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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
March 1965.

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

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CHAPTER 1. INTERNATIONAL LABOUR ORGANISATION.

INDIA - MARCH 1965.

11. Political Situation and Administrative
Action.

Twenty-third Session of Standing Labour
Committee, New Delhi, 27 March 1965.

The 23rd Session of the Standing Labour Committee was held at New Delhi on 27 March 1965. The meeting, held under the Chairmanship of the Union Minister of Labour and Employment, was attended by representatives of Central and State Governments and from employers' and workers' organisations. The Director of this Office attended the meeting as a "special invitee".

Agenda.- The agenda of the meeting was as follows:-

1. Action taken on the main conclusions of the 22nd Session of the Standing Labour Committee held at New Delhi on 0-10 December, 1964.
2. Conclusions of the Bonus Sub-Committee.
3. Report of the Sub-Committee appointed on the Draft Bill for regulating the employment of contract labour.
4. General Labour Policy - application of Labour Laws to certain States.
5. Rights of un-recognised unions.
6. Proposed amendments to the Factories Act.

Reports on the different items of the agenda were prepared by the Ministry and submitted to the meeting. A brief review of the agenda items is given below:-

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Item 1. Action taken on the main conclusions
of the 22nd Session.-

MAIN CONCLUSIONS/RECOMMENDATIONS

ACTION TAKEN

Proposals concerning amendments
legislation agreed to at the last
meeting of the Committee

- (i) It was explained that the proposal to amend the Industrial Disputes Act for empowering the Tribunals to go into the merits of individual dismissals had been examined by Government but the proposal was not accepted. As regards the proposed legislation to make the setting up of Fair Price Shops a statutory obligation, Government hoped to introduce the relevant Bill during the next session of Parliament.
- (ii) Action to promote the contemplated all-India legislation for the regulation of the Beedi Industry should be expedited.

(i)&(ii). The conclusion has been communicated to the interests concerned.

As regards legislation for fair price shops, certain questions like ensuring supplies of foodgrains etc. to these shops were discussed with the concerned Ministries including the Ministry of Food and Agriculture. Proposal for the introduction of a Bill in Parliament is under Government's consideration.

Up-to-date, a total of 2193 co-operative stores and fair price shops are functioning in 3576 industrial establishments in the country employing 300 or more workers.

Details of the proposed legislation for the regulation of the beedi industry have been finalised in the light of comments received from the State Governments, etc. and steps are being taken to get ready the relevant Bill for introduction in Parliament.

Item 2: Draft Bill on the Bonus Commission's Recommendations.

Every effort should be made to evolve a single suitable 'Bonus Formula' which would minimise the uncertainty associated with bonus payments and ensure its smooth working. A number of alternatives were considered by the Committee but no unanimity could be reached at the meeting. A small tripartite sub-committee, with the Union Labour Minister as its Chairman, should be set up to examine the proposed Bill and suggest suitable modifications that might be considered necessary. The sub-committee should complete its deliberations within a period of one month and its Report should be placed before the Standing Labour Committee.

The Sub-committee was constituted accordingly. It met on January 3, 1965 and its Conclusions are being placed separately before the SLC(vide Memorandum on Item 2.).

Item: 3: Legislation for regulating the employment of contract labour.

A small tripartite sub-committee with Shri N.N. Chatterjee, Joint Secretary, Ministry of Labour, as its Governor should be set up to examine the Draft Bill placed before the SLC and suggest suitable modifications, if any, that might be necessary. The sub-committee should complete its deliberations within a period of two months and its Report should be placed before the Standing Labour Committee.

The Sub-committee was constituted accordingly. It met on January 11-12 and 25, 1965. The Report of the Sub-committee is being placed before the SLC separately (vide Memorandum on Item 3).

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Item 4: Inclusion of Byssinosis in the List of Occupational Diseases.

The proposal in the Memorandum concerning carrying out of studies of the disease in the E.S.I. hospitals was approved.

The Employees' State Insurance Corporation have requested the State Governments to collect the morbidity data about Byssinosis in the ESI hospitals.

Item 5: Protection to Gratuity scheme from attachment.

The proposal in the Memorandum concerning protection of gratuity from attachment was approved.

The Department of Social Security are examining the proposal in consultation with the State Governments and Central Workers' and Employers' Organisations, who have been requested by the Department to intimate their views about the need for undertaking legislation to provide for such protection and other related matters.

Item 2: Conclusions of the Bonus Sub-Committee.- At the 22nd Session of the Standing Labour Committee held at New Delhi on 9-10 December 1964, it was decided that a small committee consisting of: (i) two representatives each from the employers' and workers' side, and (ii) a few representatives of the State Governments and the Central ~~Gover~~ Ministries with the Union Labour Minister as its Chairman should be set up to examine the draft bill on bonus, and suggest suitable modifications that might be considered necessary. It was also decided that the Sub-Committee should complete its deliberations within a period of one month and its report should be placed before the Standing Labour Committee.

A meeting of the Sub-Committee was accordingly convened on 3 January 1965. The Sub-Committee was not able to agree to a simplified formula acceptable to both parties. The Sub-Committee did not take up clause by clause discussion of the tentative draft bill. It was agreed that employers as well as workers would send their views on the various clauses to the Labour Ministry.

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The Organisations of employers as well as workers have sent their views on the proposed legislation. In the light of these comments the Bill is being finalised. It is proposed to introduce the Bill in the current session of the Parliament.

Item 3: Report of the Sub-Committee appointed on the Draft Bill for regulating the employment of contract labour.- The draft Contract Labour Regulation Bill 1964 was placed before the 22nd Session of the Standing Labour Committee which met at New Delhi on 9 and 10 December 1964. The Standing Labour Committee appointed a small sub-Committee consisting of representatives of Workers' and Employers' Organisations and a few representatives of State Governments and employing Ministers of Labour and Emp with Shri N.W. Chatterjee, Joint Secretary in the Ministry of Labour and Employment as its convener to examine the draft bill and the comments of the concerned interests thereon and to suggest suitable modifications, if any. The Sub-Committee was requested to complete its deliberations within a period of two months and place its report before the Standing Labour Committee.

The Sub-Committee met in New Delhi on 11, 12 and 25 January 1965 and prepared a draft Report incorporating the points of agreement as well as disagreement on the various clauses of the Bill. The draft was circulated to the members of the Sub-Committee who had agreed to suggest verbal changes, if any needed, within one week of the receipt of the draft. Some suggestions were received and a few verbal changes made.

Although there was agreement regarding good many clauses and quite a few were accepted after suitable modifications, there was difference of opinion on several essential provisions.

Item 4: This item was ~~deleted~~ deleted from the agenda.

Item 5: Rights of un-recognised unions.- The Indian Labour Conference at its 20th Session in August 1962 laid down the rights of unions recognised under the Code of Discipline but deferred the question of rights to unrecognised unions for further consideration. The matter was accordingly considered at the 22nd Session of the Indian Labour Conference in July 1964. Specifically the question placed before the Conference for decision was:-

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"Whether an unrecognised union, including a category-wise or department-wise union should have the right to represent individual grievances of its own members and the management will be required to look into it and correspond with the union in these matters, provided the issues involved do not fall within the exclusive rights of a recognised union laid down by the Indian Labour Conference at its 20th Session, i.e., whether unrecognised unions should have all rights not exclusively given to recognised unions".

At the meeting of the Drafting Committee to finalise the conclusions of the Conference a representative of the Employers' Federation of India contended that the Conference took no decision on this question and agreed to postpone it for future consideration. Since there was no unanimity on the final decision of the Conference, it was agreed that the conclusion should be left to the Chairman to decide. The final conclusion on this question as it emerged on the basis of the verbatim record of the Conference was:-

"The consensus of opinion was that the recognition of category-wise/department-wise unions should not be encouraged. Unions not recognised under the Code of Discipline should, however, have the right to represent individual grievances relating to dismissal and discharge or other disciplinary matters affecting their members. The question of ~~other~~ other rights of unrecognised unions was deferred for future consideration".

The workers' organisations did not object to the above conclusion.

In January 1965 the Employers' Federation of India again represented that its members were opposed in principle to conferment of any rights on unrecognised union requiring the employers to deal with such unions and in particular enter into arbitration agreements with them. The Federation also said that it would not be compatible with the object of the Code which is to give recognised unions the status of sole bargaining agents in undertakings. Moreover the Federation felt that employers were unwilling to take the risk of recognising a union under the Code if unrecognised unions were also granted the right to take up individual grievances relating to dismissal, discharge or other disciplinary matters affecting their members.

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Item 6: Proposed Amendments to the Factories Act, 1948.— The Factories Act, 1948, was amended in 1954 with a view —

- (i) simplifying the provisions in the Act relating to annual leave with wages, which had been causing considerable difficulty particularly in determining the 12 months' "continuous service" for eligibility to leave with wages; and removing any cause for difference of opinion between employers and workers;
- (ii) giving effect to the I.L.O. Conventions Nos. 89 and 90 prohibiting employment of women and young persons during night in factories; and
- (iii) incorporating certain other amendments, designed to remove some practical difficulties experienced in the working of the Act.

The difficulties experienced in the working of the Act are discussed at the annual Conferences of the Chief Inspectors of Factories and amendments to the Act are recommended from time to time. Quite a number of such proposals for amendment have been received from the Chief Inspectors' Conferences, State Governments and other sources, as this Act has very wide coverage, and many types of practical difficulties have been experienced. From time to time the various proposals for amendment have been examined and then circulated to the State Governments, all India organisations of industrial employers and workers, etc. for their comments. These proposals also include the suggestions made by the 16th Session of the Labour Ministers' Conference for making provision for appointment of safety officers, enquiry into fatal accidents etc. In the light of the comments received so far the proposals for amendment have been further examined and it is now proposed to make comprehensive amendments to the Act.

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Decisions: Item 1: Action taken on the main conclusions of the 22nd Session of the Standing Labour Committee held at New Delhi on December 9-10, 1964.— (i) The workers' representatives referred to the Conclusions concerning amendment of the Industrial Disputes Act for empowering Tribunals to go into the merits of individual dismissals and pointed out that the Conclusion to amend the Act had been unanimously agreed to in the Standing Labour Committee earlier and should be implemented. The employers' representatives expressed the view that the job security of workers was adequate under the existing law. The Chairman then drew the attention of the Committee to the Conclusion of the 21st Session of the Standing Labour Committee on this subject and agreed that Government would reconsider the matter.

(ii) The workers' representatives urged that the proposed legislation to make the setting up of fair price shops a statutory obligation on the part of the employers should be expedited, and the Chairman agreed.

Item 2: Conclusions of the Bonus Sub-Committee. The employers' representatives and some of the workers' representatives stated that the conclusions of the Sub-Committee on the Bonus Bill had not been correctly recorded. There was no agreement about the proposed Bonus Bill. After some discussion the Chairman announced that Government would go ahead with the proposed Bonus Bill, keeping in view the opinions expressed by different parties.

Item 3: Report of the Sub-Committee appointed on the Draft Bill regarding Contract Labour.— After some discussion the Chairman announced that Government would go ahead with the proposed legislation concerning contract labour, keeping in view the opinions expressed by different parties.

Item 4: General Labour Policy - Application of Labour Laws to certain States.— The item was deleted from the agenda.

Item 5: Rights of Un-recognised Unions.— The consideration of the item was deferred to the next session of the Indian Labour Conference along with the proposed review of the working of the Code of Discipline.

Item 6: Proposed Amendments to the Factories Act.- A Sub-Committee consisting of four representatives each from the employers' and workers' side and a few representatives from the State Governments should look into the various proposals and finalise them as early as possible. It was agreed that no further reference to the Indian Labour Conference or the Standing Labour Committee for this purpose was necessary.

(A copy of the Agenda papers are included in the annexures of this Report).

(Text of Agenda papers and decision of the Meeting, received from the Ministry of Labour and Employment, Government of India, New Delhi).

12. Activities of External Services.

India - March 1965.

Meetings:

During the period under review the Director attended -

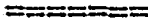
- (a) The Third Meeting of the Central Apprenticeship Council held at New Delhi on 12 March 1965.
- (b) The 23rd Session of the Standing Labour Committee held at New Delhi on 27 March 1965.

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13. Press and Opinion.

India - March 1965.

The March 8, 1965 issue of "Indian Worker" contains a news item relating to a statement made by the Union Labour Minister at a meeting of the Informal Consultative Committee of Members of Parliament attached to the Ministry that as the central workers' organisations generally failed to make any agreed nominations, the practice hitherto had been to send the nominees of the Indian National Trade Union Congress, which was the largest among the four central organisations of workers, to International Labour Conference and other bodies of ILO. In the case of ILO Industrial Committees, however, there had been occasions when the All India Trade Union Congress representatives had also been nominated as workers' delegates.



Chapter 2. International and National Organisations

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28. Employers' Organisations.

India - March 1965.

Thirty-eighth Annual Session of the Federation of Indian Chambers of Commerce and Industry, New Delhi, 20 March 1965 inaugurated by Prime Minister: A Realistic Approach to the Fourth Plan urged.

The 38th annual session of the Federation of Indian Chambers of Commerce and Industry was held at New Delhi on 20 March 1965. The session was inaugurated by Shri Lal Bahadur Shastri, the Prime Minister of India and presided over by Shri K.P. Goenka. Among others, the session was addressed by Shri Asoka Mehta, Deputy Chairman of the Planning Commission. The session was also attended by some Union Ministers, members of the Diplomatic Corps, senior officials and leading industrialists and businessmen.

Presidential address.- Addressing the session, Shri K.P. Goenka, the President of the FICCI said that for some reason, during the first ten years or so of the country's planned economy, there was a tendency to underestimate the real growth in national income. For instance, it was estimated that national income in 1963-64 at constant prices increased by 4.5 per cent. It appeared that in that year, when agricultural production did not rise unduly, the increase in national income could not have been as high as 4.5 per cent. The President stressed that whether in the field of agricultural or industrial production, steps must be taken to ensure that the aggregate increase. He emphasised the need for carefully analysing the causes which stood in the way of production increasing to the extent envisaged and then taking prompt remedial measures. The causes mentioned by him were (i) Cumbersome and dilatory licensing and foreign exchange allocation procedures; (ii) Shortage of power; (iii) Shortfall in the production of steel, special steels, pig iron, etc.; (iv) Short supply of raw materials; (v) Price policy which is not production-oriented; (vi) High rates of taxation; and (vii) Lack of coordination in policy between the Centre and the States.

The President then said that these causes were well known to Government, hardly any of these causes were within the control of private industry. Nevertheless, whenever temporary scarcities arose, private sector industry was ~~blamed~~ blamed.

Criticising the economic plans, Shri Goenka said that it was very doubtful whether ~~Shri~~ in the Third Plan period there would be any significant improvement in per capita consumption or the standard of living of the community. The Third Plan had not succeeded in these essential aspects. And the shortfalls and deficiencies, could not be entirely disowned by the authorities, or, by any section of the community. Referring to the Fourth Plan, Shri Goenka said that the Planning Commission's Memorandum on the Fourth Five-Year Plan meticulously sets out numerous objectives all of which were not, however, wholly consistent with each other. When objectives were diversified, development loses its unity of purpose. The Plans included everything from steel mills to cultural missions. As a result, effort was dissipated and many things were left incomplete, thus holding up even essential projects. It took more than six years to complete programmes outlined in the Second Five-Year Plan, and it will certainly take longer to accomplish the physical targets set out in the Third. This experience should not be repeated in the Fourth Plan, and, for this purpose, the whole machinery for the implementation of planning had to be attuned to carry out the tasks with speed and success.

Speaking about rising prices, Shri Goenka said that the concept of a 'just' price seemed to take precedence over other economic considerations. What was distressing was that monetary and fiscal policies also were helping the rise in prices. Over a period of years now, a large and growing part of the savings of the community had been mobilised to finance non-productive outlays of Government. Apart from this, the nature of investment in the Plans had not always augmented in an adequate measure the flow of consumer production. Thus there were indents on the savings of the community on the one hand, and on the other a stimulus to effective consumer demand. Shri Goenka pointed out that if this position was not corrected, the country might have to face again serious rise in prices.

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Speaking about the managing agency system the President appealed to the authorities and the public not to tamper with proven agencies of development at a time when production was the country's first priority. About the taxation policy of the Government, Shri Goenka said that the need for tax incentives arose only when taxation was at an unduly high level, or when the tax structure was excessively complicated or when the internal costs were not in alignment with international prices. In the interest of sound long-term development, an adequate infrastructure, as well as of growth of industries generally, it was much better to have a tax system with reasonable taxes than a high tax level with short-term incentives to reduce the severity of taxes wrongly raised in the first instance. In a complicated tax system, the investor, who must necessarily make a decision on the possibility of earning as much as possible in the short period, lives perpetually in the shadow of having to pay a heavier burden in the future. This reaction will be there in the investor - domestic and foreign - and the country is not better served thereby.

Prime Minister's address.- Inaugurating the annual session of the FICCI, Shri Lal Bahadur Shastri, predicted a bright and hopeful future for the country's economy. He anticipated production of an additional one million tonnes of steel next year, a marked improvement in coal production consequent on larger demand from steel and cement industries, more capacity in some basic chemicals like caustic soda and larger output from certain key engineering industries like machine tools, electrical goods, and commercial vehicles.

Shri Shastri emphasised that greater production was the prime need of the hour, no matter who produced the goods. In this context, the Prime Minister assured that there was no conflict between the public and the private sectors and said both were complementary to each other. Shri Shastri agreed that the level of taxation in India was perhaps high. He, however, felt that there was no alternative to heavy taxation in a country like India. He said: "We have big responsibilities and we have to find resources for the implementation of our plans and programmes. In that context we have to undergo heavy taxation. Although individually we might have to suffer, perhaps we will have to accept it in the general interest of our country".

He claimed that the latest budget was production-oriented because it gave incentives for greater production. He said that the Finance Minister had given some relief in Excise duty and reduced personal taxes. He had also rationalised the tax structure and put it on a somewhat stable basis.

The fourth Plan, the Prime Minister said, had to be "bold and ambitious". Even with its size at 215,000 million rupees they would not be able to meet the demands of various States and the Ministries of the Government of India.

"I do not mean to suggest that we should not take a realistic view of things also", he added. They would have to scrutinize the resources position carefully to ensure that they did not face difficulties somewhere in the middle of the Plan. Every project had to be prepared carefully and in great detail. Preparation of the fourth Plan projects should start from now on not only in the public sector, but in the private sector also. He appealed to industry not to adopt a negative attitude. "You should have a positive attitude...let us know your proposals and then it is the duty of the Government to see that whatever facilities you ask for are made available. The Prime Minister said the National Planning Council set up recently "in which we have invited experts from different fields", including industry, was a "move in the right direction". He hoped it would be found useful. As he had repeated often, the Plans would give real satisfaction only if they gave "relief to the common man". Both heavy industry as well as consumer industry had to be developed to give effect relief to the people.

Resolutions.- The following were among the more important resolutions adopted by the Conference:

Industrial Policy and Production.- Adopting the resolution on Industrial Policy and Production, the FICCI was of the opinion that the suppression of productive forces, apart from factors like heavy taxation, import limitation, etc., was due to industrial policy which, both in principle as well as application, was not conducive to higher effort. The Federation urged upon the authorities to formulate and pursue proper policy decisions which would stimulate industrial growth. Further it was the considered view of the Federation that Government should not enter lines of activities which had already reached a high level of development or which required great entrepreneurial skill and quick adaptation to changes in

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consumer tastes and demand. It would only disturb the equilibrium and weaken the process of growth. The Federation also urged that there should be liberal licensing for the growth of industries which do not require import of machinery or raw-materials. Such industries as can earn their own foreign exchange should be freely allowed to expand though within the framework of the Plan. The Federation also pointed out that the present administrative delays in industrial licensing have to be avoided and a more liberal attitude taken about import of technical know-how or machinery and equipment. The Federation pointed out that the unrealistic price policy has been one of the factors in the way of enhancement of adequate industrial capacity. The price policy that has been followed has not only thwarted Government's efforts to supply the necessities of life to consumers at reasonable prices, but has had the opposite effect in that as production has not increased to the desired extent, the consumers are required to pay much higher prices than would have been the case otherwise.

The Federation further pointed out that Government's labour policy, while encouraging increase in the monetary income and fringe benefits to workers, does not relate them to productivity. Any increase in wages without the same being the result of an increase in productivity will only lead to increase in cost of production and prices. In the opinion of the Federation, therefore, the labour policy of Government requires modification in the interest of increasing production, restraining costs and prices.

Approach to the Fourth Plan.— The Federation ~~felt that~~ expressed the view that, in the light of the working of the previous Plans and particularly the Third one, a realistic approach to the Fourth Plan is called for. The Federation recommended the adoption of a proper strategy and scheme of priorities as also methods of implementation which were greatly essential to ensure success in planning. Towards that end, the Federation underlined the need for evolving a phased programme and avoiding dissipation of resources by starting too many projects, concentration on speedy completion of the projects already in hand, highest priority to agricultural production, a proper balance between capital goods and consumer goods industries and an earnest endeavour to solve the population problem by adoption of effective schemes of family planning. Further, the Federation pointed out that the slow rate of implementation of Plan

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schemes had been due to the fact that there did not exist the necessary objective factors which facilitate rapid change. Towards that end, it urged that Government should endeavour to strengthen the economic structure and concentrate its efforts on the infrastructure of the economy including development of power, irrigation, Railways, road-building and technical education. The Federation was of the opinion that such a policy alone would make it possible to secure the targets with certainty and in time. In the rest of the economy, development should be left to the initiative of the individual.

Rise in Prices-- Causes and Cures.-- The Federation felt that the recent spurt in prices was excessive and could have been avoided if realistic policies had been followed in the earlier years. The Federation was of the view that even after several months of concerted effort, it had not been possible for the States and the Centre to evolve an agreed national food policy. Inter-State restrictions on the movement of foodgrains continued. Each State or even each district was maintaining stocks far in excess of its normal needs. When a national problem was attempted to be solved at the State level, contradictions were arose which made rational solutions impossible. The recent rise in prices was an indication of the failings of production policy. In all fields of activity, whether public or private, the highest importance must be given to productivity and to the necessity to ensure that production is started or is examined in the shortest time possible. The Federation was convinced that price stabilisation inevitably hinged on the availability of larger supplies. The Federation urged upon Government to take immediate remedial measures.

Fiscal and Monetary Policy - Need for reform.-- The Federation strongly felt that very high rates of taxation have proved to be deterrent and a disincentive to savings and investment. And if this policy was continued, the law of diminishing returns may well set in even in regard to tax receipts. The present unsatisfactory position is manifest in the parlous state of the investment market, stringency in the money market, reduced pace in economic activity, increase in the prices of basic agricultural commodities and the lessened demand for a large number of products.

The Federation said that the stringency in the money market must be eased and the restrictions that have been imposed on credit liberalised having regard to its effect on production on the one hand and restraining inflation on the other. There must also be a progressive reduction of corporate taxation. A phised programme should be implemented as early as possible, so that during the Fourth Plan period, the corporate sector may be able to fulfil the role assigned to it. In so far as it is necessary to revive the investment market in the interest of development, and as the psychology of the investor has got to be taken into account, the Federation urged upon Government to take urgent and helpful steps in this behalf. In this connection, the recommendations of the Federation are: The dividend tax should be removed or suitably modified having regard to higher levels of interest rates. Similarly, capital gains tax on bonus shares which has no parallel in the tax legislation of any country should be withdrawn. Also the list of industry eligible for rebate of tax should be expanded to stimulate investment on a wider front.

Role of Trading Community.- The Federation viewed with concern the policy of the Government in regard to trade in foodgrains which was likely to lead to dislocation, and had already caused harassment of the trading community. The Federation urged that no useful social or economic objective will be achieved by maligning the trading community and victimising it without adequately examining the type of service it renders and the kind of remuneration it actually gets. Among other matters, the Federation urged that there must be collaborative approach and joint endeavours by Government and business to operate flexible and realistic schemes of regulations and trade discipline to maintain the flow of available goods in the inter-State trade and within the States and at the same time, to guard against unreasonable profits by erring individuals and misuse of licensing procedure.

The Federation is also of the opinion that the Food Corporation should primarily function as an institution for ~~steel~~ buffer stock operation.

Office bearers.— Shri S.L. Kirloskar, Poona and Shri Ramanbhai B. Amin, Baroda, were elected as President and Vice-President respectively, for the year 1965-66.

(Documents received in this Office from the FICCI, New Delhi; The Hindustan Times, 21 March 1965).

Chapter 4. Problems Peculiar to certain Branches 20 of the National Economy

42. Co-operation.

India - March 1965.

All-India Seminar on Women and Cooperation held at New Delhi, 25 March 1965: Aid to Women's Cooperatives assured.

A seminar on "Women and Cooperation", organised by the National Cooperative Union of India was inaugurated at New Delhi on 25 March 1965 by Mrs. Indira Gandhi, Union Minister for Information and Broadcasting. More than sixty delegates from the States and Women's Organisations were present as also representatives from the Ministries of Industry, Community Development and Cooperation.

Inaugurating the Seminar, Mrs. Indira Gandhi, Union Minister for Information and Broadcasting, spoke of co-operation as the method which solved the problem of social progress in a democracy "most painlessly".

Mrs. Mathai's address.- Addressing the Seminar Mrs. Mathai, Chairman of the Central Social Welfare Board, assured substantial aid to active, efficiently-run women's co-operatives all over India from the funds of the Central Social Welfare Board. She mentioned a 100 per cent. grant the first year, a grant of 75 per cent. the second year and a 50 per cent. grant the third, after which the grants would stop and the co-operative would have to stand on its own feet. She referred to the waste of technical skill which resulted from technically trained women becoming school teachers or office workers. "It is because nobody has thought of getting these young women together into a co-operative society", she said.

(The Statesman, 26 March 1965).

52. Workers' Welfare, Recreation and
Workers' Education.

India - March 1965.

Annual Administration Report for the
Year 1963-64 of Asansol Mines Board
of Health*.

Income and expenditure of the Board.-

The Tonnage Cess constituted the chief source of income of the Assam Coal Mines Board of Health. The tonnage cess was levied at 4.75 per 100 tons on the average output of mines. In the absence of road cess assessment due to abolition of zamindaris, no assessment was made on the receivers of royalty, though proportionate income from this source had to be provided for in the Budget as per provision of the Bengal Mining Settlements Act with a view to compensate the loss of revenue on this count, matter has been referred to Government with a request for subvention. The Cess assessed on the mine owners amounted to Rs.772,986.30P. as compared with Rs.722,862.62P. in the previous year. The increase was due to increased output of coal. Of the amount assessed Rs.718,450.47P. equivalent to 92.95 per cent. of the demand was collected leaving an outstanding balance of Rs.54,535.83P. of the arrear demand of Rs.338,612.41P., Rs.112,125.76P. was collected leaving an outstanding balance of Rs.226,486.65P.

* Asansol Mines Board of Health: Annual Administration Report, 1963-64; pp.51.

The total receipt of the Board excluding the Opening Balance was Rs.900,500.00P. as against Rs.774,149.00P. in the previous year.

The total expenditure during the year amounted to Rs.800,861.00P. as against Rs.722,287.00P. in the previous year.

General Health.- During the year under report, the general health of the Mining Population was on the whole satisfactory. The birth rate decreased to 6.51 per 1000 as compared with 7.93 in the previous year. The death rate increased to 2.43 per 1000 as compared with 2.26 in the previous year. There was no death reported from Malaria. The death rate from other causes slightly increased during the year under report.

A total of 266,919 cases with 135 deaths were reported by the collieries during the year. A comparative statement for the years 1961, 1962 and 1963 is given below:-

| | 1961 | | 1962 | | 1963 | |
|---------------------------------|----------------|------------|----------------|------------|----------------|------------|
| | Cases | Deaths | Cases | Deaths | Cases | Deaths |
| (a) Cholera. | 62 | 23 | 78 | 31 | 77 | 25 |
| (b) Small-pox. | 16 | 4 | 158 | 31 | 212 | 51 |
| (c) Malaria. | 977 | Nil | 453 | Nil | 151 | 0 |
| (d) Other fever. | 98,209 | 20 | 41,049 | 4 | 62,614 | 8 |
| (e) Dysentery & Diarrhoea. | 55,048 | 10 | 39,417 | 7 | 59,932 | 5 |
| (f) Pneumonia. | 2,008 | 6 | 1,168 | 5 | 1,437 | 6 |
| (g) Tuberculosis. | 303 | 1 | 199 | 2 | 248 | 4 |
| (h) Other respiratory Diseases. | 31,758 | 6 | 24,050 | 2 | 27,674 | 1 |
| (i) Accident. | 24,390 | 30 | 15,013 | 24 | 13,563 | 13 |
| (j) Influenza. | 35,955 | Nil | 29,535 | Nil | 44,665 | Nil |
| (k) Other causes. | 204,703 | 39 | 200,148 | 24 | 56,346 | 22 |
| TOTAL. | 453,429 | 139 | 351,268 | 130 | 266,919 | 135 |

Safety in Coal Mines.- The Mines Rescue station at Sitarampur was responsible for taking rescue measures in case of fire and explosions in collieries in the Raniganj Coal-Field. The station maintained permanent Rescue Brigade and also trained-up colliery personnel in rescue work.

During the year under report the following were the activities of the station in brief:-

| | | |
|------|--|-------|
| I. | Freshly trained in Rescue & Recovery work. | 205 |
| II. | Refresher practices in the Training Gallery:- | |
| | (a) No. of practices held in the Training Gallery in irresponsible atmosphere. | 435 |
| | (b) No. of persons attended refresher practices in the Training Gallery. | 2,818 |
| III. | Refresher practices in the underground:- | |
| | (a) No. of practices held in the pits. | 352 |
| | (b) No. of persons attended refresher practices in the pits. | 2,278 |

Supply of Labour during the year was on the whole satisfactory. The Gorakhpur Labour Organisation helped to stabilise fluctuations of the labour supply due to seasonal variation.

A comparative statement of monthly average number of men and women employed during the years 1961, 1962 and 1963 is given below:-

| Year | | Under-ground | Surface | Total |
|------|--------|--------------|---------|-----------|
| 1961 | Men. | 59,779 | 28,015 | 87,794 |
| | Women. | Nil | 6,418 | 6,418 |
| | Total. | 59,779 | 34,433 | 94,212 |
| 1962 | Men. | 643,305 | 297,525 | 940,830 |
| | Women. | Nil | 63,762 | 63,762 |
| | Total. | 643,305 | 361,287 | 1,004,592 |
| 1963 | Men. | 57,494 | 26,273 | 83,767 |
| | Women. | Nil | 5,350 | 5,350 |
| | Total. | 57,494 | 31,623 | 89,117 |

Miners' Welfare.- The Asansol Mines Board of Health proposed an amendment of its Bye-laws raising the standard of colliery dispensary services as recommended by the Coal Mines Welfare Fund Co-ordination Committee and moved the Government of West Bengal for approval. The proposal is still pending for consideration of the State Government. If the amendment be approved it will lead to considerable improvement of the Medical Facilities in the Collieries.

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The Inspecting Staff of the Board regularly visited the Collieries to find out evasion of Board's bye-laws as regards the Medical Staff, medicines and equipments. Appropriate actions were taken on their reports.

Medical Facilities.- The Organisation has provided medical facilities for colliery workers and their dependants on a large scale. One well equipped modern Hospital of 250 beds for specialised treatment at Asansol was functioning. The Hospital being inadequate to cope up with in rush of patients is being expanded to 300 beds. The average daily Number of in-patients treated at the Hospital during the year was 279. A deep X-ray Plant was installed at the Central Hospital, Asansol. Blood Bank was also functioning at the above hospital.

One Regional Hospital with a family Welfare Centre was maintained at Chora by the Organisation. The matter regarding establishment of 5 more Regional Hospitals in the Coal-Field was under active action. The number of new cases of in-patients and out-patients treated at the Hospital was 1,945 and 5,361 respectively.

In addition to the family Welfare Centre attached to Regional Hospital Chora eleven Maternity & Child Welfare Centres were also being run by the Asansol Mines Board of Health and for maintenance of these centres in annual grant in-aid of Rs.50,000 continued to be paid by the Organisation. The Organisation was also paying a monthly grant-in-aid for Rs.150 to the Bankim Chandra Maternity Centre. Facilities provided for the treatment of T.B. patients included 50 beds maintained by the Fund in the T.B. Hospital at Searsole. The 100 bedded T.B. Hospital attached to the Central Hospital, Asansol was also completed.

The Scheme for payment of subsistence allowance at a rate not exceeding Rs.50 per month to the dependents of T.B. patients undergoing treatment as in-patients continued to be in operation during the year. Domiciliary T.B. treatment scheme which was introduced in the Raniganj Coal-field in the beginning was working satisfactorily. Payment of monthly allowance also continued to be made under this scheme. A net work of Chemotherapy Centres has been set up for the treatment of patients under this scheme. For treatment of leper cases the 24 bedded ward constructed by the Organisation

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at the Asansol Leprosy Hospital was being utilised for which the Organisation paid grant-in-aid. Besides, provision of eight beds continued to be made in the Raniganj Coal-field at the Hospital run by the Asansol Leprosy Relief Association, Kulti Division.

One Ayurvedic Dispensary was functioning at Bon-Jamehari. A total number of 4,472 new cases was treated during the year. It is proposed to establish one more Ayurvedic Dispensary in the Raniganj Coal-Field. One static Dispensary is likely to be opened at Bhara for which necessary action for accommodation was in hand. Free advice on family planning was given and contraceptives supplied free of cost at the Fund's Hospitals. Another scheme of payment of Cash-grant to Colliery Workers and their wives who underwent sterilization operation was also in existence as a step towards providing incentive to do so. For regular check up of the health of the children it was decided to establish two Health Promotion Centres in the West Bengal Coal-Fields. One such centre at Samlakendra was opened during the year.

Anti-Malaria Operation.- Anti-Malaria Operations were carried on extensively in the West Bengal Coal-Field during the year. From 1961-62 the operations were switched over to eradication programme. Filaria Survey were carried on in the Raniganj Coal-Field.

Education and Recreation Facilities.- With a view to provide educational and recreational facilities to colliery workers and their children eleven adult education Centres and similar number of Women Welfare Centres were functioning in West Bengal Coal-Field. Besides, 52 Feeder Adult Education Centres were also functioning during the year. The Centres continued to provide elementary education to workers' children upto class II standard. Supply of Milk and Tiffin to the children and periodical health check-up continued to be made. Besides, training in handicraft, literacy classes were held for the women folk. The Scheme of granting scholarship to the children of colliery workers continued during the year. For the children of colliery workers studying in High School the Boarding House opened at Asansol continued to function during the year under report.

Housing.- Fortyeight houses for miners were constructed by the Fund in the beginning under of the Fund's first Scheme of township. Under the subsidy and subsidy-cum-loan scheme, 577 and 248 houses were completed respectively. Under the New Housing Scheme of the Fund, 13,210 houses were allowed to the colliery managements for construction upto the period 31-12-1963. A total of 6,837 houses were completed and most of the remaining houses were under construction. Under the Low-cost Housing Scheme of the Fund, 14,329 houses and 217 barracks were allotted for construction upto 31-12-1963. Sixhundred fifty houses and 9 barracks were constructed and 6,781 houses and 52 barracks were under construction.

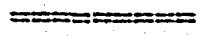
Other Amenities.- The Scheme of Financial assistance to the dependents of Coal Miners dying as a result of accidents continued to be in operation during the year.

Under the Scheme of Co-operative movement in the Coal-fidls 67 societies and stores were established in the Ranigunj Coal-field. Non-recurring grant @ Rs.67 was paid to 31 societies for meeting preliminary expenses. Government sanctioned a sum of Rs.500,000 for implementation of the Scheme of Organisation of consumer's Co-operative in the Ranigunj Coal field. Monthly subsidy of Rs.50 per month was also paid to each Co-operative Store to enable them to pay the remuneration of a part time clerk employed for maintaining the books of accounts of the Societies/Stores.

Drinking Habits amongst the Mining Population.- Total consumption of alcoholic liquors in 1963 is as follows:-

| | | | |
|--------------------|---|----------|-----------|
| (a) Country Spirit | - | 81,943.5 | Lits. |
| (b) Bear | - | 644,680 | Bottles. |
| (c) Wine & Spirit. | - | 819,480 | Lits. |
| (d) Pachai. | - | 9,173.10 | Quintals. |

The report has also dealt with control of disgeases like small-pox, malaria, leprosy, influenza, and T.B.



56. Labour Administration.

India - March 1965.

Work of the Ministry of Labour and Employment
during the Year 1964-65*.

In connection with discussions in the Parliament on the demands for grants of the Ministry of Labour and Employment, the Ministry published a report of its activities during 1964-65. The report is in two volumes - the first volume reviews the activities of the Ministry during 1964-65 in the fields of industrial relations, wages, working conditions, survey and other information work. The second volume, covers the activities of the DGE&T (see pp. 61-73 of this Report). Information on social security scheme covers such as the administration of E.S.I.S. and E.P.F.S. and other matters relating to social security as these were transferred during the year to the newly created Department of Social Security under the Ministry of Law. The first volume of this report is reviewed below:

General labour situation.- The number of man-days lost as a result of strikes in ports and docks, banks, railways, insurance and other Central Government undertakings during 1964 was 238,110. The number of disputes settled through arbitration by the officers of the Central Industrial Relations Machinery in respect of these industries during 1964 was 26.

The number of disputes and failure reports received in respect of these industries during 1964 was 1,361 and 205, respectively, and the number of settlements arrived at during conciliation proceedings was 280.

* Annual Report 1964-65 (Volume I): Ministry of Labour and Employment, Government of India, New Delhi, pp. 73.

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Banks.- The awards of the National Industrial Tribunal (Bank Disputes) relating to disputes in banks (including the State Bank of India and its subsidiaries and the Reserve Bank of India), published during 1962, were extended for a further period of one year. In view of Government's acceptance of the recommendations of the Bonus Commission with certain modifications, which are applicable to banks as well, it was not considered necessary to extend further the award relating to bonus given by the National Industrial Tribunal (Bank Disputes).

Consequent upon the extension of the award an agitation was started by the employees of the unions affiliated to the All India Bank Employees' Association from July 20, 1964 to press their demands for a 20 per cent increase in wages, calculation of provident fund and gratuity on full pay and increased amount of increment for the subordinate staff. The agitation took the form of go-slow, late attendance, non-performance of overtime, etc. As a result of this, the functioning of various banks was adversely affected. The Chief Labour Commissioner intervened in the matter and settlements were brought about in August 1964. Normalcy was thus restored in the industry.

Insurance.- In January, 1963 a long term settlement was reached between the Life Insurance Corporation and its employees in regard to the revision of scales of pay, dearness allowance, service conditions, etc. This settlement was to remain operative for a period of five years from 1 January 1962.

During the year, however, the employees' organisations viz., All India Insurance Employees' Association and the All India Life Insurance Employees' Association, agitated for improvement in their service conditions, such as increase in dearness allowance, medical benefits etc. As a result of this the discussions held by the Corporation a settlement was reached with the All India Insurance Employees' Association in January 1965 in regard to dearness allowance, medical benefits, as well as certain other matters, such as retirement age for new employees, sick leave, canteen facilities. The other Association viz., All India Life Insurance Employees' Association, is also reported to have accepted all the proposals in the settlement except the medical benefits scheme.

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Major Ports: (i) Visakhapatnam Port.-
Aggrieved by the decision of the Visakhapatnam Dock Labour Board over the allotment of winchmen for cranes, the winchmen and signalmen stopped work with effect from 2 April, 1964 and the entire loading and unloading operations at the port came to a standstill. The Deputy Chief Labour Commissioner held discussions with the parties and brought about a settlement. The workers resumed work on 19 April 1964. In June 1964 the Visakhapatnam Harbour and Port Workers' Union submitted a charter of demands containing 66 demands. The Union also served a strike notice. As a result of the intervention of the Conciliation Officer, settlement was reached in respect of 26 demands. The General Secretary of the Union went on hunger strike for 3 days from 6 July 1964. Following the hunger strike, the workers went on strike from 8 July. The strike was called off as a result of the settlement arrived at on 12 July before the Conciliation Officer. In accordance with the settlement the parties submitted a joint application for referring the unsettled items for adjudication. Government have accordingly made a reference to adjudication.

According to the settlement arrived at, following the intervention of Regional Labour Commissioner, Madras, all the shore labour employed in the Madras Port were granted an ad hoc increment of 33 Paise per day from 1 July 1963. The daily-rated labour engaged in the Engineering Department and the Project of the Madras Port also received an ad hoc increase in their daily rates of pay by 16 Paise from 1 March 1964.

Court of Inquiry for Mormugoa Port.- During the past one year or so, there have been frequent strikes and work-stoppages by different classes of stevedore workers at Mormugoa Port, which is one of the major ports in the country. These work-stoppages are attributable largely to inter-union rivalry and disregard of normal methods of settling the differences and disputes by mutual negotiations, conciliation, voluntary arbitration and adjudication. In November, 1964, a strike affecting about 1,500 stevedore workers resulted in the dislocation of loading of iron ore at the port. It was, therefore, felt necessary to have a judicial probe into the causes of the ~~employers~~ labour trouble and the working of the agreements already signed between the employers and unions. Government, therefore, constituted a Court of Inquiry on 28 November 1964 with the Presiding Officer, Central Government Industrial Tribunal, Bombay, as the sole member, to ascertain

the causes of industrial unrest and suggest remedial measures to be adopted for improving the industrial relations the employers and the workers at this Port.

Madras Harbour.- Work in the Madras Harbour was partially paralysed as a result of a sudden strike, on 6 December 1964, of about 900 shore workers in the morning shift in protest against the recruitment of additional labour by the Port Trust authorities. As a result of the intervention of the Regional Labour Commissioner(Central), a settlement was reached on 9 December 1964 and the workers returned to duty from the second shift on that date. The agreement provides for recruitment of 750 casual workers, promotion of 340 casual workers in 'C' category to semi-permanent 'B' category entitling them to an attendance allowance of Re. 1/- per day and promotion of 300 workers in 'B' category to permanent 'A' category entitling them to an attendance allowance of Rs. 1.50 per day. The semi-permanent and permanent workers are also entitled to casual leave, holidays and medical benefits.

Departmental Undertakings of Central Government.- The labour situation in the railways, defence and other Central Government undertakings remained more or less peaceful.

Companies and Corporations in the Public Sector.- There are 65 public sector undertakings under the Central Government run as companies and corporations. They employ about 500,000 workers. The industrial relations in these undertakings were, on the whole, normal during the period under review. There were, however, a few cases in which labour relations were strained and resulted in strikes/lock-outs, as in the case of the Heavy Electricals Ltd., Bhopal, the Fertilizer Corporation of India Ltd., Sindri Unit, and the Hindustan Steel Ltd., Bhilai and Rourkela.

A section of the workers of the Heavy Electricals Ltd., Bhopal, had been resorting to frequent strikes and indulging in acts of intimidation and indiscipline to press their demands regarding increase in dearness allowance, bonus, etc. The management had to shut down the factory from 30 March 1964. The shut-down was gradually lifted and all departments resumed work from 18 April 1964.

There was a strike in the Fertilizer Corporation of India Ltd., Sindri, from 15 July 1964, followed by a lock-out from 22 July 1964, over a dispute relating to the implementation of a tribunal award. The lock-out was lifted on 5 August 1964.

There was an agitation over the demand for production bonus both in the Bhilai and Rourkela Steel Plants of the Hindustan Steel Ltd. The management have since drawn up a revised production bonus scheme for the workers.

Coal Mines: (i) Strikes and Lock-outs.-During 1964, 96 strikes were reported. The strikes were mostly of a short duration and the more important among them took place in the Khas Kusunda Colliery (171 workers); No.2 Pit of Bhulanbararee Colliery of Messrs. East India Coal Company Ltd. (350 workers); Central Jeenagora Colliery (180 workers); Korba Colliery (397 workers); Korea Colliery (150 workers); North Chirimiri Colliery (548 workers); North Jhagrakhand Colliery (215 workers); and Jamehari Khas Colliery (306 workers). The number of man-days lost as a result of strikes during 1964 was 224,170.

There were seven lock-outs in coal mines during 1964. The number of man-days lost as a result of these lock-outs was 39,636.

Disputes Settled through Arbitration.- The number of disputes in the coal mining industry settled through arbitration by the officers of the Central Industrial Relations Machinery during 1964 was 109. These were taken up under the Code of Discipline.

Abolition of Contract Labour System.- The Court of Enquiry (Coal Mining Industry) in its report, submitted in November, 1961, had accepted the bipartite agreement dated 31 October 1961, on the abolition of the contract system in coal mines arrived at between the central organisations of employers and workers as a basis and suggested that in all processes directly connected with the raising and despatch of coal and manufacture and despatch of coke, contract labour should be abolished as early as possible and in any case not later than 30 September 1962, except in seven categories specified in the agreement itself.

The contract labour system was in vogue in 227 collieries in the country. Nearly 120 collieries abolished the system by 30 September 1962, and 98 collieries abolished the system after 30 September 1962. Thus the contract labour system is now prevalent only in 9 collieries in the Bihar region. In addition to these 9 collieries, it has been reported that 25 collieries in Bihar have started the contract system afresh. The officers of the Central Industrial Relations Machinery are pursuing the question of abolition of the contract system in coal mines where it has not yet been abolished. Steps are also being taken to ensure that the bipartite agreement is implemented both in letter and in spirit by the employers.

The progress of implementation of the bipartite agreement was discussed in the Industrial Committee on Coal Mining at its 9th Session held at Calcutta on 10-11 August 1964. The Committee recommended that the bipartite agreement should be fully and properly implemented. It was agreed therein that bipartite consultations would be held to resolve the differences regarding the interpretations of the agreement in respect of managing and raising-cum-selling contract, and unresolved points, if any, would be referred to the Court of Enquiry.

The Joint Working Committee comprising the Indian Mining Association, Indian Mining Federation, Indian Colliery Owners' Association and Madhya Pradesh and Vidarbha Mining Association informed the Ministry that a bipartite meeting to review the agreement was held on 22 July 1964, and it was suggested that the Joint Working Committee and the unions concerned should set up some bipartite machinery for enquiring into complaints of alleged extension of the contract system. For this purpose the unions should furnish details of such extensions to the Joint Working Committee, when these would be investigated and, if found justified, each case would be jointly reviewed by nominated representatives of the employers'/workers' organisations concerned. Till the end of October 1964, only one instance of an alleged violation of the agreement came to notice but, on investigation, it could not be substantiated. The Joint Working Committee would shortly meet the workers' representatives to review the position.

Adjudication.-During 1964, 2,812 disputes were raised before the Conciliation Officers. The total number of settlements arrived at during the conciliation proceedings in this period were 436. A total of 372 failure reports were received from the Conciliation Officers in respect of disputes in coal mines. In 185 cases the disputes were referred to adjudication. On 31 December 1964, 91 cases were still under consideration of the Government. In the remaining 96 cases, adjudication had to be refused. The main reasons for refusal were as follows:-

- (i) The demands of the workmen had either been adequately met by the employers concerned or were considered prima facie unjustified.
- (ii) Settlements were arrived at subsequent to the raising of disputes.
- (iii) There was neither any victimisation nor violation of the principles of natural justice nor of the standing orders in force.

Awards.- During 1964, 133 awards were received from the Industrial Tribunals appointed by the Central Government. In 64 cases, the awards were in terms of mutual settlements, 58 in favour of workmen and 6 partly in favour of workmen. Out of the remaining 69 cases, 21 were disposed of by the Tribunals in favour of workmen, 2 partly in favour of workmen and 24 in favour of employers. In 22 cases, the parties arrived at mutual settlements, withdrew the cases from the Tribunals with its consent and referred these to arbitration under Section 10A of the Industrial Disputes Act, 1947.

Certification of Standing Orders.- The position in regard to certification of standing orders in the coal fields during 1964 was satisfactory. In all 728 establishments were covered by the Industrial Employment (Standing Orders) Act as on 31 December 1964 and as many as 706 establishments had certified Standing Orders.

Mines (other than Coal) and Oil fields.-

(i) Strikes.- During 1964, 98 strikes were reported. The most important among them took place in the Dasarimetta Quarry of Messrs. Steel Crete (P) Ltd., Visakhapatnam (200 workmen); mica mines belonging to Messrs. Chaturam Horilram, Jhumritelaiya (Bihar) from 16 April to 27 April 1964; mica mines belonging to Messrs. Horilram (P) Ltd., Messrs. Bihar Mica Concern (P) Ltd., and Messrs. Chaturam Darshanram (P) Ltd., Jhumritelaiya (Bihar) (800 workmen) from 26 June to

29 June 1964 and from 25 September to 1 November 1964; mica mines owned by the Eastern Manganese and Minerals (P) Ltd., Domchanch (Hazaribagh); magnesite mines belonging to Messrs. Burn & Co.Ltd., Salem (600 workmen for 6 days); the establishment of Messrs. Travancore Titanium Products Ltd., Trivandrum (400 workmen); Sagmaania Lime Stone Quarry of Messrs. Satna Cement Works, Satna(M.P.) (700 workmen for 27 days); Hutti Gold Mines, Hutti (about 795 workmen) from 30 November to 4 December 1964; Kolar Gold Mining Undertaking, K.G.F.,Mysore State (about 7,000 workmen) from 20 December to 23 December 1964.

The number of man-days lost as a result of strikes during January-December 1964 was 119,999.

Disputes settled through Arbitration.-The number of disputes in mines (other than coal) and oil-fields settled through arbitration by the officers of the Central Industrial Relations Machinery during 1964 was 21.

Disputes and Failure Reports.- The number of disputes and failure reports received in mines (other than coal) and oil-fields during 1964 was 1,087 and 85 respectively.

Settlements arrived at during Conciliation Proceedings.- The number of settlements arrived at during conciliation proceedings in mines (other than coal) and oil-fields were 273 during 1964.

Disputes referred to Adjudication.- The number of disputes referred to adjudication (upto 31 December 1964) was 96.

Awards.- Fifteen awards were received during the year (upto 31 December 1964).

Closures.- There were 11 cotton textile mills (comprising 4 spinning units and 7 composite units) which remained closed at the beginning of the year 1964. These units together accounted for an installed capacity of 0.149 million spindles and 2,367 looms. A total of 5,763 workers were reportedly affected. At the end of December 1964, there were 15 cotton textile mills (comprising 4 spinning and 11 composite units) remaining closed. These units together accounted for an installed capacity of 0.322 million spindles and 5,605 looms. A total of 17,198 workers were reportedly affected. These closures were due mainly to financial difficulties and uneconomic working.

Working of the Central Implementation and Evaluation Division: Industrial Truce Resolution.

The healthy effect on industrial relations initially produced by the Industrial Truce Resolution gradually weakened during the year. Although the number of man-days lost owing to work-stoppages had started rising in March 1963, the overall position during 1963 was much better than that in the preceding five years. However, the tentative figures for 1964 given in the following table present a discouraging picture:-

| | | Figures of Man-days lost (in Millions) | | |
|------|-------|---|--------------|-------------|
| | | Central Sphere | State Sphere | Total |
| 1963 | ----- | 0.3 | 3.0 | 3.3 |
| 1964 | ----- | 0.7 | 6.6 | 7.5 (Prov.) |

Most of the work-stoppages were on account of demands for higher wages, dearness allowance and bonus. These economic demands were made in quick succession primarily because of the rise in prices. The situation was further aggravated by inter-union rivalry and efforts at making capital out of the hardship caused to the working class by rising prices.

The Standing Committee on the Industrial Truce Resolution.- The Committee held its second meeting on 16 March 1964 and discussed the agitations organised by some unions of the All India Trade Union Congress through hunger strike, demonstrations, and late attendance, and the threat of general strike given by the Hind Mazdoor Sabha and its future attitude towards the Code of Discipline and the Industrial Truce Resolution. The meeting was attended by the representatives of all the Central organisations of workers and employers except the All India Trade Union Congress. In his opening remarks, the Labour Minister questioned the wisdom of dealing with the problem of rising prices by going on hunger strike, indulging in demonstrations and denouncing one's obligations under the Code of Discipline and the Truce Resolution and thereby building up a climate of industrial unrest which might hamper production and the defence efforts of the country. He urged the representatives of both employer and workers to make constructive suggestions to meet the challenge of rising prices. The Labour Minister also advised the workers to abide by the Code of Discipline and the

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Industrial Truce Resolution and not disturb the stability in industrial relations already achieved by these measures. The Committee reiterated its faith in voluntary arbitration and emphasised the need to have maximum recourse to it for the settlement of disputes.

Code of Discipline.- Acceptance of the Code.- As the employees' representatives in Banking and Insurance industries and Ports and Docks had some doubts regarding the need for clarifications to the various provisions of the Code of Discipline with which the employers in these sectors had accepted the Code, the matter was discussed at joint meetings of the representatives of employers and workers. At the joint meeting held on 12 November 1964, two major Port and Dock employees' federations accepted the Code with the clarifications except those on Criteria for Recognition of Unions which are being considered by a sub-committee comprising representatives of Port Trusts and their employees' federations. The State Bank and its employees' associations have also accepted the Code with certain clarifications. As for the other banks, agreement has been reached on all the clarifications except those on recognition of unions. A sub-committee consisting of representatives from both sides has been set up to consider these clarifications. The Life Insurance Corporation and the General Insurance Council and their employees' associations have also accepted the Code with some clarifications.

To suit their special conditions the Ministry of Railways drafted a Code by modifying the original Code of Discipline. But their employees' federations did not accept the modifications. The Railways Ministry recently intimated that their employees' federations seemed to be satisfied with the Permanent Negotiating Machinery. The federations have been requested to intimate whether they would like to adopt the Code along with the Permanent Negotiating Machinery. The Ministry of Defence have deferred the question of acceptance of the Code by the departmental undertakings under them till the Joint Consultation and Arbitration Scheme is finalised by the Home Ministry.

Statistical Assessment.- During 1964, the Central Implementation and Evaluation Division received 1,710 complaints about breaches of the Code of Discipline and the Industrial Truce Resolution in the Central sphere. Of these, 168 complaints did not require any action as these were reported to other organisations and referred to the Division for information only or pertained to cases which were sub-judice or did not involve any union or any breach of the Code or of the Truce Resolution. Of the remaining, 1,542 cases on which action was required to be taken by the Division, 141 (or 9 per cent.) were not substantiated on enquiry; in 566 (or 37 per cent.) breaches were either set right or the parties were advised to avoid them in future. The remaining 835 (or 54 per cent.) cases - the majority of which were received during the end of the period under review - have been taken up with the parties concerned for rectification or are under investigation.

Preventive Action.- The Central Implementation and Evaluation Division received 121 cases of threatened direct action, including strike and hunger strike, during 1964. As a result of prompt preventive action threat did not materialise in 76 cases; in 16 the Division's efforts to avoid direct action did not succeed. Efforts to resolve the remaining cases are continuing.

Recognition of Unions.- Twentyfive complaints regarding recognition of unions were received by the Division; of these in 2 cases the claims for recognition were not found justified on enquiry; in 3 the unions were granted recognition; in 1 the management has been requested to accord recognition to the majority union, and in the remaining 19 cases, either the verification of membership of unions is in progress or preliminary investigations are being made.

Grievance Procedure.- The Division received 8 complaints regarding the non-setting up of grievance procedure. The managements concerned and/or their central organisations have been requested to rectify this omission.

Screening Machinery.- During 1963, 35 cases of industrial disputes were considered by the Screening Committees of the Central organisations of employers. In 33 of these, managements were allowed to file appeals in higher courts and in the remaining 2 the parties concerned accepted the advice of the Screening Committees not to file appeals. Of the Central organisations of workers, the Screening Committee set up by Hind Mazdoor Sabha considered 27 cases and allowed its unions to file appeals in 12; in the remaining 15 cases ~~and~~ the unions concerned accepted its advice not to file appeals. The Screening Committee of United Trade Union Congress considered 15 cases and allowed unions to file appeals in 2; in the remaining 13 cases the unions concerned accepted the advice not to file appeals. The Indian National Trade Union Congress and the All India Trade Union Congress have not sent any information in this regard.

During January to June, 1964 the Screening Committee of the Employers' Federation of India screened 9 cases and allowed its affiliates to file appeals in 7; in the remaining 2 cases the parties concerned accepted its advice not to file appeals. The Screening Committees of All-India Organisation of Industrial Employers and All-India Manufacturers' Organisation did not screen any case during this period. The Screening Committee of Hind Mazdoor Sabha screened 12 cases and allowed unions to file appeals in 4 cases; in the remaining 8 cases the unions accepted its advice and did not file appeals. The other central workers' organisations have not sent any information so far.

Evaluation Studies.- The Central Implementation and Evaluation Division completed the following evaluation studies:-

- (i) Attitudes of employers and unions to voluntary arbitration during July 1961 to June 1963.
- (ii) Review of the working of the Code of Discipline in the Central sphere during 1963.
- (iii) Extent of implementation of the recommendations of the Court of Enquiry and the bipartite agreement on the abolition of contract system in coal mines.

Code of Conduct.- The Central Implementation and Evaluation Division received 8 complaints under the Code of Conduct during 1964. Of these, one did not require action as it was addressed to some other authority and referred to the Division for information only; one was not substantiated on enquiry; in 2 the breaches were established and brought to the notice of erring parties. The remaining 4 are under investigation.

Joint Management Councils.- Joint Management Councils are at present working in 97 establishments. These include manufacturing, mining and plantation industries. Of these 97 establishments, 36 are in the public sector and 61 in the private sector. Besides these, the State Bank of India has also of late set up a Central Consultative Committee at the Central Office and a Circle Consultative Committee at each of the local Head Offices.

During the year under review, the management of one undertaking in the private sector organised a Seminar on Workers' Participation in Management. This was attended among others by representatives of the managements and workers of some of the units in which Joint Management Councils have been functioning.

Joint Management Councils envisaged under the scheme of Workers' Participation in Management seek to acknowledge the need for closer and fuller association of workers in management on a formally defined basis. Experience has shown that the successful working of Joint Management Councils resulted in better industrial relations, a more stable labour force, increased productivity, reduction in waste, better profits and a closer understanding between the management and the workers.

Wages.- Appointment of new Wage Boards.- Wage Boards were set up for the port and dock workers at major ports, and for workers in the engineering industries. Second Wage Boards were also constituted for the cotton textiles and cement industries. The industries/employments so far covered by the Wage Boards are as follows:-

- (i) Cotton textiles, (ii) Sugar, (iii) Cement,
- (iv) Jute, (v) Tea Plantations, (vi) Coffee Plantations, (vii) Rubber Plantations, (viii) Iron and Steel, (ix) Coal Mining, (x) Iron Ore Mining, (xi) Limestone and Dolomite Mining, (xii) Working Journalists, (xiii) Non-journalist employees of newspaper establishments, (xiv) Port and Dock workers at major ports, (xv) Engineering.

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The number of workers employed in these industries is about 4 millions.

Implementation of Wage Board Recommendations.- The recommendations of the Wage Boards for cotton textiles, cement, sugar and jute industries have, by and large, been implemented by the units concerned.

The Second Wage Board for working journalists recommended the grant of interim relief to certain categories of working journalists. The recommendations were accepted by the Government of India and orders issued on 23 November 1964.

Further Wage Increases.- The recommendations for interim wage increases were made by the following Wage Boards:-

- (i) Tea Plantations (second interim increase)
- (ii) Iron and Steel (second interim increase)
- (iii) Working Journalists
- (iv) Non-Journalists employees of newspapers
- (v) Coal Mines (Second interim increase).

The Wage Boards for Coffee and Rubber plantations have made recommendations regarding wages payable to certain categories of workers, namely, field and factory workers in rubber plantations and field workers and maistries in coffee plantations. The Wage Boards for iron ore mining and limestone and dolomite industries revised their earlier recommendations last year for the grant of interim wage increase to clarify certain doubtful points. The recommendations of the Wage Boards for non-journalist employees of newspapers are under consideration of Government. Those of others have been accepted by Government and the authorities concerned have been requested to secure their implementation.

Minimum Wages.- Minimum rates of wages fixed earlier under the Minimum Wages Act, 1948 were revised in the following employments

- (i) certain categories of agricultural employees employed at the Vegetable Breeding Sub-station, Indian Agricultural Research Institute, Kulu,
- (ii) certain categories of agricultural employees employed at the Southern Regional Station of the National Dairy Research Institute.

Bonus Commission.- The recommendations of the Bonus Commission have been accepted by Government subject to certain modifications. Government are undertaking legislation to give effect to the recommendations of the Bonus Commission accepted by them. A draft Bonus Bill was considered recently at the meeting of the Standing Labour Committee (New Delhi, December 1964) and subsequently by a sub-committee of the Standing Labour Committee which met on 3 January 1965. The proposed legislations is being finalised in the light of these tripartite discussions.

Coal Mines Bonus Schemes.- The Coal Mines Bonus Schemes framed under the Coal Mines Provident Fund and Bonus Schemes Act, 1948 apply to all coal mines in India except those in the State of Jammu and Kashmir. There are four Coal Mines Bonus Schemes, namely:-

- (i) Coal Mines Scheme, 1948 which applies to the coal mines of West Bengal, Bihar, Madhya Pradesh, Orissa and Maharashtra;
- (ii) The Andhra Pradesh Coal Mines Bonus Scheme, 1952, which applies to the coal mines in Andhra Pradesh;
- (iii) The Rajasthan Coal Mines Bonus Scheme, 1954, which applies to the only colliery in Rajasthan owned by the Rajasthan Government; and
- (iv) The Assam Coal Mines Bonus Scheme, 1955, which applies to the coal mines in Assam.

Coverage.- The total number of collieries covered by the Schemes at the end of 1964 was 825.

Employees eligible for bonus.- All employees receiving basic earnings not exceeding Rs.300/-p.m. are entitled to receive bonus under these Schemes subject to the fulfilment of certain prescribed conditions mainly relating to attendance. Certain categories such as malis, sweepers, or domestic servants etc., are, however, excluded.

The number of persons who qualified for bonus for the quarter ending 30 September 1964 was 560,610.

Amount of Bonus.- The employees covered by the Schemes are entitled to get 1/3rd of their basic earnings as quarterly bonus. Under the Assam Coal Mines Bonus Scheme, however, the daily rated employees are entitled to the payment of both weekly as well as quarterly bonus while the monthly rated employees are entitled to the payment of quarterly bonus only.

Welfare of Coal Miners.- The Coal Mines Labour Welfare Fund was established in 1944 for improving the living and social conditions of workers in the coal mining industry. The Welfare Cess continued to be levied at the rate of 49.21 Paise per metric tonne of coal and coke despatched from collieries. The total income of the Fund is being allocated between two accounts - the Housing Account and the General Fund Welfare Account - in the ratio of 50:50. The estimated income and expenditure of the Fund during 1964-65 are 35.400 million rupees and 40.016 million rupees respectively, as against the actual income and expenditure of 34.870 million rupees and 30.913 million rupees respectively in 1963-64.

Hospitals.- The two Central Hospitals (one each at Dhanbad and Asansol) and the eight Regional Hospitals (two each at Jharia and Hazaribagh Coalfields and one each at Raniganj, PENCH Valley, Vindhya Pradesh and Korea Coalfields) continued to function. The Regional Hospitals at Bhuli (Jharia Coalfield) and Ramagundam (Andhra Pradesh Coalfield) were under construction. Work in connection with the expansion of the Regional Hospital at Jamai from 30 to 50 beds was nearing completion. In order to meet the increasing demand for medical facilities at Central Hospitals at Dhanbad and Asansol sanction was accorded in the preceding year for increasing the bed strength from 250 to 300. Work on wards in connection with the expansion of the Central Hospital, Dhanbad was in progress. Work on the expansion of the Central Hospital, Kalla, Asansol was resumed.

During the first two quarters of the year the total number of new cases of in-patients and out-patients treated at the two Central Hospitals was 12,249 and 45,079 respectively, and that at the Regional Hospitals 5,690 and 18,822 respectively.

Allopathic Dispensaries.-The two dispensaries at Bhuli and Mugma treated 22,336 patients during the year. Sanction was given for establishing 2 more dispensaries, one at Bhara in Bankura District (Raniganj Coalfield) and the other for the Phusro group of Collieries (Hazaribagh Coalfield) and action for starting them was also initiated.

Colliery owners, maintaining dispensaries of the prescribed standards were given grants amounting to 0.228 million rupees.

Ayurvedic Dispensaries.- Fifteen Ayurvedic Dispensaries were functioning in the various coalfields. The number of new patients treated at these dispensaries during the year was 112,244. The Ayurvedic Pharmacy continued to function at Patherdih in the Jharia Coalfield for the manufacture of genuine medicines required for the Ayurvedic dispensaries.

Family Welfare Centres and Maternity and Child Welfare Centres.- A Family Welfare Centre is attached to each of the Regional Hospitals. Besides, 8 such centres were also functioning as independent units under the charge of a qualified Lady Health Visitor. Similarly, 53 Maternity and Child Welfare Centres were being run by the Jharia and Asansol Mines Boards of Health and Hazaribagh Mines Board. The Fund continued to pay grant-in-aid towards their maintenance.

Other important activities of the Fund were: establishment of Blood Banks at the Central Hospital at Dhanbad and Asansol; establishment of Health Promotion Centres; maintenance of ambulance vans; supply of spectacles, dentures, etc., Malaria Control Operations and Anti-Filaria measures.

Educational and Recreational Activities.- Some relevant statistics are given below:-

| | <u>Number</u> |
|--|---------------|
| Miners' Institutes. ---- | 56 |
| Adult Education Centres. ---- | 61 |
| Feeder Adult Education Centres.- | 170 |
| Feeder Adult Education Centres (for Women).- ---- | 15 |
| Welfare Centres for Women. ---- | 59 |
| Holiday Home. ---- | 1 |
| Boarding Houses for Children. ---- | 2 |

Co-operatives.- Fourhundred thirtythree Co-operative Societies/Stores were functioning in the different coalfields. A non-recurring grant of Rs.67/- each was paid to 203 societies for meeting the preliminary expenses. Under the scheme of payment of monthly subsidy to Co-operative Stores towards the remuneration of a part-time clerk, sanction for payment was accorded in case of 105 Societies/Stores upto 31 December 1964. Besides, the wholesale Central Co-operative Store opened at Bhuli in the Jharia Coalfield for feeding the primary consumer stores of colliery workers, 4 more new wholesale Central Co-operative Stores were set up - one each at Kalla in the Ranigunj Coalfield, Kurasia in Korea Coalfield, Bokaro and Sounda in Hazaribagh Coalfield.

Coal Mines Fatal and Serious Accident Benefit Scheme.- During the year an amount of Rs.52,280 was sanctioned for payment to 76 widows and 45 school going children of victims of accidents.

Housing.- The progress of housing under the various schemes was as under:-

| | Progress (No. of Houses constructed) |
|--|---|
| <u>A. Old Scheme</u> | |
| (i) Township(direct construction). | 2,153 |
| (ii) Old subsidy scheme (20 per cent of the cost of construction given as subsidy). | 1,638 |
| (iii) Subsidy-cum-Loan Scheme (25 per cent. of the cost of construction as subsidy and 37½ per cent. as loan). | 2,060 |
| <u>B. Current Scheme</u> | |
| (iv) New Housing Scheme(entire cost borne by the Fund). No. of houses completed. 20687 Under const. Rs. 6878381 Rs. 6878381 | |
| (v) Low Cost Housing Scheme(entire cost borne by the Fund subject to certain ceilings). Works in progress on 6822 houses and 47 barracks was 4682 houses and 33 barracks were completed. | |
| (vi) Build-Your-Own-House Scheme (Rs.325.00 paid as subsidy to workers for building their own houses). | Construction of 27 houses sanctioned. Out of these one house was completed and 3 were under construction. |

The Report has also reviewed the Welfare of Labour in Mica Mines (for details see Report for the month of December 1964, section 52, pp. 86-89) and Iron Ore Mines (for details see Report for the month of October-November 1964, vide section 52, pp. 38-39).

Dock Labour: The Dock Workers (Regulation of Employment) Schemes.— These Schemes seek to regulate the employment of certain specified categories of stevedore labour. In the three ports of Calcutta, Bombay and Madras, these decasualisation schemes are supplemented by 'Listing schemes' called the Unregistered Dock Workers (Regulation of Employment) Schemes, one of the objects of which is to collect necessary data with a view to seeing whether the listed workers can be ultimately decasualised and given the benefit of regular employment, minimum guaranteed wages, etc. These Schemes are administered by Dock Labour Boards which are tripartite bodies consisting of an equal number of representatives of (i) the Central Government, (ii) the Dock Workers and (iii) the employers of dock workers and shipping companies. The Act has been extended to the Marmugoa port in the Union Territory of Goa, Daman and Diu. A Scheme called the "Marmugoa Dock Workers (Regulation of Employment) Scheme, 1965", has been notified for comments and steps are being taken to constitute a Dock Labour Board.

Working of the Scheme.— The total number of registered and listed workers under each of the 5 Boards as on 1 January 1965 was as follows:—

| Dock Labour Board at | Number of | |
|----------------------|---------------------|-----------------|
| | Registered workers. | Listed workers. |
| 1. Bombay. | 4,670 | 3,048 |
| 2. Calcutta. | 11,286 | 4,281 |
| 3. Madras. | 1,536 | 2,371 |
| 4. Cochin. | 1,832 | — |
| 5. Visakhapatnam. | 918 | — |
| Total. | 20,242 | 9,700 |

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In Bombay, despite a slight decrease in the volume of work, the workers secured fairly good employment opportunities. The average employment of gang workers per month in 1963-64 was 16.7 days as against 17.6 days in 1962-63. The average earnings of gang workers was Rs.237.80 per month as against Rs.240.36 in the previous year. The Board paid increases in dearness allowance to reserve pool workers and staff from 1 July 1963 and 1 February 1964. The Bombay Board also decided to grant weekly off with pay to its workers. The Bombay Board had listed 1940 foodgrain workers and one employer, under the provisions of the Bombay Unregistered Dock Workers (Regulation of Employment) Amendment Scheme, 1963 pertaining to the foodgrain workers. The foodgrain workers have now been departmentalised by the Ministry of Food and Agriculture.

In Calcutta, the average employment of Reserve Pool Gang Workers during 1963-64 was 26.19 days per month. The average monthly earnings of gang workers was Rs.182.62 in 1963-64 as compared to Rs.167.53 in 1962-63. The tonnage handled in 1963-64 was 6,198,646 as against 4,953,834.5 in 1962-63.

In Madras, the average employment of a mazdoor during the year ending 31 March 1964 was 21.58 days in a month as against 21 days in the previous year. The average earnings per month in respect of mazdoors also increased slightly from Rs.180.52 per month during 1962-63 to Rs.188.05 per month in 1963-64. An additional dearness allowance of Rs.5.00 was sanctioned to all categories of Reserve Pool Workers (registered) including Tally Clerks with retrospective effect from 1 November 1961. The Board had absorbed 50 ex-temporary mazdoors in the Reserve Pool. The Scheme for the piece-rate payment for listed workers except Chipping and Painting workers, formulated through voluntary agreement between the employers and representatives of unregistered dock workers, continued to work satisfactorily.

In Cochin, the rate of attendance allowance was increased from Re.1.00 to Rs.1.25 from 1 July 1964. As the workers adopted a policy of go-slow, the Chairman proclaimed in November 1964, a period of emergency under clause 51 of the Cochin Scheme with the approval of the Government.

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In Visakhapatnam, the average employment and earnings showed an increase over the previous year's figures. The average employment and earnings per month of Reserve Pool Hazdoors were 17.5 days and Rs.139.27 respectively.

Cost of Operating the Scheme.- The cost of operating the scheme is met by the Boards by imposing a levy (general and welfare) on the registered employers in terms of a percentage of the gross wage bill. The Calcutta Board reduced the rate of general levy from 65 per cent. to 55 per cent. on gross wages from 1 April 1964. The Cochin Board increased the rate of levy from 80 per cent. to 87½ per cent. from 1 February 1964.

Medical Facilities.- In Madras, reimbursement of charges incurred by employees towards radiological, pathological, bacteriological and other tests continued to be made on the recommendation of the medical officer of the Board. In Bombay, the main dispensary of the Board and the housing estate dispensary continued to render assistance to the employees. The Board continued the hospitalisation facilities and medical treatment at the Masina Hospital for the general treatment of employees and members of their families. Cases of T.B. patients were referred to the Talegaon General Hospital and Convalescent Home. Fortyfive T.B. patients were given light work after discharge for a period of 3 months and provided with 1/2 litre of milk every day for 6 months in addition to the medical treatment prescribed by the hospital. In the Calcutta Board's hospital, besides the existing consultants (viz., medical, chest, eye, and E.N.T.) a new consultant dermatologist and dental surgeon have been appointed. The Calcutta Board had also made special arrangements for the treatment of workers suffering from T.B., leprosy, cancer, and mental derangement. In Visakhapatnam, the arrangement with the port dispensary for the treatment of workers, who fell ill or met with accidents on duty, was continued. It was decided to reimburse the cost of medicines, X-ray charges, etc. in case of workers who fell ill or were injured on duty. The Visakhapatnam Board continued to give financial assistance in deserving cases to the families of the deceased workers and to the workers on long leave on medical grounds.

Housing.- The Ministry has finalised a housing scheme to promote the construction of houses for dock workers by the Dock Labour Boards. Under the scheme the Government will advance loans at the rate of 35 per cent. and subsidy at the rate of 20 per cent. of the actual cost of construction or the ceiling cost, whichever is less.

During 1964, the following amount of Central assistance under the Housing Scheme for Dock Workers, were granted to the Boards by the Ministry for the construction of houses for dock workers:-

| Name of the Dock Labour Board. | No. of houses to be constructed. | Central assistance | |
|--------------------------------|----------------------------------|----------------------|-------------------------|
| | | Loan at 35% of cost. | Subsidy at 20% of cost. |
| | | Rs. | Rs. |
| 1. Madras Dock Labour Board. | 120 | 182,700 | 104,400 |
| 2. Calcutta Dock Labour Board. | 288 | 645,120 | 368,640 |

Fair Price Shops.- In Visakhapatnam, a Fair Price Shop was started from 2 December, 1963. All essential commodities were sold through the shop and credit facility was extended to the workers. The Visakhapatnam Board advanced Rs.40,000 towards the working capital and supplied furniture and equipment free of cost. The rent of the building and water and electricity charges were borne by the Board.

Dock Workers Advisory Committee.- The third meeting of the Dock Workers Advisory Committee was held at New Delhi on 17 August 1964. In pursuance of the recommendations of the Committee, one single-member committee consisting of the former Deputy Chairman, Bombay Dock Labour Board, was set up on 30 September 1964, to enquire into the conditions of Chipping and Painting Industries with the following terms of reference:-

- (i) to examine the complaints made by the industry and labour regarding the state of affairs in the Chipping and Painting Industry in five major ports; and
- (ii) to suggest remedial measures.

To implement another recommendation of the above Committee, another single-member committee consisting of the Chief Advisor, Factories, was appointed on 11 November, 1964 to enquire into the existing welfare amenities available for the dock workers of the five major ports and to recommend what further amenities should be provided.

Schemes for National Safety Awards.-

For the purpose of according recognition to good safety records in industrial undertakings and with a view to stimulating and maintaining the interest of both managements and workers in accident prevention, the following four schemes for the grant of National Safety Awards have been instituted:-

- (1) Scheme 1, providing for the grant of 15 prizes annually in 15 industries, each of Rs.2,500/- in cash and a cup, the award being made to the establishment showing the largest percentage reduction in the frequency of its accident rate over previous years.
- (2) Scheme 2, providing for grant of 15 prizes annually in 15 industries, each of Rs.2,500/- in cash and a running trophy, the award being made to the establishment having the lowest frequency rate of accident during the year in that particular industry.
- (3) Scheme 3, providing for grant of 15 prizes annually in 15 industries, each of Rs. 2,500/- in cash, the award being made to the establishment having the largest accident-free period during the year.
- (4) Scheme 4, providing for grant of 15 prizes, each of Rs.5,000/- in cash and a trophy to be given every three years, the winner being selected in case of 15 industries on point-rating system.

All these four schemes are applicable to the industrial undertakings covered by the Factories Act, 1948, which have at least one million man-hours, including overtime, during a calendar year.

Working Group on Plantations Labour Housing.— The Working Group on Plantations Labour Housing submitted its Report to Government in March 1964. To ensure the speediest possible fulfilment of the housing programme, the Working Group has recommended two-fold financial relief to the Plantation Industry, viz., -

- (a) The Plantation Labour Housing may be modified so as to provide for the grant of subsidy to the extent of 25 per cent. of the cost on the lines of the Subsidised House Industrial Housing Scheme.
- (b) Higher rates of depreciation allowance should be allowed than are admissible at present in respect of expenditure incurred on provision of houses constructed according to approved standards.

The Working Group has suggested that both the forms of assistance should be made available to any garden that qualified for both, for a limited period, say, 8 to 10 years, within which the changeover from sub-standard to standard houses should be completed.

Central Pool of Labour Officers.— The Ministry of Labour and Employment continued to administer the Central Pool of Labour Officers which was constituted in 1951. Officers of the Pool were allotted to different Ministries, according to their requirements, for employment in their establishments. During the year under report, 187 Labour Officers were in position in different Central Undertakings and in some Companies and Corporations owned and/or controlled by the Central Government as against 180 during the previous year.

Welfare Work.- Periodical reports on welfare and allied activities were received from 151 establishments, as against 161 establishments during the previous year, through these officers. These showd that statutory requirements in respect of welfare amenities such as provision of canteens, rest rooms, latrines, urinals, washing facilities, first-aid appliances, etc., were fulfilled in almost all of them.

Officers of the Pool posted in the establishments continued to be vigilant. Whenever and wherever deficiencies were noticed or non-implementation of statutory provisions was observed, the cases were taken up by them with the local authorities, and some cases were also taken up by the Chief Labour Commissioner as well as by the Ministry of Labour and Employment with the concerned Ministries. The Labour Officers initiated and offered assistance to the managements in administering a number of non-statutory welfare measures such as reading rooms, libraries, sports and games, recreation centres, kinder-garten, primary, middle, high and higher-secondary schools, adult education classes, co-operative societies, workers' education classes, labour welfare funds, etc. Particular progress was noticed in respect of educational facilities, medical relief and organising co-operative stores. The results of the working of co-operative societies were gratifying in some cases and afforded the workers some relief in the present context of rising prices. Again, efforts to provide some supplementary income to families of workers through different schemes yielded results and helped in mitigating their hardship. Activities like cultural programmes and family planning informative programmes, were also organised in workers' colonies for the benefit of the families of the workers.

Workers' Grievances.- The Labour Officers also took keen interest in the matter of redressing workers' grievances, both individual and collective, and thus prevented them from developing into industrial disputes or conflicts. During 1964, 54,126 complaints were reported to have been handled by them as against 33,949 in the previous year. Out of these, as many as 52,703 were stated to have been settled.

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Out of the total number of grievances handled, individual grievances were as many as 49,129 as against 30,770 in the previous year and collective grievances 4,997 as against 3,179 in the previous year. The nature of grievances shows that 34,002 related to terms and conditions of service, while 20,124 related to domestic and other matters. The Labour Officers also assisted the managements in the smooth functioning of the various bipartite committees such as Works Committees, Production Committees, Welfare Committees, Canteen Committees, Accident Prevention Committees, etc.

Education and Training.- The first nine-months of the current financial year (1964-65) witnessed a further expansion in the Workers' Education Scheme. The number of regional centres went up from 22 to 24 and of sub-Regional Central from 23 to 36.

Safety Training Programmes: Central Labour Institute.- Industrial Safety Training Courses were organised by the Council of Industrial Safety, Bombay at the Institute. Officers of the Institute also gave talks on different aspects of safety.

Regional Labour Institute, Madras.-Two short courses in 'Industrial Safety' were conducted for the benefit of Junior Factory Inspectors in Madras State. A short training programme on Industrial Safety was also arranged for nine Assistant Directors of Industries of the State.

Regional Labour Institute, Kanpur.- The Institute organised in association with the Kanpur Productivity Council, a one-day Seminar on 'Safety for Industrial Workers'. A training course on 'Industrial Safety' was also held at Delhi under the auspices of Delhi Productivity Council.

Regional Labour Institute, Calcutta.- The Institute conducted a two-week course on 'Work Physiology, Industrial Hygiene and their Effects on Productivity' under the auspices of the Calcutta Branch of the Society for the Study of Industrial Medicine. A symposium on "Common Health Hazards in Industry" was also held during the course.

Dock Safety Inspectorate, Calcutta.- The Inspectorate conducted with the assistance of the Regional Labour Institute, Calcutta, two training courses on 'Safety in Dock Work' for the benefit of junior supervisory staff employed at the Calcutta Port.

Dock Safety Inspectorate, Madras.- The Inspectorate conducted with the assistance of the Regional Labour Institute, Madras, two training courses on 'Safety in Dock Work' for the supervisors of the Port authorities and stevedoring firms at the ports of Cochin and Madras.

Psychology Section.- The courses/studies conducted by the Section included: (a) A Course on 'Organisation and Communication Studies' at Bombay, and (b) Study on 'Attitude of Officers towards changes in Management Practices' in a unit of a textile mill in Delhi.

Reports on the following studies undertaken earlier were prepared and published during the year : (a) Studies on Attitude and Morale in three units of a large chemical process undertaking; (b) Studies on 'Attitudes of Officers towards changes in Management Practices' in a textile factory; and (c) A study on management morale in a private industrial undertaking.

Productivity Centre.- (a) The Centre conducted the following training programmes during the year:-

- (1) A 15-week Advanced Course on 'Method Study, Production, Planning and Control and Work Measurement'; the programme which was continued from the previous year concluded on 2 February 1964.
- (2) A 7-week course on 'Office Organisation, System and Procedures' under the auspices of the Bombay Productivity Council for the benefit of various industrial establishments in Bombay.
- (3) A comprehensive course on 'Work Study' for the first line supervisory staff from various industries in Gujarat, under the auspices of the Bombay Productivity Council.

- (4) 'Top Management Programme' at Bangalore in collaboration with the Regional Labour Institute, Madras and under the joint auspices of the Mysore Productivity Council and the Institute of Management, Bangalore.
- (5) An advanced programme on 'Productivity in Process Industry' for the benefit of senior managements from chemical and other process industries.
- (6) A 2-week Advanced programme on 'Work Measurement' for the representatives of labour and management from the Kolar Gold Field Undertakings, India Security Press, Nasik; Sirpur Paper Mills, Sirpur; and Sirsilk, Kaganznagar.

(b) The Centre rendered assistance in conducting 'Job Evaluation' studies for various categories of workers at: (i) two Units of Titaghur Paper Mills, Calcutta, and (ii) the Indian Aluminium Co., Hirakud (Orissa).

(c) The Centre also assisted various engineering establishments in solving their specific problems in 'Materials Management', 'Plant Lay-Out', 'Job Evaluation', 'Wage Incentives', etc.

(d) The Officers of the Centre gave talks on different aspects of industrial engineering in seminars and symposiums organised under the auspices of the Bombay Productivity Council, the Bombay Management Association, the Madras Institute of Management, the Administrative Staff College, Bombay, etc.

Training-Within-Industry Centre. - The main training programmes conducted by the Centre during the year included: (i) Four 'Relations Programmes' - two for the Middle Executives, one for the Junior Secretariat Officers and one for the Senior Officers of the Maharashtra Government - at the Administrative Staff College, Bombay, (ii) the T.W.I. Project under the auspices of the Bombay Productivity Council and under which the Centre completed three Institutes on Job Instruction, Job Methods and Job Relations for the training of Training Officers; (iii) An 8-week Supervisory Development Programme under the auspices of the Bombay Productivity Council.

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The Centre also provided assistance in the planning and conducting of the pilot projects on 'Supervisory Training' to the following firms:- (i) Messrs. Associated Cement Companies, Bombay; (ii) Messrs. Murphy (India) Ltd., Bombay; (iii) Messrs. Jesson & Co. Ltd., Calcutta; and (iv) the Bombay Electric Supply and Transport Undertaking.

Two 'Case Study Discussion' Sessions, based on film-strips were conducted at the Bankers' Training College, Reserve Bank of India, Bombay. Similar programmes were also conducted at the Centre under the auspices of the Bombay Management Association and at the Administrative Staff College, Bombay.

The Centre has been issuing a quarterly 'News Letter' on T.W.I. for the benefit of the industry. About, 1,200 copies of this publication are being subscribed for at present.

Training of Officers of the Industrial Relations Machinery.- A Central Institute for Training in Industrial Relations was set up in New Delhi on 1 September 1964 to impart specialised in-service training to the officers of the Industrial Relations Machinery both at the Centre and in the States. Three training courses are to be arranged each year and the duration of each course is three months. The first Course commenced on 1 September 1964. The first batch of trainees consists of 19 officers - 9 from the Central Industrial Relations Machinery and 10 from various State Governments. The training is being imparted by means of lectures, group discussions, seminars, talks by experts, film shows, case studies, written tests, practical demonstrations regarding conciliation, arbitration, inspection, collection of evidence for prosecution work, visit to courts, tribunals, etc.

Training facilities under Technical Assistance Programmes.- Under the ILO Expanded Programme of Technical Training Assistance, the services of two experts in 'Productivity' were secured during the year.

The services of the Chief Adviser Factories were placed (November 1964) at the disposal of the ILO for two months to assist them in the preparation of a project report for the setting up of an Occupational Safety and Health Institute in the United Arab Republic. A fellow from Indonesia has also been attached to the Organisation of Chief Adviser, Factories for training in the field of 'Occupational Safety' for a period of 6 months.

Training facilities.- During the year the Ministry availed of the training facilities under the Indo-U.S. Technical Cooperation Programme, Colombo Plan Programme and the ILO Expanded Programme of Technical Assistance. In all 42 trainees were sent for training in mines inspection, factory inspection, man-power problems, vocational training, employment market information, apprenticeship training, vocational guidance, workers' education, social security, industrial safety, and cooperation.

Technical assistance was also rendered to countries in South and South East Asia under the ILO Expanded Programme of Technical Assistance and the Colombo Plan. Training facilities were provided in vocational training, occupational safety, manpower planning, and employment service to 12 officers - one each from U.A.R., Chile, Indonesia, Ceylon and Burma, two from Nepal and five from Malaysia.

Equipment.- Certain specialised equipment and publications have been received from the U.K. Government for use in the Industrial Hygiene Laboratories and Industry Safety, Health and Welfare Centres of the Central and Regional Labour Institutes. Some more publications are expected to be received during the year.

U.N. Special Fund Programme.- According to the Plan of Operation relating to the establishment of the three Regional Labour Institutes, at Calcutta, Madras and Kanpur which was signed in October 1960, technical assistance to the extent of \$ 417,100 is being made available. This comprises \$ 228,700 for experts' services, \$ 153,000 for specialised equipment and publications, \$ 7,500 for miscellaneous expenses and the balance amounting to \$ 27,900 for the cost of the executing agency viz., the ILO. About 98 per cent. of the

equipment has been received and is being utilised for setting up the various Sections of the Institutes. Out of 144 man-months provided for the services of experts, services have been utilised for a total of 121 man-months in the fields of management training, industrial psychology, industrial physiology and audio-visual aids.

United States A.I.D. Programme. - Two officers - one each from the Regional Labour Institutes, Madras and Kanpur - have been deputed to U.S.A. for 6 months' training in the field of 'Industrial Safety and Hygiene'.

The Report has also reviewed the activities and the work of Labour Bureau which collects and publishes statistical and other information on labour matters and conducts research and studies in the labour field.

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CHAPTER 8. MANPOWER PROBLEMS.

INDIA - MARCH 1965.

81. Employment Situation.

Employment Exchanges: Working during
January 1965.

According to a Review of the principal activities of the Directorate-General of Employment and Training for the month of January 1965, the following was the position of registrations, placements, live register, vacancies notified and employers using employment exchanges:-

| Item | December, 1964 | January, 1965 | Increase (+) or Decrease (-) |
|----------------------------|-------------------|------------------|---------------------------------|
| (1) | (2) | (3) | (4) |
| Registrations. | 313,177 | 294,588 | - 18,589 |
| Placements. | 48,754 | 45,663 | - 3,091 |
| Live Register. | 2,492,874 | 2,459,921 | - 32,953 |
| Vacancies Notified. | 72,886 | 71,376* | - 1,510 |
| Employers using Exchanges. | 13,903 | 12,829 | - 1,074 |

* Includes 892 vacancies notified by private employers falling within the purview of the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959, against which submission action was not required.

Shortages and Surpluses.- Shortages were experienced during the month in respect of engineers, doctors, draughtsmen, stenographers, nurses, midwives, compounders, turners, fitters, electricians, overseers, trained teachers and accountants, while surpluses continue to persist in respect of clerks, untrained teachers, unskilled office workers and unskilled labourers.

Gorakhpur Labour Organisation.- The Labour Depot, Gorakhpur recruited and despatched 1,216 workers during the month of January, 1965.

Employment Market Information.- At the end of January 1965, employment market studies were in progress in 286 areas in the country.

Vocational Guidance and Employment Counselling.- One more V.G. Section at Employment Exchange, Keonjhar (Orissa) was set up during the month under report bringing the total to 134. Aptitude tests were administered throughout the country at the selected I.T.Is in 15 trades for selection of I.T.I. trainees, during the month under report.

Development of Surplus and Retrenched Personnel.- During the month under review 48 persons were retrenched from Rivery Valley Projects, 156 were registered and 68 were placed in employment. The detailed information is given in the following table:-

(Please see the table on next page)

| Name of Project. | No. awaiting assistance at the end of December, 1964. | No. retrenched during the month. | No. of retrenched persons (including those left voluntarily registered during the month for employment assistance). | No. placed during the month. | No. left indicating no desire for assistance. | No. awaiting assistance at the end of the month. |
|------------------|---|----------------------------------|---|------------------------------|---|--|
|------------------|---|----------------------------------|---|------------------------------|---|--|

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|--------------|-----------|------------|-----------|-----------|--------------|
| 1. Damodar Valley Corporation. | 218 | 1 | 1 | 1 | - | 218 |
| 2. Bhakra Nangal Project. | 44 | 47 | 47 | 2 | 13 | 76 |
| 3. Bhilai Steel Project. | 476* | - | 108 | 62 | 60 | 462 |
| 4. Durgapur Steel Project. | 62* | - | - | - | 1 | 61 |
| 5. Special Cell of Ministry of Home Affairs. | 309 | - | - | 3 | - | 306** |
| TOTAL. | 1,109 | 48 | 156 | 68 | 74 | 1,123 |

Note:- Total of columns 2 and 4 is equal to the total of columns 5, 6 and 7.

* These figures could not be incorporated in December 1964 Report, as these were received very late.

** Class II - 51; Class III & IV - 255.

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the month of January 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Review of the Work of the Directorate-General of Employment and Training during 1964-65*.

Introduction.- At the commencement of the period 1964-65, there were 377 Employment Exchanges including 21 University Employment Information and Guidance Bureaux, 6 Colliery Exchanges, 10 Project Employment Exchanges and 8 Special Employment Exchanges for the Physically Handicapped. In addition, 173 Employment Information and Assistance Bureaux were also functioning in different Community Development Blocks in the country. During the period April-December 1964, 14 additional Employment Exchanges were set up which included 5 University Employment Information and Guidance Bureaux, 1 Colliery Employment Exchange and 1 Project Employment Exchange. Twentythree Employment Information and Assistance Bureaux were also sanctioned during this period.

Employment trends.- During the period April-December, 1964, there was some increase in the number of applicants submitted to employers and of placements effected, although there was a slight fall in the registrations and the vacancies notified as will be seen from the following statistics. The higher level observed in registration, in the year 1963 was due to the expectation of employment through Exchanges in the Defence establishments following the declaration of emergency.

| | April - December 1963. | April - December 1964 |
|---------------------|------------------------------|-----------------------------|
| Registrations. | - 3,202,399 | 2,958,400 |
| Vacancies Notified. | - 703,512 | 701,763 |
| Submissions. | - 2,767,941 | 2,772,500 |
| Placements. | - 414,562 | 417,193 |

* Annual Report 1964-65: Ministry of Labour and Employment (Directorate-General of Employment and Training), Volume II, pp.26.

The monthly average number of employers using the Exchanges increased to 14,018 during the period April - December, 1964 as against 12,922 in the corresponding period of 1963.

The Live Register of the Employment Exchanges ~~also~~ dropped by a small number. At the end of December 1964 the All India Live Register stood at 2,492,874 as against 2,518,463 at the end of December last year.

Educated Applicants.- The number of educated applicants (Matriculates and above) seeking employment through the Employment Exchanges in the country rose to 0.805 millions at the end of December 1964 from 0.739 millions at the end of December 1963. During the period January - December 1964, 187,077 educated applicants including 23,261 graduates (including post-graduates) were placed in employments.

Scheduled Caste/Tribe Applicants.- The number of Scheduled Caste/Tribe applicants on the Live Register of Employment Exchanges stood at 0.328 millions at the end of December 1964 as compared to 0.330 millions at the end of December 1963. During the period January-December 1964, 60,856 Scheduled Caste and 15,363 Scheduled Tribe applicants were provided with jobs.

Women.- At the end of December 1964, 0.220 millions women were seeking employment assistance through Exchanges. During the period April - December 1964 the monthly average number of registrations effected was 27,772 and the placements made averaged 4,189 per month.

General Level of Employment.- Employment in the organised sector of the economy increased from 12.09 million at the beginning of the Third Plan to 14.41 million at the end of June, 1964, representing an increase of 19.2 per cent.

Employment in the Public Sector.- In the public sector employment continued to maintain a steady upward trend. It increased from 7.04 million at the beginning of the Third Plan to 8.60 million at the end of June 1964 representing an increase of 22.0 per cent.

The following table indicates the growth of employment in different branches of the public sector during the period March 1961 - June 1964.

| Branch of the Public Sector. | No. of persons employed at the end of | | Percent- age Increase. |
|------------------------------|---------------------------------------|---------------|------------------------------|
| | March, 1961 (In Million) | June, 1964 | |
| 1 | 2 | 3 | 4 |
| Central Government. | -- 2.09 | 2.49 | 19.2 |
| State Government. | -- 3.01 | 3.47 | 15.3 |
| Quasi-Government. | -- 0.77 | 1.14 | 47.2 |
| Local Bodies. | -- 1.17 | 1.50 | 27.5 |
| Total. | 7.04 | 8.60 | 109.2 |

Employment in the Private Sector.- While information about total employment in the private sector is not available to the same extent as in the Public Sector, information collected from larger establishments in the private sector employing 25 or more workers throughout the country has revealed that employment in that sector increased by 0.77 million or 15.3 per cent. during the period March 1961 - June, 1964.

Employment in selected areas.- An analysis of the employment trends since the beginning of the Third ~~Plan~~ Five Year Plan has been made in respect of 134 employment market areas for which data were available continuously since March 1961. The index of employment based on the total estimated employment in the public and private sectors put together has shown a rising trend in 119 areas. The position in the remaining areas was either static or indicated a slight decline due largely to seasonal factors affecting manufacturing industries such as sugar, cotton ginning, tobacco and food processing industries.

Manpower Shortages.- Reports received from employers have indicated that they generally experienced shortages in respect of professional and technical categories of personnel and craftsmen and production process workers. Among professional and technical workers, occupational shortages were mainly reported for civil, mechanical and electrical engineers, medical and surgical specialists, nurses, pharmacists, accountants and trained teachers. Among craftsmen and production process workers, shortages were experienced in respect of fitters, turners, moulders and electricians. Employers also reported shortages of stenographers. An examination of the factors responsible for these shortages revealed that by and large persons with the requisite experience demanded by employers were not available. However, it is not uncommon for employers to seek workers with more years of experience than is necessary for satisfactory performance in the jobs that are available.

Shortage occupations are constantly reviewed to identify those occupations in which training facilities need to be augmented to meet the current and future manpower requirements.

Vocational Guidance and Employment Counselling.- The following figures summaries the activities of the Vocational Guidance Sections at the Employment Exchanges during the period April - December 1964:-

| | |
|---|---------|
| Number of applicants guided in groups. | 296,348 |
| Number of applicants guided individually. | 9,856 |
| Number of applicants who were given occupational information. | 135,000 |

Deployment of Surplus Personnel.- Up to the end of October 1964, 72,294 persons were rendered surplus at the various River Valley Projects, Refineries, Steel and Fertiliser Plants. Of them, 38,984 left the project area on receipt of retrenchment benefits as they did not require employment assistance, 32,483 were placed in alternative employment through the efforts of the Special Cell in the D.G.E. & T. and Project Employment Exchanges and the remaining 827 were awaiting employment assistance at different places, the largest number being at Bhilai who desires employment either in the local Steel Plant or in the new Steel Plant at Bokaro.

Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.— This Act requires all employers in the public sector and those employers in the private sector who employ 25 or more workers to notify their vacancies to Employment Exchanges and submit employment and occupational returns to them. Accordingly 47,000 employers in the public sector and about 32,000 employers in the private sector are currently submitting employment returns at quarterly intervals as against 45,000 employers in the public sector and 29,000 employers in the private sector in the previous year. Biennial occupational returns from employers in the public sector were collected in September 1964. The effectiveness in the implementation of the Act is constantly reviewed by the respective State Governments and the Directorate General of Employment and Training and steps are taken to ensure strict compliance. Some instances of default were detected and Show Cause notices were issued to defaulting employers. Satisfactory progress is being maintained.

Central Institute for Research and Training in Employment Service.— The Central Institute for Research and Training in Employment Service was set up at New Delhi in October 1964 with the following objectives:

- (i) To impart training to Employment Officers in the Employment Exchange Techniques, Methods and Procedures, and to conduct refresher courses; and
- (ii) To conduct research and studies into problems arising out of the various activities of the Employment Service, such as Vocational Guidance, and Employment Counselling, Occupational Analysis, and Employment Market Information with a view to bringing about improvements in them.

The first training course at the Institute was conducted in October - November 1964 and was attended by nearly 30 officers from different States.

The ~~Directorate~~ Directorate General of Employment and Training has been receiving requests for training Employment Officers from African, Middle East and South East Asian Countries. Training of officers from these countries will also be arranged at this Institute.

Labour Depot, Gorakhpur.— The Labour Depot Gorakhpur continued to function as an integrated wing of the National Employment Service. From January 1964 to the 15 December 1964, the Depot recruited and supplied 14,568 workers for employment in coalfields, iron ore mines, North Eastern Railway and the Border Roads Organisation. The Depot also affords Record Office facilities to workers. Every worker is paid a portion of his wages at the work site and the balance is held by the Record Office (of the G.L.O.). This office also arranges for periodical remittances to the family of a worker, if so desired by him, and makes final payment of the accumulated wages to the worker on his repatriation/discharge. During the period of the Report, a sum of Rs.11,007,561 was paid to workers by the Record Office of the Labour Depot.

Central Committee on Employment.— The Fourth Meeting of the Central Committee on Employment, which is a tripartite body comprising representatives of the Central and State Governments, Employers' and Workers' Organisations besides, Economists and Members of Parliament, was held at New Delhi in January 1965 under the Chairmanship of Union Minister for Labour and Employment. Considering the increase in the backlog of unemployment from Plan to Plan, the Central Committee recommended that the Government should take suitable steps to ensure that the employment opportunities are generated to keep pace with the labour force growth in such a way that the backlog of unemployment would be gradually brought down. The Committee also recommended that the Employment Exchanges should register not only unemployed persons but also employed persons seeking better job. This was also in consonance with the recommendation of the Seminar on Employment Information and Manpower Utilisation organised by the Employer's Federation of India and the All India Organisation of Industrial Employers in October 1964, that there should be no restriction on the movement of personnel from one industry to another or from one sector to another.

Seminar on Employment Information and Manpower Utilisation.— In order to promote better appreciation of the value of the employment information programme among employers and their organisations and for discussing problems faced by them in the field of manpower planning and utilisation, a two-day Seminar on Employment Information and Manpower Utilisation sponsored jointly by the All India Organisation of Industrial Employers and the Employers' Federation of India with the close collaboration of the Directorate General of Employment and Training, was held at New Delhi in October 1964. The Seminar focussed attention on various problems such as absorption in employment of new entrants to the Labour force, provision of adequate facilities for making short-term and long-term manpower studies, closer integration of manpower planning with economic planning, training of personnel in scientific, technical and managerial occupations, craftsmen and in-plant training schemes, optimum utilisation of executive personnel in industry, flight of personnel from the public to the private sector, etc. The recommendations made by the Seminar were forwarded to the different Ministries of the Government of India, State Governments, Employers' Organisations and other agencies concerned for appropriate action.

Manpower Studies and Surveys.— A number of studies and surveys in the field of manpower, employment and unemployment were undertaken by the Directorate General of Employment and Training.

The following are some of the important studies undertaken during the period under review:

- (i) Madras Labour Market - A Pilot Study;
- (ii) Employment of Scheduled Castes/Tribes Registered with the Employment Exchanges - Analysis of Employment Exchange Experience;
- (iii) Special Enquiry in regard to Ex-Servicemen Personnel registered with the Employment Exchanges;
- (iv) Study of Educational and Technical Training Requirements of occupations;
- (v) Bulletin on Job Opportunities in India; and
- (vi) Census of Central Government Employees.

Training Schemes: Training of Craftsmen in the Industrial Training Institutes.- During the year 1964, new Industrial Training Institutes were established and 12,294 additional seats were introduced, bringing the total number of Industrial Training Institutes to 298 and the total training capacity to 90,494 as on 31 December 1964. In order to ensure that the increase in the training capacity does not result in a lowering of standards, the following steps were taken:-

- (i) Trade Manuals for the trades of Carpenter and Electrician were finalised and those for the Turner, Machinist and Fitter trades were revised.
- (ii) In order to provide ~~me~~ an incentive to the trainees for better performance, industrial skills-competitions were conducted in the trades of Fitter, Turner and Machinist at the Institute and State levels. An All-India skills competition for the best trainees in these trades from each State was conducted at the Central Training Institute, Bombay in May, 1964. Medals and Prizes were given to the best trainees in these trades.
- (iii) In order to ensure that the training in the Industrial Training Institutes is being imparted in accordance with the prescribed standards, evaluation teams of the officers of the D.G.E. & T. inspected the Institutes in the various States to evaluate the training programmes. On conclusion of the inspection of the Industrial Training Institutes in the States, seminars were held to discuss the major shortcomings like inadequacy of essential equipment and supervision and the need for advanced planning in arranging the training programmes. These seminars were of great help in enabling the State Governments improving the training programmes.

Analysis of Educational Qualifications of Applicants for admission to the Industrial Training Institutes.- In order to study the educational background of the trainees, an analysis of the educational qualifications of applicants who applied for admission to the Industrial Training Institutes during 1964, was made. It was observed that in respect of engineering trades, 44.8 per cent. of the applicants were Matriculates, 2.8 per cent. were Intermediates and 0.1 per cent. were Graduates. For admission to the non-engineering trades, 58.5 per cent of the applicants were

Matriculates, 4.2 per cent. were Intermediates and 0.7 per cent. were Graduates.

Trade Tests.- The All India Trade Tests were conducted by the National Council for Training in Vocational Trades in April 1964 in engineering trades, and in July 1964 in non-engineering trades. A total of 25,437 candidates in the engineering trades and 2,945 candidates in non-engineering trades were declared successful.

Aptitudes Tests for selection of trainees for admission to Industrial Training Institutes.- During the period under review aptitude testing programme was conducted twice, first for April 1964 recruitment at the Industrial Training Institutes and the second time for January 1965 recruitment. For April 1964 recruitment, a second battery of aptitude tests was prepared and used for two additional trades, thus covering ten trades in all. This programme was conducted at 52 Industrial Training Institutes in 17 States, including Union Territories of Delhi, Himachal-Pradesh and Manipur, and about 25,000 applicants were tested.

Part-Time Classes for Industrial Workers.- The objective of this Scheme is to impart theoretical trade knowledge to industrial workers who have not had the benefit of such training. At the end of 1964, 3,490 seats had been introduced under this Scheme and 2,325 trainees were undergoing training in 31 Centres, where theory classes are being conducted.

Apprenticeship Training.- The number of apprentices undergoing training under the Apprenticeship Act, 1961, was 14,375 at the end of December 1964. Training is being imparted in the 23 trades designated for full-term apprenticeship. So far 127 industries have been brought under the purview of the Act.

Training of Craft Instructors.- During 1964-65 (upto 31-12-1964) 1,488 instructor trainees passed out from all the Central Training Institutes for Instructors bringing the total number of Instructors passed out so far to 8,294. With a view to ensuring uniformity of standards and in order to raise the quality of the training, periodical conferences of the Principals of the Central Training Institutes for Instructors and experts from I.L.O. and U.S.AID are held. The third and fourth Conferences were held at Madras and New Delhi in January and October 1964 respectively. Several problems relating to the revision of the duration of Instructors' Training Course and new Schemes of Training were discussed at the conferences.

Training of Supervisors.- Pilot programmes for the training of Supervisors have been arranged in some industrial establishments. In order to spread this activity further, it has been decided to run a special course for the training of the Deputy State Apprenticeship Advisers on the techniques of organising and running supervisory training courses so that they, in their turn, can implement this activity in their respective States.

Re-organisation of Cluster Type Training Centres.- The Ministry of Community Development and Cooperation have established Cluster Type Training Centres to train rural artisans for self-employment and for settling in their villages. Normally 4 trades were clustered ~~under~~ together in one institutional training centre and each centre catered to the needs of 4 to 5 blocks. In addition, the Industries and other Departments of the State Governments are running a number of trade schools, training-cum-production centres and other training centres for providing technical and vocational training to artisans, their children and other persons in the rural areas.

On the recommendations made by the Coordination Committee of Small Scale Industries, the Government of India have decided to reorganise the Cluster Type Training and other Centres and to bring them within the purview of the National Council for Training in Vocational Trades and the respective State Councils for Vocational Training. The reorganisation so proposed is intended to standardise the pattern of training and promote the establishment of closer inter-relationship with other higher level training schemes. The decision has been communicated to the State Governments and the Directorate General of Employment and Training have initiated necessary preliminary steps with a view to bringing about the proposed reorganisation.

National Council for Training in Vocational Trades.- The sixth meeting of the National Council for Training in Vocational Trades was held at New Delhi in May 1964 under the Chairmanship of Shri D. Sanjivayya, Union Minister for Labour and Employment. The meeting discussed important aspects of training of skilled personnel like reorganising staffing pattern in the industrial Training Institutes, organisation of progressive trade tests, improvements in standards of training, etc.

Joint meetings of the Working Committee of the National Council for Training in Vocational Trades and the Trade Committee Experts were held at the Central Training Institute, Calcutta in August 1964 and at the Central Training Institute, Bombay in October 1964. Revised schemes of training, syllabi and duration of training of the Engineering trades were finalised at these meetings.

Foreign aid and Technical Assistance received and rendered.- Under the Expanded Programme of Technical Assistance, the I.L.O. provided the services of one expert in Vocational Guidance for twelve months in the previous year. The period of his assignment was extended during the year under report. One officer in Employment Service also received training abroad in the field of Vocational Guidance for six months under the same programme.

Five Officers nominated by the Governments of Nigeria, Uganda, U.A.R., Burma and Thailand under the fellowship awarded by the I.L.O., five officers nominated by the Government of Malaysia and seven officers by the Government of Philippines under the Technical Cooperation Scheme of the Colombo Plan, were provided training for about three months each in D.G.E. & T. and at the selected Employment Exchanges in States, in various aspects of Employment Service in India.

During the year, the services of two senior officers of Employment Service (including one from the Government of Bihar) were placed at the disposal of the I.L.O. for assignment as Experts in Manpower Planning in British Honduras and U.A.R. This brings the total number of officers with the I.L.O. to five.

The Ford Foundation have also made available the services of a Manpower Consultant to assist in the establishment of a Central Institute for Research and Training in Employment Service and other related matters. The Foundation have also made a grant of \$ 295,000.

Assistance from U.N. Special Fund.- The United Nations Special Fund continued their assistance to the Central Training Institutes for Instructors established at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana. With the exception of two Experts all other Experts assigned at the Institutes at Calcutta, Kanpur and Madras during earlier years, completed their assignment during the year on different dates. Twelve Experts were working in the Institutes at Hyderabad and Ludhiana. Besides, there were ~~workin~~ 3 other Experts working at the Headquarter of the Directorate-General of Employment and Training. Equipment worth 1,576,665 U.S. dollars has been received from the United Nations Special Fund for the five Institutes upto the end of the year.

Assistance from the U.S. AID.- Under the U.S.AID Programme five officers of the Training organisation are receiving training in the U.S.A. for a period of six months each in the organisation of Apprenticeship Training Programme. The Chief Adviser and six Trade Experts whose services were made available by the U.S. AID for the Central Training Institute for Instructors, Bombay, continued to render technical assistance and advice to the Institute. Against a total equipment valued at \$ 406,000 to be supplied for the Institute, equipment worth \$ 328,315 has been received upto the end of the year. Under another agreement with U.S. Government, Directorate General of Employment and Training have also received equipment worth \$ 1,365,600 upto December 1964 from out of U.S. Surplus equipment for use at the Industrial Training Institutes for training purposes.

Under a supplementary agreement pertaining to Central Training Institute for Instructors, Bombay, the U.S.AID agreed to provide training in batches to 17 officers for a period of six months each at the Dunwoody Industrial Institute in U.S.A. Accordingly nine officers including the Principal, Central Training Institute for Instructors, Bombay, have already received training and seven officers are at present undergoing training in the U.S.A. since September 1964.

Technical assistance rendered by India to other countries.- The Directorate General of Employment and Training have provided training facilities to foreign trainees under the various Technical Assistance Programmes. The following table indicates the position during the period under report:-

| Programme | Country | Number of Trainees | | | |
|---------------|-----------|--------------------|--------------------|---------------------|-------------------|
| | | Completed training | | Undergoing training | |
| | | Craftsmen | Craft Instructors. | Craftsmen | Craft Instructors |
| | | 1 | 2 | 3 | 4 |
| Colombo Plan. | Nepal | 4 | 1 | 24 | - |
| | Malayasia | - | 6 | 6 | - |
| SCAAP. | Kenya | - | 3 | 43 | - |
| Commonwealth. | Kenya | - | 2 | - | - |
| Education. | Nyasaland | - | 5 | - | - |
| Cooperation. | Mauritius | - | 3 | - | - |
| Plan | | | | | |
| Aid to Yemen. | Yemen | - | - | 17 | - |
| TOTAL. | | 4 | 20 | 90 | - |

In addition, two officers nominated by the Governments of Ceylon and Indonesia have been receiving training in the field of Vocational Training for 3 - 6 months in Directorate General of Employment and Training under the fellowship award from the I.L.O.

83. Vocational Training.

India - March 1965.

Labour Ministry's Training Schemes:
Working during January 1965.

According to a Review on the Principal Activities of the Directorate-General of Employment and Training for the month of January 1965, there were 298 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced stood at 93,984 and the number of persons undergoing training under the craftsmen training scheme and part-time classes for industrial workers was 62,870.

Central Training Institute for Instructors.- Session which commenced on 1 May, 1964 at all the Central Training Institutes for Instructors, has been concluded. Instructor trainees were trade tested from 21 - 28 January, 1965. For the next session commencing from 1 February 1965, in all Central Training Institutes for Instructors, the requirements of the States and other Industrial Undertakings as received, have been allocated in full.

Sanction of Seats Under the Training Schemes.- During the month of January, 1965, 296 seats were sanctioned under the Craftsmen Training Scheme during the Third Five Year Plan. The progressive total number of seats sanctioned so far is given below:-

| | <u>Seating capacity at the end of</u> | | |
|--|---------------------------------------|-----------------------|--------------------------------------|
| | <u>December, 1964.</u> | <u>January, 1965.</u> | <u>Increase (+) Decrease (-)</u> |
| a) Craftsmen Training Scheme. | 66,078 | 66,374 | + 296 |
| b) National Apprenticeship Scheme. | 4,387 | 4,387 | - |
| c) Part-time classes for Industrial Workers. | 4,255 | 4,255 | - |
| d) Number of new ITIs Sanctioned. | 156 | 157 | + 1 |

Equipment.- Central Training Institutes for Instructors at Calcutta, Kanpur, Madras, Hyderabad, Ludhiana and Bombay are being assisted by foreign aid programmes. These projects functioning under Craftsmen Instructors Training Scheme are being aided by Special Fund Programme of the United Nations Organisations except the one at Bombay, which is being assisted by the AID Agency of the United States. The assistance in the case of Central Training Institutes for Instructors, at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana from Special Fund Programme of the United Nations Organisations has now been enhanced by 0.170 million rupees for Central Training Institutes for Instructors, for supply of spare parts. The progressive receipt position of equipment upto January, 1965 is tabulated below:-

| Name of Centre. | Value of aid (In Millions) | Receipt upto December 1964. | Received during January, 1965. | Total receipt upto January, 1965. |
|--------------------|-------------------------------|--------------------------------|--------------------------------------|---|
| 1 | 2 | 3 | 4 | 5 |
| C.T.I., Kanpur. | 1.560 | 1.324 | 0.025 | 1.329 |
| C.T.I., Madras. | 1.560 | 1.368 | nil | 1.368 |
| C.T.I., Hyderabad. | 1.560 | 1.374 | nil | 1.374 |
| C.T.I., Ludhiana. | 1.560 | 1.325 | nil | 1.325 |
| C.T.I., Bombay. | 1.704 | 1.495 | nil | 1.495 |
| C.T.I., Calcutta. | 1.910 | 1.650 | nil | 1.650 |

Most of the equipment included in the two fresh Project Indent Orders placed by the Principal, Central Training Institute for Instructors, Bombay has since been received. A formal report showing the value of equipment so received is, however, awaited from the Principal.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 14,587* at the end of December 1964 of which 11,285* were full-term apprentices and 3,302* short-term apprentices registering an overall increase of 457* over the number at the end of the previous quarter. The increase was mainly in the number of full-term apprentices in West Bengal State. The number of apprentices is likely to increase considerably in the next quarter due to fresh admissions.

(*Figures are provisional).

(Monthly Review of the Principal Activities of the Directorate-General of Employment and Training for the month of January 1965; Issued by the D.G.E. & T., Ministry of Labour and Employment, Government of India, New Delhi).

Chapter 9. Social Security

92. Legislation.

India - March 1965.

Report of the Employees' Provident Fund
Scheme for the Year 1963-64*.

Introduction.- The Employees' Provident Funds Act applies to the whole of India except the State of Jammu and Kashmir (the State Government has instituted with effect from 1 June, 1961, a separate provident fund scheme for the workers on the lines of the Employees' Provident Funds Scheme). By virtue of the provisions contained in the Pondicherry (Laws and Regulations), 1963, the Act has been applied to the establishments in Pondicherry Territory with effect from 1 October 1963 and the provisions of the scheme have been extended to these establishments from 31 October 1963. About 40 factories/ establishments and about 10,000 workers were covered in this territory. The scheme covers all factories and other establishments falling under any notified industry employing 20 or more persons on completion of five years of existence and those employing 50 persons or more persons on completion of three years of existence. It does not, however, apply to (i) establishments registered under the Co-operative Societies Act, 1912 (or under any other law relating to cooperative societies) employing less than 50 persons and working without the aid of power; (ii) handloom factories organised as industrial co-operatives as a class (up to the end of 1964); (iii) such class of establishments owned/controlled by charitable institutions as are working solely for the benefit of their employees (up to August 1965); and (iv) tea plantations and tea factories in the State of Assam where the State Government has a separate scheme for these establishments.

* Indian Labour Journal, Vol.VI, No.3, March, 1965, pp. 223-226.

Coverage.— The Act, which initially applied to six industries only, stood extended to 84 industries and classes of establishments by the close of the year. The number of factories and other establishments covered under the scheme during the year was 25,663 and that of subscribers was 3.907 millions as against the corresponding figures 22,413 and 3.517 millions respectively for the year 1962-63. The number of establishments covered on voluntary basis rose from 310 in 1962-63 to 499 in 1963-64.

Administration and Finance.— The Fund is administered by a tripartite Board of Trustees which is a body corporate consisting of a Government nominated chairman, nominees of the Central and State Governments and representatives of all-India employers' and employees' organisations. The Central Provident Commissioner who is the Chief Executive Officer of the Organisation and Secretary to the Board of Trustees, controls the Organisation through the Regional Provident Fund Commissioners. There are at present 12 whole-time Regional Commissioners one each in Andhra Pradesh, Bihar, Delhi, Gujarat, Kerala, Madhya Pradesh, Madras, Maharashtra, Mysore, Punjab, Uttar Pradesh and West Bengal; and three part-time Regional Commissioners one each in Assam, Orissa and Rajasthan.

An employee in a covered establishment, other than excluded employee, is eligible for membership of the Fund if he has completed one year's continuous service or worked for 240 days during a period of 12 months or less and his total emoluments including dearness allowance, retaining allowance if any and cash value of food concessions, do not exceed 1,000 rupees per mensem. The members of the Fund and the employers have each to contribute every month at $6\frac{1}{2}$ per cent. of basic wages, retaining allowance (if any) and dearness allowance including cash value of any food concessions. Section 6 of the Employees' Provident Funds Act was amended towards the close of 1962 empowering the Central Government to enhance the rate of contribution to 8 per cent. in any industry or class of establishments covered under the Act by a notification after making such enquiry as it deems fit.

Accordingly by the end of the year under review, the statutory rate of provident funds contribution was enhanced to 8 per cent. in respect of factories employing 50 or more persons and engaged in 24 industries and classes of establishments including 4 covered last year. The members and employers are permitted to contribute ~~administrative~~ at an higher rate if they so desire, provided employers agree to pay administrative charges on the members' and and employers' enhanced contributions also. During the year, about 36,448 members were voluntarily contributing at enhanced rates. The total contributions received in cash from unexempted establishments during the year (inclusive of past accumulations received in cash) amounted to 355.5 million rupees as against 286 million rupees during the previous year. In addition, past accumulations contributed in the shape of securities amounted to 43.2 million rupees as against 41.3 million rupees in the previous year.

The expenditure involved in administering the Act and the Scheme is met from specified levies called the administrative and inspection charges collected from the employers of unexempted and exempted establishments respectively. The charges are fixed by the Central Government. In respect of establishments in which the rate of contributions is $6\frac{1}{4}$ per cent. the rate of administrative charges is 3 per cent. and that of inspection charges is 0.75 per cent. The corresponding rates in respect of establishments ~~from~~ in which the statutory rate of contributions is 8 per cent. are 2.4 and 0.6 per cent. respectively. The total income from administrative and inspection charges and the expenditure for the year 1963-64 were 12.541 million rupees and 9.213 million rupees respectively.

The provident fund contributions were as usual exclusively invested in the Central Government Securities such as 12 year National Defence Certificates and Defence Deposits Certificates and other Government of India securities including Defence Bonds. The total investment made during the year in respect of unexempted establishments was 313.6 million rupees.

During the year under review a sum of 79.7 million rupees was paid in respect of 0.152 millions of claims as against payment of 65.7 million rupees in 0.134 millions of claims last year.

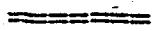
On the recommendations of the Central Board of Trustees the Government of India have decided that interest at the rate of 4 per cent. be credited to the accounts of the subscribers including members of the staff provident fund for the year 1963-64. The Government of India have agreed to this rate being further increased to 4.25 per cent. per annum during the financial year 1964-65.

Advances and Loans.-- The scheme provides for the grant of an advance to a member, who has been a member of the Fund for three years, to finance his policy of life insurance. Accordingly 45,107 members availed themselves of this facility and a sum of 2.961 million rupees was withdrawn by them during the year. Advances are also payable for constructing a house, or purchasing a house or a plot of land for a house. A sum of about 8 million rupees was advanced during the year in 9,825 cases. The facility of granting advances to members for purchasing shares of Consumer Co-operative Society is also available. An advance up to 30 rupees can be granted to a member for purchasing shares of a Consumer Co-operative Society which aims at a minimum membership of 250. A sum of about 0.16 million rupees was advanced during the year in 6,022 cases. A special advance during the temporary closure of an establishment is also allowed to a member if the establishment is locked up or closed for more than 30 days and he does not get any compensation during the period of his unemployment. In that case ~~any~~ he can get an advance up to his own contribution with interest thereon. In cases of mass retrenchment, the payment of provident fund dues is made immediately and in cases of individual retrenchment, payment is made if the member has not been employed in a covered establishment for a continuous period of at least 6 months.

Enforcement.-- For the proper implementation of the Scheme the inspectorate staff are entrusted inter alia with the enforcement of the provisions of the Scheme and recovery of the correct dues from the employers. During the year under review 140 Inspectors carried out 66,775 inspections in unexempted and exempted establishments, in addition to their visits to un-covered units.

The major problem which is now facing the organisation is the realisation of overdues from defaulting employers. These arrears are recoverable as arrears of land revenue. The defaulting employers can also be prosecuted for failure to ~~empowe~~ submit returns of pay provident dues. The State Governments are also empowered to realise from the defaulting employers damages up to 25 per cent. of the amount of total arrears. The problem of bringing down these arrears had engaged the attention of the Central Board of Trustees several times. The Regional Provident Fund Commissioners in their Conference held in August, 1963 also considered this problem in detail and recommended that the Act should be amended to provide for (i) a minimum period of compulsory imprisonment for repeated offences; (ii) first priority for the recovery of arrears of contributions over all dues debts or its inclusion among the secured debts; (iii) a minimum fine in the case of non-payment of contributions etc.; and (iv) a minimum ~~period of compulsory imprisonment for su~~ fine for continuous non-payment of dues after conviction and a minimum period of compulsory imprisonment for subsequent defaults. It was also felt that services of a few certificate officers be engaged as a temporary measure even at the cost of the Fund, if necessary, wherever there was an undue delay in the recovery of the arrears of contributions. While all these suggestions were being considered by the Government of India, it was recognised that persistent follow-up by personal contacts and negotiations under pressure of prosecution and recovery proceedings would produce substantial results and so the field staff launched a drive. In all 4,690 prosecutions for recovery cease involving a sum of 20.1 million rupees were launched during the year and 27.4 million rupees were recovered during the year. At the close of the year, the organisation had to realise arrears of 40.2 million rupees.

Conclusions.- The Employees' Provident Fund Organisation was constantly endeavouring to widen the coverage of the Employees' Provident Funds Act and the Scheme and to enhance the rate of contribution in those of establishments where there appeared to be a scope; to review the implementation and adapt the administrative apparatus and processes to the new situations and to amend the Act and the Scheme in order to serve the beneficiaries better.



93. Application.

India - March 1965.

Madras: Report on the Working of the
Workmen's Compensation Act for the
Year 1963*.

Summary of proceedings.- According to the Report on the Working of the Workmen's Compensation Act, 1923, in the State of Madras for the year 1963, there were 218 cases pending at the commencement of the year 1963. Six hundred and fifty-five cases were filed and eleven cases were received from the Commissioners of other States for disposal during the year. Of these 884 cases, 716 cases were disposed of during the year. Of the remaining 168 cases, 41 cases were pending for over six months and 76 cases have since been disposed of.

Details of proceedings:- Award of compensation under section 10.- There were 97 cases pending at the commencement of the year. Forty-eight cases relating to death, 77 cases relating to permanent disablement and 24 cases relating to temporary disablement were filed during the year. Of these 246 cases, 158 were disposed of during the year and one case relating to permanent disablement was transferred to the Commissioner for Workmen's Compensation, Mysore, for disposal under Rule 22(1). Thirty-six out of the 87 pending cases have since been disposed of.

* Report on the Working of the Workmen's Compensation Act in the State of Madras for the year 1963: Government of Madras, 1965. Price Rs.2.05; pp. 7+2.

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Distribution of compensation under Section 8(1).— Sixty-nine cases were pending on 1 January 1963. One hundred and ninety-three cases were filed during the year and eleven cases were transferred by other Commissioners for disposal under section 21(2) of the Workmen's Compensation Act. Of these 273 cases, 210 were disposed of during the year. The compensation deposited was distributed to the dependants of the deceased workmen in 190 cases, refunded to the depositor in 4 cases under section 8(4) of the Workmen's Compensation Act and transferred to the Commissioners of other States in 16 cases. Of the 63 pending cases, 25 have since been disposed of.

Deposit in favour of women and persons under a legal disability.— One case was pending at the beginning of the year. Twenty-three cases were filed during the year. Of these 24 cases, the compensation deposited was distributed to the injured workmen in eighteen cases, and refunded to the depositor in the one case, as the whereabouts of the injured workman were not known.

Deposit under section 8(2).— Eight cases were pending at the commencement of the year and 57 cases were filed during the year. Of these 65 cases, the compensation deposited was distributed to the injured workman in 59 cases. Six cases were pending at the end of the year.

Application for indemnification under Section 12(2).— Two cases were pending at the commencement of the year. Seven cases were filed during the year. Of the nine cases seven were disposed of during the year.

Registration of agreements under section 28.— Forty-one agreements were pending registration at the beginning of the year. One hundred and ninety-six agreements relating to permanent disablement and thirty agreements relating to temporary disablement were filed during the year. Two hundred and fifty-eight agreements were registered during the year and two agreements were refused to be registered for inadequacy of the amount and two for other causes. Four agreements relating to permanent disablement and one relating to temporary disablement were pending at the close of the year.

The total amount of compensation paid in respect of the 228 agreements relating to permanent disablement registered during the year was Rs. 187,445.59 P.

Recovery under section 31.- No recovery was pending during the year.

Inquiry under the Workmen's Compensation (Transfer of Money) Rule 1935.- One case was pending on 1 January 1963. Sixteen cases were received during the year. Inquiries were completed in 14 cases.

The total amount of compensation in which the money was transferred to this Court for disposal during the year was 14 and the total amount transferred was Rs.78,830.26 P.

Return under section 16.- Returns were called for from 6,014 factories and establishments and were received from 5,102 factories and establishments. Fifty-six cases of death, 138 resulting in permanent disablement and 7,897 resulting in temporary disablement were reported in these returns as against 47 cases of death, 52 accidents resulting in permanent disablement and 6,970 resulting in temporary disablement reported during the previous year. The total amount of compensation paid during the year was Rs. 189,834.50 P. for death, Rs. 125,864.46 P. for permanent disablement and Rs.187,243.94 P. for temporary disablement, the figures for the previous year being Rs.62,545 for death, Rs.39,929.26 P. for permanent disablement and Rs.98,180.55 P. for temporary disablement.

Prosecutions.- One prosecution which was pending at the commencement of the year was disposed of during the year and the total amount of fine realised was Rs.25. No prosecution was launched during the year 1963.

Reference under Section 19.- Twenty-five references were received from employers for the opinion of the Commissioner as to their liability to pay compensation. All the references were answered.

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Accidents reported - Fatal.- One hundred and thirty-three cases were pending at the beginning of the year. Four hundred and twelve reports and petitions were received during the year. Of these 545 reports and petitions, compensation was awarded or paid in 230 cases, 16 cases were transferred to other Commissioners for disposal, the amount deposited was refunded to the employers in four cases for want of dependants, no compensation was found payable in 16 cases, and 179 cases were lodged. Of the remaining 100 cases, 28 cases have since been disposed of.

Accidents reported - Non-fatal.- One hundred and five cases were pending at the beginning of the year. One thousand three hundred and seventy-six reports and applications from injured workmen were received during the year. Of these 1,481 cases, compensation was awarded or paid in 139 cases, no compensation was found payable in 40 cases, one case was transferred to the Commissioner for Workmen's Compensation, Mysore for disposal, the amount deposited was refunded to the employer in one case and one thousand two hundred and thirty-two cases were lodged as the injuries sustained by the workers concerned were minor. Forty-eight cases of the remaining 68 cases have since been disposed of.

Personal Deposit Accounts.- The total amount of compensation deposited with this Court during the year was Rs. 778,711.72 P. as against Rs. 531,837.44 P. deposited during the previous year.

The compensation allotted to women and persons under a legal disability was as usual invested on their behalf in the Post Office Savings Bank for payment to them in instalments. There were 645 Post Office Savings Bank accounts at the commencement of the year, 173 were opened and 150 accounts were closed during the year. The total value of the securities held by the Commissioner in respect of the 668 accounts remaining open at the close of the year was Rs. 830,346.95 P. The total value of the other securities held by the Commissioner, i.e., National Savings Certificates, Ten-Year Treasury Savings Deposits Certificates and 3 per cent. Conversion Loans of 1944 treasury deposit was Rs. 9,960.00 P. Of the 150 accounts closed during the year, 57 were for investment of the amounts in immovable properties. The total amount so invested was Rs. 112,343.72 P.

The accounts for the year 1962 have been audited. The accounts for 1963 have not yet been taken up for audit.

Appeals.- There were eight appeals pending in the High Court of Judicature of Madras at the beginning of the year. Fifteen cases have been taken up on appeal to the High Court and ten cases were disposed of during the year. Thirteen cases were pending at the end of the year.

Legal Assistance.- In G.O.Ms.No.5372 (Labour) Department of Industries, Labour and Co-operation dated 13 November 1963, the Government sanctioned a non-recurring expenditure of not exceeding Rs.1,000 towards legal assistance to poor and deserving workmen or their dependants claiming compensation under the Workmen's Compensation Act. The Government also permitted the Commissioner for Workmen's Compensation, Madras, to utilise the above grant, in addition to the above purpose, for giving legal aid in deserving cases, to the dependants of deceased workmen for defending their cases before the High Court provided, such aid was given in respect of the same matter in the proceedings before the Commissioner for Workmen's Compensation, Madras. In six cases legal assistance at State cost was availed of during the year.

(The Working of the Act for the Year 1962 was reviewed at pages 100-103 in the Report of this Office for March-April 1964).



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