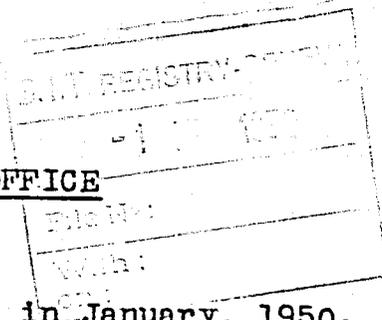


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INTERNATIONAL LABOUR OFFICE  
INDIAN BRANCH



Industrial and Labour Development in January, 1950.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

India - January 1950.

11. Political Situation and Administrative Action.

India becomes a Republic: Dr. Rajendra Prasad elected President.

On 26 January 1950 India was proclaimed a Sovereign Democratic Republic, and Dr. Rajendra Prasad, who had been elected to be the President of the Republic of India, assumed the said office. The Proclamation said:-

"Whereas the people of India, having solemnly resolved ~~ed~~ to constitute India into a Sovereign Democratic Republic, adopted, enacted and gave to themselves on the twenty-sixth day of November, 1949, in their Constituent Assembly the Constitution of India;

And Whereas it has been declared by the said Constitution that India, that is, Bharat, shall be a Union of States comprising <sup>with</sup> ~~within~~ the Union the territories which were hitherto the Governors' Provinces, the Indian States and the Chief Commissioners' Provinces;

And Whereas this, the twenty-sixth day of January, 1950 has been fixed for the commencement of the said Constitution;

Now, Therefore, it is hereby proclaimed that on and from this, the twenty-sixth day of January, 1950, India, that is, Bharat, shall be a Sovereign Democratic Republic, and the Union and its component units, the States, shall exercise all powers and functions of Government and administration in accordance with the provisions of the said Constitution."

(The Gazette of India Extraordinary, dated 26.1.1950, pages 445-447).

Names of Four Constituent Units changed: United Provinces to be called Uttar Pradesh.

Under the Adaption of Laws order issued by the President on 26 January 1950 the names of four constituent

units of Indian Union has been changed as follows:

The United Provinces has been named "Uttar Pradesh", East Punjab named "Punjab", the Central Provinces and Berar named "Madhya Pradesh", and Ajmer-Merwara named "Ajmer".

(The Times of India, 29-1-1950).

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15. Conferences and Meetings.

India - January 1950.

Asian Regional Conference, Nuwara Eliya,  
16-27 January 1950.

The Asian Regional Conference of the International Labour Organisation met at Nuwara Eliya (Ceylon) from 16 to 27 January 1950. In addition to thirteen Asian countries - Afghanistan, Burma, Cambodia, Ceylon, Federation of Malaya, Hongkong, India, Laos, Pakistan, Philippines, Singapore, United States of Indonesia, Vietnam - Australia, France, the Netherlands, New Zealand and the United Kingdom also sent delegations to the conference; Japan, the U.S.A., United Nations, F.A.O., U.N.E.S.C.O., the W.H.O., and the International Federation of Christian Trade Unions were represented at the Conference by Observer Delegations. The conference was attended by seven representatives of the Governing Body of the I.L.O., 32 delegates and 33 advisers representing Governments, 14 delegates and 14 advisers representing employers, and 13 delegates and 15 advisers representing workers. The conference was opened by Mr. Leon-Eli Troclet, Chairman of the Governing Body, when <sup>the</sup> Governor <sup>of</sup> Ceylon welcomed the delegates on behalf of the Government and people of Ceylon. The Mayor of Nuwara Eliya also welcomed the delegates. Mr. T.B. Jayat, Labour Minister of Ceylon, was unanimously elected President of the conference. Mr. Rolden (Philippines) and Mr. Master (India) of the Employers' group and Mr. Menon (Malayan Federation) were elected vice-Presidents.

The conference adopted the following 16 resolutions:

1. Resolution concerning representation in the Governing Body and its committees, submitted by Mr. Allana, Employers' delegate, Pakistan.
2. Resolution concerning field offices in Asia, submitted by Mr. Allana, Employers' delegate, Pakistan.
3. Resolution concerning Asian Seafarers, submitted by Mr. Ahmad, Workers' delegate, Pakistan.
4. Resolution concerning the intensification of the Asian Work of the I.L.O., submitted by the Government delegation, India.
5. Resolution concerning the technical assistance programme,

submitted by the Government delegation, India.

- 6. Resolution concerning labour inspection.
- 7. Resolution concerning conferences of representatives of Asian Inspection Services.
- 8. Resolution concerning the protection of women and young persons.
- 9. Resolution on International Action regarding the co-operative movement in Asian countries.
- 10. Resolution on National Action regarding the co-operative Movement in Asian countries.
- 11. Resolution concerning Employment Service Organisation.
- 12. Resolution relating to Vocational and Technical training.
- 13. Resolution concerning Agricultural Wages and Incomes of Primary Producers.
- 14. Resolution regarding the implementation, etc., of the above resolution.
- 15. Resolution, inter alia, requesting the International Labour Office to prepare in collaboration with the F.A.O., a thorough study of conditions of employment of different categories of agricultural workers.
- 16. Resolution concerning the Promotion of Facilities of Workers' Welfare in Asian countries.

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ILO Governing Body Session held in Mysore.

The 110th session of the Governing Body of the I.L.O. was held at Mysore from 3 to 7 January 1950. Mr. S. Lall, chairman of the Governing Body, presided. The Labour Ministers of India and Burma attended the session by special invitation.

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CHAPTER 3. PROFESSIONAL ORGANISATIONS.

INDIA - JANUARY 1950.

31. Workers' Trade Union Movements.

Asian Federation of Labour inaugurated: Consultative Relationship with ILO to be sought.

The newly organised Asian Federation of Labour was formally inaugurated at a meeting held in Nuwara Eliya on 18 January 1950. The meeting was attended by workers' representatives from India, Ceylon, Pakistan, Singapore, Viet-Nam, Malaya, the Philippines and Japan.

The meeting, by a resolution, decided to affiliate itself to the International Confederation of Free Trade Unions recently formed in London. It was also resolved to seek recognition of the International Labour Organisation with the privilege of consultative relationship. By another resolution, the Federation congratulated the "workers of Asia for having rejected the Moscow-sponsored conference at Peking."

Manifesto issued: A manifesto issued at the meeting said that the Federation would fight for:  
(1) Right of freedom of expression and association;  
(2) Right of employment and security of that employment;  
(3) Right to food, clothing and shelter adequate for maintenance of human dignity; (4) Right to change Government democratically.

(The Hindustan Times,  
18-1-1950;  
The Hindu, 19-1-1950)

Bombay: Working of Trade Unions  
Act during 1947-48\*.

Number of unions and members: During the year under review 166 unions were registered and the registration of 21 unions were cancelled. The total number of registered unions at the end of the year stood at 329. Of these 306 were provincial unions, 21 central unions and two federations, One provincial and the other central. Returns were received and accepted from 247 provincial unions (including one Federation) and 16 Central Unions (including one Federation).

The 15 Central Unions (excluding one Federation) had, at the end of the year, 67,172 members as compared to 65,202 members at the beginning of the year. Of these members 59,913 belonged to the ten railway workers' unions and 3,514 to seafarers unions. Five unions had a total female membership of 447; the corresponding figures for the previous year being 3 and 14 respectively. The following table gives the number and membership of unions by industries:-

Industry.	Number of unions on registers	Number of Unions submitting returns.	Number of members			
			At the beginning of the year	Men	Women	At the end of year. Total
Railways (including Railway Work-shops) and Transport other than Tramways.	29	18	6,689	8,036	24	8,060
Tramways.	2	1	3,030	3,767	--	3,767
Textiles.	48	45	154,079	144,580	18,699	163,279

\* Annual Report on the Working of the Indian Trade Unions Act, 1926, for the Province of Bombay, 1947-48: Superintendent, Government Printing and Stationery, Bombay, pages 67.

Industry.	Number of unions on registers	Number of unions submitting returns.	Number of members			
			At the beginning of the year.	At the end of year.		Total.
				Men.	Women	
Printing Presses.	14	11	6,069	5,996	31	6,027
Municipal.	20	16	10,476	9,913	1,216	11,129
Seamen	4	3	37,475	33,696	--	33,696
Docks and Port Trusts	11	9	11,311	18,080	94	18,174
Engineering	28	23	6,769	11,767	204	11,971
Miscellaneous.	150	120	53,952	56,723	3,796	60,519
All Industries.	306	246	289,850	292,558	24,064	316,622

The following table gives the actual and percentage variations in the membership of the various groups as compared to the previous year:-

Group	Membership at		Total increase x or decrease -	Percentage increase x or decrease -
	end of 1946-47.	end of 1947-48.		
Railways (including Railway Workshops) and Transport other than Tramways.	9,460	8,060	-1,400	-14.80
Tramways.	3,080	3,767	x737	x24.32
Textiles	1,50,429	1,63,279	x12,850	x8.54
Printing Presses	3,506	6,087	x2,521	x71.91
Municipal	7,351	11,129	x3,779	x51.39
Seamen	37,475	33,696	-3,779	-10.03
Docks and Port Trusts.	11,571	18,174	x6,503	x55.72
Engineering	4,785	11,971	x7,186	x150.18
Miscellaneous	89,302	60,519	x21,217	x53.98

It will be seen that "Railways and Transport other than Tramways" and "Seamen" groups showed a decrease of 14.80 per cent. and 10.08 per cent. in their respective membership. The decrease was mainly due to the cancellation of registration of seven unions in the former group and one union in the latter group. Certain individual unions also in both the groups reported a decline in their membership during the year <sup>under</sup> report. In the case of "Printing Presses", "Municipal", "Engineering" and "Miscellaneous" groups, the increase in membership was chiefly due to the addition of newly registered unions to these groups while in the case of "Docks and Port Trusts" group, the increase was largely due to an increase of nearly 6,000 members in the Bombay Dock Workers' Union, Bombay.

As regards female membership, the number of unions reporting female membership increased from 60 in the year 1946-47 to 116 during the year under report though the actual membership reported a small decrease from 25,251 during 1946-47 to 24,064 during the year under report.

Assets: The total income of the provincial unions (excluding one Federation) was 988,100 rupees and the total expenditure 809,215 rupees, with the result that the General Fund which stood at Rs. 6,41,662 at the beginning increased to Rs. 8,20,547 at the end of the year. All the groups except "Tramways" and "Seamen" showed excess of income over expenditure during the year under report. Of the total income, an amount of Rs. 1,03,869, i.e. 10.51 per cent, was realised by way of donations and most of the remainder by way of subscriptions from members. Of the total expenditure, a sum of Rs. 56,292 represented the amount of unpaid subscriptions written off by the unions as irrecoverable. A total sum of Rs. 70,127 was spent for conducting trade disputes (of which the "Textiles" group alone spent Rs. 52,986) whereas Rs. 16,198 were spent on legal expenses. Rupees 3,507 and Rs. 5,403 were paid by the "Textiles" and "Miscellaneous" groups respectively to their members by way of compensation for loss arising out of trade disputes. A sum of Rs. 25,057 was paid to the members by way of benefits, while expenditure of Rs. 23,073 was reported under Section 15(j) of the Act. The rest of the amount, viz, Rs. 6,09,563 was spent on the administrative and miscellaneous expenses.

As regards funds, all the unions except five opened the year with a credit balance. Ten unions showed a debit ~~bank~~ balance at the end of the year.

Federations: The Federation of Bank Employees, Bombay, which was the only Central Federation on the register, had 21 unions affiliated to it at the end of the year. Its income was 3,858 rupees and expenditure 4,657 rupees. At the end of the year it had a closing balance of 871 rupees.

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The Textile Labour Association, Ahmedabad, which was the only provincial Federation on the register, had 6 unions affiliated to it at the end of the year. Its income was 68,161 rupees and expenditure 65,008 rupees. At the end of the year it had a closing balance of 102,084 rupees. The Association also had a political fund of 1,220 rupees.

(The annual report on the working of the Act for the year 1946-47 was summarised at pages 5-6 of the report of this Office for September 1948).

33: Employers' Professional Organisations.

India - January 1950.

17th Annual General Meeting of Employers' Federation of India, Bombay, 23-12-1949: President's Address.

The Seventeenth Annual General Meeting of the Employers' Federation of India was held at Bombay on 23 December 1949. Sir Vithal N. Chandavarkar, President of the Federation, presided.

Presidential address: labour urged to place national interest in forefront: Sir Vithal N. Chandavarkar, in the course of his presidential address, appealed to the working classes to place the national interest in the forefront and "not to be carried away by ill-advice to exercise their inviolable right to strike on every occasion." The success of every national plan largely depended on the response shown by the working classes, and it should not be said that "they failed in the country's hour of destiny." Sir Vithal also urged upon every section of the community to stand by Government and to direct its energies into channels of real constructive work with a view to enriching the nation as a whole. Sir Vithal welcomed the decline in the number of man-days lost during the year, as compared to the previous year. The industrial picture, however, was marred by some regrettable features such as the decline in the efficiency of workers, the growing indiscipline in every field of activity and the growing rate of absenteeism. Those in charge of trade unions, had undoubtedly an important role to play in bringing home to their members a sense of responsibility.

Role of private enterprise: As regards the Government's economic policy, it was gratifying to note that the Government had realised that the threat of nationalisation was no panacea for the economic ills of the country. Private enterprise in every democratic country existed and prospered solely by virtue of its merits, and not by any unjustified favours showered on it by the ruling classes. According to Sir Vithal India's greatest problem, was to strike an appropriate balance between agriculture and industry and in that light he welcomed the Government's decision to recognise agriculture also as an industry. However, having regard to the size of the country and the ~~the~~ magnitude of the issues involved, he felt that it would take a long time before Government

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would be in a position to deal successfully with that problem.

Referring to the Industries (Development and Control) Bill, he suggested that instead of seeking to bring all the industries within the scope of the Bill and thereafter granting exemptions to some, it would be advisable to rope in, by notification, such of the industries as Government might consider necessary from time to time.

Adjudication of disputes: With regard to adjudication of industrial disputes Sir Vithal said that the Central Appellate Tribunal should come into existence with the least possible delay and a Chartered Accountant of high standard and experience should be included in the personnel of the Tribunal. He also suggested that while deciding issues involving financial obligations on the part of an industry, the capacity of the industry as a whole to meet the intended recommendations and the repercussions which the award would have on the other industries as well should be taken into consideration.

Office-bearers: Sir Vithal was re-elected President, and Sir Robert Menzies, Mr. G.S. Ratnasabhapati Mudaliar and Mr. A.P. Benthall were re-appointed Deputy Presidents for the year 1950.

(The Times of India,  
23-12-1949)

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CHAPTER:4: ECONOMIC QUESTIONS.

India - January 1950.

41: Industrial and Mining Production.

Central Government's Target Production  
Scheme: Employers' Committees set up  
for six Industries.

On 9 January 1950 the Government of India announced the formation of six small and compact "target achievement committees" consisting of representatives of six important industries in pursuance of the decision ~~in~~ of the Standing Committee of the Central Advisory Council of Industries. According to a resolution of the Committee it had been recommended to the Government of India that targets for 1950 for important industries, particularly those whose production affected the general cost of living, be announced, and that industry and labour, each separately, should form a small committee, for each such industry, which should be entrusted with the task of achieving the target by doing all that was possible in their particular sphere. After the Standing Committee's decision, the Government of India, on November 1949, announced 1950 targets for 14 industries (vide pages 28-29 of the report of this Office for December 1949).

The following are the six "target achievement committees" on behalf of six industries:

1) Target Committee for Refractories: (Special heat-resisting bricks for lining furnaces): Refractories Manufacturers' Association, Calcutta - three representatives (provisional targets 225,000 tons; estimated production in 1949 - 202,000 tons).

2) Target Committee for Motor and Cycle Tyres: Association of Rubber Manufacturers in India, Calcutta - three representatives (~~provisional~~ provisional target 225,000 tons; estimated <sup>production</sup> ~~provisional~~ six million cycle tyres; estimated production in 1949--800,000 motor tyres and tubes and 5.1 million cycle tyres and tubes).

3) Target Committee for Power Alcohol: Industrial and Power Alcohol Distillers Association, Kanpur-- three representatives (Provisional target 10 million gallons; estimated production in 1949 - 6.07 million gallons).

4) Target Committee for Plywood: All-India Plywood Manufacturers Association and the India Plywood Manufacturers Association - one representative each (target to be finalized; estimated production for 1949 - 48 million sq. ft.)

5) Target Committee for Diesel-Oil Engines: Cooper Engineering Ltd. in consultation with Messrs. Kirloskar Engines, Ltd. - two representatives (provisional target 3,000 engines; estimated production in 1949 - 1,840 engines).

6) Target Committee for Aluminium: The Indian Non-Ferrous Metals Manufacturers Association - three representatives (provisional target 3,500 tons; estimated production in 1949 - 3,308 tons).

(The Hindustan Times  
10-1-1950)

Manufacture of Locomotives in India:  
Chittaranjan Workshop declared open.

The Indian railway manufacturing workshop at Chittaranjan, 20 miles from Asansol bordering on West Bengal and Bihar was formally declared open on 26 January 1950. The project will cost 140 million rupees and the workshop, will meet the total annual demand of 120 locomotives and 50 spare boilers by the Indian Railways. A township of 30,000 with all modern amenities is also planned to be built.

Mr. P.C. Mookherjee, General Manager, who presided over the function, said that by 1954, the project would save at a modest estimate 60 million rupees of imports annually. The technical training scheme sought to be evolved would provide opportunities of training Indians in those categories, where there was a shortage.

(The Hindu, 28-1-1950)

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42: Production and Export of Agricultural  
Products.

India - January 1950.

Review of Agricultural Research proposed:  
Expert Committee appointed by I.C.A.R.

A Committee to review the research programmes of the Indian Council of Agricultural Research to place them on a planned basis and to assign priority among crops for purposes of research and development was decided to be set up at the meeting of the Governing Body of the I.C.A.R, held at Delhi during the first half of January 1950.

Mr. Jairamdas Daulatram, Minister for Food and Agriculture, suggested that in view of the importance of agriculture in India's national economy and also because of the large number of problems that confronted the research workers, it would be desirable for the I.C.A.R. to re-examine its activities in the research field and to have a clear objective in the planning of research in different parts of the country, particularly in relation to the major problems. He suggested that the Council should have a plan for assignment of priority in the crops on which research was to be undertaken, and, secondly, there should also be assignment of priority in regard to the problems to which research should be directed.

The Governing Body decided to set up a committee with the Secretary, Central Ministry of Agriculture, as Chairman, to consider the question of (a) planning and co-ordination of agricultural research, (b) to concentrate effort on the more immediate problems and (c) to examine the present difficulties in working and to suggest remedies.

The Governing Body approved of a number of new schemes which were recommended by the Advisory Board. These include schemes on soil conservation, disease investigation research on tapioca and sweet potatoes, preservation of fruits and vegetables, manurial trials etc. A scheme for agronomic development of rural area in West Bengal sponsored by the Vishwa Bharti, Santiniketan, was also approved. The Governing Body also

approved of a small expenditure to be incurred by the Council in connexion with the International Statistical Training Centres opened in India and jointly sponsored by the FAO., U.N. and the Government of India. The training courses are being opened in different parts of the world to help countries in ~~xxx~~ census and statistical techniques for the forthcoming Agriculture and Population Census sponsored by the FAO.

The Indian Centre would cover South-East Asia and Oceania. In addition to India, the Governments of Burma, Indonesia, Nepal, Pakistan, Korea, Siam and Ceylon are participating.

(The Statesman, 12-1-1950)

43: Foreign Trade and Exchanges.

India - January 1950.

Import Controls to continue: Commerce Minister's Address to Advisory Council.

A meeting of the Import Advisory Council was held at Delhi on 8 January 1950. Mr. K.C. Neogy, Commerce Minister, Government of India, presided. The meeting generally approved the Government's import policy. It was suggested that a review of the results of import of capital goods in the past three years and the contribution such goods had made to increased production should be undertaken. An inquiry whether imported machinery was ~~being~~ lying unused was also suggested.

Mr. Neogy's address: import control to continue: Mr. K.C. Neogy, Commerce Minister, addressing the meeting said that judging from all circumstances it appeared that import controls would remain for some time. The present Import and Export Control Act, which would expire soon, would be replaced by fresh legislation continuing import controls and providing better systematization and improvement of the import control organization. He described the basis of the Government's overall import policy as the limitation of the import programme to the country's capacity to finance it from its own resources, making adequate or reasonable provision for such essentials as capital goods, raw materials for industry and drugs and other consumer goods not available from indigenous production. He referred to the encouraging results of the cancellation of the Open General Licences and the ~~planning of~~ conservative policy enforced in July, 1949. This had resulted in progressive reduction in deficits in trade balances - which, in the first half of 1949, had grown to alarming proportions - and in a surplus in November.

Mr. Neogy announced that it would be possible for the Government to provide to a somewhat greater extent for the import of essential industrial raw materials, such as non-ferrous metals, raw cotton and raw wool, in the first half of the current year.

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He said that certain essential items like caustic soda and soda ash were not licensed during July-December 1949 having regard to the stocks available in the country. Contrary to the exaggerated fears entertained some six or seven months ago, recent investigation had revealed that stocks of caustic soda and soda ash were comparatively small, and applications for licences had been invited. The same was true to a certain extent in respect of art silk yarn required for Indian mills and of certain other items. Reviewing the trade balance with particular reference to the sterling balance settlement and devaluation Mr. Neogy said that as a result of the planning of a conservative import policy, the very substantial deficits in trade balances which prevailed in the first part of 1949 had progressively been reduced and during November even reversed. During April-June 1949, the deficit totalled Rs. 820 millions. The monthly deficit was progressively reduced from Rs. 316.50 ~~xxx~~ millions in July to Rs. 30.20 million in September. October imports were larger than in September and the increase was largely due to the arrival of essential goods like machinery and kerosene oil. During November, exports showed such improvement that in the net effect, India had a favourable balance of trade with the whole world. Even though the November level of exports might not be maintained, it could be expected that the post-devaluation level of exports would be higher than that of July-September 1949.

Speaking about the possible trade trend, Mr. Neogy said that as the licenses issued during October-December 1949 and part of licences of January-June 1950 became effective, India might well expect larger imports but it was expected that the total expenditure on imports would not exceed the resources taking into account the sterling release as agreed to under the Sterling Balances Agreement of July 1949. The balance of payments for the first six months, of this period also showed that India had kept well within the ~~xxx~~ ~~xx~~ permissible rate of withdrawal of sterling. While this justified an increase in the provision that could be made for various essential commodities during the January-June 1950 period, it did not justify any general liberalization of imports.

Mr. Neogy stated that the task of licensing of non-ferrous metals had been taken over from the Ministry of Industry <sup>and Supply</sup> and from January 1950 the Commerce Minister would take over the licensing of uncontrolled categories of iron and steel manufactures. The allocation for non-ferrous metals for January-June 1950 was being increased and he hoped that the position ~~xxxx~~ would be appreciably better during the half year.

(The Statesman. 8-1-1950)

45. Economic Development and Control

India - January 1950.

Government asked to set up Statutory Planning Body: Congress Executive's Recommendation

The setting up of an overall Statutory Planning Commission to evolve without delay a four-objective plan for the nation so as to alleviate the economic hardships of the people was recommended to the Government of India by the Working Committee of the Indian National Congress in a resolution adopted at a meeting of the Committee held at New Delhi <sup>from</sup> ~~on~~ 17 to 21 January 1950. The meeting was attended, among others, by the Congress President, Dr. Pattabhi Sitaramayya, Pandit Jawahar Lal Nehru, Prime Minister, and Sardar Patel, Deputy Prime Minister. The objectives of the plan are, establishment of a just order of society, adequate and expanding volume of production to secure a progressive rise in the standard of living, the best utilization of the material and human resources of the nation and national and regional self-sufficiency. The duties of the commission would include an assessment of national resources and requirements, the determination of priorities and stages of development projects and the achievement of co-ordination both in planning and execution. It is suggested that the commission should be assisted by boards of experts and a statistical organization and should be empowered to utilize the administrative machinery for the collection of statistical and factual material.

The following is the text of the resolution:

" Recognition of the vital role of planning in the development of our national economy and the realization of the people's aspirations for social justice and progress led to the appointment of the National Planning Committee in 1938. Working under limitations inseparable from the political conditions of the period in which it functioned, the Committee achieved valuable results in making the conception of planning familiar in the country and in carrying through a great deal of spade work. In modern conditions of life no country can hope to administer its affairs with success or with any degree of satisfaction to the mass of the people without recourse to the powerful instrument of social and economic planning. The need for a comprehensive plan has become a matter of compelling

urgency in India now owing to the ravages of the World War II and the economic and political consequences of the partition of the country which followed in the wake of the achievement of freedom, and the steady worsening of the economic situation in India and the world".

Tasks of planning body: "The tasks of a planning body for India have already been set by the course of the country's struggle for freedom. What the economic content of the people's freedom should be has been indicated in general terms in the resolutions and manifestoes of the Indian National Congress, in the pronouncements of Mahatma Gandhi and other Congress Leaders and in the Congress economic programme. The vision which inspired the people of India through the various phases of the non-violent revolution which made the country free was of a land from which poverty, unemployment, ignorance, inequality and exploitation would be banished and in which every person would find work suitable to his talents and capacity and have the wherewithal of a decent life. With the achievement of complete independence it becomes the paramount duty of the Congress to take immediate steps for the fulfilment of its solemn pledges and for producing the conditions in which the people's creative energies and enthusiasm can be evoked and harnessed in the fullest measure in the great endeavour to bring into being a just and progressive social order. The Constitution which the people of India have just adopted embodies certain directive principles of State policy which have also an intimate bearing on the forms of social and economic organization to be evolved and which must be rendered in terms of programmes of action to be formulated by the planning authority."

Commission proposed: "In order that the declarations of the Congress and the Directive Principles of the Constitution are made effective in as short a time as possible, it is desirable that a statutory planning Commission be set up by the Government of India. The planning commission should be a compact body composed of persons, whose selection is made primarily with the view that the outlook of the commission is in harmony with the basic ideas which should govern the plan and that it possesses a comprehensive understanding of the administrative, social, political and economic needs and conditions of the country. The commission should be assisted by boards of experts who may together be able to provide it with all the information and advice necessary for the adequate performance of its functions. The commission should be equipped with a special statistical organization and should be in a position to make use of the administrative machinery of the country for the collection of the requisite statistical

and factual material. In order to bring the plan and its execution into tune with the needs and aspirations of the people the commission should devise measures to secure their association and co-operation at all levels."

Principal objectives: "The principal objectives to be realized through such a plan are:

(1) The establishment of a just order of society, providing for (a) The operation of the principles of decentralization, co-operation and individual freedom to the utmost feasible extent; (b) Equal opportunity for all; (c) Adequate means of living for all; (d) Just and humane conditions of work; (e) Full and suitable employment, and (f) the growth of the human personality in all its aspects.

(2) Adequate and expanding volume of production to secure a progressive rise in the standard of living and the achievement of a national minimum in respect of all the essentials for physical and social well-being within a reasonable period.

(3) The best utilization of the material and human resources of the nation and the improvement of the skill and the productive capacity of its manpower by suitable technical education and training.

(4) As near an approach to national and regional ~~and~~ self-sufficiency as would be compatible with the requirements of an adequate standard of living and the country's internal and external security.

The planning commission should have the following duties: (1) To make a full assessment of the resources and the requirements of the nation; (2) to determine priorities, to work out a proper allocation and distribution of the resources and their constant adjustment to the changing requirements with a view to obtaining the speediest and the maximum realization of the objectives of the plan; (3) to lay down the various stages, each covering a defined period, for the development of the country's economy and to undertake the necessary preparatory work in connexion with each stage; (4) to secure full and all-round coordination in the process of planning and in the execution of the plan.

"In the context of the present needs and the circumstances of the country and in view of the acute economic difficulties which are being experienced the commission should devise immediate measures (a) to reduce to the

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minimum the dependence of the country on foreign sources in the matter of consumer goods, to bring about a speedy elimination of the import of luxury goods and such other articles as are not indispensable regardless of the inconvenience that may be felt by any section of the population; (b) to secure the necessary capital goods for increasing the internal production of the needed articles as quickly as possible; and (c) to maximize the production of the essential primary goods, specially foodstuffs and raw materials for the principal industries., in the shortest time possible; (d) to speed up projects for increasing the irrigation facilities and power supply of the country, which are the basis of its prosperity and progress."

(The Statesman, 20-1-1950).

Central Electricity Authority set up: Developing  
uniform National Power Policy

A Central Electricity Authority with five members has been constituted by the Government of India in pursuance of the provision of the Electricity (Supply) Act 1948 (vide page 35 of the report of this Office for September 1948).

It will be the responsibility of the Authority to develop a sound, adequate and uniform national power policy and particularly to co-ordinate the activities of the planning agencies in relation to the control and utilisation of national power resources. The authority will also act as arbitrator in disputes or differences arising between a provincial Government or a provincial electricity board and a licensee. Besides, it will also carry out investigations and collect data concerning the generation, distribution and utilisation of power and keep the public informed of the working of the Act. Although the Act provides that the members of the Authority will hold office during the pleasure of the Central Government, it is considered likely that it will be reconstituted triennially.

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Mr. B.K. Gokhale, Secretary of the Ministry of Works, Mines and Power has been appointed chairman of the Authority.

(The Times of India, 31-1-1950).

The Insurance (Amendment) Ordinance, 1950  
(VI of 1950).

The Central Government promulgated on 19 January 1950, the Insurance (Amendment) Ordinance, 1950 (VI of 1950), bringing into effect certain provisions of the Insurance (Amendment) Bill, 1949 (vide pages 73 of the report of this office for November 1949 ) relating among others, to prevention of designing financiers from acquiring control over insurance companies.

The Ordinance provides, among others, for (1) prohibition of acquisition of further shares of insurance companies beyond 5% in the case of individuals and 2 1/2% in the case of banks, (2) restriction on voting rights to these limits even if actual existing holdings are in excess of these limits, (3) restriction on investments by life insurance companies outside certain categories of approved investments, (4) powers to the Central Government to appoint an investigator to inquire into the affairs of an insurer and (5) powers to the Central Government to appoint an administrator for management of an insurance company where they have reason to believe that the insurer is acting in a manner likely to be prejudicial to the interests of the policy holders.

(The Gazette of India, Extraordinary, dated 19 January 1950, pages 65-75; The Statesman, 20-1-1950).

The Sholapur Spinning and Weaving Company (Emergency Provisions) Ordinance, 1950; Government to run closed Mill

The Central Government promulgated on 9 January 1950, the Sholapur Spinning and Weaving Company (Emergency Provisions) Ordinance, 1950 (No. II of 1950) providing for the proper management and administration of the Sholapur Spinning and Weaving Company Limited. This step has been necessitated, according to the preamble to the ordinance, because on account of mismanagement and neglect a situation has arisen in the affairs of the Sholapur Spinning and Weaving Company, Limited, which has prejudicially affected the production of an essential commodity and has caused serious unemployment. <sup>Ordinance</sup> It provides for the issue of an order by which the present board of Directors can be dissolved, the contract with the managing agents terminated and a new Board of Directors appointed by the Government.

In August, 1949, the Sholapur Spinning and Weaving Co. Ltd., of Sholapur in the Bombay Presidency closed down. This is one of the largest cotton textile mills in the country and the closure of the mill ~~in the~~ had therefore affected the production of cotton textiles and caused the unemployment of a very large number of industrial workers.

Powers under the ordinance have been delegated to the Government of Bombay, who will exercise these powers under such directions as may be issued by the Government of India from time to time. The Government of Bombay will issue the necessary orders and appoint a new Board of Directors, who will immediately take all necessary steps for opening a part of the mill. The date of reopening will be announced by the new Board of Directors in due course.

(The Gazette of India, Extraordinary, dated 9 January 1950, pages 11-14; The Hindu, 9-1-1950).

The Banking Companies (Amendment) Bill, 1949: Control  
over opening of Branches in foreign Countries.

Dr. John Matthai introduced in the Parliament on 20 December 1949, the Banking Companies (Amendment) Bill, 1949, inter alia empowering the Reserve Bank to control the opening of branches by Indian banks in foreign countries. Under the Bill no banking company incorporated in India shall open a branch in any area outside India or change the location of an existing branch, except with the prior permission of the Reserve Bank. The Bill also contains special provisions for the speedy disposal of winding up proceedings of banking companies and for quick amalgamation.

(The Gazette of India, Part V,  
dated 24 December 1949, pages  
496-501.)

46: WagesIndia - January 1950.Pay and Allowances of Bank Employees in West Bengal and Madras: All-India Industrial Tribunal's Interim Award.

The Central Government published on 31 December 1949, the interim awards of the All-India Industrial Tribunal (Bank disputes) relating to the demands of bank employees in West Bengal and Madras for interim relief. A brief summary of the awards is given below.

West Bengal:- In the case of West Bengal, the award related to 20 banking companies, divided into three groups. In group A, the award related to 8 banks. Most of the banks in this group, viz., five, follow the Bengal Chamber of Commerce scheme in regard to pay and allowances. Under this scheme, the pay and allowances are the following: junior grade: Rupees 70-4-126 E.B.-135-5-175; senior grade: Rupees 100-8-180 E.B.-10-250; dearness allowance at 90 per cent on first 100 rupees, 45 per cent on second hundred rupees, and 22 1/2 per cent on the balance, with a minimum of 55 rupees per month. Pay and allowances for employees of Imperial Bank of India are governed by an earlier award by Mr. R. Gupta and Mr. S.C. Chakravarty, under which the following are the rates: Grade II (Junior Scale): Rupees 70-4-126-E.B.-130-5-175. Grade I (Senior Scale): Rupees 100-8-180-E.B.-10-250; dearness allowance 40 per cent of the basic salary with a minimum of Rupees 50. The Central Bank of India followed, under an award by Mr. S.K. Sen, the scales prescribed by Justice Divatia in the case of Bombay bank employees (vide pages 37-38 of the report of this Office for April 1947) according to which the pay scale was rupees 65-5-85-92-100-107-115-122-130-137-145-152-160-10-230-245-15-275, and dearness allowance at the rate of 25 per cent of the basic salary with a minimum of Rs. 30. In the case of another bank, Bank of India, there was an agreement with the employees as to pay and allowances. According to the scale the starting salary was 60 rupees going upto a maximum of 225 rupees with dearness allowance at 25 per cent of the basic salary with a minimum of 30 rupees and maximum of 50 rupees.

The Tribunal has not considered it necessary to interfere with the pay scales, as there seems to be no great disparity. The Tribunal has also disallowed

any interim relief for the banks following the Bengal Chamber of Commerce scheme. Regarding the Imperial Bank of India, it has modified the previous award in respect of dearness allowance and house rent allowance and has applied it to the branches at Kanpur and Delhi besides the office at Calcutta. Under this modified scheme in the case of members of the clerical staff, the minimum dearness allowance is fixed at 55 rupees instead of 50 rupees per month; and in the case of members of the subordinate staff the minimum dearness allowance is fixed at 30 rupees instead of 25 rupees per month. The following are the scales of house rent allowance to be paid to clerical staff who are not provided housing accommodation:-

	Calcutta	Delhi	Kanpur
	Rs.	Rs.	Rs.
a) Where basic pay does not exceed 100 rupees	10	8	6
b) Where basic pay exceeds 100 rupees but not 200 rupees.	15	12	9
c) Where pay exceeds 200 rupees.	7 1/2% of basic pay	6 1/4% of basic pay	5 % of basic pay

To a member of the subordinate staff not provided with adequate living accommodation a monthly house rent allowance of Rupees 7-8-0 at Calcutta, Rupees 6-8-0 at Delhi and Rupees 5 at Kanpur is to be paid.

As regards banks which have not been following the Bengal Chamber of Commerce scheme, viz., Central Bank and the Bank of India the Tribunal has ordered that the clerical staff shall receive a dearness allowance at the rate of 40 per cent of the basic pay, with a minimum of Rupees 40 per month, and a house rent allowance at the rate allowed by Mr. S.K. Sen's award, and

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that the subordinate staff shall get dearness allowance at the flat rate of Rs. 30 per month, and if they reside or work at Calcutta and are not provided with adequate living accommodation, a house rent allowance of Rupees 7-8-0 per month should be given. Such of the workmen in Group A, if any, as may be getting higher allowances than those awarded ~~by~~ ~~to~~ should continue to get them.

Group B Banks:- In the case of the 4 group B Banks, the Tribunal has taken the award by Mr. A. Das Gupta and Mr. S.C. Chakravarty for the Allahabad Bank as the standard and has directed that in all the banks the total emoluments of a workmen should not be less than those payable under the Allahabad Bank award, the difference between the total emoluments of present being earned and those awarded in the Allahabad Bank award, if the latter be greater, being the interim relief to be given. Such workmen of the banks of this group as are now getting more than the total of the emoluments allowed by this award should continue to get them. The Allahabad Bank award prescribed dearness allowance for clerks and cash staff at 40 per cent of the basic salary with the minimum of 40 rupees and maximum of 100 rupees and for the subordinate staff 30 rupees.

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Group C Banks:- As regards group C Banks, the Tribunal has taken the award by Mr. P.R. Mukherjee relating to the Hindustan Commercial Bank as the standard, applying it to banks in this group. This award, followed the Bombay banks award except as to the minimum dearness allowance payable to the clerical staff which was raised to Rs. 35 per month. The Tribunal has directed that the total emoluments of a workman should not be less than those under the award relating to the Hindustan Commercial Bank, the difference between the total ~~emoluments~~ emoluments at present being earned and those awarded if the latter be greater, being ~~the difference between the total emoluments at present being earned and those awarded~~ the interim relief to be given. The workmen of these banks who are now getting more than the total of the emoluments payable under the award should continue to get them. The Comilla Banking Corporation has been excluded from this award as there is an agreement between the bank and its employees in force, regarding pay and allowances.

Besides the Tribunal has fixed minimal scales for banks in group C other than those mentioned in the award, according to which the minimum pay and allowances will be 55 rupees and 25 rupees per month respectively for a clerk and 22 and 18 rupees per month respectively for subordinate staff.

Madras:- In Madras also, the Tribunal has divided the banks into three groups. For group A banks, the Tribunal has directed that the total of the pay and dearness allowance (in whichever manner it may be apportioned between them) of a workman of a bank in group A should not be less than the total of the pay and dearness allowance resulting from the awards made by Mr. R. Gupta and Mr. S.C. Chakravarty in the case of the Imperial Bank of India reduced by 16-2/3 per cent. This reduction of 16 2/3 per cent has been made in view of the lower cost of living in Madras. If any bank employee should now be getting more emoluments than those directed to be paid by the award, he should continue to get them. For banks in group B, it has directed that the Allahabad Bank award should be followed with a deduction of 12 1/2 per cent. For C group banks, the Tribunal prescribed the following minimal scales of pay and allowances:-

	Clerks		Subordinate Staff	
	Pay	Dearness allowance	Pay	Dearness allowance
	Rs.	Rs.	Rs.	Rs.
Banks at Madras city	55	25	20	18
Banks situated outside Madras city	55	20	20	15

Both the awards have been made effective from June 1949. By notifications dated 24 December the Central Government has made the awards binding for a period of one year or till the final award in respect of the disputes is published, whichever is earlier.

(The Gazette of India, Part I, Section I, dated 31 December 1949, pages 1785-1793)

Bihar: Draft Schedule of Minimum Wages in  
11 Employments under Minimum Wages Act, 1948.

In exercise of powers conferred under the Minimum Wages Act, 1948, the Bihar Government has published the following draft schedule of minimum rates of wages for only the lowest categories of employees in 11 employments:-

Name of employment	Minimum rates of wages					
	Monthly			Daily.		
	Rs.	a.	p.	Rs.	a.	p.
Employment in any wool- len carpet making or shawl weaving establish- ment.	40	0	0	-----		
Employment in any rice mill, flour mill or <u>dal</u> mill.	35	0	0	or	1	6 0
Employment in any toba- cco (including <u>bidi</u> making) manufactory	-----			or	1	4 0
					2	0 0
					per thousand.	
Employment in any plan- tation, that is to say any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee.	29	4	0		1	2 0
Employment in any oil mill	35	12	0		1	6 0
Employment on road cons- truction or in building operations.	32	8	0	or	1	4 0
Employment <del>xxxxxx</del> in stone breaking or stone crushing.	32	8	0		1	4 0
Employment in any lac manufactory	-----			For male	4	0
				and		
				For female	13	0
Employment in any mica works.	-----			(For male	0	15 0
				(For female	12	0
Employment in Public motor transport--				(For Adole- scent	7	9
<del>xxxxxx</del> Conductor --	45	0	0			
Driver --	60	0	0			
Employment in tanneries and leather manufactory	32	8	0	or	1	4 0

(Note: The rates of minimum wages relate to adult male labour only, unless otherwise specified.)

The draft will be taken into consideration after 20 February 1950.

(The Bihar Gazette, Extraordinary, dated 21 December 1950, pages 1-2)

Madhya Pradesh: Minimum Wages fixed for 4 Scheduled Employments under Minimum Wages Act, 1948.

By a notification dated 24 November 1949 under the Minimum Wages Act, 1948, the Madhya Pradesh Government has approved the draft schedule of minimum rate of wages in respect of employment in oil mills, transport services, cement industry and potteries (vide pages 24-25 of the report of this Office for June 1949).

(Notification No. 2678-260  
4-XXVI dated 24 November 1949;  
The Central Provinces and  
Berar Gazette, Part I, dated  
2 December 1949, page 801)

Uttar Pradesh: Government Order implementing  
Labour Enquiry Committee's Recommendations  
extended for 6 Months.

By a notification dated 3 December 1950, the Uttar Pradesh Government has extended the Government Order issued on 6 December 1948 implementing the decisions on the Labour Enquiry Committee's Report (vide page 38 of the report of this Office for December 1948) for a further period of six months with effect from 6 December 1949.

(Government Gazette of the United Provinces, Extraordinary, dated 3 December 1949, pages 1-2)

West Bengal: Fixing of Minimum Wages in Oil  
Mills: Advisory Committee set up under Mini-  
mum Wages Act, 1948.

In exercise of the powers conferred under section 5 of the Minimum Wages Act, 1948, the West Bengal Government has set up a committee consisting of three representatives each of Government, employers and workers with Mr. M.C. Bannerjee, District Judge, as chairman, to hold enquiries and to advise Government in fixing the minimum wages in respect of employment in oil mills in West Bengal.

(The Calcutta Gazette, Part I, dated 19 January 1950, page 107)

## 47. Reconstruction Plans.

India - January 1950.

### Implementation of National Laboratories' Scheme: Chemical Laboratory at Poona and Physical Laboratory at Delhi opened.

The first national laboratory of India, the National Chemical Laboratory, was opened at Poona on 3 January 1950 by Pandit Nehru at a ceremony witnessed by leading foreign and Indian scientists. The laboratory is the first in the chain of national laboratories the Government of India has planned to set up for scientific and industrial research. The laboratory is being equipped for scientific research in pure and applied chemistry and would function through nine divisions each under a reputed scientist. The laboratory has secured the services of two prominent foreign scientists Dr. McBain, its Director, and Dr. Truttwin and hopes to get two more foreign scientists to assist in its work. Prominent Indian scientists who are now working in the laboratory include Dr. N. Damodaran, Dr. S. Siddiqui, Dr. K.G. Mathur, Dr. J. Gupta and Dr. B.D. Laroia.

Pandit Nehru's address: Pandit Nehru, addressing the gathering said that science had been neglected in the past in India. He hoped that the opening of the laboratory and others planned by the Government would serve "to harness the very good scientific talent available in the country" and, through their work for the advancement of science, set the country on the road to progress. Pandit Nehru deplored the "utter indifference" of industrialists in the country towards scientific progress and its application in industrial development.

Physical Laboratory opened at Delhi: On 21 January 1950 Sardar Patel, performed the opening ceremony of the National Physical Laboratory at Delhi. The laboratory will have India's first electron microscope and facilities for research in radar and cosmic rays. Sir S.S. Bhatnagar, Director of the Council of Scientific and Industrial Research, announced that the laboratory would soon have a "splendid workshop" which would be in charge of a Czechoslovak expert and would be able to manufacture all ~~kind~~ kinds of instruments needed by the laboratory. He said that

the work of the laboratory, ~~to added~~, would be carried on in the following nine divisions; (1) weights and measures; (2) applied mechanics and materials; (3) heat and power; (4) optics; (5) electricity; (6) electronics and sound; (7) building and housing research; (8) hydraulic research; (9) analytical chemistry. Besides these nine divisions in the original plan, a tenth division (on industrial physics) has been added to the laboratory.

The Director of the laboratory is Dr. K.S. Krishnan.

(The Statesman, 4-1 and 22-1-1950).

CHAPTER 5: WORKING CONDITIONS.

India - January 1950.

52: Welfare and Workers' leisure.

The Mines Creche Rules, 1946: Amendments.

In exercise of the powers conferred under section 30 of the Indian Mines Act, 1923, the Central Government has made certain amendments to the Mines Creche Rules, 1923, which, among others provides that on the production of a certificate from the Chief Inspector of Mines that the productive capacity of a mine will be exhausted within the next three years, the competent authority may on condition that the owner of the mine shall provide a temporary structure to serve the purpose of a creche and on such other conditions as the competent authority deems fit grant exemption from the construction of a creche in accordance with the Mines Creche rules, and that the creche in-charge shall be a woman possessing such qualifications and training as may be appeared by the competent authority.

(The Gazette of India,  
Part I-Section I, dated  
19 November 1949, pages  
1508-1509)

West Bengal: The Draft West Bengal  
Factories (Welfare Officers) Rules  
1950.

In exercise of the powers conferred under section 49 of the Factories Act, 1948, the West Bengal Government has published the draft of the West Bengal Factories (Welfare Officers) Rules, 1950. The rules, which will come into force from such date as the provincial Government may specify by notification in the official gazette, provide for the appointment of one welfare officer in factories employing 500 or more but less than 2,000 workers and two welfare officers in factories employing more than 2,000 workers.

Duties of Welfare Officers:- The duties of ~~an~~ a welfare officer, shall be (i) to establish contact and consultations and to maintain harmonious relations between factory management and workers, (ii) to take up with the factory management the grievances of workers, individual, as well as collective, with a view to securing their expeditious redress and to act as negotiating officer with trade unions, (iii) to help the factory management to shape and formulate labour policies of the factory and to interpret these policies to the workers in a language they can understand, (iv) to watch industrial relations with a view to use his influence in the event of a dispute arising between the factory management and workers to effect a settlement by conciliation and arbitration, (v) to deal with wage and employment matters in collaboration with the factory management, (vi) to ensure fulfilment on the part of the factory management of obligations, statutory or otherwise concerning applications of provisions of Factories Act and Rules and to establish liaison with factory inspector and medical services concerning medical examinations of employees, health records, supervision of hazardous jobs, sick visiting and convalescence, accident prevention and supervision of safety committees, systematic plant inspection, safety education, investigation of accidents and administration of workmen's compensation, (vii) to promote relations between factory management and workers which will ensure productive efficiency as well as amelioration in the working conditions and to help workers to adjust and adapt themselves to their working environments, (viii) to encourage the formation of joint production committees, co-operatives, safety first and welfare committees and to supervise their work, (ix) to secure provisions of amenities, such as canteens, shelters for rest, creches, adequate latrine facilities, drinking water, sickness and

benevolent scheme payments, pension and superannuation funds, gratuity payments, granting of loans, leave and legal advice to workers, (x) to secure welfare provision ~~arrangements~~ such as housing facilities, foodstuffs, social and recreational facilities, sanitation, advice on individual personal problems and education of children, (xi) to advise the factory management on questions relating to training of new starters, apprentices, workers on transfer and promotion, instructors and supervisors, supervision and control of notice board and information bulletins to further education of workers and to encourage their attendance at technical institutes, and (xii) to take measures which will serve to raise the standard of living of workers and in general promote their well-being.

The rules, further, prescribe the qualifications, grade and other conditions of service of welfare officers. The draft rules will be taken into consideration after 31 March 1950.

(The Calcutta Gazette, Part  
I, dated 22 December 1949  
pages 2227-2228)

55: Protection of Minors.

India - January 1950.

Punjab: The East Punjab Children Act, 1949  
(No. XXXIX of 1949) A Provision for Protec-  
tion and Custody of Children.

The Punjab Government gasetted on 12 December 1949, the East Punjab Children Act, 1949 (No. XXXIX of 1949) providing for the custody and protection of children (which has been defined to mean persons under the age of 16) and for the custody, trial and punishment of juvenile offenders.

Protection of children found homeless, destitute etc.:- The Bill provides that children found homeless or neglected by parents or destitute or ~~prequenti-~~ng the company of immoral persons or begging or being grossly overworked or ill-treated by their employer may be sent to a certified school, on orders from a court, to be detained there till the age of 18 years or for any shorter period and prescribes suitable penalties for the guardians of the children or the employer as the case may be.

The Bill also sets up juvenile courts for trying youthful offenders and provides that no sentence of death, transportation for life or imprisonment may be passed on children. But the court may order the child concerned to be sent to a certified school or to be released on probation or after ~~admonition~~ admonition.

(Government Gazette, East Punjab, Extraordinary, dated 12 December 1949, pages 1483-1498)

56: Labour Administration.

India - January 1950.

Madhya Pradesh: Draft Industrial Statistics  
(Labour) Rules, 1948.

The Madhya Pradesh Government has published the draft Industrial statistics (Labour) Rules, 1948, framed under section 12 of the Industrial Statistics Act, 1942. These rules require employers ~~and~~ to furnish (a) statements showing details relating to revisions in wages and allowances, periodical bonuses declared for payment to workers and conditions of eligibility, and (b) quarterly returns in appropriate forms dealing with employment and attendance and hours of work and earnings, for the various categories of workers such as those employed in factories, plantations, tramway etc. These rules will be taken into consideration after 5 December 1949.

(The Central Provinces and Berar  
Gazette, Extraordinary,  
dated 5 November 1949, pages  
625-631)

59: General.

India - January 1950.

Madhya Pradesh: The Central Provinces  
and Berar Factories Rules, 1949.

The draft Central Provinces and Berar, Factories Rules, 1949, (vide page 68 of the report of this Office for September 1949) framed under the Factories Act, 1948, have been approved and gazetted as the Central Provinces and Berar Factories Rules, 1949. The rules, except certain sections including those relating to safety, washing facilities and ambulance room, come into force on 23 December 1949.

(The Central Provinces and  
Berar Gazette, Extraordinary,  
dated 23 December 1949, pages  
929-991)

The West Bengal Factories Rules, 1949.

The draft West Bengal Factories Rules, 1949 (vide page 68 of the report of this Office for September 1949) have now been approved and gazetted on 30 December 1949, as the West Bengal Factories Rules, 1949. Excepting certain sections, the Rules come into force on 1 January 1950.

(The Calcutta Gazette, Extra-  
ordinary, dated 30 December  
1949, pages 1271-1375).

Chapter 6. General Rights of Workers

66: STRIKE AND LOCKOUT RIGHTS.

India - January 1950.

Bihar: Sugar Industry declared Public  
Utility Service under Industrial Dis-  
putes Act, 1947.

By a notification under the Industrial Disputes Act, 1947, dated 15 November 1949, the Bihar Government has declared the sugar industry as public utility service for a period of six months from 15 November 1949.

(The Bihar Gazette, Part II,  
dated 30 November 1949,  
page 1781.)

42

57: Conciliation and Arbitration.

India - January 1950.

Bihar: Industrial Tribunal's Award in Dispute  
between Managements of Sugar Mills and their  
Workers.

The Bihar Government referred in September 1948 to an industrial tribunal, an industrial dispute between 29 sugar mills and their workers in Bihar, relating, among others, to bonus for the year 1946-47 and 1947-48, payment of retaining allowances to seasonal workers, revision of wage rates and abolition of contract and daily wage systems. On the questions of bonus, wages and retaining allowances, the tribunal passed interim awards, based on the interim awards passed by the United Provinces Government. The final award in respect of the dispute has been published recently, a summary of which is given below.

Wages and bonus:- On the question of bonus, the tribunal had passed two interim awards adopting the scales prescribed by the United Provinces Government (vide pages 48 and 38 of the reports of this Office for November 1948 and February 1949 respectively). By the first award the bonus for the year 1947-1948 was fixed at rates varying between 4 annas and 11 annas per maund depending upon the amount of cane crushed. This rate was reduced by one anna later. The final award confirms the rate. Regarding wages, the tribunal's interim awards adopted the scale of increase in wages prescribed by the United Provinces Government (vide pages 44 of the report of this Office for January 1949), under which the minimum consolidated wages of a worker was fixed at 55 rupees a month. The final award considers that no change should be made in the scales prescribed under the interim awards.

Payment of retaining allowances:- The tribunal confirmed an interim award on this question ordering payment of retaining allowances only to certain categories of workers.

Abolition of contract worker and daily wages:- The ~~tribunal~~ tribunal has ordered that wherever possible

contract work and daily wages should be abolished in sugar factories. And all work which is not of a casual nature should be undertaken departmentally.

(The Bihar Gazette, Extraordinary,  
dated 30 November 1949, pages  
1-36)

Bombay: The Bombay Industrial Relations  
(Amendment) Act, 1949 (No. LV of 1949).

The Bombay Industrial Relations (Amendment) Bill, 1949 (vide pages 37-38 of the report of this Office for October 1949) as passed by the legislature received the assent of the Governor-General on 1 December 1949 and has been gazetted as the Bombay Industrial Relations (Amendment) Act, 1949 (No. LV of 1949).

(The Bombay Government Gazette,  
Part IV, dated 10 December  
1949, pages 747-751)

44

Madhya Pradesh: C.P. and Berar Industrial Dis-  
putes Rules, 1947: Amendments: Functions of  
Works Committees defined.

The draft amendments to the Central Provinces and Berar Industrial Disputes Rules 1947, inter alia defining the functions of works committees (vide pages 42-43 of the report for July 1949), have now been approved and gazetted on 2 December 1949.

(The Central Provinces and  
Berar Gazette, Part III, dated  
2 December 1949, page 1252)

United Provinces: Dismissal of Workers during  
Pendency of Conciliation or Arbitra-  
tion prohibited.

under section 3 of the  
By a notification dated 29 December 1949, United Provinces Industrial Disputes Act, 1947, the provincial Government has ordered that in all cases in which any or all of the matters of an industrial dispute have been referred to an ad hoc conciliation Board, a tribunal or an adjudicator under the Industrial Disputes Act, 1947 or the United Provinces Industrial Disputes Act, 1947 or under an order made under either of these two Acts, no employer, his agent or manager concerned in the dispute shall discharge or dismiss any workman, except with the permission of the Regional Conciliation Officer, during the continuance of such reference.

(Government Gazette of the United  
Provinces, Part I-A, dated 7  
January 1950, page 1)

U.P: Government Orders setting up Regional  
Conciliation Boards and Industrial  
Courts.

In exercise of the powers conferred under section 3 of the United Provinces Industrial Disputes Act, 1947, and in pursuance of the Government Order summarised at pages 70-72 of the report of this Office for March 1948, the Government of Uttar Pradesh has passed orders setting up Provincial and Regional Conciliation Boards and Industrial Courts for the settlement of industrial disputes in the State, in supersession of a similar notification in May 1948 (vide pages 70-71 of the report of this Office for May 1948).

Provincial and Regional Conciliation Boards:- The Order relating to conciliation boards sets up a Provincial Conciliation Board with jurisdiction for the whole area of the Uttar Pradesh, in respect of industrial disputes occurring in the textiles, leather and glass, sugar and electrical and engineering industries. In addition it also sets up 5 regional conciliation boards for the textile industry for Agra, Allahabad, Kanpur, Bareilly and Lucknow regions; 5 Regional Conciliation Boards for the sugar industry for Bareilly, Gorakhpur, Lucknow, Meerut, and Allahabad regions, 4 Regional Conciliation Boards for the leather and glass industry for Agra, Bareilly, Kanpur and Meerut regions, and 7 Regional Conciliation Boards for the electricity and engineering industry for Agra, Allahabad, Bareilly, Kanpur, Lucknow, Meerut, and Gorakhpur regions.

Industrial Courts:- The order relating to Industrial Courts sets up an Industrial Court each for the textile, sugar, leather and glass and electricity and engineering industries at Kanpur, Lucknow, Agra and Allahabad respectively.

(Notifications No. 4286 (LL)/XVIII-746(L)-48 and No. 4286(LL)(i)/XVII-746(L)-48, dated 29 December 1949; The Government Gazette of the United Provinces, dated 31 December 1949, pages 982-989)

U.P. Bonus and Leave Facilities for Workers  
in Vacuum Pan Sugar Factories: Court of  
Enquiry set up.

By an order dated 11 January 1950, the Uttar Pradesh Government has set up a court of enquiry, consisting of Mr. B.B. Prasad, Judge, High Court of Allahabad as chairman, and Mr. D.R. Narang, Indian Sugar Syndicate and Mr. Harihar Nath Shastri, Indian National Trade Union Congress, as members, to enquire into: (a) the bonus payable by the sugar factories in the Uttar Pradesh to their workmen for the crushing season 1948-49; and, whether or not, from amounts so payable any amount should be deducted because of excess payment of bonus made in respect of 1947-48, if any; (b) sick leave, casual leave, and other leave, to be given to the workmen of the sugar factories during a calendar year; and (c) retaining allowances for the off-season to be paid. The order also prohibits strikes or lockouts till two months after the conclusion of the enquiry.

By another order, the Government has prohibited the sugar factories from discharging, dismissing or otherwise ~~remove~~ from service any worker without the express permission of the Regional Conciliation Officer concerned.

(Government Gazette of the  
United Provinces, Extraordinary,  
dated 11 January 1950, pages  
1-2)

69. Workers' Participation in the Management  
or Profits of Undertakings.

India - January 1950.

Bihar: Order setting up Works Committees in  
Establishments employing 100 or more Workers  
issued.

In exercise of the powers conferred under section 3 of the Industrial Disputes Act, 1947, the Bihar Government has issued an order on 4 January 1950 directing establishments in the state employing one hundred workmen or more on any day in the preceding 12 months to constitute works committees in accordance with the Industrial Disputes (Bihar) Rules, 1947 (vide page 5 of the report of this Office for December 1947) within a period of two months from the date of issue of the order.

(Notification No. 10446-LD-147-L,  
dated 29 December 1949; The  
Bihar Gazette, Part II, dated  
4 January 1950, page 56-57)

CHAPTER 7. EMPLOYMENT AND UNEMPLOYMENT

INDIA - JANUARY 1950.

71. Organisation of the Labour Market.

India: Employment Exchanges: Working during November 1949.

Central Inspectorate of Employment Exchanges set up.- During November 1949, a Central Inspectorate of Employment Exchanges was established in Delhi. Manned by a Deputy Director of Inspection and three specially trained assistant Directors withdrawn from the Regions, it began its task of regularly inspecting all Regional and Sub-Regional Exchanges to ensure that the work performed was satisfactory.

Employment situation.- During November 1949, although there was a small rise in the number of vacancies notified to exchanges during the month under review and a corresponding increase in the registrations and placings, regional reports made it clear that there was little improvement in the employment situation. Many employment opportunities previously provided by development schemes ceased to exist and in a number of cases vacancies which had been notified were cancelled. The effect of economy measures was particularly felt in Assam, C.P. and Berar, Orissa, the United Provinces and West Bengal. These adverse factors appeared to have been slightly offset by seasonal employment opportunities in cotton ginning and pressing factories, the sugar industry, activity in coffee plantations in the south and the commencement of the harvesting season. In East Punjab, plans for the establishment of new townships provided some scope for skilled and semi-skilled workers. In the Madras Province employment opportunities for unskilled and semi-skilled workers on development projects were reported as fairly bright in certain areas, but in Coimbatore and Mathurai a further deterioration in the employment situation was reported due to a drive for economy and the stopping of shifts in textile mills. In the U.P., unemployment was reported to have increased due to a number of pay-offs, prolonged closures and retrenchment in industry. This was stated to have been aggravated by prevailing difficulties in obtaining cotton at the prices fixed by the Central Government and also by the introduction of labour-saving devices and rationalisation schemes in some of the mills. In West Bengal, the employment situation had worsened, particularly among the middle-class educated persons and unskilled labourers. Falling profits and rising costs were reported to have effected adversely most business concerns there.

The shortage of skilled technicians in the engineering and building trades, of stenographers, experienced typists and trained teachers continued. Qualified doctors, compounders, dressers, male and female nurses and midwives were stated to be in short supply in many exchange areas. Some shortages of mica miners and mine surveyors, diesel engine drivers steam roller drivers, tractor drivers, instrument and typewriter mechanics, educated and trained capstan operators, qualified statistical assistants, chartered accountants and persons possessing botanical qualifications and experience of the wood work industry were also reported. On the other hand, a surplus of unskilled workers, clerical categories, semi-skilled and inexperienced technicians and persons fresh from schools and colleges continued to exist at all the exchanges.

Registrations and placings.- The total number of registrations for employment assistance and the total number placed in employment during the month are shown below:

	November 1949	October 1949	November 1948
Total number of registrations. ..	77,317	71,464	70,533
Total number of persons placed in employment . ..	18,510	16,388	19,568

Registrations which had shown a persistent downward trend since last August, moved upward during November 1949 and recorded an increase of 5,853 over the previous month. Placings also increased by 2,122 during November as compared with the previous month. Increased work on the part of the Mobile Sections, an intensive contact drive by Exchanges to obtain vacancies from employers, recruitment to the Police in certain regions and the supply of unskilled labour in others were mainly responsible for higher placings.

Of those placed in employment 2,070 were displaced persons, 1,217 were ex-service personnel and 237 were discharged Government employees. 679 women applicants were placed in employment during the month, as against 654 placed during October 1949. In certain areas, difficulty was experienced in finding applicants to take up training as telephone operators and to fill vacancies for lady teachers, laboratory assistants, lady stenographers, typists canvassers, maid servants, etc. Applicants willing to be considered against vacancies for nurses in private hospitals were also not forthcoming because the terms and conditions of employment were said to be unattractive. A number of

Vacancies for women in teaching and medical establishments on the Pakistan border could not be filled. On the other hand, Madras exchange reported that vacancies for women at the Government Press has attracted a large number of registrants. The District Employment Office, Meerut, was able to meet a demand for 31 women tailors to fill vacancies in a Production Relief Camp.

The Mobile Sections functioned with success wherever they went on tour. Good work was done at Jorhat, Dhanbad, Ajmer, Asansol and Barrackpore. The review mentions that unusual success was achieved at Sholapur the section registered 145 applicants and placed 136; at Cuttack where 105 persons were registered and placed in employment; at Meerut where visits to Modinagar resulted in 229 registrations and 152 placements and in Kanpur where 25% of the total placings, amounting to 899, were effected by the Mobile Section.

Placings by wage group.- Figures relating to placings during November 1949, analysed according to wage groups were as follows:

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<u>Wage groups: basic monthly pay</u>	<u>Number of placings.</u>
Above 101 rupees.            ..            ..	394
61 to 100 rupees.            ..            ..	2,125
30 to 60 rupees.            ..            ..	13,984
Below 30 rupees.            ..            ..	2,007
	<hr/>
Total.	18,510

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Employment Exchanges in States.- During the three months ending 30 November, 1949, 9,758 employment-seekers were stated to have been registered and 733 placed in employment by employment exchanges in States and State Unions. The figures are, however, incomplete, as returns from some states are not received regularly. There were 9 State exchanges in operation at the end of November, 1949. The figures are in addition to the all-India figures quoted above.

Employment of displaced persons.- During November 1949 a total of 8,634 displaced persons were registered as against 7,712 during the previous month. 2,070 were placed in employment during the month as against 1,839 in October 1949. It was reported that lack of knowledge of Hindi and the aversion of displaced persons to accept jobs involving

manual labour were some of the factors which continued to affect their resettlement. Information was also received that displaced persons were taking to private business in the towns nearest to their places of residence and that they evinced interest only in highly paid and, preferably, Government employment. The Special Employment Bureau registered 11 and placed 17 applicants during the month, of whom 6 were placed in posts carrying emoluments between Rs.260/- and 350/- per month.

Technical and vocational training.- During November 1949, there were 71 technical training centres and 76 vocational training centres functioning with 3,808 and 1,640 ex-servicemen trainees respectively under training. 3,794 displaced persons were undergoing training at the Training Centres in Bihar, Bombay, C.P. and Berar, Delhi and Ajmer-Merwara, East Punjab, United Provinces and West Bengal. 173 displaced girls and women were undergoing training at the centre at New Delhi run by the Ministry of Labour. 6 trainees passed the prescribed test during November, bringing the total passed out upto 30 November 1949 to 269. 880 trainees (both ex-Servicemen and displaced persons) passed the trade tests in technical trades, bringing the total of passed out trainees to 17,357. In the vocational trades 197 trainees passed out, bringing the total of passed out trainees to 4,010.

In November 1949, the Apprenticeship Training Scheme was withdrawn from 27 firms. The total number of apprenticeship Training Centres was reduced to 249 and 417 ex-Servicemen and 853 displaced persons were undergoing training at these centres. The fourth batch consisting of 90 Instructor trainees commenced their training in November 1949. 164 adult civilians were undergoing training on 30th November 1949 at the Combined Training Centre, Koni (C.P.). 219 Primary school teachers continued their training in woodwork at the training centre in Aundh (Poona) under arrangements made with the Government of Bombay. At the request of the Provincial Women's Section, Delhi, facilities were provided for craft training to 10 male and 10 female social workers at the vocational training centre, Bela Road and the Displaced Girls' and Women's Training Centre, Curzon Road, respectively.

(Review of the work of the Directorate General of Resettlement and Employment for the month of November 1949, issues by the Government of India).

### Textile Labour in Bombay:

#### Decasualisation scheme to be enforced from February 1950.

On 30 December 1949, the Director of Publicity, Government of Bombay, stated that the decasualisation scheme prepared by the provincial Government for the benefit of workers in the cotton textile industry, who are unemployed, will be put into effect in Bombay on 1 February 1950.

The objects of the scheme are to regulate the recruitment of labour with a view to avoiding waste of man-power; to increase efficiency and production by reducing labour turnover; to reduce the waiting period of unemployed textile workers; to eliminate bribery, corruption and favouritism in the recruitment of textile workers; and to encourage the systematic training of textile workers with a view to ensuring a steady supply of efficient workers.

Under the scheme any employee from the cotton textile industry, who is at present unemployed, can register his or her name for employment provided his or her age is between 19 and 60 and has worked in any of the cotton textile mills for some days in 1949 and has a year's service in the industry to his or her credit. From 1 February 1950, no cotton textile mill in Bombay will be recruiting any labour directly. Every mill will communicate its requirements to the Manager, Decasualisation Scheme, Bombay, who will supply the requisite number from the workers who have already registered their names with him in order of their seniority, which will be determined according to their previous service in the industry.

The Millowners' Association, Bombay, has accepted the scheme voluntarily and has extended its full co-operation for its successful working in Bombay. The provincial Government has appointed the Deputy Commissioner of Labour (Welfare) as the Manager of the Decasualisation Scheme in Bombay. He will be assisted by a local Advisory Committee, consisting of an equal number of representatives of mill-owners and of workers in the execution of the scheme.

(The Times of India, 31-12-1949).

#### Establishment of Comprehensive Youth Employment Service: Non-official Bill introduced in Parliament.

On 16 December 1949, Mr. P.S. Deshmukh introduced in

the Constituent Assembly of India (Legislative) a non-official Bill, called the Training and Employment Bill, 1949, to make provision for employment and training for employment and to establish a comprehensive youth employment service.

Statement of Objects and Reasons.- The statement of objects and reasons, appended to the Bill, points out that although employment exchanges have come into being as a result of the war and they have since been continued, there remains much to be done in giving them a proper shape and status in the social and economic life of the country. In the second place, there is a great need of increased facilities of training in the various arts, crafts and industries. Although the Ministry of Labour is attending to this, there is lack of co-ordination between this Ministry and Ministry of Education. In fact the Ministry of Education appears to have nothing to do with this matter. The Bill, therefore, seeks to remedy this unsatisfactory state of affairs. The third object in view is to place greater emphasis on this important work and to arouse governmental as well as popular interest.

Under the Bill, it will be the duty of the Ministries of Education and Labour to provide facilities for the purpose of assisting persons to select, to fit themselves for and to obtain and retain employment suitable to their age and capacity, to assist employers to obtain suitable employees, and generally to promote employment in accordance with the requirements of the community, so as to attain a higher standard of living for the whole community. The Ministries concerned may appoint separate or joint advisory committees for the whole or any part of India, for the purpose of carrying out these purposes.

Setting up of employment exchanges.- The Ministry of Labour may establish and maintain, at such places as it thinks fit, employment exchanges, which is defined to mean offices or places for the collection and furnishing of information in regard to persons who seek employment and persons who seek to engage employees. Without prejudice to this function, the Ministries concerned may, besides, make suitable arrangements for the collection and supply of information, advice and guidance and other services to any class of persons, whether employed or not for the purposes of the Bill.

The Bill further provides that the Ministries concerned may defray or contribute towards the expenditure incurred by any organisation, society or provincial, state or local authorities for carrying out the purposes mentioned in the Bill.

It is also provided that no person shall be disqualified or otherwise prejudiced in respect of facilities ~~provided~~ provided at Employment exchanges on account of his refusal to accept employment found for him through an employment exchange if the ground of his refusal is that a trade dispute which affects the trade exists or that the wages offered are lower than those current in the trade in the district where the employment is found.

Compulsory training courses.- Under the Bill compulsory training courses may be provided"for persons who are said to be communists whether employed or not and who are above the age of compulsion..... for increasing the efficiency, knowledge, technical skill or capacity of such persons". And either of the Ministries concerned "may by order in writing, compel any child or young persons declared to be destitute, delinquent or uncared for under any law for the time being in force to join any training course for such length of time as may be indicated, for the purpose either for getting trained or for any other purpose".

(The Gazette of India, Part V, dated 24 December 1949, pages 491-493).

72. Vocational Guidance and Training.

India - January 1950.

Supply of Skilled Labour: Central Government's scheme to train 6500 persons annually.

A Government of India Press Note states that a<sup>a</sup> scheme to train 6,500 persons every year in technical and vocational trades is being brought into operation by the Central Ministry of Labour. The training, which will be free, will be provided at more than 50 training centres; 20 under the direct management of the Labour Ministry and the rest under the provincial and State Governments or private institutions. The scheme also provides for a monthly scholarship of Rs.25 each to half the number of trainees.

The object of the scheme is to ensure a steady supply of skilled workers for the industries and to equip unemployed young men, between the ages of 18 and 25, for suitable industrial employment. It provides for technical training in about 30 engineering and building trades and vocational training in a similar number of cottage and small-scale industries. The technical training course will be of two years' duration, of which 18 months will be spent in a training centre and the remaining six months in an industrial undertaking.

The vocational training will be of 12 months' duration. It will be organised, as far as possible, on productive lines with the object of preparing the trainees for gainful occupations. The trades to be taught will be chosen in consultation with the provincial and State Governments so that the trainees may be absorbed in the economy of the region on completion of the course. The cost of training will be shared between the Central and the provincial or State Governments.

In addition to free training, the trainees will be given free workshop clothing every four months and free facilities for recreation and medical treatment. Applicants for training will be selected through committees set up for the purpose. The scheme is expected to come into operation in March 1951. Some of the existing training centres for ex-servicemen, which will cease to function after July 1950, when the training scheme for ex-servicemen will terminate, will be utilized under the new scheme

after they have been suitably reorganised.

(The Hindustan Times, 28-12-1949).

Technical Education in Bombay: Chain of  
Institutions recommended

An industrial and technical secondary education committee was appointed by the Government of Bombay under the chairmanship of Mr. P.N. Joshi, Principal of the Victoria Jubilee Technical Institute, Bombay. The committee, in its report, has recommended the setting up of a chain of technical institutions throughout the province in order to provide personnel to meet the growing needs of industry.

The report points out that technical education is costly and as private agencies are not likely to come forward to the desired extent, the provincial government should foster technical education both by establishing technical and industrial schools and higher technical institutions, entirely financed and controlled by it and by encouraging private efforts by substantial grants-in-aid. The Government should also examine the possibility of raising a part of the necessary funds from a levy of a special tax on the export of raw material and on the wages paid by employers of industrial establishments. The report also suggests that since technical education cannot be adequately supported from provincial funds the Bombay Government should approach the Central Government for the necessary funds. The committee has also recommended that the Government should encourage formation of the educational trusts like the Carnegie United Kingdom Trust etc., existing in other countries, by suitable means.

The various types of technical institutions suggested by the committee are, Degree College, Technical High Schools, Junior Technical Schools, Industrial Schools and Trade Schools. In addition, it has recommended the opening of Arts and Industries Centres at the existing institutions.

As regards women students the committee has recommended that the Government should establish Kala Mandirs for them, where courses in specific work-room crafts such as needle work, embroidery, ladies dress-making, tailoring and cookery may be offered. Such centres should also ~~pro-~~

Provide a training ground for teachers of domestic subjects. \* Also that part-time courses of the duration of one or more sessions should be provided in these institutes for women and girls engaged in full-time employment.

Among the other recommendations of the committee are: (a) The introduction of handwork in the primary and middle stages of school education; (b) The extension of craft education to the high school stage as it is done in some other countries and to a small extent in this country; (c) The establishment, at important towns of activity centres to be named Arts and Industries Centres for the benefit of high school pupils in the locality; (d) Encouragement to art education, which is closely allied to craft education, in the Arts and Industries Centres; (e) Due provision for the cultural development of the students at every stage of technical education; (f) The revision of the syllabus of the secondary schools examination of technical high schools, which is at present rather heavy; (g) A provision for easy transfer of students from an academic high school to a technical high school and vice versa; (h) The establishment of junior technical schools as an experimental measure; (i) The development of trades schools, which prepare pupils for a definite trade or occupation; and (j) The introduction of new trade courses particularly for the electrical industry under the Board of Technical and Industrial Trainings.

(The Bombay Chronicle, 16-1-1950).

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CHAPTER 8. SOCIAL SECURITY.

India - January 1950.

81. Social Insurance.

Working of the Workmen's Compensation Act, 1923, during  
1947\*.

The following review of the working of the Workmen's compensation Act 1923 during 1947 in India, is based on reports and returns in respect of all the provinces of India with the exception of East Punjab, Andaman and Nicobar Islands, railway servants other than those employed in workshops, and employees of the Posts and Telegraphs Department:

Accidents and Compensation: The total number of accidents during 1947 was 53,574 and the compensation paid in respect of these accidents amounted to 3.33 million rupees. There were 1,011 cases of fatal accidents and a sum of 1.18 million rupees was paid as compensation; there were 3,228 cases of permanent disablement and 1.21 million rupees compensation was paid. The figures in regard to temporary disablement were 49,335 and .94 million rupees respectively.

An analysis of the data province-wise shows that Railways accounted for 27.40 per cent. of the compensated accidents and 21.03 per cent. of compensation paid. Posts and Telegraphs accounted for 0.17 per cent. of the accidents and 0.70 per cent. of the compensation. In regard to accidents other than these, Bombay accounted for 11,812 and West Bengal for 11,299. These two provinces accounted for over Rs.14 lakhs out of the total compensation of about Rs.33 lakhs paid. Although the number of accidents in Bihar and U.P. was comparatively small, the amounts of compensation were of the order of Rs. 5 lakhs and Rs. 4 lakhs respectively on account of the higher proportions of deaths to total accidents in these two provinces. In Bihar and West Bengal the high proportion of deaths was due to the existence of mines in which the fatal accident rate was higher than in factories, etc. The percentage of deaths

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\* Working of the Workmen's Compensation Act, 1923 during 1947: Ministry of Labour, Labour Bureau, Government of India: Published by the Manager of Publications, Delhi, 1949: Price: Annas 9 or 10d. pages 16.

to total compensated accidents fell from 2.18 in 1946 to 1.89 in 1947 and the proportion of permanent disablements dropped from 6.76 per cent. to 6.05 per cent. The proportion of temporary disablements correspondingly increased. The amount of compensation paid per accident was Rs.68 in 1946 and Rs.62 in 1947.

Compared to 1946, Railways showed an increase in the number of accidents, in spite of the fact that the figures for 1947 covered a smaller area than in 1946. The number of compensated accidents in Railways increased from 15,947 in 1946 to 14,678 in 1947 and the amount of compensation from Rs.6,67,105 to ~~Rs.6,67,105~~ Rs.6,99,491. The increase was confined mostly to temporary disablements, as deaths and permanent disablements were less numerous. In regard to the other sectors including factories, mines, etc., West Bengal showed 11,299 cases in 1947 as against 10,780 cases shown by the undivided Bengal in 1946. The amount of compensation paid was, however, less as the increase in accidents had been mostly in those resulting in temporary disablement. Assam also showed a similar increase in the number of accidents. Among the other provinces Bombay, Delhi, Orissa and the U.P. showed a higher number of compensated accidents, while Bihar C.P. and Pesar and Madras showed a smaller number in 1947 as compared to 1946.

An analysis of the cases of accidents according to wage groups during 1947 shows that out of 3,021 cases, in 1,082 the workers were drawing below Rs.30/- per month and in 1,137 cases Rs.30/- to Rs.60/-. In 802 cases the monthly wages exceeded Rs.60/-. Thus, on account of the allround increases in workers' wages in 1947 the proportion of cases in the wage group below Rs.30/- dropped from 44.2 per cent in 1946 to 35.8 per cent. in 1947 while the percentage in the groups Rs.30/- to Rs.60/- and Rs.60/- and over increased from 36.7 to 37.6 and 19.1 to 26.6 respectively.

Occupational diseases: No case of occupational disease was reported to have occurred during the year by any of the provinces. Three cases of suspected lead poisoning pending from the previous year were, however, disposed of by the Commissioner for Workmen's Compensation, Bengal, the claims being disallowed.

Proceedings before the commissioners for workmen's compensation: The total number of cases filed during the year was 5,100 of which 1,094 related to award of compensation and 1,933 to deposits under the Act. The number of cases relating to award of compensation disposed of during the year was 1,115, of which 821 ~~were~~

were disposed of after contest. Of the latter, 148 were allowed in full, 493 allowed in part and 180 dismissed. The number of cases relating to deposits were disbursed to the workmen or to their dependants. During the year, 4,116 applications were filed for registration of agreements. Of these, 3,119 related to payment of compensation for permanent disablement. The others related to the payment of compensation for temporary disablement and commutation of half monthly payments.

Delhi: The Draft Delhi Civil Administration Employees' Insurance Courts Rules, 1949.

In exercise of the powers conferred under section 96 of the Employees' State Insurance Act, 1948, the Chief Commissioner of Delhi published on 14 January 1950 the draft Delhi Civil Administration Employees' Insurance Court to be set up under section 74 of the Employees' State Insurance Act. The rules, inter alia, relate to the constitution of such courts, conditions of service of judges, administrative control, procedure and execution of orders, and costs and decrees. The draft will be taken into consideration three weeks after its publication.

(The Gazette of India, Part II-A dated 14 January 1950, pages 15-22.)

85. Benefits Organised or paid by Employers.

India - January 1950.

The Coal Mines Provident Fund and Bonus Schemes: Amendments.

By notifications dated 9 January 1950 under section 7 of the Coal Mines Provident fund and Bonus Schemes Act, 1948, the Central Government has amended the Coal Mines Provident Fund Scheme and the Coal Mines Bonus Scheme, so as to include within the scope of the ~~sxx~~ schemes partially excluded areas in the provinces of Bihar, Central Provinces and Berar and Orissa, to which the Act has been applied under section 92 of the Government of India Act, 1935.

(The Gazette of India, Part I - Section I, dated 14 January 1949, page 76).

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The Coal Mines Bonus and Provident Fund Schemes extended to Rewa and Korea States.

In exercise of the powers conferred under section 3 of the coal Mines Provident Fund and Bonus schemes Act, the Central Government has extended the Coal Mines Bonus Scheme and the Coal Mines Provident Fund Scheme to the states of Rewa and Korea, with effect from 1 January 1950, with certain consequential modifications.

(The Gazette of India, Part I-Section I, dated 24 December 1949, pages 1746-1747;  
The Gazette of India, Part I-Section I dated 21 January 1950, page 109).

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The West Bengal Maternity Benefit (Tea Estates)  
Amendment Bill, 1950.

The West Bengal Government published on 20 January 1950, the West Bengal Maternity Benefit (Tea Estates) Amendment Bill, 1950, which prohibits a women worker from accepting any employment during the six weeks post-natal period when she gets maternity benefit. The period is four weeks under the present Act.

(The Calcutta Gazette, Extraordinary,  
dated 20 January 1950, pages 55-56).

Chapter 9. Living Standards.

95. Social Conditions.

India - January 1950.

Annual General Meeting of Indian Conference of Social Work, Delhi, 26-31 December, 1949: Creation of Public Welfare Ministries proposed.

The annual general meeting of the Indian Conference of Social Work was held at New Delhi from 26 to 31 December 1949. The Conference was attended by delegates and observers representing social work institutions, the central and provincial Governments, industrial establishments, educational and research bodies and individual social workers. Representatives from the United Nations, I.L.O., W.H.O., U.N.E.S.C.O. and the U.N.I.C.E.F. were also present. Dr. Jivraj Mehta, Minister for Public Works, Government of Bombay, presided.

Agenda: The following four questions were on the agenda of the conference:

1. The state and social services;
2. Family and child welfare services and youth welfare;
3. Co-ordination of social work; and
4. Social work in Industry.

In addition, a symposium and an exhibition on social work in various countries were organised during the conference in which Australia, Czechoslovakia, Norway, Sweden, Switzerland, the United Kingdom, the United States of America and several international organisations participated.

Presidential address: Recognition of social work as a profession: Dr. Jivraj Mehta, in his presidential address, said that the aim of social work was the elimination of want, disease, ignorance, squalor and unemployment. The old concept of charity, philanthropy and patronage must give way to the new concept of social responsibilities and duties, where all social service was undertaken on the basis of mutual aid in the interest of national wealth and welfare. Dr. Mehta emphasised that social work had to be recognised as an important profession. It must be well-paid so that it could attract the best brains in

its fold. Fulltime social workers were needed effectively to plan and carry out welfare programmes. India also needed an army of honorary workers for the country could not yet afford to pay all her social workers. He wished paid social workers to become the foundation on which the whole structure of social welfare could be erected.

Dr. Mehta said that India was in the formative years of a national programme of reconstruction and had to make up for social standards set up as minimum by progressive countries in the world in respect of education, health services and the general level of living of the people. Though at present India had a stable Government, this stability was based on insecure foundations so long as poverty, disease and human suffering continued. Food, clothing and shelter were elementary human needs which remained unfulfilled in the case of a large number of the people. So long as this state of affairs continued, the development and maintenance of an atmosphere conducive to peace and co-operative effort became increasingly jeopardized. Dr. Mehta made special mention of the refugee problem. The problem was not only a problem of economy or rehabilitation, but a colossal social problem involving gradual assimilation with community-living in different physical environments with different languages, customs, manners, behaviour and social set up. Whilst the efforts of the Government to give employment by providing land, loans and cottage industries and to set up townships were laudable, an intensive effort of the social worker alone could prevent these from developing into separate social islands, based on an old structure, unsuited in the new surroundings.

Dr. Mehta also laid special emphasis on the question of child welfare including the care of neglected and dependent children and urged the laying down of minimum standards in respect of food, clothing, shelter, education, recreation and emotional satisfaction. As regards health services, although the bulk of the responsibility fell upon Government, social workers could play an important part in the field of health education. Dr. Mehta emphasized the importance of dynamic community organisation programme including housing and sanitation, physical fitness, health and community recreation, social education and, in the economic field, the planned development of co-operatives. Stressing the need for a rural outlook, he pointed out that if social work in villages was to succeed, it was necessary to create among rural people themselves a desire for their improvement. For this purpose village teachers, midwives and social workers must be adequately trained in welfare work.

Finally, Dr. Mehta stressed the need for co-ordination of social work and suggested that a Ministry or Department of Public Welfare would be the best agency to achieve this.

It would be responsible for such subjects as juvenile delinquency, physical fitness, family, child and youth welfare, rehabilitation of refugees, industrial welfare, hospital social services, psychiatric social work, social legislation, insurance or social security, public assistance and community development. He also pointed out the useful work which "councils of social agencies" might do by way of coordination and social work. Concluding Dr. Mehta drew attention to the need for proper training of social workers and quoted an estimate that against the minimum of some 600,000 social workers required for the country, only about 15,000 were available, and of them hardly a couple of hundred were properly trained. He suggested that schools of social work and universities should undertake this work.

Resolutions: The Conference adopted various resolutions on the questions before it. The resolution on Rural Reconstruction and Welfare recommended that a comprehensive programme of social security for those engaged in agriculture and allied industries, comprising among other things, the prevention of subdivision and fragmentation of land, the payment of a living wage for agricultural labour, the control of usury and the regulation of marketing, should be drawn up. To promote better agriculture the resolution recommended the promotion of co-operative farming, the settlement of landless labour on collective farms, the revival and expansion of village industries and the organisation of agricultural labour. The resolution also emphasised the importance for rural areas, of such measures as maternal and child welfare, housing and education including vocational training in handicrafts, and called upon the Government to take the necessary steps in collaboration with private agencies.

The resolution on State and Social Services, recommended the creation of Central and provincial Ministries of Public Welfare as a link between Government and voluntary social service agencies. It also recommended the appointment of a committee to mark out the respective roles of the state and the voluntary agencies in the various fields of social work. Recognising that a complete plan of social security would take some time to be evolved, the Conference suggested high priority for measures to ensure freedom from want for the underprivileged, the old, the infirm and the handicapped, urban housing, universal, free and compulsory primary education and extensive and adequate health services. The resolution also suggested that the Government should ensure the full enforcement of existing social welfare legislation, including minimum wage legislation and should introduce crop and cattle insurance. It should also devise comprehensive and effective measures for emergency relief.

The Conference adopted a separate resolution on the welfare of tribal people recommending the drawing up of a comprehensive programme of social, economic and medical welfare by experts, the setting up of community settlements by social workers for promoting welfare services and improving living standards among such people.

The resolution on the Coordination of Social Work recommended the setting up of Councils of Social Service Agencies. While caste and religious institutions had often undertaken social work efficiently, it said, it was expected that in the future set up of social services their role would increasingly be taken up by public trusts or the State. The resolution also emphasised the need for immediate functional coordination of various social services undertaken by the different departments of Government.

In the resolution on Family, Child and Youth Welfare, the Conference suggested various steps for improving and extending social services in the field. These include the starting of family welfare agencies to guide and assist in family matters and the provision of facilities for vocational guidance. Action in the fields of health, education recreation and training is also recommended.

The resolution on Social Work in Industry recommended various measures for improving workers' welfare, including medical inspection of factories by properly qualified persons and the constitution of welfare trust funds. Such funds should be composed of contributions by the State, industry, and labour and funds created out of fines and unclaimed wages and bonus. They should be administered by a Board composed of Government, employer and worker representatives. The Board should be responsible for the recruitment and terms of employment of welfare officers, whose powers and duties should be established by law.

The creation of an All India Institute of Industrial Welfare, Psychology, Medicine and Hygiene was also suggested. The resolution further recommended that personnel officers should be properly trained, especially in the practical aspects of labour relations. Training schemes should be encouraged by Government, industry and trade union. Personnel officers should be given a status in management and wide powers to do their work effectively. As regards housing, the resolution called upon the Government not to abandon its programme of building one million houses and suggested that if necessary, semi-permanent structures might be built. It recommended legislation to ensure that every industry employing 1,000 or more workers provided residential accommodation for at least 50 per cent of its workmen at a rent not exceeding 10 per cent of the pay. The terms and conditions on which such houses might

be let should also be regulated by law. The resolution finally recommended the taking of suitable steps regarding workers' indebtedness and education.

(Summarised from a copy of the text of the Presidential Address received in this Office; The Statesman, 28, 29, 30-12-1949 and 1-1-1950).

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CHAPTER 11: PROBLEMS PECULIAR TO CERTAIN  
OCCUPATIONS OR CATEGORIES OF OCCUPATIONS

India - January 1950.

111. Agriculture.

10th Session of Indian Society of Agricultural  
Economics, Madras, 1-3 January 1950.

The 10th session of the Indian Society of Agricultural Economics was held at Madras on 1, 2 and 3 January 1950. The conference was presided over by Dr. Rajendra Prasad and inaugurated by the Premier of Madras. The conference was attended, among other, by Prof. A.W. Asby of Oxford, Sir Manilal Nanavati, Dr. A. Lakshmanswami, Mudaliar and Dr. R.K. Shanmukham Chetti. The conference held detailed discussions on various papers on agricultural economy, relating to, problem of the low income and sub-marginal farmer, taxation of land and agricultural income, economics of milk production and distribution and high prices and rural prosperity. A symposium on the "grow more food" campaign was also held.

Presidential address: Need to stop imports of food grains: Dr. Rajendra Prasad, in his presidential address, said that India was a vast country covering 1,573,000 square miles and had a population of more than 320 millions. It had all varieties of climate - varying from extreme cold of the ~~xxxx~~ snow-capped Himalayas where there was perpetual snow to the burning heat of the torrid zone - although the predominant weather in a greater part of the country might be said to be tropical. The land had all varieties of soil from the rich and fertile river valleys to what were more or less rocky or sandy waste. The people generally speaking were hardworking, resourceful and cultured, although not equipped with the art of reading and writing except for a small percentage. It was an agricultural country supporting and maintaining 70 per cent of its population by agriculture. The method of cultivation was varied as its population and ranged between the primitive method of shifting cultivation still followed by the tribal people in hilly tracts known as the Jhum system and the modern method of large scale farming with the help of machines and chemicals. The bulk of the cultivation, however, was of small holdings carried on according to old traditional methods. Dr. Prasad refuted

the belief that the tra<sup>di</sup>ditional method was primitive and ignorant. If that were so, it could not be possible to grow all kinds of crops, herbs and fruits. The fact was that there was no variety of crop or fruit that could not be and had not been raised according to the nature of the soil in some part of the country or the other. The Indian peasant knew the art of agriculture and had practical experience. He knew all the technique required, such as, rotation and combination of crops, the value of allowing land to remain fallow to regain its fertility, the value and method of irrigation and manuring, the art and method of ploughing and cultivating the land in diverse ways, and directions so that the entire soil might be turned upside down, etc. etc. He did not know except in a small way the use of modern chemical manures and modern machines. That was because they were beyond his resources. The Indian peasant was not unreasonably conservative, although he was cautious. If he could be convinced that a new method could give him better return or save labour or was otherwise useful, he did not hesitate to adopt it, if it was within his resources.

Dr. Prasad said that with all these advantages the country was faced to-day with the problem of shortage of food which might well appear inexplicable. Such statistics as were available made out that there was a shortage of cereals and as a matter of fact India had been importing large quantities of foodgrains from foreign countries especially during the period following the World War II. During the last four or five years imports of foodgrains had steadily gone on increasing. He felt that the present deficit was a great deal exaggerated and over publicized. It was difficult to get correct, complete statistics but this much could be said without fear of contradiction that shortage of supply was not responsible for the 300 per cent rise in prices of foodgrains as compared to pre-war level. Even before the war, India imported annually nearly 1.5 million tons of rice on an average. That deficit did not affect the price structure to any appreciable extent; it was difficult to understand why the present deficit should upset it so completely. It was clear that the present production with the import of 4 million tons of foodgrains should not leave any food problem to be solved, and there need not be any occasion for control and rationing. But the fact remained that in spite of this huge import of over 2.8 million tons in 1948 and 3.7 million tons in 1949 control and rationing on a very extensive scale was considered to be necessary. This year production and imports nearly covered and met the requirements, but it was still considered necessary to have controls rather than leave the process of distribution of produced and imported grains to work itself out. The fact that control and rationing were considered necessary even when there was a sufficient supply (taking internal production and imports together) showed either that the deficit of 4

million tons was an under-estimate or that in spite of procurement, control and rationing, distribution was defective and inefficient and ~~was~~ whatever element of scarcity entered in the price was due not to a ~~an~~ considerable extent to the whole of the production not being made available for distribution - in other words to hoarding or larger consumption by certain sections of the community. The problem therefore reduced itself, as of old, to one of distribution, if the imports were assumed.

Dr. Prasad emphasised ~~the~~ need to increase production and said that much could be achieved within India's present resources by taking advantage of improved seed and better methods of cultivation with the help of better tools and better organisation. As regards water supply Dr. Prasad felt that much could be done through small irrigation projects, such as sinking ordinary wells and tube wells, utilising the water available from small rivers and rivulets and channels, repairing and putting up bunds and embankments for storing rain water to be utilised when required, draining off water from where it accumulates and damages crops or renders their raising impossible. On the question of fertilizers, Dr. Prasad said that there was a large project of producing chemical manure which the Government had in hand. It was costing an enormous amount to put up the factory at Sindri and it was taking longer time than was expected. Even when it was completed it would meet but a fraction of the requirement and could at best only supplement other sources and kinds of manure which could be more easily and locally produced without anything like the heavy investment required and all that was implied in concentrated production of any article on a large scale. He was glad that increasing attention was being paid to the utilisation of what was not only wasted but was also a source of danger to the health of the people by converting it into manure. People had to be familiarised with improved methods of utilising this waste and provided with the wherewithal to do it. The excreta of human beings and animals together with vegetable matter that was allowed to rot and to waste gave a very valuable material for compost. Human excreta were not much utilised and animal excreta of cattle were also not fully used for this purpose. A great part of the latter was used as fuel or not used at all for any purpose or if used at all not used in the best way. The people had to be taught now to use human excreta and a drive on the right line approved by scientific research in this direction could give immediate results. Compost, green manure supplemented by chemicals and various kinds of oilseed cakes could work wonders in increasing production.

Dr. Prasad also referred to agricultural research and said that greater attention had to be given to the improve the variety of food crops, like rice, wheat, maize, bajri, jawari, gram and pulses. He emphasised the need to concentrate more on the small cultivator and warned against the dangers of plunging headlong for mechanisation. It was his view that co-operative servicing of farming by supplying to the members of village society improved variety of seeds, improved implements which an individual might not be able to afford, movable water pumps and wells for irrigation purposes which were not within the resources of most peasants, technical advice regarding utilisation of water, preparation of compost and improved methods of cultivation offered better changes of large yield within a reasonable time. They were more likely to be accepted by the villager than large scale farming necessitating amalgamation of holdings and consequent loss of personal interest by each peasant in the improvement of his holding making that which would be everybody's business to be nobody's business. They would also offer better facilities for the utilisation of every material and labour now available in the family of the cultivator and reduce to a minimum the evils of division of holdings which was constantly going on by reason of the operation of the laws of inheritance. They might also, in course of time, lead to the emergence of larger holdings by amalgamation or otherwise without creating a crisis in the even tenor of village life. All this would be possible only if the peasant has given security and continuity of his tenure, free from illegal and unauthorised exactions and extortionate interest realised by the landlord or the money-lender. He recounted the various agricultural reforms undertaken by the provinces and said that the most provinces legislation for scaling down and conciliation and settlement of agricultural debts had been passed and indebtedness considerably reduced, maximum rate of interest fixed and other relief given. Thus the conditions required to give security of tenure, and freedom from illegal exactions and extortionate interest on debts had been created. The question of amalgamation of holdings to enable collective farming on a large scale with machines had not yet been tackled on any extensive scale, although consolidation of holdings and prevention of further fragmentation had in some places been encouraged by legislation or otherwise. The position therefore was that if improved methods of cultivation which would bring better yield could be demonstrated and brought within the reach of the cultivator, there was no reason why larger yield sufficient to cover the deficit of 10 per cent could not be obtained, especially when the yield in India per acre was miserably low as compared with other countries and had perhaps been going down further.

In conclusion, Dr. Prasad referred to the Government's "grow more food campaign" and said that the following steps were necessary to make the scheme a success: On the Government side (a) at higher levels elaborate red-tapism should be avoided; strict co-ordination eliminating delay in decision and implementation of decisions should be ensured if it was found impossible to unify command in this respect; (b) those in charge of execution should be required to show results which should be ~~required~~ checked by an independent agency; (c) complaints should be quickly attended to and redressed; (d) corruption should be strictly and drastically dealt with where proved and not ignored or passed over when detected but not proved; and <sup>there</sup> concerned should be made to understand that it was not enough to be above suspicion, but that every one should in fact be above suspicion and should be acceptable to those with whom he had dealings as being above suspicion; (e) mere paper reports, however satisfactory and encouraging, should not be accepted in the face of facts which contradict them; (f) research or at any rate some of it should descend from its high pedestal to the level of discovering what would suit the ordinary peasant with his small holding and very limited resources; (g) results of such research should be demonstrated and brought home to the small peasant in a practical manner in small government farms, run by people who could mix with the peasant, understand and sympathise with his difficulties and render him such help, technical or otherwise, as he may require and in a way which he can understand appreciate and adopt, and this should be done without any unauthorised quid pro quo; (h) implements and steel from which it could be made by the village blacksmith and other necessary articles should be made available through channels which had no bottle-necks and through agencies which could be kept free from corruption and ~~and~~ corrupt influences; (i) monetary aid whether by way of loan or grant where required, should be made available and that quickly and without leakage. On the side of the people there should be a realisation that agriculture and food production were a national concern and should not be looked upon as merely personal affairs of the individual engaged in it who was free to produce or not to produce or to produce what and in whatever quantity he liked. It must be realised by every peasant that he had to produce food not only for himself but for the country at large and after having produced it, he had to make available what he did not need himself for ~~his~~ use of the nation at large, taking for himself only a reasonable remuneration for what he had done. He should be told not to yield to threat or temptation and while insisting upon his right not to be mulcted he should be prepared to do his duty to the country by putting forth the best he has in him in its service.

(The Hindu, dated 2 and 3  
January 1950; The Statesman,  
5-1-1950)

Bihar: Abolition of Zamindaris and Land Reform:  
New Comprehensive Bill introduced: Land Commi-  
sion to be set up.

The Bihar Government published on 10 December 1949, the Bihar Land Reforms Bill, 1949, which consolidated and amends the law relating to the transference to the state of the interests of proprietors and tenure-holders in land and of the mortgagors and lessees of such interests including interests in trees, forests, fisheries, ferries, bazaars, mines and minerals and provides for the establishment of a Land Commission for Bihar to advise the Government on the system of land tenure to be introduced.

According to the Statement of Objects and Reasons, appended to the Bill, it was felt that the Bihar Abolition of Zamindaris Act, 1948 (vide page 84 of the report of this Office for August 1949) envisaging only the abolition of zamindaris and their management as Khasmahal did not go far enough in the matter of land reforms. There was a pressing demand to the effect that the collection of rents should be entrusted to co-operative societies and village panchayats as far as administratively practicable and also that there should be a body composed of officials and non-officials to advise Government on matters connected with land reforms. Besides there was no clear provision in the Bihar Abolition of Zamindaris Act as to whether the payment of compensation was to be made in cash or in bonds or partly in cash and partly in bonds. If the provision was construed to mean that payment was to be made in cash, it would take quite a number of years to find funds for the purpose of paying compensation in cash and thus abolishing the zamindaris in the province. It was therefore found necessary to provide for the payment of compensation either in cash or in bonds, or partly in cash and partly in bonds. Hence the necessity for a new Act.

The Bill which extends to the whole of Bihar and would come into force on adoption on a date to be notified by the Government, provides that the Government may notify from time to time that the estates or tenures of a proprietor or tenure-holder including the rights and interests in buildings used as offices, trees, forests, fisheries, ferries, bazaars and sub-soil rights including mines and minerals shall vest in the state free of all ~~such~~ encumbrances. Homesteads and certain other lands in Khas possession of the proprietors and tenure-holders

may, however, be retained by them, the latter on payment of a fair rent.

Management of estates:- The estates and tenures taken over by the state, may be entrusted for management to co-operative societies or village panchayats. In other cases, they shall be managed according to the rules for the management of Government estates.

Settlement of debts:- The Bill provides for the settlement of debts of the dispossessed estate or tenureholder, by a claims office, to be appointed for the purpose. In ascertaining the amount due, interest is to be calculated at 6 per cent per annum or the stipulated rate, whichever is lower, any excess payment of interest to be set off towards principal. And no further interest is to be allowed on the principal, if the creditor has realised by way interest an amount equal to or more than the principal. The principal ascertained to be due will carry interest at 3 per cent per annum or such other rate to be proscribed by the Government not exceeding 6 per cent and no future interest will run on arrears of interest.

Payment of compensation:- Compensation is to be paid to estate holders at rates varying from 6 to 20 times the net income. In the case of mines and minerals, the compensation rate is to be arrived at as a result of agreement and in cases where no agreement is reached, by a tribunal to be appointed for the purpose. The compensation amount is payable in cash or in bonds or partly in cash and partly in bonds.

Bihar Land Commission:- The Bill contains provisions for the setting up of the Bihar Land Commission, consisting of 11 members with the Minister for Revenue as chairman, which will advise generally on the agrarian policy which the Government may follow regarding the land tenure system in Bihar.

Abolition of Zamindaris Act repealed:- Consequent on the publication of the Bihar Land Reforms Bill, the Bihar Government gazetted on 18 January 1950, the Bihar Abolition of Zamindaris Repealing Act, 1950 (IX of 1950) repealing the Bihar Abolition of Zamindaris Act, 1948.

(The Bihar Gazette, Extraordinary, dated 10 December 1949 and 18 January 1950; pages 1-56 and 1-2 respectively)

Madras: Advance Payment of Compensation  
for Zamindars: Assembly adopts Bill.

On 9 January 1950, the Madras Legislative Assembly passed the Madras Estates (Abolition and Conversion into Ryotwari) Amendment Bill, 1949.

Moving that the Bill be taken into consideration Mr. H. Sitarama Reddy, Minister for Revenue, explained the objects and reasons of the Bill. He said that under the Madras Estates (Abolition and Conversion into Ryotwari) Act 1948 (vide pages 69-70 of the report of this Office for June 1949) as soon as an estate was notified, the estate had to be surveyed and then settled in accordance with ryotwari principles and until these operations were completed, compensation could not be paid to the claimants. The survey and settlement operations were expected to take some years and it was therefore considered desirable that provision should be made for the payment of some portion of the compensation in advance at once, without waiting for the completion of those operations. The Bill made such a provision accordingly. A rough estimate would be made of the compensation payable in respect of each estate as soon as it was notified and one-half of the amount so estimated would be deposited as advance compensation in the office of the Tribunal within six months of the notified date. The advance compensation would be adjusted towards the compensation as finally determined under the Act. Annual interim payments would continue to be made as provided in Section 50 of the Act, but the amounts would be reduced by one-half, suitable adjustments being made when making the final reckoning.

The Bill also proposed to amend the Act so as to ensure the payment of a minimum sum of ~~one~~ one hundred and twentyfive millions of rupees as compensation for Zamindari estates in the Province. According to the Bill, if after the amounts of compensation payable in respect of all Zamindari estates have been finally determined, the aggregate of such amounts fell short of ~~one hundred and twentyfive millions~~ one hundred and twentyfive millions an amount equal to the sum by which the aggregate so fell short would be distributed among the estates pro rata.

The Bill, as passed by the Assembly, received the assent of the Governor-General on 23 January 1950 and has been gazetted as Act No. 1 of 1950.

(The Hindu, 10-1-1950; The Fort St. George Gazette, Extraordinary, dated 25-1-1950, pages ~~55-57~~ 57-60)

Madras: The Madras Tenants and Ryots  
Protection Act, 1949 (No. XXIV of 1949):  
Protection against Eviction for certain  
Classes of Tenants.

The Madras Government gazetted on 13 December 1949, the Madras Tenants and Ryots Protection Act, 1949 (No. XXIV of 1949) providing for the temporary protection against eviction for certain classes of tenants. The Act contains the same provisions as the Madras Tenants and Ryots Protection Ordinance, 1949 (vide page 91 of the report of this Office for November 1949) and repeals both the Ordinance and the Madras Tenants and Ryots Protection Act, 1946. According to the Act, which applies to tenants in the district of Malabar governed by the Malabar tenancy Act, 1929, ryots governed by the Madras Estates Land Act and tenants of private lands in such estates, no tenant shall be evicted by his landlord and no holding of a tenant shall be sold or bought to sale for recovery of rent in pursuance of a decree. And ~~in~~ all proceedings for eviction or sale, which stayed upto the commencement of this Act, shall continue stayed, with certain exceptions.

The Act comes into force immediately and will be in force till 7 October 1950.

(The Fort St. George Gazette,  
Part IV-B, dated 13 December  
1949, pages 235-239)

Uttar Pradesh: The U.P. Urban Areas  
Zamindari Abolition Bill, 1950.

The Uttar Pradesh Government published on 20 January 1950, the U.P. Urban Areas Zamindari Abolition Bill, 1950, providing for the abolition of zamindari in agricultural areas situated in urban areas and for the acquisition of the rights, title and interest of intermediaries between the tiller of the soil and the state in such areas.

The statement of Objects and Reasons, appended to the Bill, points out that the Bill does not seek to interfere with the possession and rights in the built-up areas, in the uncultivated areas over which there are no tenants and in the Sir and khudkasht of the proprietors and their goves. The Bill would affect land held by fixed-rate tenants, ex-proprietary tenants, occupancy tenants, tenants holding on special terms in Avadh, rent-free grantees, grantees at a favourable rate of rent and hereditary tenants, where the rights and interests of intermediaries will be acquired.

The value of land in urban area is determined not by its productivity but by its proximity to a particular locality. The principles of calculating compensation given in the United Provinces Zamindari Abolition and Land Reforms Bill, 1949 (vide pages 63-69 of the report of this Office for June 1949) cannot obviously apply in such cases. The cities, towns and cantonments have, therefore, been divided into seven categories according to their importance and population. Compensation varying between 25 and 12 times the net assets will be awarded to the intermediaries according to their class of locality in which their rights and interests are acquired. When the United Provinces Zamindari Abolition and Land Reforms Bill, 1949, becomes an Act, separate legislation, would be taken up for the reform of the land tenure in the urban areas also.

Acquisition of intermediaries rights and its consequences:- The Bill, which will come into force immediately on enactment, applies to areas which on 7 July 1949 were included in municipal and notified areas. The first step towards the acquisition of intermediary rights in agricultural areas (which has been defined to mean holdings held by fixed rate tenants, ex-proprietary tenants, occupancy tenants, tenants holding on special terms in Avadh, rent free grantees, grantees at a favourable rate of rent and hereditary tenants) situated in urban areas, will be the demarcation of agricultural areas. After such

demarcation, with effect from a date to be notified by the Government, all the rights, titles and interests of the intermediaries including rights, if any, in mines and minerals and in the sub-soil shall cease and shall be vested in the Government free of all encumbrances. And agricultural areas held by fixed rate tenants, ex-prpprietary tenants, occupancy tenants, hereditary tenants and grantees at a favourable rate of rent, shall be deemed to be settled by the provincial Government on such persons, who will continue to hold it on behalf of the Government.

Payment of compensation:- Compensation, to be paid to intermediaries, will be due from the date on which an intermediary's rights are acquired and will bear interest at the rate of two and a half per cent. The provincial Government may direct payment of interim compensation, but if the determination of compensation takes more than nine months' time, interim compensation will be paid on application.

For the pupose of assessment of compensation, urban areas have been divided under the Bill into seven categories according to ~~the~~ importance and population. And compensation varying between 25 and 12 times the net assets will be awarded to intermediaries according to the class of locality in which their interests are acquired.

(The Government Gazette of the  
United Provinces, Extraordinary,  
dated 20 January 1950, pages  
1-14)

West Bengal: The West Bengal Bargadars Ordinance, 1949 (No. X of 1949): Principles as to sharing of Produce laid down.

The West Bengal Government promulgated on 14 November 1949 the West Bengal Bargadars Ordinance, 1949 (No. X of 1949) providing for the regulation of certain rights inter se of bargadars (persons, excluding tenants who under the system known as adhi, barga or bhag, cultivate the land of other persons on a basis of a share of the produce) and owners of land and for the setting up Bhag chas Conciliation Boards for the settlement of disputes between them relating to certain matters.

Sharing of produce: The Ordinance prescribes the principles on which the produce of any land cultivated by a bargadar is to be apportioned between the bargadar and the owner. If there is any agreement between the bargadar and the owner on the mode of division, that agreement will be adopted. If there is no such agreement, division will be on the following basis. The bargadar or the owner, as the case may be, who supplies any seed for growing any crop will be entitled to one-third of the balance of the produce which remains provided that the bargadar will receive a greater share of the balance of ~~the balance of~~ the produce, if he is entitled to such greater share under a written contract between himself and the owner or under any local custom or usage. The remainder of the produce left after these deductions shall be divided between the bargadar and the owner in such proportion as would be fair and reasonable having regard to their respective contributions to the cost of cultivation including in particular the supply of plough-cattle, plough and other agricultural implements and manure. As between a bargadar and the owner whose land he cultivates, the bargadar will have the prior right to supply plough-cattle, plough, other agricultural implements or manure or to bear any other expenses of cultivation.

Termination of cultivation by bargadar.- Cultivation by bargadar of any land can be terminated only under certain conditions, viz., when the owner desires to cultivate the land himself, or when the bargadar

has misused the land or has willingly neglected to cultivate it properly or fails to comply with the award or order of the Bhag chas Conciliation Board. If the land, taken by the owner for cultivation by himself, is not cultivated so within one year or if it is given to another bargadar, it will be given back to the original bargadar.

Setting up of Conciliation Boards:- The Government may set up one or more Bhag chas Conciliation Boards consisting of a chairman and two representatives each of bargadars and landowners, to decide disputes relating to the division or delivery of the produce, the priority of the right to supply plough-cattle, plough other agricultural implements or manure or to hear any other expenses of cultivation, the termination of or the restoration to cultivation of such land by the bargadar, and ~~place~~ the place of threshing or the place of delivery of the owner's share of the produce, in accordance with the provisions of the Ordinance. The term of office of the members will not exceed two years. Where a Conciliation Board is satisfied that the bargadar may not take steps for harvesting or threshing any crop in proper time, it may of its own motion or on the application of the owner of such land cause such crop to be harvested or thrashed at the expense of the owner and may order such expense to be recovered from the bargadar.

On 19th January 1950, the West Bengal Government published the West Bengal Bargadars Bill, 1950, which is intended to replace the Ordinance.

(The Calcutta Gazette, Extraordinary, dated 14 November 1949, and dated 19 January 1950, pages 1069-1072 and pages 45-49 respectively)

113. Navigation.

Regularity of Employment for Stevedore Labour  
in Calcutta Port: Draft Scheme published.

The Central Government published on 22 December 1949, a draft scheme for the port of Calcutta under section 4 of the Dock Workers (Regulation of Employment) Act, inter alia, providing for the regulation of employment of stevedore workers and establishing the Calcutta Stevedores Labour Board for administering the scheme. The following is a brief summary of the scheme:-

The Calcutta Stevedores Labour Board: The Central Government shall set up a body to be called the Calcutta Stevedores Labour Board, consisting of the chairman of the Calcutta Port Commissioners as ex-officio chairman, three members representing shipping interests, three representing the Association of Stevedores and two representing stevedore labour to be nominated by Government, with the following functions: (a) to supervise the working of the executive body of the Board and frame rules consistent with the Dock Workers (Regulation of Employment) Act, 1948, in furtherance of the objects of the decasualisation scheme; (b) to formulate and assist in giving effect to schemes for the welfare of labour; and (c) to administer any fund that may be created for the purpose of housing, etc. The Secretary of the Association of Stevedores shall be the ex-officio secretary of the Board. There shall be a Sub-Committee of the Calcutta Stevedores Labour Board consisting of three representatives of the Association of Stevedores assisted by the Secretary of that Association. This Sub-Committee shall be known as the Executive Body and be in charge of the actual execution of the orders of the Board and the day to day working of the scheme.

The Stevedores shall be licensed and the authority to issue licences shall be the Calcutta Stevedores Labour Board.

Registration of stevedores' labour:- The existing stevedores labour shall be divided into two categories "direct" i.e. those to be directly enrolled, employed and

paid by the individual stevedores, and "pooled" i.e. those to be placed in a Reserve Pool to be controlled by the Executive Body. The "direct" labour shall not be employed for more than 20 shifts in a calendar month. The rest of the work shall be divided in rotation amongst the "pooled" labour. Although each individual stevedore may already have completed registration of his labour, the men shall also be registered centrally with the Executive Body to eliminate the possibility of irregularities such as registration with more than one firm, etc.

Guaranteed minimum wages for "direct" labour:- A "direct" labourer shall be guaranteed at least the following minimum wages: (i) all members of the general cargo gangs and winchmen, Rs. 65 per month, (ii) head foreman and gunners, Rs. 65 per month, (iii) tally clerks, Rs. 65 per month, (iv) receiving clerks and boat inspectors, Rs. 75 per month, and (v) chief clerks and deck foreman, Rs. 95 per month. If any man in these categories of labour does not earn in the shape of basic wages and dearness allowance a sum at least equal to the appropriate guaranteed minimum, the stevedore employing him shall pay him the balance between the figure he actually earns and the guaranteed minimum at the end of each month, provided he has reported for work on all days on which he was required to do so. Overtime earnings shall be paid to him over and above the guaranteed minimum. An ordinary night shift shall not be considered as overtime. Each worker shall <sup>be</sup> paid individually and directly. When a labourer turns up but does not get work, he shall be paid an attendance fee of twelve annas.

Contributory provident fund, leave with pay and other welfare facilities:- The labour employed directly by stevedores shall be provided by their employers with the amenity of a contributory provident fund. To this provident fund, each man shall contribute one anna in the rupee of his guaranteed minimum earnings and the stevedores shall contribute a similar amount. Direct labour shall receive 12 days leave with pay in a year. Free medical attention shall be given to the labour under a qualified doctor at a dispensary in the dock area. The dispensary shall have provision for a certain number of indoor beds so that minor injuries and sickness can be treated adequately without sending the men to hospital. Also direct labour employed by the stevedores shall be given the first preference in any scheme for the housing of labour.

Application of the scheme to salt labour:- The scheme shall not for the present apply to salt labour. But they shall be given preference in employment in the bagging of bulk cargo, and some provisions of the scheme, viz., those relating to registration with the executive

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body, distribution of work by rotation, as far as possible and direct payments by the stevedores to the individual work shall be adopted for them.

Financing of the scheme:- The cost of operating the scheme shall be borne by the stevedores. If funds are required for housing or other welfare facilities which are beyond the financial capacity of the stevedores, they shall be raised by a charge payable by the steamers agents direct, or through the stevedores, at a rate not exceeding 3 annas per ton on all cargo discharged or loaded in the port of Calcutta, excluding petroleum, coal and salt, This money shall be placed in a separate fund and administered by the Calcutta Stevedores Labour Board.

The draft scheme will be taken into consideration after 15 January 1950.

(The Gazette of India, Extraordinary, dated 22 December 1949, pages 2707-2708.)

114 Officials.

India - January 1950.

Central Government Employees form Federation: Efforts  
to fight Retrenchment.

Twelve unions of Central Government employees with a membership of about 10,000, at a meeting held at Delhi on 14 and 15 January 1950, decided to form a federation to fight "retrenchment and wage cuts."

Various resolutions were adopted at the meeting. The resolution on retrenchment demanded ~~that~~ that "no person who is at present in employment in any office under the Central Government be retrenched without finding alternative employment for him. Another resolution criticized the Government for arresting and detaining Central Government employees' trade union workers without trial under the Public Safety Act. It demanded the release of all arrested workers.

(The statesman, 16-1-1950).

117. Shopworkers.

India - January 1950.

Madras: The Madras Shops and Establishments Act, 1947:  
Exemptions.

By a notification dated 23 December 1949, the Madras Government has exempted shops run by owners and members of their families from all the provisions of the Madras Shops and Establishments Act, 1947 for a period of one year from 3 January 1950.

By another notification dated 27 December 1949, the Madras Government has exempted shops where the work of tanning raw hides and skins is carried on from the provisions of section II(1) (relating to the closing of an establishment on one day in a week) of the Madras Shops and Establishments Act permanently.

(The Fort St. George Gazette, Part I, dated 3 January 1950, page 3.)

CHAPTER 12: INDUSTRIAL COMMITTEES.

India - January 1950.

121. Special Information.

West Bengal: Industrial Committee on Cotton Textile Industry set up.

The West Bengal Government has set up an Industrial Committee on Cotton Textile Industry, which will be advisory in character. The Committee will consist of 14 members with the Minister in charge of Labour Department as chairman and the Assistant Secretary, Labour Department as Secretary and including four representatives each of employers and workers. The Committee's function will be to advise Government on problems affecting industrial relations in the cotton textile industry. For the present, it will undertake standardisation of occupational nomenclature in different kinds of cotton textile firms and masters and survey of apprenticeship training system in different cotton textile firms and preparation of schemes for training of apprentices and trade learners in different cotton textile firms with the assistance of the Expert Committee on Cotton Textile Industry (vide page 44 of the report of this Office for October 1949).

(The Calcutta Gazette, Part I, dated  
12 January 1950, page 34)

List of the more important publications received  
in the New Delhi Office during January 1950.

INDIA - JANUARY 1950.

International Labour Organisation.

1. Progress of Labour in Mysore State. Published by the Information Officer, Department of Labour, Government of Mysore, pp. 52.
2. Madras Administration Report, 1947-48, Part II, Printed by the Superintendent, Government Press, Madras, 1949. pp. X x 264. Price 5 rupees.

Professional Organisations.

Annual Report on the Working of the Indian Trade Unions Act, (Act XVI of 1926), for the Province of Bombay, 1945-46. Obtainable from the Superintendent, Government Printing and Stationery, Bombay, pp. 30. Price Annas 2 or 3d.

Economic Questions.

The Indian Cotton Textile Industry (1949 Annual) Editor: M.P. Gandhi: Gandhi and Co., (Publishers); Jam Mansion, Sir Pherozshah Mehta Road, Fort, Bombay. pp. iv x vi x lii x 174 x xxxi. Price Rs. 6/-.

Social Security.

Working of the Workmen's Compensation Act, 1923 during 1947, Ministry of Labour, Labour Bureau, Government of India; Published by the Manager of Publications, Delhi, 1949. pp. 16. Price As. 9 or 10d.