

COPY NO. 1

B.I.T. REGISTRY-GENEVA

13 NOV 1950

INTERNATIONAL LABOUR OFFICE
INDIAN BRANCH

No: 33.2.17
With:
on:

Industrial and Labour Development in October, 1950.

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

Contents.

Pages.

~~CHAPTER~~

CHAPTER 2. INTERNATIONAL ORGANISATIONS AND
NATIONAL NON-PROFESSIONAL ORGANISATIONS.

22. Regional Institutions:

- (a) Health Problems of South-East Asia:
Third Session of WHO Regional Committee
held in Ceylon, 22 - 26 September, 1950. 1-3
- (b) W.H.O. Conference of Directors of
Public Health, Kandy, 29 September to
~~23 October~~ 2 October 1950. 3-4

23. Non-Governmental International Organisations:

Eleventh Institute of Pacific Relations
Conference, Lucknow, 3-15 October, 1950. 5-9

CHAPTER 3. PROFESSIONAL ORGANISATIONS.

31. Workers' Trade Union Movements:

- (a) Third Annual Session of Indian National
Trade Union Congress, Jamshedpur, 29-30
October 1950; Regulation of Working
Conditions of Contract Labour suggested. 10-17
- (b) Five Main Demands of Railwaymen;
Strike Ballot if Negotiations not
successful. 18-19
- (c) Service Conditions of Employees of Former
State Railways; Government decision
communicated to All India Railwaymen's
Federation. 20-21
- (d) Annual General Meeting of National Union
of Railwaymen; Demand for Appellate
Tribunal. 21-22
- (e) Annual Conference of All-India Post and
Telegraph Workers, Ambala, 8 to 12
October 1950; Labour Bills criticised. 22-26

<u>Contents.</u>	<u>Pages.</u>
33. <u>Employers' Professional Organisations:</u>	
Annual meeting of All-India Organisation of Industrial Employers, Calcutta, 10 October, 1950.	27-29
XXXXXXXXXXXXXXXXXXXX	
<u>CHAPTER 4. ECONOMIC QUESTIONS.</u>	
42. <u>Production and Export of Agricultural Products:</u>	
(a) Board of Agricultural Research set up.	30
(b) Food Research Institute opened in Mysore.	30-31
43. <u>Foreign Trade and Exchanges:</u>	
Stable Import Control Policy advocated: Inquiry Committee's Recommendations.	32-34
45. <u>Economic Development and Control:</u>	
(a) Economic Trends in India during 1949-1950: Industrial Production hampered by Scarcity of Raw Materials: Reserve Bank Report.	35-36
(b) Planning Commission's Activities: Draft Plans to be ready soon.	37-40
(c) India's 257 Irrigation Schemes: Planning Commission estimates completion possible in Fifteen Years.	40-42
(d) Impediments in the Way of Increasing Production: Federation of Indian Chambers of Commerce and Industries' Memorandum: State Finance Corporations suggested.	43-46
46. <u>Wages:</u>	
(a) Award of Bonus to Bombay Textile Workers: Appellate Tribunal upholds Court's decision.	47-48
(b) Madras: Bonus for the Year 1948 for Textile Workers in Coimbatore: One-third of Annual Basic Earnings awarded.	49
(c) Bombay: Minimum Wages Act, 1948: Employment in Salt Pan Industry added to Part I of the Schedule.	49
(d) Madras: Minimum Rates of Wages of Employees in Tanneries and Leather Manufactories: Draft Schedule published.	50-51

<u>Contents.</u>	<u>Pages.</u>
46. <u>Wages (Continued):-</u>	
(e) Madhya Pradesh: Minimum Rates of Wages in Employments in Rice or Flour Mills, Local Authorities, Construction Work, and Stone breaking: Draft Schedule published.	52-53
(f) Bombay: Fixation of Minimum Wages for Employees in Public Motor Transport: Enquiry Committee appointed.	53
(g) Mysore: Fixing of Minimum Wages for Employees in Textile Mills: Enquiry Committee appointed.	54
(h) Orissa: Advisory Board set up under the Minimum Wages Act, 1948.	54
X (i) Higher Wages for Ceylon Rubber Estate Workers: Wage Board's Decision.	55
47. <u>Reconstruction Plans:</u>	
Meeting of Governing Body of Industrial Research Council: Production of Essential Articles to be undertaken.	56-57

CHAPTER 5. WORKING CONDITIONS.

52. Welfare and Workers' Leisure:

Welfare of Mica Workers: Review of Activities financed from the Mica Mines Labour Welfare Fund for 1949-1950.	58-61
---	-------

56. Labour Administration:

Punjab: Review on the Report of the Labour Department for the year 1949-1950.	62-63
---	-------

59. General:

(a) Labour Conditions in the Match Industry in India.	64-69
(b) Madras Factories Rules, 1950: Provisions relating to Creches, Canteens and Rest-sheds enforced.	69-70
(c) Burma: The Factories (Amendment) Act, 1950 (No.1 of 1950).	70

<u>Contents.</u>	<u>Pages.</u>
<u>CHAPTER 6. GENERAL RIGHTS OF WORKERS.</u>	
<u>61. Civil and Political Rights of Workers:</u>	
Madhya Pradesh: Public Security Measures Bill, 1950, published.	71
<u>64. Wage Protection:</u>	
(a) Assam: Payment of Wages Act, 1936, extended to Persons employed in Motor Omnibus Services and Docks.	72
(b) Bombay: Payment of Wages Act, 1936, extended to Industrial Establishments declared as Factories.	72
(c) Punjab: Payment of Wages Act, 1936: Extension to Tramways and Omnibus Services, Mines and Oilfields, Plantations and Workshops.	73
<u>66. Strike and Lockout Rights:</u>	
Madras: Transport Services, Cotton Textile Industry and Salt Industry declared Public Utility Services under Industrial Disputes Act, 1947.	74
<u>67. Conciliation and Arbitration:</u>	
(a) Travancore-Cochin: Draft Industrial Disputes Rules published.	75
✓ (b) Burma: The Trade Disputes (Amendment) Act, 1950 (No. X of 1950).	76
<u>69. Workers' Participation in Management or Profits of Undertakings:</u>	
✓ (a) Works Committees in Banks: Government Order withdrawn.	77
✓ (b) U.P.: Works Committees in Industrial Concerns to be dissolved.	78
<u>CHAPTER 9. LIVING STANDARDS.</u>	
<u>92. Housing:</u>	
New Housing Scheme for Coalminers proposed.	79

<u>Contents.</u>	<u>Pages.</u>
95. <u>Social Conditions:</u>	
(a) Training in Social Science Institutes: Uniform Course Recommended.	80
(b) All-India Conference of Moral and Social Hygiene, New Delhi, 19-21 October 1950.	81
 <u>CHAPTER 10. INDUSTRIAL SAFETY.</u>	
101. <u>Prevention of Accidents:</u>	
The Indian Boiler Regulations, 1950.	82
 <u>CHAPTER 11. PROBLEMS PECULIAR TO CERTAIN OCCUPATIONS OR CATEGORIES OF OCCUPATIONS.</u>	
111. <u>Agriculture:</u>	
(a) Bihar Land Reforms Act, 1950 (XXX of 1950): Provisions for setting up Land Commission.	83
(b) The Punjab Tenants (Security of Tenure) Bill, 1950.	83
(c) Mysore: Facilities for storing agricultural Produce: Warehouses Bill published.	84-85
112. <u>Indigenous Workers:</u>	
Tribal Population in India; Census Commissioner's Estimate.	86
116. <u>Handicrafts:</u>	
Madhya Pradesh: Development of Cottage Industries: Advisory Board set up.	87
117. <u>Shopworkers:</u>	
(a) West Bengal: Bill to amend the Bengal Shops and Establishments Act, 1950: Special Provisions regulating Working Conditions of Young Persons.	88-89
(b) Madhya Pradesh: Bill to amend the Central Provinces and Berar Shops and Establishments Act, 1947, published.	89

Contents.

Pages.

CHAPTER 12. INDUSTRIAL COMMITTEES.

121. Special Information:

- | | |
|--|-------|
| (a) Conditions of Plantation Labour
in India. | 90-92 |
| (b) Draft Bill for Better Amenities to
Plantation Labour. | 93-94 |

LIST OF THE MORE IMPORTANT PUBLICATIONS
RECEIVED IN THE NEW DELHI OFFICE DURING
OCTOBER, 1950.

95

* * * * *

CHAPTER 2. INTERNATIONAL ORGANISATIONS AND
NATIONAL NON-PROFESSIONAL ORGANISATIONS.

INDIA - OCTOBER 1950.

22. Regional Institutions.

Health Problems of South-East Asia: Third Session
of WHO Regional Committee held in Ceylon, 22 - 26
September 1950.

The third session of the Regional Committee for South-East Asia of the World Health Organisation was held at Kandy from 22 to 26 September 1950. Delegates from the following countries attended the session: Afghanistan, Burma, Ceylon, French India, India, Indonesia, Portugese India and Thailand. Observers from the following organisations were also present: United Nations International Children's Emergency Fund, the United Nations Educational Scientific and Cultural Organisation and the Rockefeller Foundation.

Mrs. Aung San, leader of the Burmese Delegation, was unanimously elected chairman; Dr. Faqir Mohamed, Director General of Health in Afghanistan, was elected vice-chairman.

Presidential address.- In the course of ~~new~~ her presidential address, Mrs. Aung San said that the members of the Regional Committee must go forward boldly and with vision unclouded by prejudice or scepticism in shouldering the ~~new~~ responsibilities falling to them as a result of the decentralisation of WHO's activities. They were strong in the knowledge that they included experienced health administrators familiar with all aspects of regional health problems and could also call upon the expert knowledge of the regional staff of WHO. If they planned badly at the present meeting they would be missing a golden opportunity; if they planned well their peoples would reap the full benefit of the international assistance they were now offered.

Decisions.- Among other things, concrete and detailed proposals for international assistance to South-East Asian countries in meeting their acute needs for trained medical and public health personnel were adopted by the Committee. Among the recommendations for 1951 and 1952 Programmes adopted were an international training course in Nutrition in Calcutta and another in Health and Vital Statistics in Colombo; a number of tuberculosis training and demonstration centres in several countries of the region; and extensive international teaching staff to strengthen

2

and develop training facilities and institutes throughout South-East Asia. The vital importance of training local health and related personnel was also recognised in other internationally-sponsored projects approved by the Committee for the control of malaria, venereal disease and typhus, and the promotion of schoolhealth and environmental sanitation. In order to provide an over-all picture of internationally-sponsored health programmes in the region during 1951 and 1952, the programme committee's report covered all projects whether financed by the ~~United~~ UNICEF, the WHO regular budget, or the funds put at WHO's disposal by the United Nations Technical Assistance Programme. The total estimated cost of these programmes was \$ 4,600,000 for 1951 and \$ 3,300,000 for 1952.

As regards the development of practical and effective services in the field of maternal and child health, the Committee adopted plans for UNICEF-supported projects in this field in all the countries of the region during the next two years. All the countries of the region are also to receive help in overcoming the serious lack of trained nurses. Either expert nursing consultants or teaching staff in nursing, paediatric nursing and midwifery, or both, are to be provided by WHO. In many cases UNICEF will provide necessary teaching equipment.

During 1951 and 1952 budgetary allowance for providing over 90 Fellowships to enable doctors and health workers to obtain advanced training abroad were provided.

The Committee agreed that maritime countries should consider becoming signatories to the Brussels Agreement which lays down international measures for the control of venereal disease among seafarers. As an important first step in giving effect to such measures, it was recommended that a demonstration port project for V.D. control should be established in Colombo.

The Committee were informed that certain countries of the region were formulating plans for home production of essential medical supplies such as DDT and penicillin. In view of the importance of making South-East Asia as far as possible self-sufficient in this field, the Regional Director of WHO was requested to assist governments in ensuring that such production projects were begun in the most suitable places and that there should be no unnecessary duplication of efforts.

In view of the increasing gravity of population problems in many South-East Asian countries, Ceylon proposed the appointment of an Expert Committee to study and report. The Committee decided however that it would be sufficient in the first place to ask the Regional Director to circulate a questionnaire on this subject to Member Governments in the Region,

2

and to collaborate with other international agencies already investigating these problems.

The Committee accepted Burma's invitation to hold next year's meeting in Rangoon.

(Summarised from Press releases issued by the W.H.O.).

W.H.O. Conference of Directors of Public Health, Kandy, 29 September to 2 October 1950.

A conference of Directors of Public Health from the South-East Asia region, sponsored by the World Health Organisation, was held at Kandy from 29 September to 2 October 1950. Directors of Health Services from Afghanistan, Burma, Ceylon, India, Indonesia, Thailand and most of the States of the Indian Republic attended the meetings. Most of the Delegates who attended the meetings of the WHO Regional Committee for South-East Asia, which was held earlier, also attended the conference. Major-General S.L. Bhatia, Director of Public Health, Hyderabad, was elected chairman of the conference. The conference urged the necessity for establishing a separate environmental sanitation section in each Public Health Directorate, under a public health engineer.

Regarding health statistics it recommended that the reporting of vital occurrences, and in particular, occurrences of communicable diseases should be enforced by legislation ~~and~~ by member States.

Referring to medical training it recommended: In the early stages of development of the national health services emphasis should be laid on the rapid training of an adequate number of medical auxiliaries as health inspectors, visitors, midwives and vaccinators; the specialized agencies of the U.N. should be requested to collaborate with the member Governments in their plans to provide training facilities; and the training of personnel should be restricted in number in each category that could be absorbed.

Regarding maternity and child welfare the conference recommended that increased attention should be paid to paediatrics in pre and post-graduate training of doctors and nurses. It also emphasized the necessity for providing adequate hospitals for sick children.

4

The conference recommended that provision should be made in schools for routine medical examinations of the children studying there. The conference expressed the view that except for a few countries in this region the budget provision for health services in others was grossly inadequate. The highest priority should be given to expenditure on health services.

29-9-1950;
(W.H.O. Press release, dated ~~29-10-1950~~;
The Statesman, dated 4-10-1950).

5

CHAPTER 2. INTERNATIONAL ORGANISATIONS AND
NATIONAL NON-PROFESSIONAL ORGANISATIONS.

INDIA - OCTOBER 1950.

23. Non-Governmental International Organisations.

Eleventh Institute of Pacific Relations Conference,
Lucknow, 3-15 October 1950.

The eleventh conference of the Institute of Pacific Relations was held at Lucknow from 3 to 15 October 1950. Pandit H.N. Kunzru, President of the Indian Council of World Affairs and leader of the Indian Delegation, presided. Delegates from the United States, the United Kingdom, India, Canada, France, Japan, New Zealand, Pakistan and the Philippines were present at the conference besides guest members from Australia, Burma, Ceylon, Indonesia, Malaya, Netherlands and Viet Nam. Observers from international organisations included those from UNO, ECAFE, ILO, UNESCO, UNICEF and the Rockefeller Foundation. The delegations included several top-ranking leaders in the various walks of life. The conference was addressed by Pandit Jawaharlal Nehru, Prime Minister of India.

After the plenary session the conference converted ~~itself~~ itself into various round table groups to deal with the various items on the agenda. Among the subjects discussed were contemporary political forces and movements such as communism, its strength in the Pacific and Asian region, its sources of support, its connection with external Communist movements, its influence within existing organisations, its prospects for wider mass appeal and conflict and co-operation between Communist and nationalist movements.

On the question of nationalism in its international implications, the conference studied shifts in political connections, territorial and defence problems, effect of the rivalries of the great powers and defence agreements and alignments.

On the general economic question, the conference considered such questions as the adequacy of available capital, effects of nationalism on existing foreign interests, import policies and markets abroad and plans for economic development and their international implications.

6

Pandit Nehru's address: need for sympathetic understanding of Asia stressed.- In the course of his address, Pandit Nehru observed that many western countries lacked subtlety in their dealings with Asia and it ~~is~~ was also perhaps true that Asian countries equally lacked subtlety and understanding in their dealings with the West. Institutions like the Institute of Pacific Relations were peculiarly situated so as to help in that real and true understanding between the orient and the occident not merely on the intellectual plane but ~~emotional~~ as well.

Declaring that such questions as ~~whether~~^{whether} a particular country was pro-Communist or anti-Communist did not in the least interest Asian countries, Pandit Nehru said that after releasing themselves from centuries of colonialism they suddenly found themselves lagging behind many countries of the West which had progressed considerably since the Industrial Revolution. The mental torment that raged within these countries had naturally developed the urge in them to bridge the gap of centuries by making rapid strides in the shortest possible time and catch up with nations of the West. This urge had stirred up some kind of ferment and masses of human-beings were surging throughout Asia, if not physically at least mentally, to reach the goal. Peaceful conditions, he emphasised, were a necessity if the Asian nations were to make any progress.

Declaring that he was absolutely sure that the peoples, not only of Asia but of the world, devoutly desired the localisation of the Korean war, Pandit Nehru deplored that "the military mind should sometimes ~~will~~ peep out wanting to go much further thinking that by so doing all the problems will be solved while in reality forgetting the fact that thereby they will be creating further new problems". He warned that the military mentality, if left uncurbed, might lead to a third world war whose consequences would be more dreadful to humanity than anything seen or suffered in the past.

Concluding, Pandit Nehru said that if the conference could do something to banish the fear of war among the masses of people in the world it would have done something for which millions would be thankful.

Economic and social development of Asia.- During discussions on the possibilities of economic and social development of Asia with the assistance of the United Nations and the specialised agencies, it was felt that though they had all done good work in their own way, their practical utility was circumscribed. Because of the expensive nature of their work, Governments might show too little disposition

4

to make the agencies more effective. The limitations and inadequacies of these bodies were confirmed as the Round Table examined the divergences of the regional as well as the functional commissions of the United Nations. The Economic Commission for Asia and the Far East could not by its terms of reference perform operating functions, but advised and assisted Governments in a variety of ways, including studies of local natural and financial resources and facilities for training technicians. The work of the I.L.O. was significant. But it was remarked by an Indian delegate that both the ECAFE and the ILO tended to rely too much on information supplied by governments, which might sometimes be too optimistic or one-sided. UNESCO was making plans in the field of fundamental education. There was already some successful work in adult and community education. As more and more people became concerned about the future utility of the United Nations and the specialized agencies, the question that was immediately pressing against them was how far were they equipped to disburse funds that might become available to them in future. It was particularly important for America to know the answer to a question like this, for that country was being told that aid to Asia was urgent and at the same time that it was not desirable to give it direct lest that prove a form of "imperialism". This raised a whole series of questions such as whether or not the United States intended at all to export capital either on private or governmental auspices; whether an inter-governmental body in Asia itself would not be better suited to disburse funds; and whether some sort of a supra-national authority to plan the concerned industries for their productive and distributive activities in the aid-receiving countries was not the real need. On the first of these it was pointed out, particularly by Indian delegates, that to ask for the aims, the methods and the existing resources of prospective recipients of funds was to put the cart before the horse. After all Asian countries were not a closed book. It was well known that much of the economic development of this area was development of natural resources and basic industries. A good part of it would have to be carried through under State enterprise as private enterprise was hardly equal to the task. It was no doubt true that over big regions, there must be agreement between neighbouring countries over the investment - output ratio as otherwise aid to an industry in one country might depress similar industry in a neighbouring country, even though the demand for the products of a region like South East Asia were potentially enormous. It was therefore for the lending countries to make up their minds if they will give and how much. Once that was known the receiving countries would make up theirs.

8

A different set of problems was presented by the ability of receiving countries to assimilate the capital if and when it was given. No less serious was the problems of assimilating foreign technical assistance. Previous experience and knowledge were sometimes lacking in handling technical assistance in receiving countries. Huge sums in loan or direct private investment would either intensify existing inflationary situations or create new ones in the receiving countries. The danger of the economies of receiving countries being disrupted, unless the whole process of foreign capital investment is controlled, is real. That, incidentally, provided a measure of justification for a proper system of intelligent controls in under-developed economies.

Chairman's concluding address.- The Chairman, Pandit Kunzru, in his closing remarks said that the conference had succeeded completely in its objective of providing a frank exchange of views among different countries. Pandit Kunzru affirmed India's loyalty to the U.N. and said that whatever be its differences it must be supported by the world at large. The Indian people fully supported Pandit Nehru's declaration that the U.N. held out the only hope of establishing peace on a sound basis.

Dr. A. Appadorai, Secretary-General of the Indian Council of World Affairs, giving a resume of the discussions said that the concensus of opinion of the conference was that co-operation between the East and West was possible but not until some fundamental differences in approach were solved. He said that the problem before the countries of the East was how best to raise the standard of living of the people and create stable states. Their way to progress would be the way of democracy but it need not necessarily be democracy of the western type. Political democracy alone would not meet the situation in these countries. Political freedom had to go hand in hand with economic ~~and~~ equality. Efforts had to be made to promote in these countries this new democracy which stressed economic freedom.

Dr. Appadorai continuing his summary of discussions said the conference felt prosperity like peace was indivisible and under-developed countries must be given aid through the United Nations. Aid from no quarter should impose political disabilities and countries in the Far East must follow an independent foreign policy. It was felt that most Asian countries were anti-totalitarian and they must develop their economy and political character according

to their genius. They must avoid all entanglements which might involve them in war.

(Summarised from documents of the Conference received in this Office;

National Herald, 4-15 October 1950).

CHAPTER 3. PROFESSIONAL ORGANISATIONS.

INDIA - OCTOBER 1950.

31. Workers' Trade Union Movements

Third Annual Session of Indian National Trade Union Congress, Jamshedpur, 29-30 October 1950: Regulation of Working Conditions of Contract Labour suggested.

The third annual session of the Indian National Trade Union Congress was held at Jamshedpur on 29 and 30 October 1950. Mr. Khandubhai Desai presided and about 3,000 delegates from all parts of India representing various industries attended. The session was inaugurated by Mr. Gulzarilal Nanda, Vice-chairman of the Planning Commission. The meeting was addressed, among others, by Mr. S.P. Saksena, who represented the I.L.O.

Value of collective bargaining: Reception Committee chairman's address: Mr. Michael John, chairman of the Reception Committee, in the course of his welcome address emphasised that the technique of collective bargaining was the most powerful and potential weapon in the armoury of a trade union, "while the ill-conceived and misdirected lightning strikes only recoil on the misled workers and spell disaster all round." Referring to the Labour Relations Bill and the Trade Unions Bill, now before the Parliament, he said that there were certain clauses in the Bills that one might rightly object to and which require to be suitably amended for normal times. But sine the country was passing through a period of transition, and the prime desideratum was to achieve stability in the social and economic conditions of the country it seemed necessary to introduce certain precautionary measures in order that the unsophisticated worker did not become a pawn on the political chess-board.

11

Mr. Nanda's address: emphasis on productivity.-
Mr. Gulzarilal Nanda, inaugurating the session, congratulated the I.N.T.U.C. on its progress and said it had rendered remarkable service to labour in the country by putting up everywhere a strong defence of its rights and taking active measures to promote its legitimate interests. It can do a good deal more if not remaining content with being the largest central organisation of labour in the country it was able to work for and win the support of an overwhelming number of workers engaged in industry and trade.

Conditions affecting workers' standard of life.-
Mr. Nanda referred to the question of economic conditions and development of the country and said that the working class would fare much better if they would think less of immediate gain and ~~would~~ ~~think~~ think more of the larger good of the country. It would pay them, he said far more to help in increasing the total income of the country than to spend their efforts in struggle for a little more share of the meagre volume of wealth that was now being produced. If workers were really keen on improving their conditions, they should, while making the best use of their existing plant, insist on more mechanical aids and strive for the removal of any inefficiency and dishonesty in the management "which may now be hampering the progress of industry in the country." If the American or British worker, for example, is much better off in terms of living standards it is not that he gets a much larger share of the produce for himself but because the productivity of his industry is higher and the total income of the nation is greater than India.

Referring to rationalisation, Mr. Nanda said its pace should be so regulated as to provide retraining facilities and alternative openings to workers so that retrenched workers could be absorbed. It must, however, be remembered that the volume of employment depended very much on the effective demand for products of an industry and this generally declined with the rise in prices. The working class, therefore, would help itself most by giving the best and cheapest services to consumers.

The Government was being called, Mr. Nanda added, to plan the economy of the country so as to make the best use of its resources for securing as rapid a rise in the standard of living of the people as was possible. This was the basis on which a welfare State could be erected but it would be irrational to ask India to undertake obligations of such a State, while a large number refused to make their utmost contribution to creation of wealth and were not hesitant to destroy wealth by "slow-downs" and strikes without justification.

Emphasising that machinery for conciliation and arbitration should occupy an important place in industrial relations, Mr. Nanda considered it as a sign of cowardice and bankruptcy on the part of both employers and workers to run to industrial courts and official conciliators every time there was a dispute. This state of affairs was unhealthy and harmful for development of industry and growth of trade unionism, he added. He regretted that works committees were not showing any signs of vitality and appealed to employers, workers and governments to give life and reality to this institution.

Trade Unions and politics.- As far the bearings of politics on the trade union movement, he stated that it was unthinkable for labour to cut itself off from politics altogether, but the way politics and trade unionism were mingled together in India was definitely causing deep injury to the country as well as to workers.

Mr. Khandubhai Desai's presidential address.- Mr. Khandubhai K. Desai, President of the Congress, addressing the session declared that the trade union movement must substantially be divorced from the ambitions of political parties, if it was to function on sound lines. If, however, the movement was made simply an instrument of political parties to rise into power, it would spell disaster not only to the movement, but to the country as a whole, he said. In his 6,000-word address, the INTUC leader dealt with the present economic situation in the country, the condition of the working class, their relationship with employers, labour Bills, Government's labour policy and the trade union movement in the country.

Criticism of Socialist party.- Characterising the Hind Mazdoor Sabha, as a creation of the Socialist Party, Mr. Desai charged the Socialist Party with "bolstering up its political existence by enlisting workers' sympathy for their objective" and said the Socialists were imitating the same technique as was adopted by the Communists during the last 20 years. He had therefore "no hesitation in saying that this party in the trade union movement is a menace to the growth of trade unionism on sound lines in the country". In this connection he deprecated the textile mill workers' strike in Bombay (vide page of this report), which was called by the Hind Mazdoor Sabha as ~~suicidal~~ "suicidal and disastrous".

13

Discussing the relationship between the trade union movement and politics, he pointed out the role of the Indian National Congress, which has the removal of exploitation by peaceful means as its objective, and stated it was the party through which the I.N.T.U.C. should endeavour to secure its objectives, while this was the INTUC's political affiliation, he assured workers that the Indian National Trade Union Congress would always give primary attention to their needs in consonance with the well-being of the nation. Politics, he said, should not be permitted to drive it to other paths.

Economic situation.- Referring to the existing economic situation in the country, Mr. Desai observed that the INTUC had been unceasingly calling upon the working class to give its best in the matter of production to which the workers had responded admirably during the last three years. He however, regretted that the response from the employers and the Government was not equally satisfactory. Even after three years, Mr. Desai said, the sickness insurance scheme, the profit sharing scheme, the working of the Minimum Wages Act, the fair wages scheme, and the largely advertised housing programme for a million workers were still hanging fire. The patience and equanimity which the working class had shown in spite of provocations and the indifferent attitude of the Government during the last three years, was not the outcome of weakness, but it was due to their sense of responsibility to the nation.

Government, he said, must now take the initiative and introduce the necessary discipline in the key industries of the country by proper planning and avoidance of all waste and corruption. The profit motive should be subordinated and substituted by ~~an~~ service motive. He also urged a change in the top-heavy administration.

Criticism of labour bills.- While tending support to the principles of the two proposed labour Bills dealing with the organisation of trade unions and settlement of industrial disputes by conciliation and arbitration, the INTUC President criticised certain clauses of the labour bills, e.g. Government's power to modify or reject awards, exclusion of the question of retrenchment, etc.

14

Proper basis of industrial relations.- Placing before the session his view on the proper basis of industrial relations, Mr. Desai said that "industrial relations can only be adjusted smoothly by recourse to conciliation and arbitration and failing that by adjudication". He emphasised that the policy of "direct action" in every case was most unsuitable with regard to industrial relations. The principles of arbitration and adjudication were of vital importance and best suited to the needs of the country.

Work of the I.L.O.- Mr. Desai referred in appreciative terms to the work of the I.L.O. and stated that it had done useful work based on the experience of the west. But unless its full attention was concentrated on the problems of undeveloped countries the organisation would not be in a position to gain complete confidence in its usefulness as far as the countries in the east were concerned. He advised INTUC representatives to go to ILO conferences and place before them frankly and clearly their problems without any reservations, even some times at the risk of being misunderstood.

Mr. Desai said that he had deliberately refrained from discussing some of the concrete problems confronting the working class in the matter of housing, retrenchment, fair wages, etc., which required immediate solution. But he would like to tell the Governments at the Centre and in the States that simply passing certain legislation would not serve the purpose. Any legislation protecting the rights of the working class would come under contempt if it was not administered through an adequate machinery.

Resolutions.- The session adopted 14 resolutions dealing, among others, with the labour bills, International Confederation of Free Trade Unions (I.C.F.T.U.), the INTUC's international policy, economic situation, housing and dearness allowance; the more important among them are summarised below:-

Labour Bills.- By a resolution, the session supported the basic principles of the labour bills which provides for the settlement of disputes by negotiation, conciliation and arbitration (without detriment to the right to strike), but noted with regret that the Bills include several provisions which were unfair and were bound to prove detrimental to the interests of workers and healthy

growth of trade union movement. The INTUC in particular took serious exception to the inclusion in the Bills of clauses conferring unfettered rights to employers to retrench and dismiss workers involving denial of the right of recourse to conciliation and arbitration machinery to civil servants and certain sections of industrial workers and various other clauses.

International Policy.- This resolution welcomed the progress made by the U.N.O. and its allied bodies in economic and cultural matters and supported U.N. action in the "counteracting aggression in South Korea". The resolution also expressed the I.N.T.U.C's concern at the increasing menace to world peace resulting from the "aggressive designs of communist totalitarianism". It at the same time drew attention of the U.N.O. and its allied organisations to the necessity of paying increased attention to the economic, social, and political factors in the under-developed and backward regions which were the root causes of their internal difficulties and provide fertile breeding ground for the spread of subversive ideas and make them vulnerable to aggression. The INTUC, therefore, stressed the view that the satisfaction of the political aspirations and economic needs of the people and the eradication of poverty, ignorance and disease, in these areas was a more vital safeguard of world peace than military preparedness.

Rationalisation and retrenchment;- The resolution on this subject pointed out that employers in different industries were resorting to retrenchment on a large scale in a very unscientific manner under the guise of rationalisation, thereby causing unemployment of a large number of workers and at the same time increasing the work-load on the remaining employees. The INTUC was not opposed to proper rationalisation which meant not merely reduction in the number of workers but included adoption of improved and scientific methods of purchase, production and sale, reducing charges of management and stoppage of all leakages, wastes and corruption. In the present economic state of the country rationalisation could be justified only to the extent it could be done without creating unemployment and that too with a view to cheapen the products for the consumers and enable the workers to reach a living wage standard.

The resolution stated that no retrenchment should be permitted unless it was considered justified and necessary by a tribunal or wage board.

16

And in such cases persons retrenched should be paid adequate gratuity and compensation, training in some alternative occupation and right to preferential re-employment.

Contract labour.- This resolution stated that it was the considered view of the INTUC that workers employed through contractors were exploited and their conditions of work and wages unfair and unregulated. It therefore, requested the Government of India to statutorily abolish the system of contract labour wherever there was continuous and permanent employment, and in other cases to safeguard the interests of contract labour by prescribing wages and conditions of work to be observed by the contractors.

Economic situation.- On a consideration of the economic situation, the INTUC session passed a resolution suggesting the following proposals to stop further deterioration and *bring about* steady improvement in the economic situation:

(a) The National Planning Commission should devise measures for the quick development of the economy of the country by fully utilising all natural resources and installed industrial capacity, by tapping all possible sources of finance, and by harnessing the skill and working capacity of all sections of the community. The Commission should also devise ways and means to narrow down disparity in incomes and thereby devise measures to effect economies in administration and also promote savings; (b) A permanent National Industrial Board composed of representatives of employers, workers and consumers should be set up to watch and ensure efficient working of the industrial production of the country keeping in view ~~the~~ the overall interest of the community; (c) Effective steps should be taken to eliminate speculative activities in all spheres where it is leading to rise in prices; (d) Stringent and drastic action should be taken by the Government to deal with all malpractices which are leading to rise in prices and causing hardships to the community; and (e) In view of the paucity of resources for development, a nationwide campaign should be launched for increasing and mobilising savings with a view to create the necessary capital for industrial development.

Holidays with pay.- This resolution stated that due to defective provisions regarding holidays with wages in the Indian Factories Act, a very large number of workers have been deprived of the privileges due to them and hence urged upon the Government to amend the relevant sections in such a manner that the intentions of the Act were

perperly carried out, viz., workers should get one paid holiday for every 20 days attendance at work.

By other resolutions the session welcomed the setting up of the I.C.F.T.U. and demanded (a) the immediate enforcement of the Employees State Insurance Scheme; (b) early arrangements for the proper housing of workers; (c) speedier disposal of cases before industrial tribunals; and (d) increase in dearness allowance for workers to compensate the ~~rise~~ rise in cost of living.

(Text of the Welcome Address, Inaugural Speech by Mr. Gulzarilal Nanda, Presidential Address and Resolutions received in this Office;

The Hindustan, ^{Times} 30 October 1950).

18

CHAPTER 3. PROFESSIONAL ORGANISATIONS.

INDIA - OCTOBER 1950.

31. Workers' Trade Union Movements.

Five Main Demands of Railwaymen: Strike Ballot if Negotiations not successful.

A meeting of the General Council of the All-India Railwaymen's Federation was held in Madras on 23 October 1950. Mr. Jai Prakash Narain, President of the Federation, presided.

The General Council unanimously passed a resolution authorizing the President of the Federation and the Working Committee to meet the Minister for Railways to negotiate on "five main demands of the railwaymen" requiring immediate solution. The Council also authorized the Working Committee of the Federation to fix a date for a strike ballot to be taken by all affiliated unions if negotiations on these demands failed.

The five main demands listed in the resolution were: (1) withdrawal or modification of the two Labour Bills (Trade Unions Bill and the ~~Industrial~~ ^{Labour} Relations Bill) as demanded by the labour conference held in Delhi in August 1950; (2) dearness allowance on the basis of the Central Pay Commission scales and according to the assurance given by Government in its communiqué of January, 1949; (3) running staff's demand regarding pay and allowances; (4) settlement of pending issues in respect of other staff; and (5) weightage of service in fixation of pay in the Central Pay Commission scales of pay for the Darjeeling-Himalayan Railway and ex-Indian State railwaymen on the same basis and principles as are applied to Government railway employees.

Mr. Jai Prakash Narain's address.- Addressing the General Council, Mr. Jai Prakash Narain said that unless there was an effective demonstration of their opposition to the Labour Relations Bill and the Trade Unions Bill now pending before Parliament, these Bills would neither be dropped nor would the desired amendments be made. The Government had paid no heed to the unanimous opposition of organized labour and, except for very few changes, all the "obnoxious" provisions of the Bills remained. The Select Committee had not yet submitted its report and it was unlikely that Parliament would make any major amendments. They had therefore, to decide now in what manner railwaymen should express their opposition to these Bills.

Among other issues that were before them, Mr. Narain said, the one that perhaps caused the utmost anxiety was that of dearness allowance. The Government had promised ~~it~~ last year that the issue of dearness allowance would be examined every six months, but this had not been done. If they wished to force the Government to carry out the pledge, they must be prepared again to hold out an effective threat.

Advisory Committee.- Referring to the Joint Advisory Committee on Railways, Mr. Narain said that while it was possible to view differently the results of the committee's labours, he had no doubt that some such machinery of a permanent nature was essential for the negotiation of hundreds of issues that might rise from day to day between the employer and the employees. He hoped that the Ministry would consult the Federation before finally deciding the future of the committee.

Mr. Narain said he could not agree to the suggestion of the Railway Ministry that the rival labour organization set up by the Congress should participate in the joint meetings between the Federation and the Ministry. He said that there was no justification whatever for recognition of any rival organization. For the past 25 years the Federation had been the sole representative of railwaymen in the country and had been treated as such. The rival organization was obviously set up for political purposes.

(The Statesman, 24-10-1950).

Service Conditions of Employees of Former State Railways: Government decision communicated to All India Railwaymen's Federation.

The Government of India has communicated its decision regarding the pay and service conditions of railwaymen employed in ex-State railways to the All India Railwaymen's Federation. The decision affects 67,000 railway workers.

The Government has decided that in regard to terms and conditions of service of the staff of ex-State railways who have come under the control of the Centre as a result of the financial integration of States with the Union, the staff will be given the option either to elect to the Central Pay Commission's scales of pay or existing State railway scales of pay. Those who elect to the former will be governed by the Indian Government railway rules and conditions of service in all matters. Those who do not elect will continue to be governed by their existing conditions of service in the matter of leave, dearness allowance, compensatory allowance, house rent allowance, educational facilities, Pension, Provident Fund benefits, and retirement age, as long as they continue to hold in any permanent or officiating capacity the post they were occupying on the crucial date, i.e. 1 July 1950 for all railways and 1 July 1949 for the Baroda State Railway. On subsequent promotion all staff irrespective of their option will be brought on the prescribed scales of pay and the Indian Government Railway rules and conditions of service. In the case of railwaymen where there has been an upward revision of scales of pay after 1 January 1946, the substantive pay shall be fixed in the Central Pay Commission scales allotted to the substantive posts by being fixed at the stage next above the present substantive or officiating pay in the equivalent grade.

In regard to pensionable servants of less than three years' service they will be brought under the State Railway Provident Fund scheme automatically. The option will be exercised after the equation of posts (which is being undertaken by the Central Pay Railway Commission) in the respective railways is completed.

In regard to staff who were temporary on April, 1950 on the ex-State railways, they will be brought under Indian Government Railway rules automatically without any option.

The question of having fresh service agreement being executed is under consideration of the Government of India, and in the meantime Class III and Class IV employees may be appointed by the General Manager of the respective railways after ascertaining

the acceptance of the conditions of service as laid down in the present directive.

(The Hindu, 23-10-1950).

Annual General Meeting of National Union of Railwaymen: Demand for Appellate Tribunal.

The annual general meeting of the National Union of Railwaymen was held at New Delhi on 30 September 1950. Mr. Frank Anthony presided.

Decisions.- The meeting demanded that an appellate tribunal be appointed by the Railway Board to hear appeals from railwaymen. By a resolution it stressed the immediate need for removing the ~~rule~~ clause in the State Railway Establishment Code which "gives railway administrations the right to remove a railway servant without any inquiry and without assigning any reason".

Condemning the proposal to regroup railways, the meeting in another resolution said that past experience had shown that attempts even at regrouping divisions had resulted in dislocation of work. Any attempt to introduce such a radical measure throughout all the railways would certainly lead not only to an immediate undermining of railway efficiency and work, but perhaps to chaos and widespread unrest among railways' staff. While recommending that the railways should revert to the former system of seniority-cum-selection, the meeting observed that the present system of selection had led to widespread nepotism, resulting in loss of efficiency and frustration among those unjustly superseded.

The meeting passed resolutions condemning centralization of recruitment and the new policy of ~~recruitment and the new~~ not giving preferential treatment to sons of railwaymen. It disapproved of transfers of personnel without regard for their conveniences and efficient working, and also of an increasing tendency on the part of the railway administration to insist on excessive paper qualifications. The railway policy, the resolution said, requiring a servant to officiate for indefinite periods, sometimes ranging from five to 10 years and even more, was "grossly unjust". It condemned "the policy of depriving men, who are compelled to work for years in an officiating capacity, of the pay and privileges of the officiating grade during leave". The meeting also noted "with regret that on certain railways, the period of officiating does not count towards increment".

22

By another resolution the meeting said that the present system or procedure of suspension of employees when under litigation should be revised.

Mr. Anthony was unanimously re-elected President of the Union.

(The Statesman, 1-10-1950).

Annual Conference of All-India Post and Telegraph Workers, Ambala, 8 to 12 October 1950: Labour Bills criticised.

The annual session of the All-India Conference of the Union of Posts and Telegraph Workers was held at Ambala from 8 to 12 October 1950. Mr. A.P. Thulasiram presided. Mr. Rafi Ahmed Kidwai, Central Minister for Communications, inaugurated the conference, which was attended by over 400 delegates from various parts of India. The conference, among others, adopted a resolution protesting against the Labour Relations and Trade Union Bills which, it said, sought to curtail the collective bargaining power of large sections of Government labour in general and postal employees in particular.

Mr. Kidwai's address.- Inaugurating the conference Mr. Rafi Ahmad Kidwai, Communication Minister, Government of India, expressed the opinion that any increase in the salaries and dearness allowances of the postal workers would not improve their lot unless economic conditions in the country improved. He counselled workers not to dabble in politics while in service. Even their unions should not align themselves with political parties. They could legitimately struggle to have their demands conceded by the authorities individually or through their unions but their association with political activities was no solution of their problems.

Mr. Kidwai assured the workers that the Government was determined to do everything possible to improve the lot of the workers, consistent with the availability of funds. He said that with effect from 1 April 1951 that the scale of pay and allowances of the Posts and Telegraphs employees of the integrated states would be brought in line with those prevailing in the Indian Union Posts and Telegraphs Department.

Presidential address: representation in legislature sought.- Mr. A.P. Thulasiram, in the course of his presidential address, pleaded for the ~~provisions~~ of representation of the posts and telegraphs services in Parliament and suggested that the Government should take the workers into its confidence to resolve the difficulties that may arise at all levels.

Mr. Thulasiram said that the Government should declare in unmistakable terms their labour policy vis-à-vis the posts and telegraphs workers since the two draconian bills, the Labour Relations Bill and the Trade Union Bill, sought to take away the power of collective bargaining from the workers and enjoin the workers to glign with the Government. The way of escape from strikes and lock-outs in the posts and telegraphs administration, was not by passing the two bills but by providing for representation in the Central legislature as in the United Kingdom and other countries and the introduction of a statutory machinery for settlement of disputes without withdrawing the fundamental right to strike action.

Discussing the fiscal policy pursued by the Communications Ministry, Mr. Thulasiram said that the question of fair wage had been turned into a weapon against workers to side-track their struggle for a living wage. Referring to the problem arising out of the integration of postal system of the convenanting states, Mr. Thulasiram pleaded that the pay and allowances entitled to by the postal workers in the Indian Union should be made applicable from the date of integration giving due weightage for their past services as ex-state employees. The staff of the Hyderabad, Travancore, PEPSU, Gwalior and Mysore State services faced many grave problems which called for immediate attention.

While expressing the gratitude of the workers for the grant of weekly off days, Mr. Thulasiram pleaded that all classes of employees and all arms of the service should get the weekly off days. He also suggested revision of the conduct rules and asked the administration that appellate tribunals should be ushered into existence in all the circles in order to indicate the status of the officials vis-a-vis the administration. He urged the Government to take into consideration the extra and arduous nature of duties of the RMS, telegraph and telephone

24

operators, signallers and linemen performed in order to maintain the service intact and to compensate them adequately.

Resolutions: Labour Bills condemned.- The Conference by a resolution, protested against the Labour Relations and Trade Unions Bills which, the resolution alleged sought to withdraw the collective bargaining power and action from large sections of Government labour and Post and Telegraph Employees in particular and impose unwarranted curbs and restrictions on growth of free trade unionism both in Government and industrial labour. The resolution urged the Government to accept certain amendments proposed by the General Secretary of the Union in a memorandum to the Select Committee of Parliament which is considering the Bills. The Conference pledged itself to secure the acceptance of the demands embodied in the memorandum, and in the event of the Government rejecting the proposed amendments directed its working committee to assemble immediately to consider appropriate measures including reference to the U.N. through the Posts, Telegraphs and Telephones International to achieve the objective.

The Conference rejected a scheme put forward by the Government of India to re-align the membership of the existing Unions of Posts and Telegraph Workers in two sectional Unions on craft basis. It affirmed that unity amongst the Post and Telegraph employees could be created by the establishment of one single Union for all employees and liquidation of all existing Unions. It, therefore, appealed to the workers to remain united under one banner.

However, taking into consideration the organisational set up and views of the leaders of all the existing Unions, it resolved to accept the principles of re-alignment and offered a concrete alternative scheme to the members of the Union in this connection. A five-man committee with the General Secretary, Mr. K. Ramamoorthy, as convener was formed to negotiate with the sister unions and the Government in ~~this connection~~ this connection.

Refugee employees.- The Conference adopted a series of resolutions seeking relief for the refugee Posts and Telegraph workers and asking that they should be treated ~~on~~ the same footing with regard to the grant of rehabilitation advances as refugees in general. One of the resolutions stated: The definition of Government servants who are refugees as displaced persons has placed them in handicaps regarding provision of accommodation and other facilities. Whatever designation he is called by, it should not have the effect of depriving him of the privileges. The refugees from East and West Pakistan should be treated on the same footing with regard to the grant of rehabilitation advances. A government agency should undertake responsibility to purchase and allot site and to provide construction material at control rates; it is preferred

Should be made

that sites are so allotted as to form a distinct Posts and Telegraph colony. Grant of house building advances through the agency of the Posts and Telegraph administration recoverable in 20 instalments, first recovery commencing three years after receipt of the grant. The minimum should be Rs. 2,500 exclusive of the cost of land. These advances should be granted not later than ~~April~~ 30 April 1951.

~~The Conference also stressed the necessity of speedy recovery of abducted girls.~~

Another resolution demanded reservation of 50 per cent of the vacancies over and above the present reservation for the sons and daughters and dependents of the Posts and Telegraph refugee employees. The Government was urged to pay adequate compensation for all the losses in respect of movable as well as immovable properties suffered by the refugee employees.

The Government was also requested to allow the employees of Posts and Telegraph Department to change their options without any restrictions who had first opted for Pakistan but were forced by the circumstances to come over to India.

~~Through~~ another resolution the Government was urged to pay adequate compensation for all the losses in respect of movable as well as immovable properties suffered by the refugee employees.

Housing.- The Conference urged the Government of India to forthwith embark upon a programme to provide residential accommodation to all Posts and Telegraph employees.

Dearness allowance.- The Conference also adopted resolutions demanding enhancement of dearness allowances and implementation of the Posts and Telegraph Expert Committee recommendations on service conditions. It reiterated that the Government must announce its intentions in the matter unequivocally and declare its fiscal policy so far as charges for Posts and Telegraph transactions on the one hand and measures to improve the welfare of the staff on the other hand, were concerned.

General Secretary's report.- The Conference adopted the General Secretary's report for 1949-50 on the working of the All-India Union of Posts and Telegraphs Workers. The report said that the union's membership exceeded 40,000 and that local units representing all sections of the service were affiliated to it. Among the achievements of the union were the cancellation of the recruitment examination in respect of post-1947 entrants; grant of weekly offs; and the benefits of extra increments to pre-1931 entrants.

Office bearers.- Mr. Thulasiram and Mr. Ramamurti were re-elected President and Secretary General respectively. Mr. Pitkar and Mr. Jabbar were elected Vice-Presidents.

(The Tribune, 8-12 October, 1950;
The Statesman, 11-12 October, 1950).

33. Employers' Professional Organisations.

India - October 1950.

Annual meeting of All-India Organisation of Industrial Employers, Calcutta, 10 October, 1950.

The annual general meeting of the All-India Organisation of Industrial Employers was held at Calcutta on 10 October 1950. Mr. S.P. Jain, President, Indian Chamber of Commerce, presided. The conference was inaugurated by Dr. B.C. Roy, Chief Minister, West Bengal.

Dr. Roy's speech: direct approach to labour suggested.- Inaugurating the conference, Dr. Roy asked industrialists to approach the labour problem directly and not to depend on any outside agency for its solution. He added that they should know the psychology of the working class. ~~He~~ Under the present conditions in the country, the employers should consider the labour problem from the human point of view. There should be an adjustment of relations, otherwise production would suffer. He emphasised that in the welfare state that they visualised, the management, labour and the Government all had parts to play.

need for increasing production stressed.- Presidential address: Mr. S.P. Jain, in his presidential address stressed the importance of increasing production and raising industrial productivity to overcome the prevailing situation of ~~short~~ shortages and high prices. All efforts must be concentrated on achieving the objective of efficiency and economy.

Mr. Jain advocated rationalisation of industries in order to ensure their economic stability and competitive capacity and said that measure affecting the economy of the country could not be viewed from the single and narrow viewpoint of any particular section. Rationalisation was a process of industrial improvement with the main objective of strengthening the industrial structure. In that connection there ~~was~~ were various factors worthy of important consideration, some of them being industrial efficiency, a sense of self-sufficiency and the creation of avenues of investment and employment. Alluding to labour's attitude on the issue of rationalisation, Mr. Jain stated that in rejecting such proposals labour was ignoring the importance of its own security and was shutting out its prospects of economic betterment. He urged that the National Planning Commission should give this question its urgent consideration.

Mr. Jain emphasised the necessity for retaining the salutary provision in the Labour Relations Bill providing that retrenchment of labour should not form a matter of industrial dispute referable to a tribunal. Employers, he said, should have the right to ensure that industry was not crushed under the weight of surplus labour in the interest of economic combination of the factors of production without having to go through the cumbrous and delayed process of legal formalities. Restraint on a vital issue like retrenching surplus labour, he felt, was detrimental to the larger interests of the country. He urged Government to consider the various aspects of the problem from a long-term point of view. Another clause in the Bill that was vexatious was the one relating to the reinstatement of dismissed employees. Mr. Jain ~~said~~ stated that restraint against making any change in service conditions during the pendency of a dispute would adversely affect discipline. The option of paying compensation or reinstating the worker should be a matter for the employer to decide. While regulating employer-employee relations, he observed, steps must be taken to ensure that ordinary discipline was not undermined. Mr. Jain welcomed the Labour Relations Bill despite the flaws that adversely affected employers. Industrialists favoured it because it satisfied a long-felt need for establishing uniformity in the settlement of industrial disputes, but care must be taken to see that it did not contain provisions which might defeat the purpose of the Bill.

Referring to the Fair Wages Bill, Mr. Jain stated that the industrial community was absolutely in accord with the object of giving to workers their due share. It was hoped that labour by improving its work and efficiency would help in the profitable operation of industries and progressively reach a living wage by itself. The fixation of fair wages, was undeniably a question where sound principles of economy rather than sentiment should influence decision. The fact that the welfare of labour and prosperity of industries go together should not be lost sight of. He doubted the wisdom of any policy that sought to provide increased amenities to labour without ensuring the sound working of industries. He pointed out that the Bill in question had ignored the fundamental issues of indicating a fair return on capital, the percentage of allocation to reserves and depreciation. Mr. Jain expressed the view that such questions should not be left to Wage Boards, but should be decided at the highest level. Considering that the proposed Bill was based on the recommendations of the Fair Wages Inquiry Committee, he added that there should be no deviations from the findings of the Committee.

Mr. Jain felt that the present was not the proper time for ~~man~~ embarking on costly schemes like the Employees' State Insurance and industrial housing. He advocated a policy of go-slow in the matter of such projects in the interest of prudence and sound economy. To impose additional burdens on industry at the present moment would hardly be in conformity with Government's policy of reducing prices and the cost of living, he declared. There were already substantial benefits enjoyed by labour as a result of various other legislative measures, which imposed heavy financial burdens on industries and it would not be wise to add to these imposts, unless production and efficiency improved. In the present set-up the weight of benefits accruing to labour who constituted just over two million in India was being borne by the vast number of consumers and the industries. It appeared that the difference in the standard of efficiency and the condition of industrial development in India and other advanced countries was ignored when the question of amenities was considered.

Concluding, Mr. Jain said, that so far as he fundamental economic interests of the country were concerned, there could not be any divergence between capital and labour. Capital and labour were both essential components in the mechanism that functioned to produce wealth and create economic stability of the country and they had perforce to work in unison. He assured the Government of the whole-hearted co-operation of the industrial community in their efforts to build up the industrial structure and the economy of the country on a sound basis.

Office bearers.- Mr. S.P. Jain was re-elected President of the Organisation.

(The Statesman, 11-10-1950;
The Times of India, 11-10-1950).

42. Production and Export of Agricultural Products.

India - October 1950.

Board of Agricultural Research set up.

In order to secure planning and co-ordination of agricultural research conducted in the institutes under the Ministry of Agriculture, the Indian Council of Agricultural Research, Commodity Committees and the State Governments, the Government of India has decided to set up a Board of Agricultural Research, consisting of 12 members with the Minister for Agriculture as chairman and Dr. B. Viswanath as secretary. This Board would secure the utilisation in the fullest measure of the existing facilities for research relating to agriculture, forests, animal husbandry, fisheries, etc. Apart from the overall guidance and co-ordination of the research activities of the institutions mentioned above the Board would also deal with the research activities of the Rajasthan Under-Ground Water Board. The Board would also guide and supervise the scientific publications issued by the Ministry of Agriculture, the Indian Council of Agricultural Research and the attached and subordinate offices of the Ministry.

(The Gazette of India, Part I-Section 1,
dated 23 September 1950, page 324).

Food Research Institute opened in Mysore.

On 21 October 1950, Mr. C. Rajagopalachari inaugurated the Central Food Technological Research Institute at Mysore. The Institute is one of 11 national laboratories established under the auspices of the Council of Scientific and Industrial Research. It will deal with all aspects of food technology and be a place of reference.

Since the Government of India took a decision early in 1950 to merge the Indian Institute of Fruit Technology with the Central Food Technological Research Institute, the latter Institute which was working at Lyalpur since 1945 was transferred to Mysore. In addition to conducting researches bearing on fruit and vegetable preservation and processing this Division is doing valuable service by advising

and assisting the industry throughout the country. The Division ~~was~~ is also in charge of the All-India Post-graduate Diploma Course in Fruit Technology.

Other divisions of activity of the Institute includes storage and preservation; processing; engineering, bio-chemistry and nutrition; information and statistics; quality control; micro-biology and sanitation. A division of dietetics and also a section for food containers are also being organised.

The scope and functions of the Institute includes development of improved methods of storage of different food materials, micro-biological and bio-chemical ~~and~~ changes attendant on various types of spoilage, reclamation and utilisation of heavily infested or otherwise affected food materials and processing of foodstuffs with a view to improving their keeping quality and of facilitating ready usage; refrigeration, freezing, gas storage, dehydration, canning, etc.

Treatment of different coarses food materials to improve their palatability and a study of the new and hitherto unfamiliar sources of food materials and their processing to render them suitable for human consumption form also some of the important functions of the Institute.

In addition to production of concentrated foods, vitamins and other food accessories, composite multi-purpose foods, supplementary foods, substitutes, etc., the Institute is paying close attention to dietetics, design and demonstration of improved types of food preparations ~~of improved types~~ to suit the economic conditions and sentiments of people in different regions, studies on cooking utensils, teaching of ~~type~~ improved cooking methods with a view to saving in labour and minimising the consumption of fuel.

Other functions of the Institute includes study of problems relating to food industries, food sanitation and food information.

(The Hindu, dated 22-10-1950).

43. Foreign Trade and Exchanges.

India - October 1950.

Stable Import Control Policy advocated:
Inquiry Committee's Recommendations.

A stable import control policy with set principles of administration has been advocated by the Import Control Inquiry Committee (vide page 25 of the report of this Office for July 1950), in its report to the Commerce Ministry, Government of India.

Stability in administration and policy is recommended in four principal directions; in the overall exchange allocations; in general licensing policy; in the licensing policy in respect of particular commodities; and in administrative methods and practices. Fixation of a minimum ceiling of 4,000 million rupees in the foreign exchange budget for import trade for the next two years is suggested as one of the measures to ensure stability in the policy and administration.

Basic objectives.- The Committee has laid down three "basic" objectives of import control policy and a revised order of priorities for import of goods, pending the formulation of a new list ~~ix~~ of priorities in consultation with the trade.

Limitation of the aggregate imports on Government or commercial account to the total available foreign exchange earnings from different sources, including sterling releases, is mentioned as the first basic objective of the import control policy.

The second basic objective, according to the Committee, should be the distribution of the available foreign exchange resources ~~in~~ in such an equitable manner as to secure planned development of agriculture and industry and to meet the essential requirements of consumers.

The third objective, the Committee recommends, should aim at moderating the fluctuations in the prices of particular commodities where they may have abruptly risen far above the ~~parity~~ parity of the general level of prices.

22

Fixation of priorities.- The Committee has recommended that the present order of priorities for import of goods should be revised in consultation with the trade. Pending such revision, it has suggested, the following order of priorities for the next two years.

(A) Raw materials for existing industries, including semi-manufactured raw materials; (B) Spare parts and accessories for existing industries; (C) Machinery and equipment essential for agricultural production; (D) Plant and machinery for replacement or balancing of the existing capital equipment for industries; (E) Consumer goods essential to the life or health of the community; (F) Machinery and equipment required for the expansion of existing industries or for other schemes where the withholding of imports is likely to hold up immediate increase in production, or add to costs already incurred; (G) Machinery and equipment necessary for the establishment of other industries; and (H) Non-essential goods.

The normal period of licensing is recommended to be extended to one year instead of six months as at present. In regard to capital goods and heavy electrical plant, the period of licence should be for three years, with only one revalidation after six months.

In regard to distribution of licences, the Committee endorses the present policy of distribution to actual users, established importers and new-comers.

To the actual users, the Committee recommends granting of cent per cent of their requirements, but suggests that a test audit, ~~an~~ on a random sampling basis, of the details submitted by the actual users should be undertaken. Liberal extension is recommended to several categories of essential industries including jute, paper, cotton textiles, ~~chemical~~ chemical and pharmaceuticals and coal. Similar bulk licensing facilities are recommended for established importers also.

Licences for new-comers.-As regards new-comers, the Committee, while endorsing the Government's policy, has recommended that the list of items for which new-comers are eligible should be kept, stable. Further, if the monthly ceilings for these items are large enough to accommodate actual users and established importers upto cent per cent of their requirements, the excess should be shared between established importers and new-comers.

In the case of new-comers, the income-tax limit is recommended to be reduced to 250 rupees ~~in~~ from

34

500 rupees at present. The Committee has also suggested modification of the existing procedure regarding grant of licences to new-comers by which returns on business turnover may be certified by auditors rather than by bankers as at present.

The Committee deprecates frequent changes in licensing instructions and suggests that orders concerning policy and procedure should not be changed except to correct gross mistakes and, secondly, to meet any unforeseen development requiring immediate action and which cannot be left over for rectification till the expiry of the licensing period without grave damage to the country's economy.

Decentralisation of licensing.— Decentralisation of the licensing procedure "to the utmost extent possible" is another recommendation that the Committee has made. All licensing should be done at the ports except the following which, because of their special nature, should be handled by the Chief Controller of Imports;

(a) Application for capital goods and heavy electrical plant; (b) Applications for imports against Government indents; (c) Applications by quasi-public authorities and State Governments; and (d) Applications for a few specialised items, e.g., fertilisers, tractors, motor parts, etc., which are covered by special policy decisions at the Centre.

Working of imports.— The Committee devotes considerable attention to the administrative aspects of the working of the import control organisation. With the vesting, as proposed by the Committee, of the bulk of work regarding licensing in the control authorities at the ports, it hopes that the Chief Controller of Imports would be relieved of much of his routine work enabling him to devote his attention largely to the problems of policy, supervision and control. According to the Committee, the principal functions of the Chief Controller of Imports should be to assist in the formulation of the general licensing policy, licensing of special categories of goods, supervision of port offices, hearing of appeals against decisions of the Import Controllers at the ports and, finally, to undertake a "continuous review" of the working of licences in their effects on trade and industry, with a view to applying such corrective steps as may be necessary.

The administrative recommendations of the Committee ~~has~~ also cover improvement in the quality of the personnel employed in import control and the methods of work to be followed are aimed at increasing the efficiency of the organisation. The Committee hopes that these proposals, if they receive the fullest co-operation from the officials as well as the trade, will go a long way towards removing "the administrative abuses". (The Statesman, 24-10-1950).

45. Economic Development and Control.

India - October 1950.

Economic Trends in India during 1949-1950:
Industrial Production hampered by Scarcity
of Raw Materials: Reserve Bank Report.

While the world's industrial output was about 3 per cent higher in 1949 than in 1948, in India, it was hampered by shortages of raw materials in a background of scarce supply of consumer goods, according to the Reserve Bank of India's annual report on "Currency and Finance" for 1949-1950, published during October 1950. The report said that in nearly all of Europe, industrial production was higher than in 1948 and considerably above the pre-war level. But in India, although industrial production in many directions showed improvements, the two major industries of cotton textiles and jute manufactures continued to be depressed, a number of mills having had to work below full capacity or to close down partially.

Inflationary pressure.- The report stated that in most countries, the inflationary pressure on the whole declined, and in a few cases symptoms of deflation appeared; the level of aggregate effective demand declined and for the first time since the war, unemployment, though still on a small scale, emerged, notably in Belgium, Italy and Western Germany. In the under-developed countries, the easing of inflationary pressure proceeded as a rule slowly, the supply situation having improved only to a limited extent. In India the post-war price inflation progressed further, more specially in the first half of the year, and it was accompanied by wage inflation. The price level as measured by the Economic Adviser's index (Base: Year ended August 1939 - 100) recorded a rise from 370.2 in March 1949 to 393.3 in October 1949. The high cost of raw materials and the rising cost of labour resulted in reduced industrial products.

Agricultural production.- On the side of agricultural production the report said that India's production was seriously affected by floods in Bihar and cyclone in Madras, whereas in most of the foreign countries, the production was "somewhat higher than in 1949". Referring to the self-sufficiency programme of the Government and the measures taken for its implementation, the report said, "These measures seem to have had, on the whole, a favourable effect. The procurement of foodgrains in 1950 is expected to be 5.4 million tons or about one million tons more than in 1949".

26

Balance of Payments Postition.- The report acclaimed devaluation as "the most outstanding event of the year", and stated that it helped to reduce the dollar deficit of the world for the year to 6.1 billion dollars as against 6.3 billion dollars in 1948. Nearly 5.7 billion dollars of the deficit was covered by the United States Government grants and loans, the share of European Recovery Programme countries being 3.7 billion dollars. The loans sanctioned by the International Bank for Reconstruction and Development amounted to 94 million dollars in 1949-50. India was given 44 million dollars last year for pushing through some of her development projects.

External trade.- As regards India's external trade, the report observed that "a marked expansion in exports, which followed devaluation, led to a distinct improvement in the balance of payments position". India's trade with the outside world except Pakistan, amounted to 10.21 million rupees in 1950. The increase over the previous year's figures was wholly due to a rise of 22 per cent in imports during the year.

The report has dealt in an exhaustive manner with the developments in the Indo-Pakistan trade, which came to a standstill following devaluation. It said trade between India and Pakistan between July and December 1949 resulted in a net deficit of 85 million rupees and on capital account in a disinvestment of 35 million rupees for India.

Development projects.- The Indian Government's policy in regard to development projects, consistently with their overall drive for economy, laid emphasis on the need to concentrate on schemes of immediate importance. While this meant going slow with blueprints relating to projects of secondary value, progress continued to be made during the year in the execution of the more essential schemes, particularly multi-purpose projects.

(The Statesman, 22-10-1950).

Planning Commission's Activities: Draft Plans
to be ready soon.

According to a review by the Planning Commission of its work during the first half year of its existence draft five-year plans for the Central and States Governments are expected to be ready soon. The Commission hopes to complete steps to enable the Governments concerned to present their plans to Parliament and States' legislature before the end of the Financial year. The States Governments have been requested to prepare their detailed five-year plans in two stages, the first of two years beginning with 1951-52 and the second of three years.

The Commission's request to States Governments to formulate their plans follows three months of study of development schemes of the Central and the States Governments and an examination of the principal problems facing the economy. While States Governments have to draw up plans suited to their own conditions, it is felt by the Commission that the greatest advantage from investment on development if the States and the Central Governments have a more or less common approach to planning. At its suggestion, States Governments are already engaged in reviewing their resources and preparing forecasts for the next five years. Similar studies are being undertaken in the Central Government. The Commission recognizes that the Budget at the Centre and in the States has to be balanced if inflationary forces are to be held in check, and that at present the outlook for resources for development is not encouraging.

National economy will derive the

Need to husband resources.- The Commission emphasises the need for careful husbanding of resources for augmenting them, and for careful selection of projects to be undertaken by the Government. Equally, it is essential to bring down the price level through gradual and co-ordinated reductions in different sectors. This action has to be backed by a disinflationary fiscal and monetary policy and by positive steps to increase production and reduce unit costs. In the first five-year plan, therefore, apart from existing commitments of an essential or inescapable character, the Commission commends schemes which will develop material and technical resources and increase the production of food and raw materials over a relatively short period.

Such schemes should have priority over others which, though valuable in themselves, require a much longer period to bear fruit. Since only limited finance is available, each scheme has to be judged by its value in terms of production or productive capacity in relation to other competing schemes. Even in respect of social services, an important test is whether the existing level in any particular field or area is so low that it entails an appreciable loss of productive efficiency which may be avoided through provision of better facilities on the part of Government.

In addition to careful selection of schemes, the review continues, it is necessary to concentrate the available financial, administrative and technical resources on a ~~few~~ limited number of essential scheme and to attempt only so much as it is reasonably possible to achieve. In the prevailing conditions in India, the Commission considers, there is a large field in which much greater value can be obtained from the existing resources. ~~Through~~ Through improvements in administrative organisation and methods, and greater co-operation from the public, and by invoking financial and other contributions from non-official ~~and other contributions from~~ sources, it should be possible to get substantial results. It is the aim of the plan to achieve these results equally with others which depend on greater investment of capital.

The plan will comprise both the public and the private sector. The public sector includes the Central Government, States Governments and local authorities. Definite plans are being obtained in the first instance only from the Central and the States Governments, but the Commission recognizes that local authorities have a vital role to play in any scheme of planned development and is considering the conditions under which their plans can eventually be coordinated so as to fit in with the plans of States Governments.

Private industries.- The bulk of organized industry falls in the private sector. Planning in this ~~and~~ field, though scarcely less important than in the public sector, present obvious difficulties. It has to be more fixible and is to be undertaken largely through indirect means, such as capital issues control, licensing, foreign exchange allocations and import and export control, and controls on prices, production and distribution, including physical allocations. The two sectors have to be guided by a common purpose and their plans have to be in harmony with one another. The Commission has in hand a series of studies bearing especially upon short-term problems of individual industries. In co-operation with the Ministry of Industry and Supply, proposals in respect of each industry will be discussed in the coming months with the interests concerned, and working plans evolved.

Agricultural production.- Although agriculture falls in the private sector, the Government has a special responsibility in this sphere. The study of several basic issues, such as means of increasing production, co-operative cultivation, fixation of ceilings on individual holdings, restrictions on sub-letting, economic holdings, provision of finance to the cultivator and the establishment of a suitable expansion organisation, including village multi-purpose co-operative societies, has been in progress, and it is hoped shortly to formulate the Commission's views on these subjects. The Commission's work on the preparation of a five-year plan for increasing

agricultural production and on the problems of agricultural prices has stressed the need for long-term planning in agriculture.

In no field is the significance of long-term planning greater than in the development of irrigation and power resources of the country. Less than 6 per cent of the water which flows annually through the rivers of India is at present being utilized for irrigation. Less than 2 per cent of the hydro-electric potential of the country has so far been developed. Many of the major irrigation works of the past utilized the normal perennial flow of rivers. New projects have to be based largely on storage rather than on diversion and are, therefore, more costly.

At present 135 projects, estimated to cost 5,900 million rupees, are in hand. These are expected to bring 13 million acres under irrigation and to provide two million k.w. of power. The Commission has suggested to States Governments to consider developments necessary and likely over a period of 15 years. This would facilitate investigations, preparation of estimates, construction as well as full development. It has also been suggested that each State, might consider creating a non-lapsable irrigation Development Ways and Means Fund to which contributions might be made from year to year on a planned basis. These contributions would draw upon general revenues, betterment levy, etc.

Cottage industries.- The review states that closely linked with the problems of agriculture are those of cottage and small-scale industries. Without these there can be no solution for rural under-employment and unemployment. The development of cottage industries presents many difficult questions of policy and organisation. Much preliminary ground has been covered and the various issues are to be discussed shortly with the Commission's panel on cottage industries.

Industrial housing.- A considerable amount of urgency has been attached in the work of the Commission, the review concludes, to the problem of industrial housing. In recent years the housing situation in industrial areas has deteriorated and at present working-class housing conditions are an important reason for low productivity and industrial unrest. The problem is beyond the scope of private effort and requires both long-term planning and co-operative contribution from employers and workers as well as from the Government. The Commission has, therefore, recently evolved proposals for the consideration of the Government in consultation with the Ministry of Labour and its own panel on housing.

The problem of industrial housing is, however, only one important aspect of the general shortage of housing, especially in urban areas, which is engaging the attention of the Commission.

(The Statesman, 13-10-1950).

India's 257 Irrigation Schemes: Planning Commission estimates completion possible in Fifteen Years .

In a report on the development of irrigation and power in India, presented to a meeting of the Central Board of Irrigation held in Delhi on 25 October 1950, the National Planning Commission estimates that India's 257 irrigation schemes, likely to cost about 19,000 million rupees, can be completed in the next 15 years. The report says that this should be possible "with a proper plan of development".

There are at present 135 schemes, estimated to cost 5,900 million rupees, under construction in different parts of the country. Twelve of them can be called major projects, costing over 100 million rupees each and 4,390 million rupees in all. There are ~~24~~ 24 medium-sized projects costing between 20 million and 100 million rupees each and 1,030 million rupees in all. In addition, there are 99 smaller schemes whose total cost will be about 480 million rupees. It will take six to 10 years before these projects are completed and a few more years for irrigation to be developed fully. Building up the head for the entire hydro-power potential would also take extra time. By 1959-60, these schemes will irrigate 9.2 million acres of land, yielding 3.1 million tons in foodgrains and 910,000 k.w. of power. Ultimately, these figures will rise to 12.9 million acres, 4.3 million tons of foodgrains and 1,996,000 k.w. of power.

It points out that this does not mean that benefits will be begin to accrue earlier. The annual improvement will be as follows:

e

Year	Additional Irrigation (Million Acres)	Additional Food (Million Tons) (Based on present standard of agriculture).	Additional Power installed (K.W.)
1951-52	0.6	0.2	-
1952-53	1.1	0.4	351,000
1953-54	2.0	0.7	554,000
1954-55	4.3	1.4	556,000
1955-56	5.5	1.8	636,000
1956-57	6.7	2.2	708,000
1957-58	7.5	2.5	791,000
1958-59	8.5	2.8	817,000
1959-60	9.2	3.1	910,000
Ultimate	12.9	4.3	1,996,000

The 12 major projects mentioned are: Damodar (680 million rupees) for Bihar and West Bengal; Kakrapar (120 million rupees) for Bombay; Electricity Schemes for Madhya Bharat (126.3 million rupees); Machkund (170 million rupees) for Madras and Orissa; Tungabhadra (687.9 million rupees) for Madras and Hyderabad; Hirakund (478.1 million rupees) for Orissa; Bhakra-Nangal (1329.1 million rupees) for Punjab, PEPSU and Bikaner; Harike (188 million rupees) for Punjab; Sarda Power House (112.1 million rupees) for Uttar Pradesh; Mor Project (155 million rupees) for West Bengal; Chambal (280 million rupees) for Madhyabharat and Rajasthan; and Lakhavalli (180 million rupees) for Mysore; by 1959-60, the 12 schemes would begin to irrigate 7,049,000 acres of land and yield 7.63 k.w. of firm power.

The 122 schemes on which work has not yet started are under various stages of investigation. They will cost 13,000 million rupees, providing irrigation facilities for an additional area of 4.2 million acres.

The report does not consider that a total expenditure of 19,000 million rupees spread over 15 years for all the irrigation schemes is high. It concedes that an impression of high costs is likely to be created when it is recalled that the total expenditure on all the irrigation works of undivided India was only 1,560 million rupees. This figure does not represent the present market value of these schemes which would be over 5,000 million rupees. The report also stressed the point that while existing works were easy to construct, some of the big new projects, like high dams, are extremely costly. As the expenditure would include erection of hydro-electric generating plants, the net expenditure chargeable to irrigation would, therefore, be considerably less. The report suggests that it would be possible to bring down the total cost of the schemes by 2,000 million rupees by spreading the power development part over a longer period than 15 years.

Financing of schemes.- The report deals at length with the method of financing the schemes. It suggests that an irrigation development ways and means fund be created by each State. A definite sum of money could be put into it every year, either from general revenues or from loans or savings. To it should also be added loans and grants, if any, from the Central fund as well as proceeds of levies. This fund, it is suggested, should be non-lapsible. All expenditure on irrigation and power projects should be met from it. This procedure, will enable every project to be taken up after full and detailed technical investigation instead of being ~~making~~ rushed through in order to utilize the fund when available.

On the basis of available data, it is stated that the annual average contribution from all sources to this irrigation fund of some of the States should be of the following order: Bihar - 130 million rupees; Bombay - 140 million rupees; Madhya Pradesh - 110 million rupees; Madras - 240 million rupees; Orissa - 40 million rupees; Uttar Pradesh - 90 million rupees; West Bengal - 80 million rupees; Hyderabad - 80 million rupees; Madhya Bharat - 30 million rupees; Mysore - 20 million rupees; Rajasthan - 50 million rupees; PEPSW - 10 million rupees; Travancore-Cochin - 50 million rupees.

The figures do not include the cost of the Damodar Valley, the Hirakud, the Bhakra and the Harike projects which will be financed entirely by the Central Government.

Another important suggestion relates to the levying of a betterment fee. The value of land covered by the irrigation projects will naturally increase, not as a result of individual effort but by the co-operative activity of the community as a whole. "The individual who gains in this way can legitimately be expected to meet a part of the cost of the project and this contribution should be recovered from him ~~at~~ either in a lump sum or over a number of years in which case he can pay from the benefits he derives from the facilities provided by the community". This betterment fee, it is stated, has been levied in the past in various parts of India and many other countries and should be imposed wherever irrigation spreads.

Impediments in the Way of Increasing Production:
Federation of Indian Chambers of Commerce and
Industries' Memorandum; State Finance Corporations
suggested.

The Federation of Indian Chambers of Commerce and Industries has published recently a memorandum "Impediments in the Way of Increasing Production", outlining some of the problems facing about 50 industries in producing to their full installed capacity and the remedies for removing these difficulties. The memorandum lists irksome controls and unremunerative prices, fall in productivity of labour, lack of adequate credit facilities, and shortage of vital raw materials as some of the chief ~~and~~ obstacles in the way of increased production.

Referring to ~~suggestions~~ suggestions that fall in production could be traced in certain industries to "faults in management" the memorandum says: "It is obviously difficult to say as to how far this is correct because it cannot be in the interest of the management itself to reduce production or not to strain every nerve to maintain the highest efficiency". It however, appeals to all concerned to consider it as their duty to try their utmost to remove all cases of such complaint.

Among the other chief obstacles in the way of increased production given by the memorandum are: Delay in grant of import licences to actual users of raw materials, indeterminate relation of tariff policy with the balance of payments position, "marked preference" by certain Central and State Government departments to place ~~mk~~ orders with foreign concerns, uncertainty in regard to the role of private enterprise in the economic life of the country, existing tax structure, and "the rather speedy pace of social legislation which acts as a serious drag on production".

Giving an example of what it calls "eloquent testimony to the effects of Government nationalization policy", the memorandum says that the Electricity (Supply) Act of 1948, (vide page 35 of the report of this Office for September 1948), under which the purchase price that has to be paid by a State Government for acquiring an undertaking is limited to the cost of book value of the assets, has stood in the way of credit facilities being extended by banks to electrical undertakings. Sugar and cotton textiles are cited as examples of two industries in whose cases fixation of an "unremunerative price" by controls had "sapped" the manufacturers' initiative to increased production.

Inquiry into low productivity of labour suggested.
 In regard to low productivity of labour, the Memorandum feels that, while the reduction in the number of man-days lost in 1949 as compared to those lost in 1948 and 1947 seem to indicate that the industrial truce resolution had borne some fruit, "the recent strike wave" originating in the strike in Bombay textile industry "threatens to belie expectations in regard to improvement in the labour situation". Suggesting an inquiry into causes of low productivity by Indian labour, it says that the inquiry should include replacement of the present system of incentive bonus.

Proposal for State Finance Corporations. - Suggesting the establishment of State Finance Corporations to supplement the efforts of banking institutions in providing credit facilities to industries, the Memorandum says: "To cater to the financial requirements of industries in regard to credit for medium-term and long-term duration, a time would seem to have come when the question of providing such facilities through the existing commercial banks will have to be considered by the Reserve Bank of India, which has the responsibility of advising banks regarding restrictions on loans and advances".

The following are some of the points made, in respect of the important industries by the Memorandum:-

Iron and Steel. - Production of crude steel in the first five ~~year~~ months of 1950 has been 108.5 per cent of that in 1946. The fall in labour productivity - 16.30 tons per worker in 1948-49 compared to 24.36 tons in 1939-40 at the Tata plant and 31 tons in 48-49 compared to 51 tons in 1942 at the Steel Corporation of Bengal plant - coupled with rise in earnings is one of the causes. Definite price policy for a reasonably long period in the case of indigenous steel should be fixed. Before new steel plants are set up by the Government in Madhya Pradesh and Orissa, financial assistance should be given to existing units to increase production.

Coal Industry. - Unlike others it faces a problem of over-production due to fall in demand for low-grade coal from Pakistan. Labour is still adopting go-slow tactics and is indisciplined. Some Government collieries operate at loss and at high cost. The question of economizing operating costs of closing down of high cost Government collieries should be settled soon.

Sugar Industry. - Production in 1949-50 is only .98 million tons compared to a maximum of ~~1.2 million~~ 1.2 million tons in 1943-44 and 1.001 million in 1948-49. Lack of a unified policy between States, one of the causes of the uneconomic price structure, coupled with a free market for gur and khandsari sugar

were two of the most important causes for fall in production. Reasonable rates should be fixed for crystal sugar while prices of gur and khandsari sugar should be brought down. The Bombay Government's prohibition policy has placed "impossible restrictions" on the utilization of molasses, an important by-product of the sugar industry.

Cotton Textiles.- The recent textile strike in Bombay has upset production. Fall in production in the early months of 1950 due mainly to the non-availability of indigenous cotton at ceiling prices fixed by the Government and lag in the arrival of imported cotton. Compared to world prices Indian cotton prices are lower. Artificial fixation of cotton textile prices at a low level is not in the interests of the country. The ceiling prices of cloth must be fixed at a reasonable level. Though there was a case for increase, the Government had forced the industry to "voluntarily reduce" prices by 4 per cent in 1949.

Jute.- The industry is facing a crisis due to the uncertainty of supply of raw jute from Pakistan. The normal flow of raw jute from Pakistan to India can alone solve the immediate problem of short supply of jute but long-term solution lies in increasing Indian production of raw jute.

Cement.- Proposals for setting up a common marketing organization are afoot. Production of new units would decline if unremunerative price is fixed compulsorily, or even voluntarily for new units.

Chemicals.- The most potent cause leading to the disturbance in the production programme is the "vacilating" import policy of the Government. Heavy imports of soda ash in 1949 is an example in point. Special concessional freight rates should be provided for the chemical industry. Urgent high level steps should be taken to secure for the sulphuric acid industry adequate supplies of sulphur from the United States of America, who it is understood has suddenly refused supplies owing to the war situation.

Five Chemicals and Pharmaceuticals.- An anomaly in the existing system and rate of excise duty in the different States is the main difficulty in the ~~main~~ way of progress. Article 246 of the Constitution, under which excise duties on medical and toilet preparations have been made a Union subject should be implemented without delay.

Non-Ferrous Metals.- Overall production was insufficient for internal requirements. The development of the industry depends on a sound import policy. The Government-owned Hindustan Aircraft Factory is offering "serious competition to the industry on a very unequal basis". Non-ferrous metals have been

included in the Supply and Prices of Goods Ordinance promulgated on 2 September 1950 (vide pages 23-24 of the report of this Office for September 1950). This has caused some concern. The Government must fix reasonable prices after taking into consideration increased world prices and difficulties in purchasing products from foreign sources.

Automotive Industry.- Manufacturing activity, instead of assembling activity, should be encouraged. The present status quo by which all assemblers are allowed to import cars in complete-knocked-down condition should be done away with. The Government has announced that their earlier decision to allow from December 1950 only cars in CKD condition and to give monetary allocations only to recognized assemblers of cars, will be postponed to December 1952. Manufactures should be given all encouragement and the status quo should, therefore, be done away with as soon as possible.

(The Statesman, dated 18-10-1950).

46. Wages.

India - October 1950.

Award of Bonus to Bombay Textile Workers:
Appellate Tribunal upholds Court's decision.

Reference was made ~~at~~ page 33 of the report of this Office for August 1950, to the strike by the majority of workers employed in the textile industry in Bombay in connection with the grant of bonus equal to two months' basic earnings. The matter was referred to the Labour Appellate Tribunal on behalf of both the millowners and the workers.

The Tribunal, on 10 October 1950, in its judgment upheld the award of Industrial Court and declared that there ~~was~~ no grounds for disturbing the decision of the Industrial Court on the question of bonus.

The Tribunal also excluded four mills, from the payment of any bonus to its employees, because those four mills had not made any profits for the year 1949. A point decided in favour of labour was that the rehabilitation of the textile industry and the consequent deduction of funds from the gross profits for that purpose should be spread over a period of 15 years instead of 12.

However, certain adjustments were made in the allocation of the gross profits of the industry.

The Tribunal held that bonus ~~was~~ to workers could no longer be regarded as "ex gratia" payment, because it had been recognised that, a claim for bonus, if resisted, gave rise to an industrial dispute. Since both capital and labour contributed to the earnings of an industrial concern, it was but fair that labour should derive some benefit if there was a surplus after meeting "prior and necessary charges".

The Tribunal quoted a passage from a judgment of Lord Birkenhead in support of this contention. "It (bonus) differs from wages in that it does not rest on contract, but still payments for bonus are made, because legally due, but which the parties do not contemplate to continue indefinitely". It proceeded to say: "Where the industry has not that capacity or its capacity varies or is expected to vary from year to year, ~~so that~~ so that the industry cannot afford to pay living wages, bonus must be looked upon as a temporary satisfaction, wholly or in part, of the needs of the employee".

45

The award of the Industrial Court which the Tribunal left undisturbed, briefly, is: Employees of textile mills of Bombay and Kurla, except four mills shall be paid a bonus for the year 1949 equivalent to one-sixth of their basic earnings during that year; employees who have worked for less than 75 days but more than 32 days shall be paid 50 per cent of that amount; and employees who have worked for less than 32 days shall not be paid any bonus.

The parties to the dispute before the Tribunal were the Bombay Millowners' Association, the Rashtriya Mill Mazdoor Sangh, (~~the~~ Bombay) and the Kurla Girni Kamgar Sangh (Kurla).

Strike withdrawn.- On 15 October 1950, at a mass rally of about thirty thousand workers held in Bombay, unanimously endorsed resolution of the Mill Mazdoor Sabha's Strike Committee, calling off the strike unconditionally.

The resolution, in part, admitted that the strike, launched on 14 August, had failed to achieve its objective of a three months' bonus with dearness allowance to workers. It added that because of the terrible hardship that the workers had been undergoing, any further prolongation of the strike would mean imposing a strain upon the workers which will be beyond human endurance, and it may weaken the matchless organised strength shown by the workers so far.

The 63-day-old strike, according to the estimates of competent observers, has resulted in the loss of nearly 60 million man-hours.

(The Times of India, 10 and 16-10-1950
The Bombay Government Gazette,
Extraordinary, dated 10-10-1950,
Part I-L, 4594E-4594V).

Madras: Bonus for the Year 1948 for Textile Workers in Coimbatore: One-third of Annual Basic Earnings awarded.

In an interim award published on 19 September 1950, the Industrial Tribunal, Coimbatore, has awarded 33 1/3 per cent of basic earnings in 1948 as the bonus for the year 1948, payable by all the 32 textile mills in Coimbatore to their workers. The Tribunal has directed that those persons who have already received bonus for 1948 (in the case of 29 mills) would receive the balance due from them, but no person who has drawn more than the 33 1/3 per cent would be liable to refund the same. Payment of bonus may be made in the shape of Post Office National Savings Certificates of five or seven years' duration, after due publicity has been given.

The Tribunal arrived at the figure of 33 1/3 per cent on a consideration of various factors including the enormous profits of 1948 earned by all the mills, wholesale capitalisation and the huge dividends thereby to shareholders in the shape of bonus shares, vast amounts set apart for reserves, the very substantial remunerations paid to managing agents and the bonus of past years.

(The Fort St. George Gazette, Part I, dated 19 September 1950, pages 2747-2751).

Bombay: Minimum Wages Act, 1948: Employment in Salt Pan Industry added to Part I of the Schedule.

Reference was made at page 28 of the report of this Office for May 1950, to the Government of Bombay's proposal to add employment in salt pan industry to Part I of the Schedule to the Minimum Wages Act, 1948. The draft has now been approved and the Bombay Government has decided to add the employment to Part I of the schedule to the Act with effect from 1 October, 1950.

(Notification No. 2212/46, dated 25 September, 1950; The Bombay Government Gazette, Part IV-A, dated 5 October 1950, page 574).

Madras: Minimum Rates of Wages of Employees in Tanneries and Leather Manufactories: Draft Schedule published.

By a notification dated 20 September 1950, under the Minimum Wages Act, 1950, the Madras Government has published the draft schedule of minimum rates of wages of various categories of persons employed in tanneries and leather manufactories. The following are the rates:-

Class of Employees.	Minimum rate of wages.		
I. Tanneries cum-Leather Manufactories			
	Rs.	A.	p.
Lime yard -			
1. Helpers.....)	0	10	0 per day
2. Flashers.....)			
3. Scudders.....)	0	12	0 do
4. Goatskin knififers.....)			
Tanning and Dyeing Department -			
1. Helpers.....)	0	10	0 do
2. Drum coolies.....)			
3. Shavers.....)	1	0	0 do
4. Splitters.....)			
5. Shaving learners.....)	0	10	0 do
6. Samming helpers.....)			
Setting Department -			
1. Helpers.....)			
2. Setting machine operators..)	0	10	0 do
3. Hand setters.....)			
Staking Department -			
1. Helpers.....)			
2. Dusters.....)	0	10	0 do
3. Stakers.....)			
Straining Department -			
1. Helpers.....)	0	10	0 do
2. Strainers.....)			
Finishing Department -			
1. Helpers.....)			
2. Seasoners.....)	0	10	0 do
3. Sprayers.....)			

Class of Employees.	Minimum rate of wages.			
	Rs.	A.	P.	
Finishing Machinery Department -				
1. Helpers.....)				
2. Buffing machine operators.....)				
3. Emery wheel operators.....)				
4. Glazing machine operators (Cow).....)	0	10	0	per day
5. Trimmers.....)				
6. Press machine operators.....)				
7. Hand ironers.....)				
8. Boarders.....)				
9. Glazing machine operators (Glackid).....)	0	14	0	do
Foundry Department -				
1. Helpers.....)	0	10	0	do
2. Fitters.....)	0	12	0	do
3. Drivers.....)	1	0	0	do
4. Masons.....)	0	14	0	do
5. Carpenters.....)	0	14	0	do
6. Fitter and driver learners.....)	0	10	0	do
Bark Yard Department -				
1. Beamers.....)	0	10	0	do
2. Setters.....)				
General -				
Maistris.....)	30	0	0	per month

II. Other tanneries.

- 1. Piece-rate workers 10 annas per unit of work done *
- 2. Adolescent workers..... 15 rupees per month or annas eight per day.
- 3. ~~Ad~~ Turning skins and hides in lime-pits or bark-pits..... 1 anna 6 pies per unit of work done *
- 4. Casual workers..... 1 rupee 14 annas per day inclusive of cost of living allowance.

* quantity of unit will depend on local usage and custom.

The minimum rates of cost of living allowance per ~~month~~ month would be 18 rupees for wages not exceeding 20 rupees and 19 rupees for wages exceeding 20 rupees.

The draft will be taken into consideration after 1 December 1950.

(The Fort St. George Gazette, Part I, dated 26 September 1950, page 2819).

Madhya Pradesh: Minimum Rates of Wages in
Employments in Rice or Flour Mills, Local
Authorities, Construction Work, and Stone
breaking: Draft Schedule published.

In exercise of the ~~power~~ powers conferred under section 3 of the Minimum Wages Act, 1948, the Government of Madhya Pradesh has published the following draft schedule of minimum rates of wages payable to persons employed in rice flour or dal mills, local authorities, road construction or building operations and stone breaking or stone crushing:-

<u>Class of work</u>	<u>Minimum Rates of Wages</u>
1. Employment in any rice, flour or dal mill.	1 rupee per day for adult male and 12 annas for adult female labour at Nagpur, Jabalpur and Akola.
2. Employment under any local authority.	12 annas per day for adult male and 8 annas for adult female labour at all other centres.
	(1 Rupee per day for adult male at Nagpur town and in Bhandara and Balaghat districts.
	(14 annas in Wardha, Buldana, Akola, Nimar, Hoshangabad and Nagpur districts (excluding Nagpur town).
	(13 annas in Jabalpur, Katni and Sagar towns and places within 10 miles radius of these towns.
3. Employment on road construction or in building operations.	(12 annas in Amravati, Yeotmal, betul and Chanda Districts.
	(10 annas in Chhindwara and Mandla districts and other areas in Jabalpur and Sagar districts.
4. Employment in stone breaking or stone crushing.	(9 annas in Raipur, Bilaspur, Durg, Raigarh, Bastar and Surguja districts.
	(10 anns per day for adult female at Nagpur town and in Wardha, Buldana, Akola, Nimar, Hoshangabad, Bhandara and Balag at districts, Jabalpur, Katni and and Sagar towns and places within 10 miles radius of these towns

Class of work

Minimum Rates of Wages.

- (8 annas in Amravati, Yeotmal, Betul, Nagpur
((excluding Nagpur Town), Chindwara, Chanda and
(~~districts~~ Mandala districts and other areas
(in Jabalpur and Sagar districts.
- (
- (7 annas in Raipur, Bilaspur, Raigarh, Bastar,
(Surguja and Durg districts.

THIRAKKAR

These rates are inclusive of dearness allowance or compensatory cost of living allowance. The rates are subject to reduction on account of concessions in respect of supplies of essential commodities at concession rates supplied by the employer when so authorised under the Act.

The draft will be taken into consideration after 29 December 1950.

(The Madhya Pradesh Gazette, Part I,
dated 29 September 1950, page 602).

Bombay: Fixation of Minimum Wages for Employees
in Public Motor Transport; Enquiry Committee
appointed.

The Government of Bombay has set up an enquiry committee consisting of Prof. M.P. Gandhi as chairman and two representatives each of employers and workers, for the purpose of enabling Government to fix minimum rates of wages in respect of the employment in public motor transport under the Minimum Wages Act, 1948.

(The Bombay Government Gazette, Part I,
dated 14 September 1950, page 5396).

Mysore: Fixing of Minimum Wages for Employees
in Textile Mills: Enquiry Committee appointed.

For the purpose of holding enquiries and advising it regarding the fixation of minimum rates of wages and minimum work-loads in respect of employment in textile mills in Mysore, the Government of Mysore has appointed a committee of 9 members with Mr. T. Singaravelar Mudaliar, as chairman, three members each representing employers and workers and the Additional Director of Industries and Commerce, as Secretary.

(The Mysore Gazette, Part IV-Section 2b, dated 24 August 1950, page 291).

Orissa: Advisory Board Set up under the Minimum
Wages Act, 1948.

By a notification under section 7 of the Minimum Wages Act, 1948, the Government of Orissa has appointed an advisory board, to advise the Government generally in the matter of fixing and revising minimum rates of wages, and for the purpose of coordinating the work of the committees and sub-committees that may be appointed from time to time under the Minimum Wages Act, 1948. The Board consists of 14 members with the Minister for Labour as chairman, and the Assistant Commissioner for Labour as Secretary.

(Supplement to the Orissa Gazette, dated 22 September 1950, page 474).

Higher Wages for Ceylon Rubber Estate Workers:
Wage Board's Decision.

At a meeting of the Ceylon Rubber Wages Board held in Colombo on 5 October 1950, after a protracted discussion the Board unanimously decided to recommend a daily basic wage of rupee one and ten cents, rupee one, and 75 cents to men, women and child workers respectively. The new rates, which are a compromise over the labourers' demand for rupee one and 25 cents for all workers, are 35 cents, 40 cents and 25 cents more than the present rates respectively. The compromise rates were proposed by the nominated members and accepted unanimously after a discussion.

Mr. A. Aziz, representative of the Ceylon Workers' Congress, appealed to the employers' representatives on the Board to give effect to the new rates from October, instead of waiting for their legislation by a gazette notification. The employers' representatives promised to place the request before the Committee of the Estate Employers' Federation.

(The Hindu, 11-10-1950).

47. Reconstruction Plans.

India - October 1950.

Meeting of Governing Body of Industrial Research Council: Production of Essential Articles to be undertaken.

A meeting of the Governing Body of the Council of ~~RM~~ Scientific and Industrial Research was held at New Delhi on 26 September 1950. Pandit Jawaharlal Nehru, Prime Minister, presided.

The Council decided to call a conference of the Directors of the National Laboratories, to which members of the Planning Commission would be invited to prepare a list of essential articles which are not be available in case of an emergency and to devise ways and means of producing them. For this purpose, the Directors of the National Laboratories will get into touch with the industries concerned for drawing up a list of problems and priorities.

The Council considered the question of manufacture of synthetic petrol from raw materials available in the country. In view of its primary importance for national defence and self-sufficiency, the Council recommended that the Planning Commission should give immediate consideration to the report of the committee set up by the Council and give the project the highest priority in national planning.

The Council had appointed a committee consisting of Mr. J.R.D. Tata, Mr. G.D. Birla, Seth Kasturbhai Lalbhai, Lala Shri Ram, Dr. S.S. Bhatnagar, Dr. J.C. Ghosh and Dr. D.N. Wadia. This committee has now been requested to make a comparative examination of the synthetic oil project with a proposal to import crude oil and refining it in India and submit its final report before the end of the year.

The Council considered the question of the complete absence of naturally occurring sulphur in India and the stoppage of imports and in view of the great importance of sulphuric acid for all industrial development, recommended that the Government of India should put up a pilot plant for the manufacture of sulphur from gypsum. Gypsum for this purpose is available in sufficient quantity in India.

The Council also decided to investigate the possibility of tapping copper pyrites and other similar sources of sulphur for the manufacture of sulphuric acid.

The Governing Body of the Council approved of the constitution of a Board of Engineering Research to advise the Council on matters pertaining to development and co-ordination of research in engineering subjects in India.

The establishment of a regional coal survey station at Kamptee, in Madhya Pradesh, was also approved. This station, one of the six regional stations which will help in the national coal survey undertaken by the Council of Scientific and Industrial Research will function under the direction of the National Fuel Research Institute and serve Pench Valley, Wardha and Chanda Valley and Singareni coalfields. The other five stations are in the course of erection in the other important coal-bearing areas in the country - Raniganj field, Jharia Field, Bokaro, Ramgarh, Karanpura field, Eastern States coalfields and Assam - at a cost of .9 million rupees.

The State Governments concerned have extended their co-operation in the establishment of these stations.

On the recommendation of its Advisory Board, the Council also approved the initiation of pilot plant experiments at the National Fuel Research Institute on coal washing, low temperature carbonisation, production of coke from weakly caking coals, briquetting of coal and pressure combustion of powdered coal. The Council resolved to draw up a list of priorities for undertaking these pilot plant experiments and approach Government and the industry for necessary funds.

The Council approved the appointment of Prof. Charles Crussard as Director of the National Metallurgical Laboratory at Jamshedpur, Sir Edward Mellanby as Director of the Central Drug Research Institute at Lucknow and Dr. Ernst Zipkes as Director of the Central Road Research Institute in Delhi.

(The Hindustan Times, 28-9-1950).

CHAPTER 5. WORKING CONDITIONS.

INDIA - OCTOBER 1950.

52. Welfare and Workers' Leisure.

Welfare of Mica Workers: Review of Activities
financed from the Mica Mines Labour Welfare
Fund for 1949-1950.

The Government of India published on 7 October 1950, the report of the activities financed from the Mica Mines Labour Welfare Fund, under the Mica Mines Labour Welfare Fund Act, 1946, together with a statement of accounts for the year ended 31 March 1950.

Welfare activities in Bihar: Medical relief.-
The Advisory Committee for Bihar set up under the Act, met five times during the year and considered various welfare measures for workers in Bihar. Regarding medical relief, pending the setting up of the Fund's Central Hospital at Karma, the reservation of ten beds in the Kodarma Hospital for the use of mica miners on payment of a grant of Rs 1300 million rupees was continued. The total number of mining cases treated in the hospital during the year was 2,094. The dispensaries at Dhab and Dhorakola gained popularity and there was a considerable increase in the number of patients attending them. The new and old cases treated in these dispensaries during the year were, 6,792 and 3,797 respectively compared with 1,506 and 625 during the ~~year~~ preceding year. One more dispensary at Ganpathaghi in the Gawan Zone was started on 18 August 1949 in a building made available to the Fund, free of rent by the Chresien Mica Industries Limited. The dispensary at Dhab served about, 6,000 mica miners within a radius of about 6 miles, that at Dhorakola about 7,500 mica miners within a radius of about 8 miles and that at Ganpathaghi about 2,000 mica miners within a radius of about 4 miles. Two mobile medical units for giving medical relief to the mica miners at their places of work were purchased at a cost of about 2600 million rupees. Necessary staff was appointed. Indents

for medicines were placed with the Government Medical Stores Depot, Calcutta.

A scheme for starting anti-malaria operations in the mica mining areas at an annual recurring cost of 4805 million rupees and a non-recurring cost of 245 million Rupees was sanctioned. The T.B. Specialist of the Coal Mines Labour Welfare Fund visited the mica mines once every month and examined the T.B. cases among the miners and also give them advice for treatment. A scheme for starting a maternity and child welfare centre in the mica mining areas involving a non-recurring expenditure of 315 million rupees and 766 million rupees respectively was sanctioned.

Provisions of drinking water and other facilities.- Sanction was given for the sinking of three wells at Dhorakola, Saphi and Khalaktambi at an estimated cost of 5,066.2 million rupees. The sinking of the wells at Dhorakola and Saphi was progressing satisfactorily during the year. The well at Khalaktambi was completed during the year. The mobile shop served 378 mines during the year. Consumer-goods such as aluminium and brass utensils, ready-made shirts, torches, umbrellas, etc. were sold. Steps were taken for obtaining a quota of standard cloth for sale to the mica miners. The total sale-proceeds during the year was about 1,200.9 million rupees.~~the mica miners during the year.~~ The mobile shop caters to the requirements of about 35,000 micaminers in all the mica mining areas. The mobile cinema started functioning from the middle of the year.

Educational facilities.-A scheme for providing technical education to the children of the mica miners by giving them stipends for training in the workshops of the Chrestien Mica Industries Limited was under consideration. A scheme for starting four multi-purpose welfare centres in the mica mining areas at an annual recurring cost of 4,298 million rupees and a non-recurring cost of 15,681.6 million rupees was sanctioned. The scheme provides for the construction of four multi-purpose welfare buildings at four different central places. In these centres adults and children will be given elementary education and women will be trained in sewing, weaving, knitting, etc. Reading rooms and other welfare facilities will also be provided.

Activities in Madras: Medical facilities.-

The Mina Mines Labour Welfare Fund Advisory Committee for Madras met twelve times during the year and considered various matters connected with the welfare of mina miners. Three dispensaries at Kalichedu, Sydapuram and Talupur worked during the year as in previous years. The dispensary started at Gudur was subsequently transferred to Talupur mining area. One temporary building was constructed at a cost of 200 million rupees for the dispensary at Kalichedu. Estimates for the construction of dispensary buildings at Sydapuram were prepared while those for the other two dispensaries were under preparation. About 60,70 and 80 patients are daily attending the dispensaries at Kalichedu, Talpur and Sydapuram respectively. The total expenditure incurred on these dispensaries during the year was 2,766.6 million rupees.

Four maternity centres at Sydapuram, Utukur, Kalichedu and Talupur were functioning. The midwives in addition to their normal work at the centres visited expectant mothers in the neighbourhood and gave free baths to the children of the mica miners. On an average, ten confinement cases were conducted in each maternity centre per month. The midwives also attended to the general welfare of women and children. The total expenditure incurred on these maternity centres during the year was 860.4 million rupees.

Malaria was prevalent in the mica mining areas on a large scale during the year under the review. In order to combat malaria, Paludrine tablets were distributed to the mica miners free of cost and anti-malaria spraying operations were conducted twice during the year under review. An expenditure of 89.8 million ~~was~~ rupees was incurred in this connection. Sanction was accorded for the introduction of anti-malaria measures in the mica mining area at a cost of about 1,500 million rupees per annum.

Drinking water, recreation and other facilities,- Sanction was accorded for the sinking of three draw wells in the mica mining areas at a cost of 1,290 million rupees. A scheme for starting a provision store for the supply of food grains and other articles of daily use, at controlled rates to the mica miners was under consideration. A provision for a recurring expenditure of 100 million rupees and a non-recurring expenditure of 500 million rupees was made in the Budget for the year 1950-51 for this purpose.

61

Five radio sets installed in mining areas continued working. The total expenditure incurred on these radio sets during the year was ~~28.28~~ 276.8 million rupees. Sanction was also accorded for the installation of one more radio set at Jogipalli at a cost of 90 million rupees. An expenditure of 790 rupees was incurred on sports and dramas.

Educational facilities.- The three elementary schools at Kalichedu, Talupur and Tallabodu were functioning during the year under review. One more school was also started at Jogippa. Adult literacy centres were started at Talupur, Kalichedu and Tallabodu. The average number of students who attended the schools at Kalichedu during the year was 148, that at Talupur 160 and that at Tallabodu 30. The total expenditure on these schools during the year was ~~1,091.8~~ 1,091.8 million rupees. Clothes were distributed free to the children of the mica miners attending these schools, twice during the year and an expenditure of 173 million rupees was incurred.

The statement of accounts appended to the report shows that the receipts of the fund amounted to 4.47 million rupees including an opening balance of 2.86 million rupees and expenditure amounted to 0.26 million rupees leaving a closing balance of 4.21 million rupees.

The review of welfare activities financed under the Mica Mines Labour Welfare Fund for the year 1948-1949 was summarised at pages 51-53 of the report of this Office for November 1949.

(The Gazette of India,
Part II-section 3,
dated 7 October 1950,
pages 729-732).

56,

56. Labour Administration.

India - October 1950.

Punjab: Review on the Report of the
Labour Department for the year 1949-
1950.

The Punjab Government published on 22 September 1950, its review on working of the Labour Department for the year ended 31 March 1950.

Organisation of the Labour Department.- A separate Labour Department was set up in the Punjab towards the middle of the year 1949. Before this, work regarding labour had been entrusted to a section attached to the office of the Director of Industries. This, however, was considered to be inadequate to tackle the labour problems in the State and to enforce the provisions of numerous labour legislations. It was accordingly decided to have an independent Labour Department. Mr. G.W. Balchandani, who was selected for the post of Labour Commissioner, Punjab, took charge of his job in early July 1949 and started organising the Labour Department. Now the Department had one Labour Officer and ten Labour Inspectors as its field staff, along with the necessary ministerial staff for the head office and the branch offices.

Labour Advisory Board.- A Labour Advisory Board is functioning in the State. The Labour Commissioner is the Secretary of the Board with the Minister for Labour as President. There are four representatives each of Government, Labour and employers. The Board has constituted three sub-committees to go into the question of industrial housing and the conditions prevailing in the textile and general engineering Industries. The review observes that the Board and the sub-committees have done good work. The Board further suggested the constitution of regional tripartite boards for prevention of industrial disputes. This is being done. The Board also has two more sub-committees to consider the question of setting up Labour welfare centres and that of retrenchment.

Industrial disputes.- The review observes that there have been several labour disputes most of which were settled by mutual agreements between the disputing parties through the intervention and efforts of the field staff of the Labour Department. Only a couple of disputes have had to be referred to the Industrial Tribunal, Punjab for adjudication.

Data was collected by the field staff of Labour Department regarding wages, etc. of various categories of employees in tea plantations, oil-mills and inferior employees under local authorities, and committees were constituted in respect of three scheduled employments with a view to the fixation of their minimum wages under the Minimum Wages Act, 1948.

Trade unions.- A large number of applications were received by this Department for registration of the trade unions under the Indian Trade Union Act, 1926. Twenty-three of these were registered while the rest were returned for necessary modifications to their constitutions. The comments of various trade unions were invited on the draft standing orders proposed to be adopted in the industrial establishments employing one hundred or more workers.

(Supplement, Part II to Punjab Government Gazette, dated 22 September 1950, pages 79-80)

64

59. General.

India - October 1950.

Labour Conditions in the Match Industry in
India.

An enquiry into the conditions of labour in the match industry in India was conducted by the Labour * Investigation Committee and a report published in 1945. The enquiry covered 20 units employing over 8,300 workers. With a view to bringing up-to-date the data collected by the Committee, the Labour Bureau, Government of India, early this year, issued a questionnaire to 50 units of the industry. Replies were received only from 26 units. Sixteen units were reported to have been closed down and the remaining 8 did not reply. A note based on the replies received from the 26 units (including 6 factories of the Western India Match Company Ltd.), is published in the August 1950 issue of the Indian Labour Gazette. The note is summarised below; the information relates in most cases to January 1950. ~~XXXXXXXXXXXXXXXXXXXX~~

The note states that during the past five years some improvements were reported to have been made in the lay-out of machinery, ventilation and lighting, provision of sanitary arrangements and water supply in the units managed by the Western India Match Co. Ltd. As an incentive to labour, four units of WIMCO have started paying production bonus and one of them has also started paying attendance bonus. Production per capita was reported to have fallen in some cases. There had been, however, no fall in production in the WIMCO units.

Employment.- According to the latest available statistics of ~~factories~~, there were in 1948, 144 match factories employing 16,419 workers in the former Indian provinces. In the princely States, according to the statistics for 1946, there were, in addition, 39 factories employing 4,408 workers. The units which replied to the Labour Bureau's questionnaire employed about 10,000 workers directly or indirectly in January 1950. An analysis of the figures shows that

* Labour Investigation Committee - Report on an Enquiry into Conditions of Labour in the Match Industry in India by S.R. Deshpande, available from the Manager of Publications, Civil Lines, Delhi, pp. 46, price ~~Rs.1-4-0~~ Rs.1-4-0 or 2s.

65

about 88.6 per cent of the workers directly employed were permanent, the rest being temporary. Women formed nearly 10 per cent of the total labour force employed. The proportion of children employed was about 2.4 per cent. The match factories surveyed in Bombay, Madhya Pradesh, Assam, Orissa and Andamans did not engage any child labour. Contract Labour formed about 3.9 per cent of the total labour force and was confined to factories located in the state of Madras and the Union of Travancore and Cochin. In a majority of the concerns the labour employed was local.

Of the total labour force employed in the 26 concerns, 6 factories alone, under the management of WIMCO and the Assam Match Company which is the sister company of WIMCO, ~~and~~ accounted for 8,212 i.e., over 83 per cent of the total number employed in the units investigated.

Recruitment and training.- Except for two units of WIMCO where recruitment is being made through employment exchanges, others reported that they recruited labour directly. In certain cases, preference was given to the relatives of the employees and to ex-employees seeking employment. None of the units, which furnished replies, had any regular system of training and apprenticeship.

Length of service.- Information relating to length of service was available in respect of 9,274 workers only. Of these 1,874 or 20.2 per cent had more than 10 years' service, 2,280 or 24.6 per cent between 5 to 10 years, 3,942 or 42.5 per cent between 1 to 5 years and 1,178 or 12.7 per cent below one year. Out of the 1,874 workers having more than 10 years' service, 1,737 belonged to 5 units of WIMCO, that is about 93 per cent of the workers having more than 10 years of service were in the employ of WIMCO.

Hours of work.- Only 22 concerns furnished replies in respect of hours of work. Sixteen of these worked only one shift of 8 to 9 hours with a rest-interval varying in length from 45 minutes to 1 1/2 hours. Three concerns of WIMCO worked three shifts of 8 hours each and the remaining three had two shifts of 9 1/2 hours each. There was in addition a general day shift. A few units worked night shifts. In the WIMCO concerns and the Assam Match Co., the night shift workers are given free tea in addition to one anna (except in the case of factory at Bareilly where this rate is only 1/2 anna) per hour worked after 6 p.m. and before 7 a.m. as night allowance.

Standing Orders.- Only 10 concerns had Standing Orders duly certified by the competent authorities.

Of these, 7 belonged to the WIMCO group (including the Assam Factory).

Wages.— Details regarding earnings of workers in important occupations are available only in regard to 5 large units. In the others which are mostly small concerns using little or no machinery, most of the workers are unskilled and are not generally, classified into various occupations. The wages varied from one rupee one anna per day to 6 annas per day. Most of the concerns paid dearness allowance while some paid other concessions, such as house allowance, attendance bonus, etc. The earnings were ~~given~~ highest in factories controlled by the WIMCO. The workers in the WIMCO's units got, in addition, certain other allowances such as production bonus, food grain concessions etc.

The following table gives details of average daily earnings in important occupations:—

Occupations	*	**	§	Calcutta	Dhubi
	Madras	Bombay	Bareilly		
	Rs.A.P.	Rs.A.P.	Rs.A.P.	Rs.A.P.	Rs.A.P.
1. Peeling machine man..	5 4 4	5 1 0	-	7 5 0	-
2. Peeling helpers.....	4 8 1	4 9 7	-	6 9 0	2 5 0
3. Peeling waste trans- porters.....	4 5 7	4 6 5	-	4 8 0	3 3 0
4. Box making drivers....	4 12 5	4 13 0) 4 14 1)	4 1 6) 4 5 1)	5 3 0	3 10 0
5. Box closing drivers..	4 12 11	4 8 11	4 1 9	4 15 0	3 6 6
6. Box closing assistants	4 12 3	4 5 2	4 1 9	4 10 0	-
7. Continuous machine drivers.....	5 2 1	5 3 1	4 10 6	6 3 0	4 1 0
8. Continuous machine feeders.....	4 9 4	4 13 4	4 5 6	6 0 0	3 12 0
9. Box filling machine drivers.....	5 0 6	5 3 0	3 11 0	4 13 0	3 10 0
10. Box filling machine helpers....	4 6 4	4 12 11	-	4 1 0	3 0 0) 2 14 0)
11. Banderolling feeders and helpers.	4 14 11	4 14 0) 4 13 6	4 4 1	4 12 0	3 5 0) 3 7 0)
12. Tray dressers in fric- tion department....	4 5 4	4 15 6	-	3 14 0	-
13. Frictioning helpers.	4 12 1	4 13 3	4 6 6	6 6 0	4 4 0
14. Making 5 gross packets	4 3 8	-	5 0 0	6 0 0	5 8 6
15. Carpenters.....	4 5 7	5 1 9	-	5 8 0	-
16. Boiler firemen.....	4 9 4	4 7 9	-	-	-
17. Fitters.....	4 5 7	6 6 0	-	-	-

‡ The data relate to minimum total earnings.

** Data relate to December 1949.

§ The data relate to 2nd fortnight of December 1949 and are exclusive of night allowances.

Bonus.- Six units under the management of WIMCO and the Assam Match Co., have been paying annual bonus to their workers since 1941-42. For the year 1949, it was stated that bonus equal to 4 1/2 months' basic earnings was paid to the workers of these 7 units subject to certain conditions.

In one more unit in the Madras State, workers were paid 12 1/2 per cent of their earnings (including overtime and allowances) as bonus for 1949. Attendance bonus at the rate of 12 annas per week was paid to the workers of one unit in West Bengal. The WIMCO unit at Madras paid 10 per cent and 5 per cent of basic wages as attendance bonus to workers who did not absent themselves for more than one and two days respectively in a month. In three units of the WIMCO (at Bombay, Calcutta and Bareilly) there is a system of production Bonus, according to which bonus is paid to workers, when production exceeds a certain limit. This bonus for the year 1949 amounted on an average to 57.25 per cent of the basic wages at Calcutta and 40 per cent of the basic wages at Bareilly; in the case of Bombay unit it amounted to 43.17 per cent of the basic earnings for January 1950. In the Assam Match Co., also, a system of production bonus prevailed. It was stated that, based on 6 months actuals (July 1949 to December 1949) the Production Bonus averaged at 23 per cent of the basic earnings. In the WIMCO factory at Dharmadam (Madras), the workers in levelling department were paid a levelling bonus of one anna per bag over 14 bags per day.

Housing.- Only 12 factories had provided some housing accommodation to their workers. The WIMCO factory at Madras had 54 quarters accommodating about 5.6 per cent of the workers. The monthly rent charged per quarter was 3 rupees inclusive of light and water charges. Another factory in the Madras State had provided housing free of rent for about 5 per cent of their workers. In the United State of Travancore and Cochin only one factory out of seven, which furnished replies, had provided free quarters to engine drivers and other mechanical staff. The WIMCO unit in Bombay had 411 tenements and two temporary sheds for their workers. Thirty-three per cent of the workers were thus housed. The monthly rent per tenement was 3 rupees 3 annas. Another factory located in Madhya Pradesh had provided free accommodation to 10 per cent of its labour. Non-local labour of Meerut Match Works (U.P.) was provided with housing free of charge. Each quarter in this concern consisted of one room having a verandah, kitchen, latrine and a courtyard. At Bareilly (U.P.) the WIMCO had provided 50 single room and 33 double room quarters. These accommodated about 6 per cent of the labour employed in the factory. The rents charged varied from 2 rupees per month to 6 rupees per month.

In West Bengal two of the three factories had provided housing accommodation to the workers. One of them accommodated 20 per cent of its workers without levying any charges for the accommodation. The second factory (WIMCO unit in Calcutta) had provided accommodation for only 8.1 per cent of its workers. The rent for each room was 4 rupees 8 annas per month. The Assam Match Co., had only 49 quarters accommodating 4 per cent of their workers at a monthly rent of 1 rupee and 11 annas per quarter. The WIMCO unit at Port Blair had provided 35 of their workers with free quarters made of wood. The factory in Orissa reported that some quarters consisting each of one room with verandah were available for the workers but the workers preferred to live in their own houses.

Welfare.- Welfare activities were reported only by 14 out of the 26 concerns. The six units of the WIMCO stated that they provided free tea to the workers, once in the day and once in the night. In the Assam Match Co., every day free tea was given to workers and its cost was estimated at 1 rupee 1 anna per worker per month. The six units of WIMCO and the Assam Match Co., provided free medical facilities. In some of these units well-equipped dispensaries or hospitals were maintained. Six factories had canteens where generally tea and in some cases snacks were supplied at concessional rates. One of the units of WIMCO supplied free 'kanji' to all workers. Creches existed in only three factories and in one of them (a WIMCO unit) free milk and biscuits were supplied to the children.

In five of the factories arrangements for free primary education for workers' children were made. One factory at Madras was paying 1 rupee per child per month for education. Provision for rest shelters was made in five factories. In six factories, it was reported that ample facilities for games, etc., were provided.

Five factories of WIMCO (two in Madras and one each in Bombay, U.P., and West Bengal) had provided grain shops for their workers. While one of these factories (in Madras City) sold grains at pre-war prices, another (at Dharmadam in Madras State) sold household goods in the grain shop at 60 per cent of the cost price. The factory in Bombay was running its grain shop for the workers on no profit basis, selling 65 articles of daily need. The WIMCO units at Bareilly and Calcutta were selling grains at cheap rates to their workers. Another unit at Calcutta had also provided a grain shop for its workers.

A provident fund system was in force only in 7 concerns of which 6 were under the management of the WIMCO and the seventh was the Assam Match Co. This system of provident fund was adopted from 30th April

1945. Only permanent employees of the company, and also workers completing 12 ~~month~~ months' service are eligible to become members of this fund. The rate of contribution to the fund from both sides was 8 1/6 per cent of the basic earnings of the worker. A system of gratuity at the rate of half month's wages for every year of service prior to the date of introduction of the provident fund was also in existence in these seven units.

Industrial relations.- Workers ~~only~~ of only five ~~factories~~ of the WIMCO have organised themselves into trade unions, which have been registered and recognised. In four concerns of the WIMCO Works Committees have been formed. Labour Officers to look after the welfare of the workers have been appointed in these four concerns. There were no major strikes or lockouts during 1949 except in the Assam Match Co., where on several occasions strikes occurred involving 1,184 workers. It was reported that 2,971 man-days were lost.

(Indian Labour Gazette, August 1950).

Madras Factories Rules, 1950: Provisions relating to Creches, Canteens and rest-sheds enforced.

noted
11/8
R

By a notification dated 11 August 1950, the Government of Madras has enforced rules 73 to 76 of the Madras Factories Rules, 1950 (vide page 57 of the report of this Office for May 1950) relating to creches, wash room, supply of milk and refreshments to children in the creches and cloths for creche staff, in respect of 213 factories in the various districts in the State, employing more than 50 women workers.

By another notification dated 29 August 1950, the Government of Madras has enforced rules 65 to 71-A relating to provision of canteens, dining halls, equipments in canteens etc., in respect of 205 factories in the State, employing more than 250 workers.

By a third notification dated 29 August 1950, rule 72 of the Madras Factories Rules, 1950, concerning the provision of shelters, rest rooms and lunch rooms has been applied to 303 factories employing more than 150 workers.

(G.O. No. 3151, Development, dated 11 August 1950; The Fort St. George Gazette, Part I, dated 12 September 1950, pages 2713-2715;

G.O. No. 3281, Development, dated 22 August, 1950; The Fort St. George Gazette, Part I, dated 26 September 1950, pages 2783-2789;

G.O. No. 3380, Development, dated 29 August, 1950; The Fort St. George Gazette, Part I, dated 26 September 1950, pages 2787-2790).

Burma: The Factories (Amendment) Act, 1950
(No. 1 of 1950).

*Noted
MS*

The Burma Factories (Amendment) Bill (vide pages 33-34 of the report of this Office for October 1949) as passed by the Union Parliament was signed by the President ~~wa~~ on 24 February 1950, and has been gazetted as the Factories (Amendment) Act, 1950 (No. 1 of 1950). The Act widens its scope by extending its application to factories using power and employing 10 or more persons and factories, working without power and employing 20 or more workers.

By a notification dated 2 May 1950, the Act has been enforced with effect from 1 June 1950.

(The Burma Gasette, Part I, dated 4 March 1950, page 163 (received in this Office on 22 August 1950);

Notification No. 163 dated 2 May 1950; The Burma Gazette, Part I, dated 13 May 1950, page 333 (received in this Office on 30 September 1950).

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

INDIA - OCTOBER 1950.

61. Civil and Political Rights of Workers.

Madhya Pradesh: Public Security Measures Bill,
1950, published.

The Madhya Pradesh Government published on 4 October 1950, the Madhya Pradesh Public Security Measures Bill, 1950, designed to provide for the security of the State, maintenance of public order and other connected matters.

The Statement of Objects and Reasons appended to the Bill points out that the term of the Central Provinces and Berar Public Safety Act, 1948, will expire on 14 October 1950. Certain provisions of the Act have become superfluous as a result of the Preventive Detention Act, 1950. It is proposed to replace the Act, by another one consistent with the Constitution of India. The Bill is designed to achieve these objects. The Bill, on adoption, would remain in force ~~xx~~ till 31 December 1952.

(The Madhya Pradesh Gazette, Extraordinary
dated 4 October 1950, pages 1045-1055).

72

64. Wage Protection.

India - October 1950.

Assam: Payment of Wages Act, 1936, extended to
Persons employed in Motor Omnibus Services and
Docks.

By a notification dated 9 September 1950, the Government of Assam has extended the provisions of the Payment of Wages Act, 1936, to the payment of wages to all classes of persons employed in motor omnibus services and docks, wharves and jetties.

(Notification No. GGN.132/47/36 dated 9 September 1950; The Assam Gazette, Part IIA, dated 13 September 1950, page 1496).

Bombay: Payment of Wages Act, 1936, extended
to Industrial Establishments declared as
Factories.

By a notification dated 5 October 1950, the Government of Bombay has extended the provisions of the Payment of Wages Act, 1936, to payment of wages to all classes of persons employed in such industrial establishments or classes of industrial establishments as have been declared to be factories under section 85 of the Factories Act, 1948 with effect from 15 October 1950. (Reference to the Bombay Government's proposal was made at page 64 of the report of this Office for July 1950).

(Notification No. 918/46 dated 5 October 1950; The Bombay Government Gazette, Part IV-A, dated 12 October 1950, page 581).

73

Punjab: Payment of Wages Act, 1936: Extension to
Tramways and Omnibus Services, Mines and Oilfields,
Plantations and Workshops.

By a notification dated 25 September 1950, the Government of the Punjab has directed that with effect from 29 December 1950, the provisions of the Payment of Wages Act, 1936, shall apply to the payment of wages to all classes of persons employed in tramways or motor omnibus services, mines, quarries or oilfields, plantations and workshops or other establishments in which articles are produced, adapted or manufactured with a view to their use, transport or sale.

(Notification No.7381-LP-50/5048, dated 25 September 1950; The Punjab Gazette, Part I, dated 29 September 1950, page 945).

66. Strike and Lockout Rights.

India - October 1950.

Madras: Transport Services, Cotton Textile Industry and Salt Industry declared Public Utility Services under Industrial Disputes Act, 1947.

By a notification dated 29 September 1950, the Government of Madras had declared Electric ~~Tramway~~ Tramway Services, motor ~~and~~ transport services, and cotton textile industry as public utility services for purposes of the Industrial Disputes Act, 1947, for a period of 6 months with effect from 5 October 1950.

By another notification dated 30 September 1950, the Government of Madras had declared the salt industry as a public utility service for the purposes of the Industrial Disputes Act, 1947, for a period of six months with effect from 11 October 1950.

(The Fort St. George Gazette, Part I, dated 3 and 10 October 1950; pages 2954 and 2858 respectively)

67. Conciliation and Arbitration.

India - October 1950.

Travancore-Cochin: Draft Industrial
Disputes Rules published.

on

The Government of Travancore-Cochin published/12 September 1950, the draft of the Industrial Disputes Rules, which it proposes to make under section 38 of the Industrial Disputes Act, 1947. The rules relate inter alia, to the procedure for reference of industrial disputes to boards of conciliation, courts of inquiry or industrial tribunals, their powers and duties, representation of parties, and works committees. The draft will be taken into consideration after 12 October 1950.

(Travancore-Cochin Government
Gazette, Extraordinary, dated
12 September 1950, pages
17-29)

Burma: The Trade Disputes (Amendment) Act,
1950 (No. X of 1950).

✓
R
The Burma Trade Disputes (Amendment) Bill
(vide page 38 of the report of this Office for
October 1949) as passed by the Union Parliament,
was signed by the President on 28 February
1950 and has been gazetted as Act No. X of 1950.

(The Burma Gazette, Part I,
dated 11 March 1950, pages
183-184 (received in this
office on 22 August 1950)

77

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

India - October 1950.

Works Committees in Banks: Government
Order withdrawn.

In view of the findings of the All-India Industrial Tribunal (Bank Disputes) in its final award (vide pages 58 - 60 of the report of this Office for August 1950) that there is almost universal opposition to the formation of works committees in banks, the Chief Labour Commissioner, Central Government has directed the withdrawal of ~~new order~~ the general order requiring all banks and insurance companies having branches in more than one state to set up Works Committees under section 3 of the Industrial Disputes Act, 1947, subject to the following conditions: (1) that if in any banking or insurance company having branches in more than one state, substantial proportion of employees apply for the formation of works committees, the Chief Labour Commissioner shall exercise his discretion whether to order the formation of Works Committee or not; and (2) that in any banking or insurance company (having branches in more than one state) where no staff association exists works committees may be set up in preference to staff associations.

In its award, the All-India Industrial Tribunal (Bank Disputes) stated, regarding works committees: "In view of the almost universal opposition we do not think that any works committee such as may be constituted under the Act should be constituted or established. The unions appear to have felt that their freedom of action and decision may be hampered by such committees being established and the banks may have felt that they would be difficult to work and would interfere with the spheres of their responsibility and discretion in an undesirable manner".

(The Gazette of India, Part
II-section 3, dated 30
September 1950, page 714)

U.P. Works Committees in Industrial
Concerns to be dissolved.

The Government of Uttar Pradesh has ordered that the existing works committees in various factories be dissolved as from 1 November 1950. New committees will be constituted as and when feasible.

A press note explains that there has been an unfortunate controversy going on for some time about the constitution of works committees in industrial concerns. Disputes between various elements in the trade union movement have made it difficult to settle the question fairly and equitably. These disputes have necessitated the Government to extend the life of the old works committees from time to time.

It has been contended that as political affiliations and rivalries have played a large part in the constitution and working of the existing works committees they do not subserve the interests of labour at large any more and that victimization has been much in evidence in the decisions of works committees. There is force in this contention and there is room for genuine apprehension. The Government has therefore decided to dissolve the existing works committees.

(National Herald,
22-10-1950)

CHAPTER 9. LIVING STANDARDS.INDIA - OCTOBER 1950.92. Housing.New Housing Scheme for Coalminers proposed.

It is understood that the Government of India proposes to initiate a new housing scheme for coalminers. Colliery owners will be given a subsidy to the extent of 20 per cent of the cost of construction including the cost of land. The houses will be rent-free and let to colliery workers other than supervisory and clerical staff. The scheme, spread over a period of three years beginning from 1950-51, will cover 7,500 houses.

At a meeting of the Coalmines Labour Welfare Advisory Committee held in September 1950 (vide pages 38-39 of the report of this Office for September 1950), the Labour Minister announced the abandonment of the present scheme of housing for colliery workers, following the failure to get the Bhuli township tenanted. This township which consists of 1,500 houses was built in pursuance of the Government's plan to build 50,000 houses out of the amount earmarked from the Coalmines Labour Welfare Fund.

The houses consist of two rooms, a verandah, a kitchen, a bath room and a courtyard, the worker occupying them having to pay only 2 rupees per month as rent and his employer 6 rupees per month. The Government thus gets a sum of 8 rupees per month while the standard rent of the house amounts to 23 rupees per month. For collieries which are beyond a radius of two miles from the township and provide transport for the miners, exemption of rent is granted.

Notwithstanding concessions, only about 150 houses are reported to have been occupied and applications have been received for another 200, leaving about 1,300 tenements still vacant.

(The Statesman, 22-10-1950).

95. Social Conditions.

India - October 1950.

Training in Social Science Institutes:
Uniform Course Recommended.

A meeting of the Advisory Board of Social Welfare, appointed by the Ministry of Education, was held at New Delhi on 1 October 1950. Representatives of the Ministries of Health, Labour, Rehabilitation, Industry and Supply and Home Affairs and Dr. J.M. Kumarappa, Director of Tata Institute of Social Science, Bombay, were among those who attended the meeting. Dr. Tara Chand, Secretary, Ministry of Education, presided.

The Board decided to prescribe a uniform course of training in all social science institutes throughout India. The length of the course would at least be two years including practical work and **only** graduates would be eligible for the course. Institutions would be allowed to maintain post-graduate courses for training of teachers and specialists in different fields of social work. The Board appointed a sub-committee of five to submit a report on the standard of the course to be fixed for the training.

The Board also considered a note on the preparation of a scheme of social work by students prepared by the Ministry of Education. An expert committee was appointed to prepare a detailed scheme on the subject.

The Board also discussed the Government of India's proposal to hold an international conference of workers for physically handicapped children on the occasion of the fourth session of the Indian Conference of Social Work to be held in December this year. It also considered the Government of India's invitation to United Nations to hold in India in the autumn of 1951 a seminar of youth welfare.

All-India Conference of Moral and Social Hygiene, New Delhi, 19-21 October 1950.

The All-India Moral and Social Hygiene, ^{Conference} organised by the Delhi branch of the Association for Moral and Social Hygiene, an organisation formed for eradicating commercialized vice, was held at New Delhi from 19-21 October 1950. Rajkumari Amrit Kaur, Health Minister presided. The conference, which was inaugurated by the President, was attended by over 50 delegates from various parts of the country.

The conference discussed various aspects of the problem of prostitution. It adopted a resolution recommending the creation of Ministries of Social Welfare both at the Centre and in the States.

The resolution further asked State Governments to ensure stricter and more stringent enforcement of the Suppression of Immoral Traffic Act, and recommended the institution of special courts to try cases of social vice. Such cases, it said, should be held in camera.

The conference also called for the establishment of V.D. Clinics; the creation of a women's police force, specially trained for handling cases of social vice; the extension of the Undesirable Advertisement Act of West Bengal to other States; and the establishment of family counselling centres.

A central office of the All-India Moral and Social Hygiene Conference was recommended for reviewing the various laws ~~at~~ present in force in the States to deal with social vice and evolving a uniform policy for the country in the matter of such legislation.

(The Statesman, 22-10-1950).

82

CHAPTER 10. INDUSTRIAL SAFETY.

India - October 1950.

101. Prevention of Accidents.

The Indian Boiler Regulations, 1950.

In exercise of the powers conferred by section 28 of the Indian Boilers Act, 1923, and in supersession of the Indian Boiler Regulations, 1924, the Government of India has published the Indian Boiler Regulations, 1950.

A foreward to the Regulations states that the Indian Boiler Regulations, 1924 have been revised so as to bring them in line with the latest industrial developments and requirements. In carrying out the revision, the Central Boilers Board have been guided by the criticisms received on the draft regulations both from India and abroad.

The more important change in the revised Indian Boiler Regulations is the introduction of a new chapter relating to Economisers and Feed-pipes. The regulations provide for the independent registration of Economisers and their satisfactory inspection and safe operation. The other changes consist of the addition of a new chapter relating to Fusion Welded and Seamless Forged Drums for Water Tube Boilers and Superheaters. Extracts from the British Standards Specifications and American Society of Mechanical Engineers Boiler Construction Code have been incorporated with the courtesy of the British Standards Institution, London and American Society of Mechanical Engineers, New York.

(The Gazette of India, Part II-
section 3, Extraordinary, dated
15 September 1950, pages
607-825)

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

INDIA - OCTOBER 1950.

111. Agriculture.

Bihar Land Reforms Act, 1950 (XXX of 1950):
Provisions ~~BE~~ for setting up Land Commission.

The Bihar Land Reforms Bill (vide pages 73-74 of the report of this Office for January 1950), as passed by the State legislature, received the assent of the President on 11 September 1950 and has been gazetted as the Bihar Land Reforms Act, 1950 (XXX of 1950). The Act provides for the transference to the State of the interests of proprietors and tenure holders in land, who may be notified by the Government from time to time, and of the mortgagers and lessees of such interests. The Act also envisages the setting up of a Land Commission for Bihar, to advise the Government on agrarian reform including the system of land tenure to be introduced.

By a notification dated 24 September 1950 the Government of Bihar has enforced the Act with effect from 25 September 1950.

(The Bihar Gazette, Extraordinary,
dated 25 September 1950, pages 1-57).

The Punjab Tenants (Security of Tenure) Bill, 1950.

The Punjab Legislative Assembly passed on 13 October 1950, the Punjab Tenants (Security of Tenure) Bill, 1950, which seeks to replace an ordinance of the same title promulgated in May 1950 (vide page 82 of the report of this Office for May 1950). The provisions of the Bill are generally along the lines of the ordinance; but it extends the tenure of tenancy from three to four years.

(Punjab Government Gazette, Extraordinary,
dated 12 October 1950, pages 885-892;
The Tribune, dated 15-10-1950).

81

Mysore: Facilities for storing agricultural
Produce: Warehouses Bill published.

The Government of Mysore has published the Mysore Warehouses Bill, 1950, which provides for the regulations and licensing of warehouses in the State. Under the Bill, the receipt issued by the warehouseman for the produce stored by him would be transferable by endorsement and serve as collateral security for any loan required by agriculturists for financing agricultural operations.

Statement of Objects and Reasons.- According to the Statement of Objects and Reasons appended to the Bill, the object of the Bill is to encourage the establishment of independent warehouses for the storage chiefly of agricultural produce, and to make provision for the proper supervision and control of such warehouses. The receipt issued by the warehouseman for the produce stored by him will be transferable by endorsement and will serve as a collateral security for any loan required by the agriculturist for the purpose of financing his seasonal agricultural operations, etc. The modus operandi will be as follows: The agriculturist will deposit his produce in a warehouse and get a receipt from the warehouseman which he will endorse in favour of the bank or cooperative society giving the loan to him. As a result of this Bill, it is expected that there will be a considerable increase in the volume of finance available to agriculturists and further that the agriculturist will ~~now~~ be able to realise better prices for his produce, as he will no longer be under the necessity of disposing of it in a hurry in unfavourable market conditions. The Bill is based on the lines recommended by the Reserve Bank of India. Similar legislation has been passed in Bombay and Travancore.

Every warehouseman is required to take out a licence for the conduct of his business. Before granting a licence to a warehouseman, the prescribed authority will satisfy itself that the warehouse is ~~well~~ suitable for the proper storage of the goods in respect of which the application is made, and that the applicant is competent to conduct the business. The licence will be valid for a prescribed period and may be renewed from time to time. It may be suspended or cancelled by the prescribed authority for reasons to be recorded in writing, after giving the warehouseman an opportunity of making his representations, if any, in regard to the matter. When the licence expires, or is suspended ~~by~~ or cancelled, it is to be returned to the prescribed authority.

85

The warehouseman has to take proper care of the goods deposited in the warehouse, and to keep it clean and in a sanitary condition and to take all necessary precautions against rats and other pests. He should not accept for storage goods which are likely to cause damage to other goods in the warehouse. The goods of different depositors should be kept separate so as to facilitate their ready identification and delivery. If any goods deteriorate, the warehouseman should give notice to the owner of the goods asking him to take delivery of the goods; and if the owner fails to do so, within a reasonable time, the goods may be disposed of by public auction at his cost and risk. The warehouseman is required to insure goods against loss or damage by fire, floods, theft or any other accident. The warehouseman is prohibited from discriminating between persons desiring to avail themselves of the facilities of the warehouse, but preference may be shown to co-operative societies. The warehouseman is prohibited from dealing in, or lending money on, goods deposited in the warehouse.

Provision has been made for the inspection of licensed warehouses and also for the issue of licences to qualified persons entitling them to act as samplers, weighers and classifiers. The warehouseman should provide facilities for weighing and classifying goods deposited in the warehouse.

(The Mysore Gazette, Part IV, Section 2-A,
Extraordinary, dated 14 August 1950,
pages 19-31).

112. Indigenous Workers.India - October 1950.Tribal Population in India: Census Commissioner's Estimate.

For the purpose of elections to be held under the Constitution, the Government of India has published population figures of scheduled tribes in the states of the Indian Union, as determined by the Census Commissioner to the Government of India. The following are the figures for each State:-

Name of State	Estimated population (in millions) as on 1 March 1950.
<u>Part A States</u>	
Assam excluding Tribal Areas.	0.682
Assam Autonomous Districts:	
1. United Khasi-Jaintia Hills	0.325
2. Garo Hills	0.207
3. Naga Hills Jaintia Hills	0.163
4. Naga Hills	0.203
5. North Cachar Hills	0.036
6. Mikir Hills	0.099
Bihar	4.210
Bombay	3.037
Madhya Pradesh	2.459
Madras	0.596
Orissa	2.925
Punjab	0.015
West Bengal	1.177
<u>Part B States</u>	
Hyderabad	0.237
Madhya Bharat	0.949
Mysore	0.010
Rajasthan	0.447
Saurashtra	0.073
Travancore-Cochin	0.023

(The Gazette of India, Part I-Section 1, Extraordinary, dated 28 September 1950 and 5 October 1950; pages 563 and 567 respectively).

116. Handicrafts.

India - October 1950.

Madhya Pradesh: Development of Cottage Industries:
Advisory Board Set up.

In pursuance of the decisions adopted at the first meeting of the All India Cottage Industries Board held during December 1948 (vide pages 96-99 of the report of this Office for December 1948), the Madhya Pradesh Government has set up a Board of Cottage Industries, to advise it on all matters pertaining to cottage and small scale industries. The Board consists of 15 members, both official and non-official, ^{with} the Minister for Industries as chairman and the Secretary of ~~the~~ Commerce and Industry Department as Secretary.

The State Government has also constituted a State Handloom Committee, consisting of 6 ~~MEMBER~~ official and 6 non-official members with the Director of Industries, Madhya Pradesh, as chairman, for advising it in regard to the development of cottage industries in the State.

(Madhya Pradesh Gazette, Part I,
dated 29 September 1950 and 13 October
1950; pages 599 and 628 respectively).

117. Shopworkers.

India - October 1950.

West Bengal: Bill to amend the Bengal Shops and Establishments Act, 1940: Special Provisions regulating Working Conditions of Young Persons.

The West Bengal Government published on 15 September 1950, the ~~the~~ Bengal Shops and Establishments (West Bengal Amendment) Bill, 1950, which provides, among other things, for ^{the} regulation of service conditions of young persons, for sick leave and for adequate notice before dismissal.

The Statement of Objects and Reasons appended to the Bill points out that the Bengal Shops and Establishments Act, 1940, did not contain any provision for regulating service conditions of young persons, for sick leave and for adequate notice before dismissal. In the proposed Bill, these have been provided for. Certain other provisions have also been made to ameliorate the conditions of service of the employees of shops and establishments.

Handwritten notes:
20/10/50
JRS

Special Provisions for young persons.- The Bill fixes the working hours for young persons in shops and establishments for public entertainment or amusement at seven hours per day and 36 hours in a week. A rest ~~of~~ interval of one hour after four hours of work is also prescribed.

Sick leave facilities.- The Bill seeks to extend the leave facilities granted under the Bengal Shops and Establishments Act, 1940. Under the Act, persons employed in shops and establishments were entitled in a year to 14 days of privilege leave on full pay which can be accumulated upto a maximum of 28 days and 10 days of casual leave on half pay, which cannot be accumulated. Under the Bill, they would be entitled, in addition, to 14 days of sick leave on medical certificate on half pay, which can be accumulated upto a maximum of 56 days. The Bill also provides that casual leave shall be given on full pay.

Notice before dismissal.- The Bill provides that ~~no person who has been~~ employed in a shop and establishments for a continuous ^{period} of 12 months shall, ^{not,} without sufficient cause, be dismissed from service without one month's previous notice or one month's wages in lieu of such notice. It also provides for a penalty of one month's wages as compensation to persons dismissed without sufficient cause.

Overtime wages.- By another clause, the Bill increases the wage rate for overtime work from one and one-quarter times to one and one-half times the ordinary rate of wages.

(The Calcutta Gazette, Part IV, Extraordinary dated 15 September 1950, pages 1182-1184).

Madhya Pradesh: Bill to amend the Central Provinces and Berar Shops and Establishments Act, 1947, published

The Madhya Pradesh Government has published the Madhya Pradesh Shops and Establishments (Amendment) Bill, 1950, providing, among other things, for enhancement of penalties for contravention of the provisions of the Act.

The Statement of Objects and Reasons ~~is~~ appended to the Bill, points out that in the actual working of the Central Provinces and Berar Shops and Establishments Act, 1947, it has been found from experience during the last two years that there are certain practical ~~difficulties~~ difficulties in its administration and both the employers and employees want certain changes and amendments in the Act. It has been found that in the absence of a specific day for closure as weekly holiday it is difficult to ensure that weekly holidays are actually observed, or that the employees do get the requisite off-day as prescribed under the Act. It has therefore been proposed to modify sections 9 and ~~11~~ 13 so that a definite weekly holiday will be specified thereby for the shops and establishments. Similarly it was found that the penalty clause of a maximum fine of 25 rupees is hardly adequate to ensure proper working of the Act, and enhancement of the fine has, therefore, been proposed. Other similar amendments have been proposed to ensure smooth working as well as to meet the difficulties experienced by the employers and employees in the working of the Act. The amendments proposed are in line with the provisions of the Shops and Establishments Act in other States.

(The Madhya Pradesh Gazette, Extraordinary, dated 4 October 1950, pages 1037-1040).

CHAPTER 12. INDUSTRIAL COMMITTEES.

INDIA - OCTOBER 1950.

121. Special Information.

Conditions of Plantation Labour in India.

The August 1950 issue of the Indian Labour Gazette, publishes an article on conditions of plantation labour in India. The following information is taken from the article.

The article at the outset mentions ^{that} the International Labour Organisation has recently set up a committee, with Mr. V.K.R. Menon, Secretary, Ministry of Labour, Government of India, as its Chairman, to study working conditions in the plantations. This Committee will meet in Indonesia towards the end of this year and will make its recommendations, based on memoranda submitted by the experts of various countries. It adds that the nature of conventions or recommendations, which the I.L.O. may adopt, will depend on the Committee's recommendations. According to the article plantation labour in India provide work for nearly 1,200,000 workers, the largest number - 980,000 - being employed on the tea estates. The area under cultivation of the main plantation crops like tea, coffee, rubber and cinchona, is 112,500, tea alone accounting for 772,543 acres. In 1949-50, 439.5 million lbs. of tea valued at about 720.5 million rupees were exported.

Recruitment of labour.- Most of the labour on the plantations is of migrant nature. Workers are recruited from adjacent districts or villages as well as from other parts of the country. Recruitment is done both on individual and family bases. The family method of recruitment is preferred since there is available on the plantations work suitable for men, women and children. Recruitment is done mainly by agencies. In Assam and Dooars, recruitment is made through the Tea Districts Labour Association set up by the industry for the purpose. The recruits are medically examined on arrival at the estate by its medical staff. In Assam, the worker is entitled to repatriation after 3 years' service.

Hours of work.- Work on the plantations is seasonal in character and workers are generally discharged at the end of the season and are ~~not~~ re-employed when the working season commences. In the North East Indian Plantations, however, work is available throughout the year, while in the South, efforts are made to find alternative employment when normal work cannot be offered. The plantations labourer normally works for 8 hours a day, though

there are seasonal variations depending on weather conditions and conditions of the crop. In North East India, for instance, hours of work vary from 4 hours in the cold weather to 8 hours in the plucking season. There is a weekly rest day on Sundays or the bazar day for which no wages are paid.

Wages and standard of living.- The earnings of plantation workers are small in comparison with those of industrial labour; however, a plantation worker gets certain amenities such as free housing, medical attendance, free fuel and foodgrains at concessional rates. The system of payment of wages differs in various regions. In certain areas the plantation worker is paid by task, in others by unit and in some by day or month. The task is adjusted according to the capacity, age and sex of workers and also according to variable conditions of work in each estate or area. In Northern India, the factory worker generally works on a time basis while the field worker does piece work.

As a result of discussions at a tripartite conference held in Delhi in April 1948, plantation workers were given certain wage increases. At present, their earnings inclusive of dearness allowance vary from 14 annas to 1 rupee 4 annas and 6 pies for men workers and 8 annas and 7 pies ~~for~~ to 15 annas and 6 pies for women workers per day. Children are generally paid from 5 to ~~10~~ 10 annas per day. The employment of children below 10 years is prohibited. An enquiry conducted in 1947 in the South Indian Plantations disclosed that out of 274 families surveyed in the Madras Tea estates, 72 per cent of the families were in debt, the average debt amounting to 79 rupees per family. In the coffee estates of Cochin, 100 per cent of families were in debt, the average debt amounting to 26 rupees. In the rubber estates of Madras and Coorg, indebtedness was higher, 93 per cent of the families being indebted to the extent of 48 rupees per family. In Northern Indian Plantations, the position is slightly better, the average debt amounting to about 9 rupees per head.

Social and labour welfare.- The article says that the question of providing plantation workers with suitable housing accommodation has been receiving special attention of the Ministry of Labour. As a result of the decision taken at the First Session of the Plantations Committee held in January 1947, the planters' Associations in the country were requested to prepare suitable plans of workers' houses in accordance with the standards prescribed by the Industrial Housing Sub-Committee and undertake their construction on a voluntary basis. The Indian Tea Association has recently agreed to construct as many suitable workers' houses as possible.

Recent reports from Assam Tea Gardens show that the incidence of malaria has been on the wane. There has also been a decline in the death rate. Generally there is a hospital or dispensary on the estate but it is not well equipped with latest medicines. Medical attendance is given free to the workers and their dependants. In South India, a sickness-benefit at the rate of 12 annas per day is allowed to all workers for 14 days in each calendar year. In the North India tea plantations, the rate is 8 annas per day for 14 days for workers who have put in work for 150 days. In addition, the workers get every day 3 1/2 annas as allowances and food concessions valued at about 4 annas. Elementary education is imparted in schools maintained by the estates. Only a few schools provide for higher elementary education. Education is free except in the Cinchona Plantations where a small fee is charged. In some estates children are provided with free mid-day meals.

There are no pension schemes, though several gardens in North-Eastern India make ex-gratia provisions for old age by giving workers an honorarium for doing light work and allowing them land for cultivation. The practice varies from garden to garden. Any occupational injury suffered by the worker is compensated under the Workmen's Compensation Act of 1923.

The article points out that plantations in India employ a very large number of workers and it is necessary in the interest of this industry that there should be a comprehensive legislation governing conditions of work. At present various statutes, like the Workmen's Compensation Act, 1923, the Tea Districts Emigrant Labour Act, 1932, and the Payment of Wages Act, 1936, have been made applicable to the plantations. It says that the need for comprehensive legislation embracing all aspects of the plantation workers' life is obvious, and adds such legislation is engaging the active consideration of the Ministry of Labour of the Government of India.

93

Draft Bill for Better Amenities to Plantation
Labour.

*noted
1/15*

According to the Special Representative of the Statesman' Delhi, the Labour Ministry of the Government of India has drafted a Bill to regulate the employment of and provide better amenities for about 1.2 million plantation labourers. The Bill is likely to be introduced in the next session of Parliament. Named the Plantation Bill, it will apply to a tea, coffee, rubber or cinchona estate employing 20 or more workers and covering an area of 10 acres. Workers of plantation factories will not come within its scope since they are already governed by the Factories Act.

The Bill seeks to fix the weekly maximum working hours of a labourer at 54. Employment of children below 12 is sought to be prohibited. Working at night of children above 12 and of women will also be ~~at~~ banned. Children above 12 will be allowed to work only after they are certified as fit by the appropriate medical authority. Fitness certificates will be valid for 12 months.

A weekly day of rest with wages is to be given to each worker who will not be expected to work continuously for more than five hours unless he has had rest for half an hour. The daily working hours for an adult labourer will have to be so arranged that inclusive of the time for rest, he is not required to work for more than 12 hours a day.

The Bill also provides that an adult worker will be granted annual leave of one day for every 20 days of work while in the case of a child, the annual leave should be on the basis of one day for every 15 working days, with wages in both cases. Accumulation of a maximum of 30 days' leave is to be permitted.

It is made obligatory for employers to arrange educational facilities for the children of workers. Every employer has to provide the worker and his family with accommodation. He will also be required to make arrangements for "sufficient wholesome" drinking water and for adequate sanitary facilities in his estate or estates.

Plantation estates employing over 250 workers will have to open canteens for workers. In estates engaging more than 100 women, creches are to be provided for children below six. Sickness allowances and maternity benefits are to be allowed on such scales as prescribed by State Governments concerned.

Infringement of the provisions of the Bill will be punishable with fines or imprisonment or with both. Enhanced penalty is prescribed for old offenders. Offences committed by workers will be punishable with fines.

(The Statesman, 25-10-1950).

LIST OF THE MORE IMPORTANT PUBLICATIONS RECEIVED
IN THE NEW DELHI OFFICE DURING OCTOBER, 1950.

INDIA - OCTOBER 1950.

Professional Organisations

~~xxx~~ Indian National Trade Union Congress:
Annual Report (May 1949 to September 1950)
presented by Shri Harihar Nath Shasteri, M.P.,
General Secretary, at the 3rd Annual Session,
held at Jamshedpur on 29th October, 1950.
Central Office, 17, Queensway, New Delhi,
pp. 56.
