of ~~the standard~~ 1.45 recorded in 1954 cannot be considered significantly above the 1901-50 average being within the range of the standard deviation.

The table below shows the distribution of the fatal accidents according to the number of deaths involved separately for the period 1901 to 1950 and the last five years.

No. of deaths per accident.	No. of fatal accidents	
	1901-50	1951-55
1	8,429	1,406
2	650	115
3	163	18
4	66	16
5	26	6
6	20	4
7	15	3
8	9	2
9	6	2
10	3	3
11	4	1
12	3	1
13	5	-
14	5	-
16	1	-
19	2	-
20	1	1
23	1	-
24	1	-
27	1	-
35	1	-
52	-	1
62	1	-
63	-	1
74	1	-
209	1	2
Total.	9,415	1,588

The table indicates a relatively more frequent occurrence of accidents involving large numbers of deaths in 1951-55 than during the preceding fifty years. If we define a major accident as an accident which involves more than five deaths, a disaster as one which involves more than 20 deaths, and a major disaster as one which involves more than 40 deaths, we find the following results. Major accidents (including disasters and major disasters) formed 1.20 per cent in 1951-55 as compared to 0.86 per cent during the period 1901-50. Disasters formed 0.127 per cent in 1951-55 as against 0.074 per cent in 1901-50; and all of them were major disasters, the proportion of which in 1901-50 was only 0.032 per cent.

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The apparent increase in the incidence of accidents of a high casualty-ratio is no doubt disturbing. The question therefore arises whether these increases are significant of any major deterioration in safety conditions. If we could go by the experience of the first fifty years and accept it as the norm, the probability of a fatal accident turning out to be a major accident may be taken as 0.0086. The standard error of the proportion for samples of size 1580 (i.e. the number of fatal accidents in 1951-55) then works out to 0.0023. The observed proportion 0.0120 is thus within a range of twice the standard deviation and cannot be considered significantly in excess of the normal proportion.

The probability of a fatal accident turning out to be a disaster may be taken as .0007435 and of turning out to be a major disaster .0002124. These probabilities being extremely small, it would appear desirable to use the Poisson Distribution for testing the significance of the observed frequencies.

The total number of fatal accidents during the period 1951-55 being 1580 the expected frequency is 1.1747 for disasters and 0.3356 for major disasters. Adopting these values in the Poisson Distribution, we find that the probability of finding in a series of 1580 fatal accidents, 8 or more disasters is nearly 0.33. Similarly the probability of finding 2 or more major disasters is 0.045. These probabilities are by no means insignificant. The occurrence of a larger proportion of major accidents and disasters in 1951-55 cannot therefore be considered as due to any extraordinary circumstances.

Nevertheless, the analysis points to the imperative need of controlling the occurrence of major accidents and in particular disasters. A study of the causes of 31 fatal accidents which occurred during the period 1901 to 1950 involving 10 deaths or more each shows that 14 of these were due to explosions or ignitions of fire damps, 4 due to irruptions of water, 5 due to falls of roofs and sides, two due to suffocation by gases, one due to explosives and five due to other causes underground, in shafts and on surface. A similar analysis for 1951-55 shows that of the 8 accidents, each of which involved 10 or more deaths, 3 were due to rockbursts, 2 due to explosions, 2 due to irruptions of water and one due to fall of roof.

The highest casualty-ratio was recorded by irruptions of water and explosions. Among the others, rockbursts had a comparatively high casualty-ratio. (This was not a source of major accidents during the period 1901-50 because the principal gold mines, where rockbursts are frequent, were all in the Part B States which were outside the purview of the Mines Act till 1951).

~~Most~~ Multi-casualty accidents also frequently arise from falls of roofs and sides, explosives, suffocation by gases, as also in shafts and on surface. The analysis thus points to the need for controlling effectively the causes of the above-mentioned types of accidents.

4. Conclusions.- (a) The fatal-injury-rate, which has effectively been controlled during the second quarter of the century, continues generally to follow the downward trend but for an insignificant upward deviation from the trend line.

(b) The serious-injury-rate, which has continuously been on the increase throughout the half-a-century under review, not only continued to rise but recorded a significant upward deviation from the general trend in 1951-55 largely due to extension of coverage of the statistics to the gold mines in Part B States. The general upward movement, which has been regarded as due primarily to a possible misuse of the 20-day criterion, points to the need for revising the basis of classification of non-fatal accidents.

(c) The fatal-injury-rate is influenced to a great extent by the frequency of occurrence and severity of major accidents and disasters. To control the fatal-injury-rate, it is therefore necessary to study continuously the sources and causes of major accidents and disasters and control their occurrence.

To control the injury-rate the need for constantly improving the inspection standards is obvious. Fortunately, Government are fully alive to this factor and have recently reorganised and strengthened the Inspectorate to enable more frequent and more intensive inspections. The Indian Mines Act of 1923 has been replaced by a new Mines Act of 1952 and a revised code of regulations is being framed. It is hoped that these developments will bear fruit in the years to come.

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LIST OF PRINCIPAL LAWS PROMULGATED DURING THE
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INDIA - NOVEMBER 1956.

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