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INTERNATIONAL LABOUR OFFICE
INDIA BRANCH

Industrial and Labour Developments in
April 1965.

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

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Chapter 2. International and National Organisations

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

India - April 1965.

Seventh Session of the Asian Regional Organisation of the I.C.F.T.U. held at New Delhi, 1-6 April, 1965.

The seventh session of the Asian Regional Organisation of the I.C.F.T.U. was held at New Delhi on 1 April 1965. About 40 delegates from Japan, Malaysia, Ceylon, Pakistan, Philippines, Okinawa, Taiwan, Indonesia, South Korea and India participated in the Conference. There were in addition observers from several international bodies. Shri V.K.R. Menon, Director of I.L.O. India Branch attended the Conference on behalf of the I.L.O. and read out a message. The Conference was inaugurated by Shri D. Sanjivayya, Union Minister for Labour and Employment. Among others who spoke were, Mr. Omer Becu, General Secretary of I.C.F.T.U., Shri G.S. Malkote, president of the Indian National Trade Union Congress, Shri P.P. Narayanan, chairman of the ICFTU-Asian Regional Organisation, and Shri Deven Sen, president of the Hind Mazdoor Sabha.

Inaugural speech.- Inaugurating the Conference, Shri D. Sanjivayya, Union Minister for Labour and Employment, said that unless the developing countries were allowed a little extra elbow-room in world trade, their development efforts would be thwarted notwithstanding all the assistance they received from abroad.

Shri Sanjivayya said the basic situation in India as well as in Asia generally was that the growth in employment opportunities was not able to keep pace with the growth in labour force. In India, even if the next Plan succeeded in creating 25 million additional jobs, there would still be an unemployment backlog of about 13 million people.

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The trade unions, the Minister said, must turn their thoughts to the million awaiting an opportunity to join the rank of wage earners. "May I suggest that the trade unions should be ready to forgo immediate advantages if that would promote employment," he said.

Shri Sanjivayya said this question had an international aspect. The workers of the developed countries "suffered from the misapprehension" that import of manufactured goods from the developing countries would affect them adversely. The ICFTU could play its role in removing such notions.

"Prosperity anywhere should be a means to removing poverty elsewhere", he added.

Speaking on the occasion, Mr. Omar Becu, General Secretary of the ICFTU, called the conference "a congress of opportunities", an opportunity to sink differences so that the Asian voice was heard at the forthcoming ICFTU meet in Amsterdam, and to translate "into action the will of the Asian workers."

Among others, the agenda of the Conference included Report on activities for the period from July 1962 to December 1964, ICFTU education activities in Asia and International Trade and Development.

(The Hindustan Times, 2 April, 1965;
Documents received in this Office).

Colloquium on Intra-Regional Technicians
Training held at New Delhi,
19 April, 1965.

A four-day colloquium on Intra-Regional Technician Training was held at New Delhi on 19 April 1965 under the auspices of Colombo Plan. Shri B.R. Bhagat, Minister of Planning inaugurated the colloquium. Representatives of Ceylon, Nepal, Republic of Korea, Malaysia, Maldivo Islands, Pakistan, the Philippines, Thailand, Vietnam, India and Bhutan are attended the colloquium.

The colloquium was aimed at providing a forum for a free and friendly exchange of ideas among those who have a direct and common concern for technical education and training in underdeveloped countries of Asia.

Addressing the colloquium, Shri B.R. Bhagat, Minister of Planning said that the underdeveloped countries of Asia were not only short of trained manpower, but also of technical equipment, "which is a prerequisite to any effort in the direction of promoting institutions for developing training facilities". He said that the developed member countries of the Colombo Plan were in a position to assist the underdeveloped countries in the training of technical personnel at higher levels and, therefore, the latter would have to depend upon themselves for promoting and expanding training facilities at middle and lower levels.

(The Statesman, 20 April 1965).

28. Employers' Organisations.

India - April 1965.

Thirty-Second Session of All-India
Organisation of Industrial Employers
held at New Delhi, 23 April, 1965.

The 32nd session of the All India Organisation of Industrial Employers was held at New Delhi on 23 April 1965. The Session was inaugurated by Shri A.K. Sen, Union Minister for Law and Social Security and presided over by Shri G.M. Modi, President of the Organisation.

President's address.- Shri G.M. Modi, President of the All-India Organisation of Industrial Employers, in his presidential address appealed to the Government to keep in view the larger national interest and objectives while reformulating its labour policy. Shri Modi said that wage policies, much as they had to be motivated by social needs, could not be separated from the larger national interest and objectives. One of the chief objectives, he added, had been to achieve maximum employment in the shortest time. The objective of creating more and more employment, he pointed out, depended upon the capacity for investment which in turn was conditioned by the fiscal and monetary policies of the Government. The emphasis in any labour policy, therefore, has to be on providing the highest stimulus for further investment in order to accelerate the growth of employment opportunities, he added.

Privileged Class.- Referring to the concept of social justice, Shri Modi observed that it had been responsible for creating a privileged class of workers in the organised sector of the economy who apart from getting a higher wage level which extended even up to 120 per cent. in the case of those working in the mining industries compared to what they were getting in 1950, enjoyed several other benefits. The only dubious advantage which the workers get from some of the social security

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schemes like the Employees State Insurance Scheme is the ease with which they can absent themselves. Absenteeism has increased in various centres, he added.

On wage increase, Shri Modi said that if every increase in the general level of prices was accompanied by a wage increase, inflation would not get restrained and it would become a potent cause for further increase in prices. The wage fixing authorities should attach greater importance to productivity.

Referring to voluntary arbitration for settlement of disputes, he urged a provision for appeal against arbitration awards "which are beyond the terms of reference and which are considered perverse awards."

Contract Labour.- He also referred to the proposed Bill for regulation of contract labour. The need for specialised work on contract basis would grow along with the growth in industries in the country and instead of thinking in terms of abolition of contract system, it would be better to extend to contract labour the facilities which were enjoyed by regular workmen, he added.

Inaugural address.- Shri A.K. Sen, Union Minister for Law and Social Security, who inaugurated the session said that only a policy aimed at evoking a co-operative response from the parties concerned could tackle the problem of unaccounted money. He was not sure if "punitive measures" would solve the problem.

Shri Sen said the problem of unaccounted money was closely related to the question of investment and saving. There was a tendency on the part of a large number of tax payers in the country today not to disclose the correct assets liable for taxation. This, he said, was a distressing state of affairs.

Referring to Shri Modi's remarks that Government's labour policy was motivated by social needs at the expense of larger national objectives, Shri Sen called upon the industrialists to understand the basic objectives of the national policy and be prepared for a compromise on the ideological conflicts that persisted. It would be unwise to concentrate on issues of ideologies, he added.

Shri Sen said that a co-operative labour force was the greatest asset and it was the duty of the industrialists to create a contented labour force.

Judicial pronouncements on social justice, he added, had been designed on the basis of the Constitution and "I feel one of the remarkable achievements has been the development of social justice by courts to smoothen the employer-employee relationship." "Our laws are even being followed by other countries" he said.

(The Hindu, 25 April 1965).

Chapter 3. Economic Questions.

36. Wages.

India - April 1965.

Enhanced Dearness Allowance sanctioned to Port and Dock Workers.

A Resolution dated 22 February 1965 of the Ministry of Labour and Employment says that a Central Wage Board for the port and dock workers at major ports was constituted by the Government of India by their Resolution dated 13 November 1964. The Wage Board has made recommendations as shown below, for grant of dearness allowance at enhanced rates.

The Government has decided to accept the recommendations of the Wage Board and to request the concerned employers to implement the same as early as possible.

Wage Board's Recommendations.- Having considered the matter in all its aspects, the Board is of the view that without prejudice to the contention of either party (employers or employees), the Port and Dock Workers should get the enhanced Dearness Allowance as per recommendation of the Das Commission as per past practices.

In doing so the Board is not expressing any opinion on the question of interim relief which will be decided by it after taking into consideration all relevant facts including the total emoluments of the workers as they stand at the time.

(The Gazette of India, Part I, Sec.1,
13 March 1965, page 137).

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Wage Rates for Field and Factory Workers
in Rubber Plantation Industry fixed.

A Resolution dated 4 March 1965 of the Ministry of Labour and Employment says that the Central Govern Wage Board for rubber plantations industry, set up by the Government of India by their Resolution dated 7 July 1961, has made recommendations, as shown below, in regard to the wage structure of the field and factory workers.

The Government has decided to accept the Wage Board's recommendations and to request the employers to implement the same as early as possible.

Wage Board's Recommendations.— The Central Wage Board for Rubber Plantation Industry has reached unanimous conclusions about the wage rates of field and factory workers that should prevail in rubber plantation industry for five years with effect from 1 May 1964. The Board has taken decisions in respect of certain other incidental matters too; but the Board is not in a position to finalise its report as wages of clerical, medical, teaching staff, supervisors, etc., employed in rubber plantations have yet to be settled. The Board will therefore require some more time to submit its report to Government. In the meanwhile, the cost of living has increased. The Central Wage Board for Tea Plantation Industry has granted a second interim wage increase with effect from 1 May 1964 for tea workers in the South. This Board has not recommended a second interim increase, as it was finalising the wage structure to have effect for five years. Labour working in Coffee Plantations have also got increased wages as a result of the recommendations of the Central Wage Board for Coffee Plantation Industry. As this Board has also decided to recommend higher wages to the workmen with effect from 1 May 1964, it considers that the benefit of its recommendations should be made available immediately to the field and factory workers in rubber plantations. Accordingly, the Board recommends the following daily wage rates for the workers in rubber plantation industry from 1 May 1964:—

(A) Kerala and Madras -

(1) Wage of the time-rated field workers should be as under:-

Men	--	Rs. 2.10
Women	--	Rs. 1.80
Adolescents	---	Rs. 1.51
Children	--	Rs. 1.05

(2) Wages of factory workers should be as under:-

Men	--	Rs. 2.30
Women	--	Rs. 1.95
Adolescents	---	Rs. 1.44

(3) Piece rates and fall back wages for Tappers:

(a) For the purpose of piece rates, rubber estates should be classified into undermentioned seven classes depending upon the yield per acre for the previous year:-

<u>Class</u>	<u>Yield</u>
I	Upto 110 Kg.
II	More than 110 Kg. upto 180 Kg.
III	More than 180 Kg. upto 270 Kg.
IV	More than 270 Kg. upto 360 Kg.
V	More than 360 Kg. upto 450 Kg.
VI	More than 450 Kg. upto 540 Kg.
VII	More than 540 Kg.

(b) The standard out put that should be co-related to the classification mentioned in (a) should be as follows:-

<u>Class</u>	<u>Standard daily output per tapping block</u>
I	1½ Kg.
II	3 Kg.
III	5 Kg.
IV	7 Kg.
V	10 Kg.
VI	12½ Kg.
VII	15 Kg.

(c) The tapping block for ordinary tapping system should be as under:-

- (i) 250 trees where stand per acre is 100 or below;
- (ii) Upto 300 trees in other cases as at present.

(d) The tappers should be paid a fall back wage of Re.1.04 and in addition to it they should be paid wages depending upon their output at the rates mentioned below:-

Class	Rate in paise per $\frac{1}{2}$ Kg. up to standard output.	Rate in paise per $\frac{1}{2}$ Kg for out put above the standard output.
I	39	7
II	20	7
III	13	8
IV	09 $\frac{1}{2}$	8
V	8.3	10
VI	6.64	10
VII	5.5	10

(B) Mysore -

(1) The wages of time-rated field workers should be as under:-

Men	---	Re. 1.80
Women	---	Re. 1.40
Adolescents	---	Re. 1.10
Children	---	Re. 0.90

(2) The wages of factory workers should be as under:-

Men	---	Re. 1.90
Women	---	Re. 1.50
Adolescents	---	Re. 1.15

(3) Piece rates and fall backwages for tappers:-

For the purpose of piece rates, classification of rubber estates, standard output co-related to the classification and the rates of wages of piece rated tappers depending upon their output should be the same as mentioned in the case of Madras and Kerala States, except that the fall back wage in Mysore State should be Re. 0.74 per day.

The Board's recommendations regarding wages of labour for subsequent years will be included in the Board's final report.

Wage Board for Heavy Chemicals and
Fertilizers Industries set up.

A Resolution of the Ministry of Labour and Employment dated 3 April 1965 says that in pursuance of the recommendations made in para 25 of chapter XXVII of the Second Five Year Plan and in para 20 of chapter XV of the Third Five Year Plan, the Government of India has decided to set up a Wage Board for the Heavy Chemicals and Fertilizer Industries.

The Board consists of two representatives each of employers, workers and independent members with Shri M. Sriramamurty as chairman. The following will be the terms of reference of the Board:-

(a) to determine the categories of employees (manual, clerical, supervisory, etc.) who should be brought within the scope of the proposed wage fixation;

(b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

Explanation:- In evolving a wage structure, the Board should in addition to the consideration relating to fair wages, also take into account:-

(i) the needs of the Heavy Chemicals and Fertilizers industries in a developing country;

(ii) the requirements of social justice;

(iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill; and

(iv) the desirability of extending the system of payment by results.

Explanation:- In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against over work and undue speed.

The headquarters of the Board will be located at Madras.

(The Gazette of India, Part I, Sec.1,
17 April 1965, page 198)

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Second Interim Wage Increase granted to
Workers in Coffee Plantation Industry.

A Resolution dated 3 April 1965 of the Ministry of Labour and Employment says that the Central Wage Board for Coffee Plantation Industry, set up by the Government of India by their Resolution dated 7 July 1961, has made recommendations for grant of second interim wage increase to the staff and non-staff categories of workmen in the coffee plantation industry, as shown below.

The Wage Board has further recommended at its meeting held on 1 March 1965, that the above workers should continue to get the second interim wage increase at the same rates from 1 January 1965.

The Government has decided to accept the Board's recommendations and to request the employers to implement the same as early as possible.

Wage Board's Recommendations.- The Board has reached unanimous conclusions about the wages of the staff in Mysore, Madras and Kerala States and for employees known as excluded categories in Madras and Kerala States. Decisions remain to be taken on a few minor matters which will not take long. In the meanwhile the Wage Board Report is being drafted and is expected to be finalised soon. The Central Wage Board for Tea Plantation Industry has given a second interim wage increase to the workers as well as the staff in Tea Plantation Industry. This Board's recommendations about giving effect to the Board's decision about the wages of field staff and maistries in coffee plantations from 1 July 1965 have already been accepted and notified by Government. Since the staff and non-staff categories in coffee plantation industry has received no wage increase since the granting of first interim wage increase by the Board, the Board considers that they should also get immediately a second interim wage increase. It is therefore recommended unanimously that:

(1) The staff employed on all coffee plantations in the States of Madras, Mysore and Kerala and the employees in the excluded categories employed on coffee plantations in the States of Madras and Kerala should be given a second interim wage increase with effect from 1 July 1964 to the end of December 1964 on the following basis:-

(a) Rs. 10 per month to those who draw total emoluments of Rs.100 and below per month.

(b) Rs. 16 per month to those who draw total emoluments of above Rs. 100 per month but up to Rs. 200 per month.

(c) Rs. 22 per month to those who draw total emoluments of above Rs. 200 per month.

Explanation:- "Total emoluments" shall mean the sum of basic pay, dearness allowance, servant allowance and first interim wage increase.

(2) A second interim wage increase should be given from 1 July 1964 to 31 December 1964 to non-staff categories like tractor drivers, vehicles drivers, mechanics etc., in Mysore State not covered by Board's recommendations in clause (1) and ~~by~~ to non-staff categories other than excluded categories in Madras and Kerala States at the following rates:-

(a) Rs. 7.50 per month for monthly rated workers;

(b) Rs. 0.20 per day for daily rated workers.

The Board's recommendations about the new wage structure for the staff and non-staff categories of employees effective from 1 January 1965 will be included in the Board's final report.

(The Gazette of India, Part I, Sec.1, 17 April 1965, page 198).

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

INDIA - APRIL 1965.

42. Co-operation.

All-India Seminar of Appex Co-operative
Marketing Societies, held at Lucknow,
4 April, 1965.

All-India Seminar of Appex Cooperative Marketing Societies was held at Lucknow on 4 April 1965. The Seminar was inaugurated by Shri Banarsi Das, Minister for Co-operation of the State Government of Uttar Pradesh, and presided over by Shri Ram Sewak Misra, Vice-President of the U.P. Cooperative Federation. Among others, the Seminar was addressed by the Chief Minister, Mrs. Sucheta Kriplani. Over forty delegates - presidents, vice-presidents, and chief executive officers of the apex cooperative marketing institutions drawn from all the States and Union territories, besides Government officers acting as observers ~~are~~ participated in the Seminar.

Inaugural Address.- Inaugurating the Seminar, Shri Banarsi Das, Minister for Cooperation of the State Government of Uttar Pradesh said that the co-operative movement - long accepted as the only solid foundation of India's expanding economy - would not be able to bear the burden of the superstructure of a prosperous society of tomorrow, unless it was revitalised. The movement should be able to prevent the exploitation of the cultivator - the primary producer of raw materials - by middlemen; help in arresting price fluctuation of essential commodities, and ultimately lead to the establishment of its functionaries - the co-operative marketing societies - as viable competitors against private trade interests. Shri Banarsi Das warned that the co-operative marketing movement would die if the cultivator was not only saved from exploitation by middlemen, but made a co-sharer in the ~~produce, the~~ maximum wealth fetched for his produce, through its proper processing through the agency of co-operative marketing societies. The cultivator required to be reassured that the safest custodian of his economic interests were the co-operative marketing societies and not the private tradesmen.

There was a great need for the triangular set-up of co-operative bodies - marketing societies, central consumer cooperative stores and the U.P. State Co-operative Federation - to function in an effective liaison, emphasised Shri Banarsi Das. The Government had helped set up central consumer cooperative stores in 27 districts of the State. The marketing societies should try and catch up with the increasing demands of the central consumer stores and, with the help of the U.P. State Co-operative Federation, a harmony in the markets - ruling out price fluctuations and ensuring maximum benefits to the cultivator - should be established. He added that inter-state harmony had already been secured through the medium of the National Agricultural Marketing Federation; but the task before this State and other States had yet to be achieved. Marketing societies could also enhance their usefulness by providing to the cultivators better agricultural implements, fertilisers, and other essential goods.

Shri Banarsi Das added that while the question of price fixation was already before the Agricultural Commission, the seminar could prove a guiding star if it could address itself to certain vital problems facing the cooperative movement and suggest solutions to them. Primarily, the question of finance always figured in evaluating the progress of the movement, but that there was no need to worry much about this problem, for more and more finances were being made available, and the Fourth Five Year Plan would be lavish in this respect. Secondly, the arrest of price fluctuation was another problem, while the biggest problem related to technical know-how - of finding competent personnel to man the co-operative marketing societies and other co-operative bodies. To make the cooperative movement a success, there was a great need for the multiplication of co-operative processing units, he concluded.

Chief Minister's Speech. - The Chief Minister, Mrs. Sucheta Kripalani, regretting that the co-operative movement in the State was not functioning as well as was expected, appealed to all persons engaged in co-operative work to discharge their duties faithfully and consider their work as a "sacred trust". She added that the movement had not proved successful in many States of the country, but in some, like Madras and Maharashtra, considerable results had been achieved.

Mrs. Kripalani added, that the co-operative movement could save both the consumer and the cultivator from exploitation at the hands of unscrupulous middlemen in the foodgrains trade, and function as the "true saviour" of these wings of society. The co-operative movement could help the stabilisation of prices and also prevent them from soaring high. "Let the co-operative discipline the unscrupulous middlemen in the foodgrains trade and make them see reason and compel them to give up exploitation of both the cultivator and the consumer", Mrs. Kripalani stressed.

(The National Herald, 5 and 6 April, 1965).

CHAPTER 5. WORKING CONDITIONS AND LIVING STANDARDS.

INDIA - APRIL 1965.

50. General.

Conditions of Work of Staff on Indian Railways: Railway Board's Annual Report for 1963-64.

The following information regarding conditions of work of railway employees in India during the year ending 31 March 1964 is taken from the Annual Report of the Railway Board on Indian Railways for 1963-64*.

Number of Staff.- The total number of employees, permanent and temporary, on all the railways (including non-Government Railways) and in the office of the Railway Board and other offices attached and subordinate thereto, including staff employed on construction works, at the end of 1963-64 was 1,275,768 compared with 1,216,820 (these figures exclude casual labour) at the end of 1962-63. Of this number, the non-Government Railways accounted for 5,583 employees at the end of 1963-64 against 5,517 at the end of the previous year.

* Government of India, Ministry of Railways (Railway Board): Report by the Railway Board on Indian Railways for the year 1963-64: Published by the Manager of Publications, Civil Lines, Delhi, 1965: pp. viii+123.

The strength of staff, on the Government Railways, increased by 58,882 or 4.86 per cent. in 1963-64, as compared to 1962-63. This small increase should be viewed in relation to the increase in the volume of traffic handled and the transport output on the Indian Government Railways and the increase in track kilometres. The passenger traffic, in terms of number of passengers originating, increased by 6.74 per cent. in 1963-64 over 1962-63 and in terms of passenger kilometres by 5.40 per cent. goods traffic in terms of tonnes originating increased by 7.53 per cent. and in terms of net tonne kilometres by 6.10 per cent.; train kilometres increased by 3.45 per cent. and track kilometres increased by 1.63 per cent.

The total cost of staff, including those on loan from the Indian Audit and Accounts Service, went up by 153 million rupees during the year, compared with the last year. The increase in cost may be attributed to the increase in the strength of staff to cope with the increase in traffic, the annual increments, increase in dearness allowance, etc.

Details of the number and cost of staff on the Indian Government Railways are given below:-

Class of staff	Number of staff (in units)\$\$						Cost of staff		
	open line		Construction		Total		(In Millions of Rupees)		
	1962-63*	63-64	62-63*	63-64	62-63*	63-64	62-63*	63-64	62-63*
1	2	3	4	5	6	7	8	9	
Classes I & II.	4568&&	5001&	647	775	5215&&	5776&	61.0	66.4	
Class III.	475770	500086	12796	488623	514382	1357.4			
Class III.	475770	500086	12853	14796	488623	514882	1355.8	1437.4	
Class IV.	714971	746209	2494	3318	717465	749527	914.7	980.7	
Total.	1195309&&	1251296&	15994	18889	1211303&&	1270185&&	2331.5	2484.5	

*Figures for 1962-63 are revised.

& Excludes 9 officers on loans from Indian Audit and Accounts Service.

&& Excludes 4 officers on loan from Indian Audit and Accounts Service.

\$The figures of cost of all Railways represent pay, allowances, passages, provident fund contributions, gratuities, pensionary benefits and grainshop concessions.

\$\$These figures exclude casual labour.

The total number of employees belonging to scheduled castes and scheduled tribes at the end of 1963-64 on all Government Railways, the office of the Railway Board and other offices subordinate thereto including staff employed on construction works, was as under:-

	<u>Scheduled castes.</u>	<u>Scheduled tribes.</u>
Class I.	64	3
Class II.	61	8
Class III.	40,562	4,060
Class IV.	158,134	26,397

Recruitment and Promotion.- Seventeen training courses were held during the year which were attended by 390 officers of various departments including 157 Class I probationers, 125 temporary officers and 104 class II officers. Besides these courses, a refresher course was also conducted for senior scale officers of the Accounts Department and this was attended by 15 officers. Three special courses of short duration for junior and inter administrative grade officers of the Traffic, Civil Engineering and Accounts Departments respectively, were arranged and these were attended by 41 officers. A management course of one week's duration was arranged, for the first time, and was attended by 40 officers of junior and inter administrative grade from different departments. Nineteen instructional tours were organised for the trainee officers.

Arrangements were made for the briefing of 71 officers and 78 non-gazetted staff before sending them abroad for training.

Railway Service Commissions.- Some of the important statistics relating to the recruitment of staff by the Railway Service Commissions, headquartered at Allahabad, Bombay, Calcutta and Madras are given below:-

	Degree/Diploma Holders (Engineering)	Others
(a) Number of posts indented by the Railways.	2,609	23,204
(b) Number of applications received.	22,769	269,655
(c) Number of candidates called for test/interview.	16,849	244,754
(d) Number of candidates recommended.	2,980	28,097

The variation between items (a) and (d) is due to the fact that candidates were also recommended against the pending indents of Railways relating to the previous financial year.

A rough assessment of class III technical staff required by the Indian Railways (except the Northeast Frontier Railway) during the year 1964-65 is as follows:-

	Civil Engineer-ing.	Mechanical Engineer-ing.	Electrical Engineer-ing.	Signal and tele-commu-nications Engineer-ing.
Degree Holders.	-	2	-	5
Diploma Holders.	840	215	269	10

During 1963-64, the income of the Railways Service Commissions, by sale of application forms, was Rs. 544,908 and the expenditure incurred was Rs. 1,693,753.

Recruitment of Scheduled Castes and Scheduled Tribes in non-gazetted Railway Services.- The number of candidates belonging to scheduled castes and scheduled tribes indented for by the Railways for class III categories and the number recommended by the Railway Service Commissions during the year 1963-64 are shown below:-

Railway Service Commissions.	Number Indented		Number Recommended	
	Scheduled Castes.	Scheduled Tribes.	Scheduled Castes.	Scheduled Tribes.
Allahabad.	1,067	122	814	38
Bombay.	1,350	1,051	1,449	158
Calcutta.	1,210	912	1,658	212
Madras.	562	89	358	25
	4,189	2,174	4,279	433

The selection of scheduled tribes candidates was on the low side while the position in regard to scheduled castes was more or less satisfactory except in technical categories. The shortage of candidates from these communities had been persisting in the case of technical categories.

In order to make up the deficiency of scheduled castes and scheduled tribes, the General Managers of Indian Railways continued to exercise the special power vested in them i.e., the power to select candidates from those communities with relaxed standards of suitability without reference to the Railway Service Commissions. These selections supplemented those made relaxed standard of physical fitness continued to be applied, for recruitment of scheduled tribes and scheduled castes for the posts of sub-inspectors and for scheduled tribes for the posts of rakshaks.

The recruitment position of scheduled castes and scheduled tribes on the Railway is given below:-

Category.	Number of posts reserved		Number actually appointed	
	Scheduled Castes.	Scheduled Tribes.	Scheduled Castes.	Scheduled Tribes.
Class III.	1,719	1,171	1,375	215
Class IV.	4,362	3,037	6,383	1,704

Technical training facilities for staff.- Out of 337 recommendations of the Railway Technical Training Schools Committee, 336 had been finalized by the end of the year.

Theoretical and practical training was imparted to Class III and Class IV staff, in the existing zonal/system training schools. In addition, practical training facilities were provided in the workshops, sheds and the divisional training centres for Class IV staff. During the year under report, 2,628 (Provisional) apprentice mechanics trade apprentices and apprentice train examiners were recruited, 1,710 (Provisional) completed training and 6,342 (Provisional) were under training at the end of the year.

Relations with Labour.- During the year under review, relations between Railway Administrations and organised railway labour remained generally cordial except that an unfortunate development took place in the Lillooah Workshops towards the end of 1963. On 25 November 1963, the workers in Lillooah Workshops demanded not only a paid holiday on the sad demise of the late President Kennedy but also desired switching back to old hours of work which enhanced from 42½ a week to 48 hours a week

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with effect from 14 January 1963 in consultation with organised labour. When these demands were not accepted by the Administration, the workers resorted to illegal strike. Since the workers were defiant and would not see reason, a lockout had to be declared from 2 December 1963 to 15 December 1963.

As a result of the illegal strike and subsequent lockout the total mandays lost were 5,764 and 105,763 respectively. During the lockout, the average loss of production per day was 0.356 million rupees.

The recognition given to the North Eastern Railways Employees' Union (Sonapore) and the Eastern Railway Employees' Congress in 1962 was withdrawn on 27 July 1963 and the 5 August 1963, respectively as these Unions were found to have indulged in malpractices to boost up their membership strength, etc.

A scheme for joint consultation and compulsory arbitration on the pattern of the Whitley Councils, which had been under Government of India's consideration for some time past, was framed during the year under review. Based on this, a scheme for Railways was also drawn up taking into account the arrangements already existing on the railways, and the salient features of the same were referred to the organised labour whose reaction was not in favour of adopting the same.

Permanent negotiating machinery for settlement of disputes.— The permanent negotiating machinery, which was set up on the railways with a view to maintaining contact with labour and resolving disputes and differences arising between them and the administrations, continued to function satisfactorily during the year under review.

At the first tier of the machinery, viz., on the zonal Railways, 32 meetings were held at the headquarters' level and 819 meetings at the district/divisional/workshops level during the year. In all, 16,794 items were discussed at these meetings; over 87 per cent. of these items were finalized within one year and this included disposal of over 67 per cent. of the items within 3 months.

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At the second tier of the machinery, i.e., at the Railway Board's level, 7 periodical meetings were held with the National Federation of Indian Railwaymen and the All India Railwaymen's Federation. One hundred and fiftysix items were discussed at these meetings and 93 per cent. of these items were finalised within one year.

Joint Committees of management and staff.- At the close of the year 1963-64, the number of joint committees functioning on the Railways was over 460. The object of these committees is to foster a sense of partnership among staff of different grades in the task of providing efficient service to the public and to take workers into confidence in all matters, especially where the question of efficiency and safety of the travelling public is concerned.

The subjects discussed by these committees covered a wide range, such as, measures for prevention of losses due to pilferage, ticketless travel, etc., suggestions for improvement in operating efficiency, maintenance of rolling stock, sanitation in railway colonies and stations, simplification of procedures, etc.

Working of Staff Councils and Advisory Committees for Welfare Works.- The number of staff councils functioning on the Railways during 1963-64 was 295 and 762 meetings were held. Deliberations of these bodies were useful in promoting better understanding between the administration and the staff.

Advisory committee for welfare works on each Railway, at which representatives of labour and are also associated in the formulation of welfare schemes, functioned satisfactorily.

Implementation of labour laws.- The total number of regular railway employees and departmental casual labour governed by the provisions of the Indian Railways Act relating to hours of employment under different classifications was 1,502,302 during 1963-64, against 1,491,014 in 1962-63.

The number of regular railway employees and departmental casual labour governed by the Payment of Wages Act, on the Railways, during 1963-64, was 1,667,011 against 1,604,329 in 1962-63.

There were 238 railway installations such as major workshops, electrical power houses and sub-stations, printing presses, etc., governed by the Factories Act, 1948. The number of staff of different categories including casual labour in these factories was 1,96,120. One hundred and one canteens had been provided in these factories. Overtime payment made during the year to the workers in these factories under the departmental orders and the provisions of the Factories Act amounted to Rs. 3,796,708 and Rs. 7,055,130 respectively.

Infringements and lapses in the working of the Hours of Employment Rules, Payment of Wages Act, Minimum Wages Act, 1948 and Factories Act, 1948, detected by the officials of the Ministry of Labour, were investigated and arrangements made for prompt rectification of irregularities.

The following is the position in regard to the number of accidents to railway staff which took place during the year 1963-64, the number of accidents in which compensation was paid and the amount of compensation paid under the Workmen's Compensation Act, 1923:-

Nature of Accident.	Number of accidents which took place during the year 1963-64.	Number of accidents in which compensation was paid.	Amount of compensation paid. <u>Rs.</u>
Death.	386	298	1,470,317
Permanent Disablement.	604	534	860,979
Temporary Disablement.	30,191	26,218	946,993

The following payments were also made in 1963-64 as compensation on account of accidents which had taken place earlier:-

Nature of Accidents.	Number of accidents in which compensation was paid.	Number of accident	Amount of compensation. <u>Rs.</u>
Death.	257		973,464
Permanent Disablement.	489		393,850
Temporary Disablement.	9,588		399,077

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Service conditions of staff.- During the year under review, dearness allowance for railway staff was revised upwards twice, and the pay limit upto which dearness allowance was admissible was also first raised from Rs.300 to Rs. 400 and later to Rs.600. The total benefit thus accrued to the staff ranged from Rs.5.50 to Rs.35 per month depending upon their pay.

For the purpose of grant of compensatory (city) and house rent allowances, which were based on the classification of cities according to their population, revised limits of population were prescribed from the beginning of the year 1964. The new limits and classes of cities are as under:-

<u>Limits</u>	<u>Classification</u>
(i) Above the population of 100,000 but not exceeding 400,000.	'C' class (rates same as for former 'C' class cities).
(ii) Above the population of 400,000 but not exceeding 800,000.	'B-2' class (rates same as for former 'B' class cities).
(iii) Above the population of 800,000 but not exceeding 1,600,000.	'B-1' class (rates same as for intermediate between former 'A' and 'B' class cities).
(iv) Above the population of 1,600,000.	'A' class (rates same as for former 'A' class cities).

As a result of the new limits, the following cities were upgraded from 1 January 1964:-

(a) From Class 'B' to 'A'.	Madras.
(b) From Class 'B' to 'B-1'.	Hyderabad, Ahmedabad, Bangalore, and Kanpur.
(c) From Class 'C' to 'B-2'.	Madurai, Allahabad and Jaipur.

Labour Welfare: (i) Railway Schools.- During 1963-64, one high school was upgraded to higher secondary standard, one middle school was upgraded to high school and one austerity type primary school was converted to big into conventional type primary school. One non-Railway high school was taken over under Railway management and 12 new austerity type primary schools were opened.

The total number of schools functioning on the Railways during 1963-64 was 731 (intermediate 2, higher secondary/high 39, middle 25 and primary 665). A total of 107,296 pupils were on roll in these schools.

Staff Benefit Fund.- The contribution from railway revenues at the rate of Rs.4.50 per nongazetted railway servant in respect of the Zonal Railways and ad hoc grants to other units of smaller size were made during the year. Staff Benefit Fund Committees at the headquarters/divisional levels, consisting of representatives of recognised unions, staff and the administration, managed the Fund. The balance in the Fund brought forward from the preceding year amounted to Rs.1.471 millions and a sum of 5,908 million rupees was credited to the Staff Benefit Fund of the different railway administrations during the year. Additional ad hoc grants amounting to 0.135 million rupees were made to the Staff Benefit Fund of the various railway administrations mainly for sports activities. A total amount of Rs.5,633,473 was spent during the year as per details given below:-

	<u>Rs.</u>
(a) Education of Children and staff.	1,849,241
(b) Recreation and amusement.	473,841
(c) Sports.	705,367
(d) Relief of distress and assistance to sick employees.	2,390,687
(e) Scouting.	124,336
(f) Miscellaneous.	90,001

Canteens.- Besides canteens statutorily required to be provided under the Factories Act, 1948, the railways also provided, as a measure of staff welfare, canteens at places having concentration of staff. The number of canteens rose from 259 in 1962-63 to 273 in 1963-64.

Institutes and clubs.- Institutes and clubs on Railways functioned satisfactorily.

For extending some of the facilities provided in the Railway institutes to the railway staff posted at wayside stations, mobile libraries, stocked with adequate number of books on various subjects, functioned on all the Railways.

Holiday homes.- Holiday homes for class III and class IV staff at various places continued to be popular. This amenity was made use of by over 3,300 employees during the year.

Scholarships for technical education.- Under this scheme, financed from the Staff Benefit Fund, 995 scholarships, ranging from Rs.15 to Rs.50 per month and inspecial cases, upto Rs.70 per month, were awarded during the year, in addition to 1,714 scholarships continuing from the preceding years. The total amount spent on such scholarships during the year, amounted to Rs.866,864.

Scouting.- Scouting activities maintained their tempo and the strength of the organisation showed an increase during the year under review. Several training camps, service camps and rallies were held as usual during the year.

Vocational training centres.- Technical training was imparted to unskilled and semi-skilled staff during their off duty hours at 22 training centres with a view to improving their prospects of promotion to higher grades, in addition to vocational training to children of Railway employees to infuse in them a bias for technical jobs. Training was given to over 200 employees and over 700 children under the scheme which was financed from the Staff Benefit Fund.

Handicraft centres.- The number of handicraft centres for imparting training to women members of railwaymen's families in handicrafts rose to 276 in 1963-64, against 266 in the previous year. These centres continued to be very popular.

Other miscellaneous schemes.- Other schemes, financed from the Staff Benefit Fund, during the year included dental laboratory where dentures were supplied to staff on payment of cost price. Similarly, spectacles were supplied to staff and their families on 'no profit no loss' basis except class IV staff who are charged 50 per cent. of the cost only and the balance is borne but of the Staff Benefit Fund.

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Sports.- The sports activities which were curtailed as a result of emergency in October 1962 were revived during the year under review. Inter-Railway tournaments in different sporting events were organised at various centres. During the Inter-Railway athletic meet, new records were created by Railway employees in 7 men's events and 4 women's events.

Railway teams participated in various national tournaments and won championships in hockey, water polo, weight-lifting junior, weight-lifting senior, volleyball, table tennis (women) and badminton (women). Railway teams were runners up in national swimming, badminton (men), boxing and kabaddi championships. Two Railway employees were national champions - one in men's singles and the other in women's singles in badminton. A railwayman also won the "Bharat Shree" title in best physique contest. Two railway employees were given Arjuna Award by the Government of India. Fourteen railwaymen found place in the various national teams that participated in the international tournaments abroad.

Railwaymen's Co-operative Credit Societies and Banks.- There were 26 co-operative credit societies of railway employees at the beginning and at the end of the year. The total membership of these societies at the end of the year was 705,980 against 696,810 at the beginning of the year 1963-64. The paid-up share capital of these societies rose from 54.092 million rupees to 57.546 million rupees during the year. The membership of these societies worked out to 55.6 per cent. of the total railway staff and by leaving out a small number of retired railway servants who were members of the societies. The average share capital paid by the members amounted to about Rs.81 per head.

The total amount of loans issued during the year was about 17.125 million rupees more than that issued in the previous year.

All the societies worked at profit during the year under review, the total net profit earned being 4.101 million rupees. Twenty-four societies declared dividend on shares to members at rates ranging from 4 per cent. to 7.5 per cent.

Railwaymen's Consumer Co-operative Societies.- The ~~number~~ number of railwaymen's consumer co-operative societies actively functioning on the Railways increased during the year from 186 to 212.

The following statement shows the comparative progress made by them in respect of membership, share capital, working capital and business turnover during the last two years:-

	<u>1962-63</u>	<u>1963-64</u>
Number of members.	87,521	97,738
	(In Million rupees)	
Paid up share capital.	1.690	1.893
Reserve fund.	0.556	0.620
Total working capital.	3.323	3.930
Purchases.	17.040	23.746
Sales.	18.291	25.462

The Railways gave subsidy to 25 societies during the year to the extent of Rs.35,196 towards their administrative and establishment charges.

In order to hold the price line, fair price shops were provided through the agency either of the railwaymen's consumer cooperative societies or the State authorised dealers in or near the Railway colonies. At the end of the year 1963-64, 130 railwaymen's consumer co-operative societies were running fair price shops. In order to encourage the railwaymen's consumer co-operative societies stores to run fair price shops a concession of charging nominal rent of Re.1 per month was allowed to such of the societies which run fair price shops.

There was an all round improvement in the working of the railwaymen's consumer co-operative societies during the year.

Railwaymen's Cooperative Housing Societies.-

There were 18 railwaymen's cooperative housing societies at the end of the year against 14 such societies at the beginning of the year 1963-64. These societies had 3,497 members, against 2,512 in the previous year. The total working capital of these societies including deposits from individuals and loans from Government and other bodies rose from 1.593 million rupees at the beginning of the year to 1.705 million rupees at the end of the year. Six societies disbursed loans to the members to the extent of Rs.92,525. ~~The number of buildings loans to the members to the extent of Rs.92,525.~~ The number of buildings constructed till the end of the year by the members with the help of these societies was 129. Besides, 128 buildings were constructed by the societies on behalf of the

members. Seven out of the 18 societies invested 0.997 million rupees in purchasing land for developing into housing sites for allotment to members.

Encouragement to Co-operative Labour Contract Societies.- During the year 1963-64, 28 co-operative labour contract societies undertook railway handling contracts at 50 stations. These societies had 4,345 members with a paid-up share capital of Rs.86,682 at the end of the year, against 4,478 members and Rs.58,067 in the beginning of the year respectively. The annual value of the contracts given to them during the year amounted to 3.578 million rupees, against 2.250 million rupees in the previous year. The Railways disbursed a sum of 2.573 million rupees to the societies towards the execution of contracts, against their bills during the year.

Provision of quarters for staff.- In pursuance of the Railway Board's policy of providing staff quarters to essential staff, who are required to live near the site of their work, and for other non-essential staff at places where private accommodation is not available, 14,704 staff quarters were constructed on the Indian Railways during the year 1963-64. The details are:-

Type I	Type II	Type III	Type IV	Officer's Quarters	Total number of quarters	Barracks
8,880	5,165	411	139	109	14,704	154

Activities of the Medical Department.- The year 1963-64 like the preceding one was one of the expansion and consolidation. Three new hospitals and 18 new health units were opened adding 612 general and 63 tuberculosis beds. There was an all round improvement in the equipment and staff pattern of these institutions. The daily average outdoor attendance increased from 93,828 in 1962-63 to 104,369 in the year under report. The indoor admissions to hospitals also showed an upward trend from 218,976 in 1962-63 to 248,586 in 1963-64. In spite of large-scale expansion of health units/hospitals and other personnel, the patient load per health unit showed a rise from 9,995 to 10,306.

The cost of large-scale expansion of health services per employee per annum went up from Rs.72.2 in 1962-63 to Rs.76.1 in 1963-64. The total expenditure being 96.8 million rupees during 1963-64, against 87.1 million rupees last year. A number of Railway doctors were sent for training in various specialist fields to render better services to railway employees and their families. Refresher courses were introduced in headquarters hospitals for Railway doctors and other technical staff. Advantage was also taken of various orientation and refresher courses offered by non-Railway institutions.

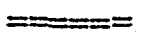
Accidents.- The number of passengers, railway servants and other persons killed and injured in accidents on Indian Railways, exclusive of casualties in railway workshops, during 1963-64 compared with the previous year, is shown in the table below:-

	Killed		Injured	
	1962-63	1963-64	1962-63	1963-64
A. Passengers.	549	408	3,503	3,153
B. Railway Servants.	316	332	23,840	23,981
C. Other than passengers and Railway Servants*.	548	507	508	524
Total.	1,413	1,247	27,851	27,658

*Excluding trespassers and suicides, details of which are set out below:

Trespassers.	4,138	3,977	2,023	2,176
Suicides.	362	364	32	47
Total.	4,500	4,341	2,055	2,223

Compared with the figures of 1962-63, there is a decrease in the number of passengers killed and injured during 1963-64.



Punjab Industrial Establishments
(National and Festival Holidays
and Casual and Sick Leave) Bill,
1965.

The Government of Punjab published on 25 February 1965 the text of the Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave) Bill, 1965, introduced in the Legislative Council of the State on 24 February 1965. According to the Statement of Objects and Reasons of the Bill, the Bill seeks to regulate the grant of various kinds of leave and holidays to workmen employed in industrial establishments in the State. At present these facilities are only available as a result of some awards or settlements or, in some cases, through Standing Orders. It would also reduce industrial disputes and friction among the employees and the employers on the grounds of non-grant of National and Festival Holidays, Casual and Sick leave and thus ameliorate the conditions of workmen and improve their relations with the employers.

The Bill provided that every worker shall, in each calendar year, be allowed in such manner and on such conditions as may be prescribed -

(a) three national holidays of one whole day each on 26 January, 15 August and 2 October; and

(b) four other holidays on any of the festivals specified in the schedule appended to this Act. The Government may by notification add to or omit from the Schedule appended to this Act any festival, and thereupon the Schedule shall be deemed to be amended accordingly.

Every worker shall, in each calendar year, be allowed by the employer casual leave for such number of days not exceeding seven and sick leave for such number of days not exceeding fourteen, in such manner and on such conditions as may be prescribed.

Notwithstanding any contract to the contrary, every worker shall, for each of the national and festival holidays and of the days of casual or sick leave, be paid by the employer wages at rate equivalent to his average daily wage.

Where a worker works on any holiday, he shall, at his option, be entitled to -

- (a) twice his average daily wage for that day, or
- (b) his average daily wage for that day and a substituted holiday with his average daily wage on any other day within thirty days from the day off which he so works.

Other provisions of the Bill relate inter alia appointment of inspectors, their powers and duties, power to make rules, etc.

(The Punjab Government Gazette,
Extraordinary, 25 February 1965,
pp. 363-369).

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

India - April 1965.

Punjab Labour Welfare Fund Bill, 1965.

The Government of Punjab published on 3 March 1965 the text of the Punjab Labour Welfare Fund Bill, 1965, introduced in the Punjab Vidhan Sabha on 3 March 1965. The Bill seeks to provide for the constitution of a Fund for the financing of activities to promote welfare of labour in the State of Punjab and for conducting such activities and for certain other purposes.

According to the Statement of Objects and Reasons appended to the Bill, large sums of money realised by employers of establishments from their employees as fines, unpaid wages, bonus or gratuity which are not claimed by the latter remain accumulated with such employers and are not properly utilized by them in the best interests of labour. This bill seeks to provide for the constitution of the Labour Welfare Fund to carry on various activities conducive to the welfare of labour in the State so as to ensure full and appropriate utilization of such accumulations for the welfare of labour through the agency of this Fund into which all such accumulations are required to be paid.

The Bill provides that the State Government shall constitute a Fund called the Labour Welfare Fund and, notwithstanding anything contained in any other law for the time being in force or in any contract or instrument, all unpaid accumulations shall be paid to the Board which shall keep a separate account therefor until claims thereto have been decided in the manner provided in section 9, and the other sums specified in sub-section (2) shall be paid into the Fund.

The Fund shall consist of -

- (a) all fines realised from the employees;
- (b) unpaid accumulations transferred to the Fund under section 9;
- (c) grants and subsidies to the Board by made by the State Government;
- (d) any voluntary donations;
- (e) any fund transferred under section 11.

For the purpose of administering the Fund and for performing such other functions as are assigned to it ~~by or under this Act~~, the State Government shall by notification establish a Board to be known as "the Punjab Labour Welfare Board" for the whole of the State of Punjab.

The Board shall consist of the following members, including the Chairman, to be nominated by the State Government, namely:-

- (a) such equal number of representatives of employers and employees as may be prescribed; and
- (b) such number of independent members, whether official, non-official or both, as may be prescribed.

The Fund may be utilized by the Board to defray expenditure on the following:-

- (a) community and social education centres including reading rooms and libraries;
- (b) community necessities;
- (c) games and sports;
- (d) excursions, tours and holiday homes;
- (e) entertainment and other forms of recreation;
- (f) home industries and subsidiary occupations for women and unemployed persons;
- (g) corporate activities of a social nature;
- (h) cost of administering this Act including the allowances, if any, payable to the Chairman and members of the Board and the salaries and allowances of the staff appointed for the purposes of this Act; and
- (i) such other objectives as would in the opinion of the State Government improve the standard of living and ameliorate the social conditions of labour. Provided ~~further that unpaid account~~ that the Fund shall not be utilized in financing any measure which the employer is required under any law for the time being in force to carry out.

Other provisions of the Bill relate inter alia to investment of the Fund, appointment of inspectors, procedure at the meetings of the Board, mode of recovery of sums payable into Fund, etc.

(The Punjab Government Gazette, Extraordinary, 3 March 1965, pp.443-452).

Uttar Pradesh: U.P. Welfare Fund Bill 1965
passed by Legislative Council.

The U.P. Legislative Council passed the U.P. Labour Welfare Fund Bill 1965, on 21 April 1965. The bill aims at creating a fund for opening community and social education centres to provide facilities for reading rooms and libraries; public baths, and washing places; medical relief and convalescent homes; education of women and children and adults; games and sports; excursions tours and holiday homes and entertainment and other forms of recreations.

The money for the fund will come from fines realised from employees; unpaid accumulation transferred to the fund; any grant made to the fund by the State Government and from any voluntary donation or contribution made to the fund.

The fund will be governed by a board consisting of equal number of representatives, of employees and employers, to be prescribed by the Government, and a chairman. All the members of the board and its chairman will be nominated by the State Government.

(The National Herald, 22 April, 1965).

56. Labour Administration.

India - April 1965.

Working of the Plantations Labour Act, 1951
during the Year 1963*.

The object of the Plantation Labour Act, 1951 is to provide for the welfare of labour and to regulate the conditions of work in plantations. It applies to the whole of India except in the State of Jammu and Kashmir and covered in the first instance, all tea, coffee, rubber and cinchona plantations measuring 10.117 hectares or more wherein 30 or more persons are employed or were employed on any day of the preceding twelve months. The following is a brief review of the working of the Act during 1963.

Employment.- The total number of estates/plantations covered by the Plantations Labour Act, 1951 number of estates submitting returns and average daily labour employed in various States/Territories during 1963 are given below:-

(Please see table on the next page)

* Indian Labour Journal, Vol.VI, No.4,
April 1965, pp. 305-312.

State/Union Territory.	No. of Estates/Plantations.	No. of Estates/Plantations submitting returns.	Average Daily labour employed.
Assam. ----	665	623	492,793
Bihar. ----	13	12	579
Kerala. ----	450	N.A.	200,000
Madras. ----	289	251	74,738
Mysore. ----	N.A.	274	27,229
Punjab. ----	18	17	1,528
Uttar Pradesh. ---	17	15	1,532
West Bengal. ---	281	239	164,454
Himachal Pradesh.	1	1	81
Tripura. ----	57	19	2,808

Hours of Employment.— The Plantations Labour Act, 1951 has fixed the maximum weekly hours of work for adults at 54 and for adolescents and children at 40. It has also prescribed the daily hours of work, their spreadover and the time for rest intervals. The available information shows that normal weekly hours of work in Bihar were 42 for daily rated workers and 18 to 24 for workers employed under the contract system and in Madras 54 for adult workers and 40 for adolescents and children. In Mysore, the adult workers were required to work eight hours a day and adolescents worked for less number of hours with an interval of 1 to 1½ hours. In Punjab, the weekly hours of work were between 45 to 48 hours. In Himachal Pradesh, the normal working hours per week were 48 for adult and 24 for children and in Tripura workers usually did not work for more than 36 hours per week in the plantations.

Leave with Wages.— The Act provides for the grant of leave with wages at the rate of one day for every twenty days worked for adults and one for 15 days worked for young persons. The number of persons who were granted leave with wages was 514,771 in Assam, 1,464 in Bihar, 66,475 in Madras, 21,787 in Mysore, 1,755 in Uttar Pradesh and 160,725 in West Bengal.

Health.— The important provisions of the Act in respect of health relate to: (a) supply of drinking water, (ii) arrangements for conservancy, and (iii) provision of medical facilities.

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In almost all the plantations arrangements had been made for drinking water facilities and there were sufficient number of latrines for the use of workers.

Welfare.- The welfare facilities provided in the Act include, inter alia, educational and recreations facilities, housing, canteens, creches and appointment of welfare officers. The extent to which such facilities exist in various states is also described in the article.

Sickness and Maternity Benefits.- Under section 32 of the Plantations Labour Act, 1951, the State Governments are empowered to frame rules in regard to sickness and maternity allowances. Available information regarding the number of workers who obtained those allowances during the year 1963, is given in the table below:-

State	Sickness Allowance		Maternity Allowance	
	Number of workers who received the benefit.	Amount paid <u>Rs.</u>	Number of women workers who received the benefit.	Amount paid <u>Rs.</u>
Assam.	389,007	3,201,245	41,425*	3,948,090
Bihar.	-	-	-	-
Kerala.	34,175	319,686	5,839	483,876
Madras.	40,370	321,481	6,870*	365,857
Mysore.	11,370	73,501	1,352	121,821
Punjab.	133	425	2	116
Uttar Pradesh.	1,312	10,612	161	8,530
West Bengal.	68,563	424,909	16,144	1,773,963

* Claims.

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Chapter 6. General Rights of Workers.

67. Conciliation and Arbitration.

India - April 1965.

Maharashtra: Bombay Industrial Relations
(Extension and Amendment) Act, 1964
(Maharashtra Act No. XXII of 1965).

The Bombay Industrial Relations (Extension and Amendment) Bill (vide pages 54-58 of the report of this Office for October-November 1964) as passed by the Maharashtra Legislature received the assent of the President on 10 March 1965 and has been gazetted as Maharashtra Act No. XXII of 1965. The Act extends the Bombay Industrial Relations Act, 1946 (Act No. XI of 1947) throughout the State of Maharashtra, for that and certain other purposes amends that Act and repeals corresponding laws in force in certain areas of the State. A summary of the salient provisions of the Amendment Act is given below.

Amendments to Section 2 of the Act XI of 1947.- Provision is made for the application of the Bombay Industrial Relations Act, 1946, to those industries in the Vidarbha area of the State to which the Central Provinces and Berar Industrial Disputes Settlement Act, 1947, applied. Power is also taken to the State Government to withdraw the application of the Act in relation to any specified industry; and provision is made for application of section 7 of the Bombay General Clauses Act, 1904, to provide for usual savings in any such contingency.

The definition of the word 'employee' in section 2 Clause (23) is amended to include "persons who have been retrenched or whose services have been terminated" and to include persons employed primarily in a managerial, administration, supervisory or technical capacity and drawing wages not more than five hundred fifty rupees per month.

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Section 13 provides ~~othe~~ that a Union having a membership of not less than 15 per cent. of the employees employed in an industry in a local area is eligible to become a Representative Union. The percentage is now raised to 25 by the Amendment Act.

In order to discourage repeated applications by unions for registration, provision is made to prohibit fresh application by a union unless its previous application for registration is finally disposed by the Registrar.

Section 14.- The Bombay High Court in B.E.S.T. Workers Union vs. State of Bombay (Appeal No.2 of 1959) has held that the third provision to section 14 applies, even if more than one union apply for registration in different calendar months. The amendment, provides that applications made in the same calendar month for registration of unions shall first be disposed of; and any applications received in subsequent calendar months shall not be considered until applications received in the same calendar month are disposed of.

Section 16.- Does not bar applications being made repeatedly for registration of another union in place of any existing registered union. The Amendments to ~~Sections 23 to 24~~ provides that when a Union has been once recognised, it should continue to be so at least for a period of two years, from the date of its registration. Unless a period of one year has elapsed from the date of disposal by the Registrar of the previous application made by any union, no fresh application by that union should be entertained.

Sections 23 and 24.- The conditions prescribed for registration under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947, are on the whole similar to those prescribed for approved unions under the principal Act. Amendments to Sections 23 and 24 provide that any union so recognised should be deemed to be entered in the list of approved unions, provided that these unions make rules providing for matters specified in section 23 within six months from the commencement of the Bombay Industrial Relations (Extension and Amendment) Act, 1964.

Sections 32 and 33.- The Supreme Court in Girjashankar Kashiram vs. Gujarat Spinning and Weaving Co.Ltd. (1962(1)L.L.J.369) has held that under the scheme of sections 27A, 32 and 33,

no person can appear in any proceedings under the Act in which a representative union appears. Amendment to section 32 provides that an employee should be permitted to appear in a proceeding before a Labour Court or an Industrial Court in which the legality or propriety of an order of dismissal, discharge, removal or suspension is under consideration, although the Representative Union has appeared in any such proceeding.

Another amendment to Section 33 provides that no person (other than the Representative Union or legal practitioner) shall be permitted to appear on behalf of the employees except with the permission of the Court.

New Section 33A.- It is noticed that in disputes between employees and employers referred to a Labour Court ~~for~~ or the Industrial Court under section 72, the representative union avoids to appear, and the Court is confronted with the difficulty of getting proper appearance. To overcome this difficulty in such disputes, the amendment provides that all such persons who are parties and where the number on either side exceeds five, their elected representatives should be entitled to appear and act in the proceedings before the Court. Provision is made for the Representative Union also to be heard.

Amendment to Section 46.- Under the amendments it will not be possible for an employer to make any change in any industrial matter where no settlement is arrived at, before the date on which the award of the Arbitrator or Industrial Court or decision of the Wage Board comes into operation. This provision is made on the lines of section 37(10) of the Central Provinces and Berar Industrial Disputes Settlement Act, 1947.

Amendment to Section 73A.- The amendment makes provision for empowering an employer also to refer an industrial dispute for arbitration under section 73A on the lines of section 38A of the Central Provinces and Berar Industrial Disputes Settlement Act, 1947.

Amendment to Section 78.- The amendment enlarges the powers of the Labour Court under section 78. The Labour Court is empowered to direct temporary withdrawal of any change the legality of which is a matter of issue in any proceedings before it, pending its final decision.

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The Labour Court is further empowered to require an employer to reinstate an employee with full back wages or pay him wages and compensation not exceeding Rs. 4,000/- (regard being had to loss of employment and possibility of getting suitable employment), if the employee was dismissed, discharged, removed for fault or misconduct which came to the notice of the employer more than six months prior to such action or if such action was taken in contravention of any of the provisions of the Act or of any standing order applicable to the employee.

Section 82.- Under the new section 82, cognizance of an offence can now be taken by the Labour Court in the case of employees on a complaint made by the representative union.

Section 86cc.- Provision is made in section 86CC for empowering an employer also to refer an industrial dispute to a Wage Board for decision.

Section 97.- In order to encourage settlement of industrial disputes through voluntary arbitration, section 97 is amended to provide that if the employer does not agree to submit the industrial dispute to arbitration under section 58(6) during the conciliation proceedings, a strike, if any, resorted to by the workers during the pendency of arbitration proceedings before the Industrial Court under section 73A should not be illegal. Corresponding provision in similar circumstances has been made in respect of lockouts by employers.

Section 101.- As a further measure of protection afforded to employees under section 101, provision is being made requiring an employer to obtain prior permission of the Labour Court before dismissal, discharge or reduction of recognised office bearers of a union.

New Section 118A.- New Section 118A is intended to empower the Industrial Court or Labour Court to decide matters ex parte.

(Maharashtra Government Gazette, Part IV,
25 March 1965, pp. 66-80)

CHAPTER 7. PROBLEMS PECULIAR TO CERTAIN CATEGORIES OF WORKERS.

INDIA - APRIL 1965.

71. Employees and Salaried Intellectual Workers.

Central Government Employees to get more Dearness Allowance.

Shri T.T. Krishnamachari, Union Finance Minister announced in the Lok Sabha on 26 April 1965 revised rates of Dearness Allowance which will take effect from 1 March 1965. Hitherto, only employees with salaries less than Rs.600 a month had been given dearness allowance. According to the revised rates, all those earning between Rs.400 and Rs.1,000 a month will now get a dearness allowance of Rs.90 a month. For employees earning above Rs.1,000 a month, dearness allowance will be paid to only those getting salaries of less than Rs.1,090. It will be an amount by which the pay falls short of Rs.1,090 a month. The following are the new rates:-

<u>Pay per month.</u> <u>Rs.</u>	<u>D.A. per month.</u> <u>Rs.</u>
Below 110.	33
110 and above, but below 150.	50
150 and above, but below 210.	65
210 and above, but below 400.	81
400 and above, but below 1,000.	90
1,000 and above.	Amount by which pay falls short of 1,090.

With effect from the same date, viz., 1 March 1965, the following additional Dearness Allowance shall be allowed to Central Government employees paid from the civil estimates, who draw pay in the pre-revised scales and Dearness Allowance at the rates in force on 30 June 1959.

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Pay per month. <u>Rs.</u>	Additional D.A. per month. <u>Rs.</u>
Below 60.	23
60 and upto 100.	40
101 and above but below 160.	45
160 and above but below 245.	61
245 and above but below 330.	81
330 and above but below 900.	90
900 and above:	Amount by which the total of pay plus Dearness Allowance falls short of 1,090.

"No portion of this additional Dearness Allowance will be treated as pay for any purpose."

This decision will benefit about 2.2 million employees at cost to the exchequer of 252.1 million rupees.

(The Statesman, 27 April, 1965).

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Higher Salary grade demanded by B.Sc. Nurses'
Alumni Association of the Delhi College of
Nursing.

The B.Sc. Nurses' Alumni Association of the College of Nursing, Delhi, has submitted a memorandum to the Union Health Minister detailing its grievances and suggesting what should be done to redress them.

The association has about 700 members, some working in the college in Delhi and others spread over the country. More than 200 of them have got their master's degree in nursing either from Delhi University or from the U.S.A. Their complaint is that they are treated no better, and at times worse, than those who have only a nursing diploma. Besides, why should not graduate nurses be treated on par with those in other fields? For instance it is pointed out, the grade of a hospital senior technician, who is at best a matriculate, is Rs. 210-450, whereas that of a clinical instructor, who is at least a graduate, is Rs. 210-320. Again, members of the non-nursing staff, like teachers in Hindi or psychology, are paid more than the nursing staff even though they put in less hours of work. Numerous other examples are given in the memorandum to show how graduate nurses "are discriminated against".

The University Grants Commission a few years ago recommended that nursing staff should be treated on par with university teachers. This recommendation has not been implemented. The difference in the existing and the suggested grades varies from about Rs. 100 at the minimum level to about Rs. 420 at the maximum.

The official explanation is that nursing staff unlike others, get some additional benefits like free accommodation. But the nurses say that for providing these facilities a portion of their allowances (which could be anything from 40 to 50 per cent) is cut. Moreover, the allowances of even those who do not avail themselves of these benefits are cut they say.

(The Statesman, 16 April, 1965).

CHAPTER 8. MANPOWER PROBLEMS.

INDIA - APRIL 1965.

81. Employment Situation.

Employment Exchanges: Working during February 1965.

According to a Review on the Principal Activities of the Directorate-General of Employment and Training for the month of February 1965, the following was the position of registration, placements, live register, vacancies notified and employers using employment exchanges:

Item.	January 1965.	February 1965.	Increase (+) or Decrease (-).
Registrations.	294,588	263,044	(-) 31,544
Placements.	45,663	43,694	(-) 1,969
Live Register.	2,459,921	2,425,516	(-) 34,405
Vacancies Notified.	71,376	68,538*	(-) 2,838
Employers using Exchanges.	12,829	12,420	(-) 409

* Includes 1,321 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, nurses, midwives, compounders, stenographers, fitters, turners, electricians, overseers, accountants and trained teachers, while surpluses continued to persist in respect of clerks, untrained teachers and unskilled office workers and labourers.

In addition to the employment assistance shown above, the Central Labour Depot, Gorakhpur, recruited and despatched 1,083 workers during February 1965.

Employment Market Information.- At the end of February 1965 employment market studies were in progress in 271 areas in the country.

Deployment of surplus and Retrenched Personnel.- During the month under review 14 persons were retrenched from Bhakra Nangal Project and four from the Special Cell of the Ministry of Home Affairs, 124 were registered and 207 were placed in employment. The detailed information is given below:-

Name of Project,	No. awaiting assistance at the end of January 1965.	No. Retrenched during the month.	No. of retrenched personnel (including those left voluntarily) registered during the month for employment assistance.	No. placed during the month.	No. left including 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	-	217
2. Bhakra Nangal Project.	76	14	14	5	46	39
3. Bhilai Steel Project.	462	-	106	200	-	368
4. Durgapur Steel Project.	61	-	-	-	3	58
5. Special Cell of the Ministry of Home Affairs.	306	4	4	1	-	309*
Total.	1,123	18	124	207	49	991

*Class II.....51, Class III.....258.

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

Opening of additional Employment Exchanges.— One District Employment Exchange at Pithoragarh (U.P.) and one University Employment Information and Guidance Bureau at Annamalai University at Annamalainagar, Madras were set up during the month. The total number of Employment Exchanges including University Employment Information and Guidance Bureaux in the Country at the end of February 1965 was 393.

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

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Working of Rural Manpower Programme
Discussed.

An inter-State Conference on Rural Manpower Programme was held at New Delhi on 16 April 1965, to make a critical appraisal of the working of the programme during the Third Plan and formulate recommendations to be included in the Fourth Plan. Addressing the meeting, Shri Ashoka Mehta, Deputy Chairman of the Planning Commission, said that unless the rural manpower programme aimed at creating continuous and sustained employment opportunities for the rural population, it would not lead to any permanent benefit. He wanted conservation of land and water resources to form part of the programme.

Shri Dey described the rural manpower utilisation programme as yet another form of community development, and supported close association of the Panchayati Raj institutions with the implementation of the programmes.

Shri Tarlok Singh, Member, Planning Commission, in his speech said that the employment potential of the ~~Four equal~~ Fourth Plan programmes should be equal to the increase in the labour force, which he estimated at 23 million. He wanted a serious effort to be made to reduce the backlog of unemployment estimated at 12 million at the beginning of the Fourth Plan. A major weakness of the programme so far, he said, had been the lack of rural engineering personnel and suggested building up a core of rural engineers who were committed to work under rural conditions.

(The Tribune, 16 April, 1965).

83. Vocational Training.

India - April 1965.

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

According to a Review of the Principal Activities of the Directorate-General of Employment and Training for the month of February 1965, there were 303 institutes for training craftsmen and 31 centres holding part-time classes for industrial workers. The total number of seats introduced for craftsmen training scheme and part-time classes for industrial workers stood at 95,350 and 3,490 respectively and the number of persons undergoing training was 80,054 and 2,325 respectively.

Central Training Institute for Instructors.- The new session in all the Central Training Institutes for Instructors commenced on the 1 February 1965. The number of trainees admitted is shown below:

<u>Name of C.T.I.</u>	<u>No. of trainees on roll.</u>
C.T.I., Calcutta.	419
C.T.I., Bombay.	299
C.T.I., Kanpur.	249
C.T.I., Madras.	199
C.T.I., Hyderabad.	203
C.T.I., Ludhiana.	147
C.T.I. for Women, Curzon Road, New Delhi.	112
Total.	<u>1,628</u>

Sanction of seats under the Training Schemes.- No additional seats or I.T.I.s were sanctioned during the February 1965. As such by the end of February 1965 the progressive totals of seats/ITIs. sanctioned during the Third Plan period remained unchanged as shown below:-

- (a) Craftsmen Training Scheme. 66,374
- (b) National Apprenticeship Scheme. 4,387
- (c) Part-time classes for Industrial Workers. 4,255
- (d) Number of New ITIS sanctioned. 157

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 Craft Instructors Training Scheme, are being aided by S.F.P. of the U.N.O. except the one at Bombay which is being assisted by the AID Agency of the United States. The assistance in the case of each of the C.T.I. at Calcutta, Kanpur, Madras, Hyderabad and Ludhiana receiving aid under the United Nations Special Fund Programme has now been enhanced by 0.17 million rupees for supply of spare parts for the machines which have already been supplied and for the supply of equipment for Visual Aids. The progressive receipt position of equipment upto February 1965, is tabulated below:-

Name of Centre.	Value of aid (in Million)	Receipt upto January 1965.	Received during February, 1965.	Total receipts upto February 1965.
1	2	3	4	5
C.T.I., Kanpur.	1.560	1.329	Nil	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

The bulk of the equipment against the fresh Project Indent Orders amounting to \$ 28,000 placed by the Principal, C.T.I., Bombay has already been received by him.

Second All-India skills Competition.- With a view to fostering a spirit of healthy competition among the trainees at the Industrial Training Institutes in the States, an All India Skills Competition has been instituted. The Second All-India Competition was held in February, 1965 in the trades of Fitter, Turner, Machinist, Welder, Moulder and Electrician. One Best trainee in each trade for each State appeared in this competition.

The Industrial Training Institute, Pusa, New Delhi was adjudged as the Best Institute, and Delhi State was adjudged as the Best State. A function was held at Vigyan Bhawan, New Delhi, on the 12 March 1965 at which the Vice-President of India gave away the prizes.

According to the scheme, the best trainees will undergo six months inplant training in a leading Industrial Firm followed by three months Orientation course at the Central Training Institute for Instructors. Thereafter they will proceed to U.S.A. for six months Study-cum-Training programme under U.S. AID Programme.

Apprentices Act, 1961.- The number of apprentices undergoing training under the Apprentices Act was 14,375 at the end of December 1964 of which 11,364 were full-term apprentices and 3,011 short-term apprentices, registering an increase of 245 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.

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

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Chapter 9. Social Security

92. Legislation.

India - April 1965.

Coal Mines Provident Fund and Bonus (Schemes) Amendment Bill, 1965.

Shri Asoke K. Sen, Minister of Law and Social Security, Government of India, introduced, in the Lok Sabha on 6 April 1965 a Bill further to amend the Coal Mines Provident Fund and Bonus Schemes Act, 1948. According to the Statement of Objects and Reasons of the Bill, the Coal Mines Provident Fund and Bonus Schemes Act, 1948, makes provision for the framing of Provident Fund and Bonus Schemes for persons employed in coal mines. The number of subscribers under the schemes is more than 400,000. The accumulations in the Fund invested in the Central Government securities amounted to 443.0 million rupees at the end of September, 1964.

The Act was last amended in 1951. Since then the working of the Act has revealed certain lacunae which are proposed to be ~~be~~ rectified by means of this Bill.

The main amendments proposed to the original Act are as follows:-

(i) The existing definitions of the terms 'coal mine', 'employee' and 'employer' are being suitably revised to make them more comprehensive and to bring them in line with the amendments made in the Mines Act, 1952 and the Employees' Provident Funds Act, 1952. The term 'employee' will now include persons employed by or through a contractor. Malis, sweepers, domestic servants and teachers employed in or in connection with coal mines along with apprentices or trainees who receive stipend or other remuneration directly from the employer are also proposed to be included within the definition of term 'employee' to enable them to get the benefit of provident fund.

(ii) A new provision is being made for transfer of provident fund accumulations from other provident funds to Coal Mines Provident Fund and vice versa on transfer of employees from one establishment to another to ensure the continuity of their provident fund.

(iii) Provision is also being made for enhanced penalty of imprisonment up to one year or fine of Rs.2,000 or both for contravention of any of the provisions of the Act or the Schemes within two years of previous conviction.

(iv) In view of the difficulties experienced in giving the benefit of the provident fund to the employees employed by or through contractors provision is being made to enable the contractors to recover the amount of members' contributions from such employees and to make it obligatory on the contractors to pay to the employer the amount paid by the employers on account of the employees employed through the contractors.

(v) Provision is also being made for the recovery of damages from the employers in cases of default in the payment of any contribution or any charges under any Scheme or in transferring provident fund accumulations.

The Bill seeks to give effect to the above proposals.

(The Gazette of India, Extraordinary,
Part II, Sec.2, 6 April 1965,
pp. 325-341).

Employees' Provident Funds Act, 1952,
extended to Employees in Bread Industry.

powers

In exercise of the powers conferred under the Employees' Provident Funds Act, 1952 the Central Government has with effect from 31 March 1965 added 'bread industry' to schedule I of the said Act.

(Notification GSR 402, dated 2 March 1965; the Gazette of India, Part II, Sec.3, sub-sec.(i), 13 March 1965, page 436).

Unemployment Insurance Scheme to be introduced.

The Planning Commission has approved in principle the scheme for unemployment insurance to cover about 1.5 million workers. Broadly, the scheme seeks to ensure certain benefits - payments of a sum equivalent to half the last wages drawn for the first six months of unemployment - to both white-collar and manual workers already covered by the Employees' Provident Fund and Coal Mines Provident Fund schemes.

The workers and the employers will be required to contribute 50 paise each monthly for each Rs.100 drawn by an employee as wages towards the implementation of the insurance scheme. It has been estimated that the funds so collected will be adequate to finance the scheme.

The outlines of the scheme were presented before the trustees of both the Provident Funds some time ago. While the trade unions welcomed it, employers' representatives wanted time to study its different aspects and implications.

Since then the scheme, except in certain points of detail, is understood to have been endorsed as sound and practicable by the labour and social security administrations in the U.S.A. and Britain. In the light of their suggestion, the Social Security Department has prepared a detailed proposal. This will be placed before the Provident Fund trustees again in May for approval.

(The Statesman, 29 April, 1965).

LIST OF THE PRINCIPAL LAWS PROMULGATED
DURING THE PERIOD COVERED BY THE REPORT
FOR APRIL 1965.

INDIA - APRIL 1965.

CHAPTER 6. GENERAL RIGHTS OF WORKERS.

Maharashtra: Bombay Industrial Relations
(Extension and Amendment) Act, 1964
(Maharashtra Act No. XXII of 1965) (The
Maharashtra Government Gazette, Part IV,
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